

NOVALIS TRUST

England & Wales · Charity number 1103955

Details

Other names	COTSWOLD CHINE AND PARADISE HOUSE LIMITED, COTSWOLD CHINE SCHOOL, THE NOVALIS TRUST LIMITED
Status	Registered
Legal form	Charitable company
Company number	05114710
Registered	2004-05-26
Register	View on the Charity Commission register

Contact

Address	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Phone	01453837551
Email	info@novalis-trust.org.uk
Website	www.novalis-trust.org.uk

Activities

Objects: TO PURSUE SUCH GENERAL CHARITABLE PURPOSES AS THE TRUSTEES SHALL FROM TIME TO TIME DETERMINE.WITHOUT PREJUDICE TO THE GENERALITY OF THE FOREGOING, TO PROMOTE AND PROVIDE FOR THE ADVANCEMENT OF EDUCATION AND CARE AND TO CONDUCT SUCH RESIDENTIAL AND DAY SETTINGS AS THE TRUSTEES CONSIDER NECESSARY FOR THE EDUCATION AND CARE OF CHILDREN, YOUNG PEOPLE AND ADULTS AND IN PARTICULAR THOSE WITH COMPLEX EMOTIONAL AND BEHAVIOURAL DIFFICULTIES AND SPECIAL LEARNING NEEDS.

Activities: Operates Cotswold Chine School and William Morris School (both of which are special schools for children with complex learning needs) and Paradise House (a residential care home for adults with learning difficulties).

Classification

- **How:** Provides Services
- **What:** Education/training, Disability
- **Who:** Children/young People, People With Disabilities

Geography

- **Area of benefit:** GLOUCESTERSHIRE
- Gloucestershire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£14,498,090	£14,717,988	£20,819,813	309
2023-08-31	£13,594,892	£13,311,806	£21,039,711	304
2022-08-31	£12,985,024	£12,104,281	£20,756,625	290
2021-08-31	£12,234,827	£12,334,802	£19,564,407	290
2020-08-31	£12,275,029	£11,808,070	£19,664,382	278

Trustees

Name	Role	Appointed
Daniel Walton		2022-08-17
Elizabeth Buckland		2021-12-01
Gregory Moss		2024-09-04
Martin Stern		2024-09-04
Maureen Smith		2023-03-01

NOVALIS TRUST

England & Wales - Charity number 1103955

Accounts

Registered Charity No: 1103955
Company Number: 05114710

NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024

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**NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

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**NOVALIS TRUST
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2024**

Charity number	1103955
Company registration number	05114710
Registered office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Principal office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Trustees	M Bennett E Buckland D Walton M Smith D Rice (Appointed 6 September 2023) G Moss (Appointed 4 September 2024) M Stern (Appointed 4 September 2024)
Secretary	P Furlley (resigned 4 July 2024) Double Six Legal Limited (Appointed 4 July 2024)
Chief executive	J Lukas
Auditors	Hazlewoods LLP Windsor House Bayshill Road Cheltenham GL50 3AT
Bankers	Lloyds Bank Plc 12 Rowcroft Stroud Gloucestershire GL5 3BD

**NOVALIS TRUST
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustees, who are also directors for the purposes of company law, present their Annual Report and the Financial Statements for the year ended 31 August 2024.

1 STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document and Management Novalis Trust is a company limited by guarantee and is governed by its memorandum and articles of association. It is a registered charity with the Charity Commission. Previously, the company was known as The Novalis Trust Limited, Cotswold Chine School, and later as Cotswold Chine & Paradise House Limited before adopting its current name. The company currently trades as:

1. Cotswold Chine School
2. Paradise House
3. Ebley House
4. William Morris College

The following Trustees have held office since 1 September 2022:

- M. Bennett
- E. Buckland
- D. Walton
- M. Smith (Appointed 1 March 2023)
- D. M. Rice (Appointed 6 September 2023)
- Martin Stern (Appointed 4 September 2024)
- Greg Moss (Appointed 4 September 2024)
- J. Houlston-Hope (Resigned 9 January 2023)

Appointment of Trustees

The appointment of Trustees is governed by the articles of association, the Trustees being authorised to fill vacancies arising through resignation or death of an existing Trustee.

Trustees induction and training

New Trustees undergo an orientation process to brief them on their legal obligations under the charity and company law, the content of the memorandum and articles of association, the charity's operations and the decision making processes, the future plans and the recent financial performance of the charity. The charity has paid for insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

Organisation

The Trustees meet regularly to oversee the charity's affairs, the day to day operation of which is in the hands of the Chief Executive, J Lukas and his Senior Management Team.

The Trustees have backgrounds in accountancy, law, education, clinical therapy, and health. They work closely with the Chief Executive and the Senior Management Team to oversee Paradise House, William Morris College, Cotswold Chine School, and the charity's head office at Ebley House.

Register of Trustees' Interests

The secretary maintains a Register of Trustees' Interests; no material conflicts have been identified.

The related party transactions are included in note 19 to these financial statements.

NOVALIS TRUST

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024

Governance Manual

A Governance Manual is maintained by the secretary and reviewed biennially by the Board. It provides direction and guidance to the Trustees on the organisation and structure of the charity.

Strategic Report

Principal risks and uncertainties

The Trustees have a risk management strategy which comprises an on-going review of the risks the charity may face; the establishment of systems and procedures to mitigate the identified risks; and the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The Trustees' assessment of specific risks facing the company going forward are:

- A decline in confidence in the organisation, leading to a reduction in placements.
- Authorities opting for other county or local authority state provisions, impacting funding and the sustainability of charitable activities.

A risk register is maintained and reviewed annually by the Board.

Going concern

The Trustees have prepared forecasts for the next 12 months that indicate that the Trust will continue to have sufficient resources available to trade as a going concern. The Trustees, therefore, have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future and have continued to adopt the going concern basis in preparing the financial statements. The Trust maintains cash reserves to cover operational costs, including salaries, for a minimum of six months.

2 OBJECTIVES AND ACTIVITIES

The charity's mission is to provide education, care, and therapy for children, young people, and adults, particularly those with emotional, behavioural, and special learning needs. It achieves this through residential and day schools, as well as residential care for adults with learning difficulties.

The Novalis Model, a trauma-informed and evidence-supported approach, underpins the charity's work. It fosters positive relationships and secure attachments within a therapeutic, low-arousal environment.

Our core values—Kindness, Empathy, Creativity, Curiosity, and Positivity—guide staff recruitment and inform the organisation's practices.

The charity operates two independent special schools:

1. **Cotswold Chine School** – Approved by the Department for Education to admit up to 60 pupils (ages 7-19), with up to 42 on residential placements. Some placements exceed 295 days per year, requiring additional Ofsted registration as a children's home.
2. **William Morris School** – Approved to admit up to 50 pupils (ages 7-19), with boarding available for up to 14 pupils for up to 39 weeks per year.

The charity also owns and operates:

- **Paradise House**, a residential care home for adults with learning difficulties, registered for up to 30 residents with the Care Quality Commission (CQC).
- **Ebley House**, the charity's headquarters, which houses central services such as staff training, HR, finance, and conference facilities.
- **Halfway Café and Shop**, providing work experience opportunities, re-opened in 2024 with a fresh sandwich bar and bakery.

The Trust collaborates with academics and professionals to advance knowledge in trauma-informed care, attachment-related difficulties, and recovery approaches.

NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

3 ACHIEVEMENTS AND PERFORMANCE

The charity continues to provide a therapeutic nurturing environment for vulnerable people through the provision of education, social care and clinical therapy in a way that helps young people overcome barriers to their learning. In the case of adults the provision offers specialist support to lead as person-centred and fulfilling a life as possible.

Opportunities for young people and residents to access the local community through the provision of independence training and suitable accommodation. A range of suitable activities that offer educational and occupational opportunities are provided.

- **Ofsted Inspections:**
 - Cotswold Chine School (Jan 2022) – Rated 'Good,' with 'Outstanding' for personal development.
 - William Morris School (June 2023) – Rated 'Good,' with approval to increase student numbers to 50 in Jan 2025.
 - Cotswold Chine School Care Provision (Jan 2025) – Rated 'Good' under the new Ofsted framework.
 - Paradise House (Jan 2022) – Maintained its 2019 CQC rating of 'Good' overall, with 'Outstanding' for caring.
- **Clinical and Therapeutic Services Expansion:**
 - Therapy team includes a Clinical Psychologist, Child and Adolescent Psychotherapist, Family Therapist, Behavioral Analyst, Occupational Therapists, and Speech and Language Therapists.
 - Ongoing training in Trauma-Informed Care, Neurosequential Model of Therapeutics (NMT), and Social Resilience Model (SRM).

4 FINANCIAL REVIEW

The Trust's overall income was higher than the previous financial year with costs increasing also. Total income was £14,498,090 (2023 - £13,594,892), with total costs of £14,717,988 (2023 - £13,311,806). Net assets at the year end were £20,819,813 (2023 - £21,039,711).

5 PLANS FOR FUTURE PERIODS

- Expansion of William Morris School's boarding provision in September 2025.
- Continued refurbishment of facilities.
- Increased focus on health and well-being initiatives.
- Strengthening governance through the recruitment of Trustees with expertise in law and child psychotherapy.
- Environmental initiatives, including improved EV charging infrastructure.

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2024**

Reserve policy

Previously, designated funds were set aside for the purchasing of a property to use as holiday accommodation for students, residents and young people. The Trust purchased this property during the year to 31 August 2024, and therefore the reserve has been transferred into general funds. The Charity aims to hold a minimum of three months of cash reserves to cover operational costs, including salaries.

Free reserves at the year end were £1,826,522 (2023 - £2,035,019).

Investment Policy

The Trustees review the available resources, and any surplus is deposited in a high interest savings account until it is needed.

Taxation Status

The Company is a registered charity and consequently is exempt from Corporation Tax.

6 AUDITORS

Hazlewoods LLP have acted as auditors and a resolution proposing that they be re-appointed will be put to the Annual General Meeting.

7 STATEMENT OF DISCLOSURE TO AUDITOR

In so far as the Trustees are aware:

- (a) there is no relevant audit information of which the company's auditors are unaware; and
- (b) the Trustees have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

By order of the Board

M Bennett

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**M Bennett
Trustee**

12/3/2025

Date:

**NOVALIS TRUST
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2024**

The Trustees (who are the directors of Novalis Trust for the purposes of company law) are responsible for preparing the Trustees' Report and financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 the income and expenditure, of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe methods and principles in the Charities SORP (Accounting and Reporting by Charities – Statement of Recommended Practice);
- 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 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 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are also responsible for ensuring that the assets are properly applied in accordance with charity law.

**NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS**

Opinion

We have audited the financial statements of Novalis Trust for the year ended 31 August 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Changes in Equity, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (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 2024 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 Auditor's 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion on other matter 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 Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees have been prepared in accordance with applicable legal requirements.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS (continued)

Matters on which we are required to report by exception

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

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 by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page 9, the directors 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 directors 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 directors 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 directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charity's audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2024
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS (continued)

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 auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISA's (UK).

In identifying and assessing risks of material mis-statement in respect of fraud, including irregularities and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the company's operations. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006 and taxation laws.
- We understood how the company is complying with those legal and regulatory frameworks by making inquiries of management, those responsible for legal and compliance procedures.
- We assesses the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
 - Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - Understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process. Detailed analysis of journals posted through the accounting system during the year to 31 August 2024 has been undertaken;
 - Understanding the controls in place to prevent and detect fraud. Reliance was not placed on controls for the entirety of the audit, instead taking a substantive testing approach, however controls were in place to prevent fraud, and they appeared to be working effectively;
 - Challenging assumptions and judgements made by management in its significant accounting estimates.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Martin Howard

.....
Martin Howard (Senior Statutory Auditor)
For and on behalf of Hazlewoods LLP, Statutory Auditor

Windsor House
Bayshill Road
Cheltenham
GL50 3AT

13/3/2025

Date:.....

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Restricted funds £	Unrestricted funds £	Total funds 2024 £	Total funds 2023 £
INCOME AND ENDOWMENTS					
Income and endowments from:					
Donations and legacies					
- Residential care donation		1,164	-	1,164	4,823
		<u>1,164</u>	<u>-</u>	<u>1,164</u>	<u>4,823</u>
Charitable activities:					
- Special needs school fees		-	11,429,525	11,429,525	10,621,928
- Residential care fees		-	2,955,177	2,955,177	2,812,017
		<u>-</u>	<u>14,384,702</u>	<u>14,384,702</u>	<u>13,433,945</u>
Incoming resources from generated funds:					
- Investment income	2	-	57,542	57,542	27,165
Other incoming resources		<u>-</u>	<u>54,682</u>	<u>54,682</u>	<u>128,959</u>
TOTAL INCOME AND ENDOWMENTS		<u>1,164</u>	<u>14,496,926</u>	<u>14,498,090</u>	<u>13,594,892</u>
EXPENDITURE ON					
Charitable activities		(1,714)	(14,724,783)	(14,726,497)	(13,320,207)
Profit on sale of fixed assets		<u>-</u>	<u>8,509</u>	<u>8,509</u>	<u>8,401</u>
TOTAL EXPENDITURE	3	<u>(1,714)</u>	<u>(14,716,274)</u>	<u>(14,717,988)</u>	<u>(13,311,806)</u>

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Restricted funds £	Unrestricted funds £	Total funds 2024 £	Total funds 2023 £
Net movement in funds		(550)	(219,348)	(219,898)	283,086
Total funds brought forward		90,547	20,949,164	21,039,711	20,756,625
Total funds carried forward	14	<u>89,997</u>	<u>20,729,816</u>	<u>20,819,813</u>	<u>21,039,711</u>

All gains and losses recognised in the year are included above and all operations are continuing.

To enable a better understanding of the financial statements, the Statement of Financial Activities separately identifies the income and costs of running the main activities.

Note of historical cost income and expenditure

	2024 £	2023 £
Reported net movement in funds	(219,898)	283,086
Difference between the historical cost depreciation charge and the actual depreciation charge of the year calculated on the revalued amount	57,631	41,387
Historical cost net movement in funds	<u>(162,267)</u>	<u>324,473</u>

NOVALIS TRUST
BALANCE SHEET (Company Number: 05114710)
AS AT 31 AUGUST 2024

	Note	2024 £	2023 £
FIXED ASSETS			
Tangible assets	7	18,903,293	18,914,144
Investments	8	1	1
		<u>18,903,294</u>	<u>18,914,145</u>
CURRENT ASSETS			
Stocks	9	300	962
Debtors: Amounts falling due within one year	10	2,688,701	1,715,505
Debtors: Amounts falling due after more than one year	10	237,059	234,348
Cash at bank and in hand		3,978,687	4,679,712
		<u>6,904,747</u>	<u>6,630,527</u>
CREDITORS			
Due within one year	11	(4,988,228)	(4,504,961)
		<u>1,916,519</u>	<u>2,125,566</u>
NET CURRENT ASSETS			
		<u>1,916,519</u>	<u>2,125,566</u>
TOTAL ASSETS LESS LIABILITIES			
		<u>20,819,813</u>	<u>21,039,711</u>
CAPITAL AND RESERVES			
Funds			
Restricted funds	15	89,997	90,547
Unrestricted funds:	14		
Operational general fund		13,868,861	14,030,578
Property revaluation reserve		6,860,955	6,918,586
		<u>20,819,813</u>	<u>21,039,711</u>
CHARITY FUNDS			
		<u>20,819,813</u>	<u>21,039,711</u>

12/3/2025

Approved by the Board for issue on

M Bennett

M Bennett - Trustee

NOVALIS TRUST
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 AUGUST 2024

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2023	14,030,578	6,918,586	-	90,547	21,039,711
Net outgoing resources before transfers	(219,348)	-	-	(550)	(219,898)
Depreciation on revalued amounts	57,631	(57,631)	-	-	-
Funds carried forward at 31 August 2024	13,868,861	6,860,955	-	89,997	20,819,813

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2022	13,155,922	6,959,973	550,000	90,730	20,756,625
Net incoming/(outgoing) resources before transfers	283,269	-	-	(183)	283,086
Transfer in the year	550,000	-	(550,000)	-	-
Depreciation on revalued amounts	41,387	(41,387)	-	-	-
Funds carried forward at 31 August 2023	14,030,578	6,918,586	-	90,547	21,039,711

**NOVALIS TRUST
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2024**

	Note	£	2024 £	£	2023 £
Cash generated from operating activities	18		123,790		2,800,695
Cash flows from investing activities					
Interest income		57,542		27,165	
Purchase of tangible fixed assets		(919,582)		(1,918,514)	
Proceeds from the sale of tangible fixed assets		37,225		74,511	
Cash used in investing activities			(824,814)		(1,816,838)
(Decrease)/increase in cash and cash equivalents in the year			(701,025)		983,857
Cash and cash equivalents at the beginning of the year			4,679,712		3,695,855
Total cash and cash equivalents at the end of the year			3,978,687		4,679,712

**NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024**

1 ACCOUNTING POLICIES

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain fixed assets, adopting the following principal accounting policies all of which are in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice – Accounting and Reporting by Charities (SORP FRS102) issued in July 2014 and The Companies Act 2006.

The financial statements are presented in Pounds Sterling. Monetary amounts in these financial statements are rounded to the nearest Pound.

Company status

The company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1. The company is subject to the requirements of the Companies Act 2006 with regards to the form and content of the financial statements.

The company is a private company, limited by guarantee without share capital, incorporated and domiciled in England and Wales.

The address of its registered office is:

Ebley House
235 Westward Road
Ebley
Stroud
Gloucestershire
GL5 4SX

Judgements

The Trustees consider that there are no key areas of judgement or estimation uncertainty to be disclosed in these financial statements.

Consolidated financial statements

The financial statements do not include the consolidated financial results of the Charity and its subsidiary company, Novalis Professional Services Limited, on the grounds that the subsidiary company's results are immaterial to the group.

Funds

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with the charitable objects at the discretion of the Trustees; or
- Unrestricted designated funds, which can be used in accordance with the Charitable objects, in respect of specific projects ear-marked by the Trustees; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions are specified by the donor or when funds are raised for particular restricted purposes. All funds received to date have been applied against capital projects.

Incoming resources

All incoming resources are included in the Statement of Financial Activities ("SOFA") when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

Resources expended

All expenditure is accounted for on an accruals basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year on a basis consistent with use of the resources.

Governance costs include strategic planning costs for the Charity's future development, external audit and all costs of complying with constitutional and statutory requirements, such as costs of Board and Committee meetings and for preparing statutory financial statements and satisfying public accountability.

Taxation

The Company is an Exempt Charity within the meaning of Schedule 2 of the Charities Act 1993 and as such is a charity within the meaning of Section 519 of the Income Tax Act 2007 (formerly Section 506(1) of the Taxes Act 1988). Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Section 524 of the Income Tax Act 2007 (formerly Section 505 of the Taxes Act 1988) or Section 256 of the Taxation of Chargeable Gains Tax 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

Tangible fixed assets

There is no set limit for the capitalisation of expenditure on acquisition, enhancement, production and installation of fixed assets. Tangible fixed assets are stated in the balance sheet at cost less depreciation, except for freehold land and buildings which are stated at their open market value.

Depreciation is calculated to write off the cost or valuation less estimated residual value of tangible assets over their estimated useful lives at the following rates:

Freehold land	Nil
Freehold buildings	1% of cost per annum
Fixtures and equipment	10% - 50% of cost per annum
Motor vehicles	12.5% - 50% of cost per annum

Investments

Investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

Stocks

Stock is valued at the lower of cost and net realisable value.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risk of ownership remain with the lessor are charged to the Statement of Financial Activities.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade receivables

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. All debtors are repayable within one year and are hence included at the undiscounted amount of the cash expected to be received. A provision for the impairment of trade debtors is established when there is objective evidence that the Trust will not be able to collect all amounts due according to the original terms of the receivables.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

Trade payables

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

Financial instruments

The trust 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.

Pension costs

Contributions are made on behalf of teaching staff to the Government pension scheme for teachers, which is a multi-employer defined benefit scheme (note 17).

With regard to non-teaching employees, contributions are made to the defined contribution pension scheme. All contributions are charged to the SOFA as they become payable in accordance with the rules of the schemes.

2 INVESTMENT INCOME

	Restricted funds	Unrestricted funds	Total funds 2024	Total funds 2023
	£	£	£	£
Bank interest receivable	-	57,542	57,542	27,165
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

3 ANALYSIS OF TOTAL RESOURCES EXPENDED

	Staff Costs	Other costs	Total 2024	Total 2023
	£	£	£	£
Charitable activities:				
- Special needs education	7,533,181	2,904,758	10,437,939	9,324,494
- Residential care	1,540,780	482,765	2,023,545	1,726,840
- Support costs	1,164,698	1,091,806	2,256,504	2,260,472
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	10,238,660	4,479,329	14,717,988	13,311,806
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

4 ANALYSIS OF SUPPORT COSTS

	Special needs education £	Residential care £	Total 2024 £	Total 2023 £
Staff costs	1,164,698	-	1,164,698	1,144,248
Professional fees	115,199	101,558	216,757	212,147
Communication and information technology	67,826	67,672	135,498	107,755
Office supplies and postage	138,735	131,567	270,302	343,586
Other costs	425,779	43,470	469,249	452,736
	<u>1,912,237</u>	<u>344,267</u>	<u>2,256,504</u>	<u>2,260,472</u>

5 AUDITOR'S REMUNERATION

	2024 £	2023 £
Fees payable to the Company's auditor for the audit of the Company's Annual accounts	15,750	15,500
Fees payable to the Company's auditor in respect of: All non-audit services not included above	3,375	3,300
	<u>19,125</u>	<u>18,800</u>

6 EMPLOYMENT COSTS

	2024 £	2023 £
Wages and salaries	8,683,238	7,825,946
Social security costs	811,817	722,888
Other pension costs	682,361	568,432
Other costs	148,412	166,205
	<u>10,325,828</u>	<u>9,283,471</u>

The average monthly numbers of employees during the year is disclosed below. There is no material difference between this and the equivalent average number of employees calculated on the basis of full time equivalents:

	2024 No.	2023 No.
Special needs education	150	134
Residential care	56	67
Administration and maintenance	103	103
	<u>309</u>	<u>304</u>

No Trustee received or waived any emoluments during either year and £nil (2023 - £nil) of expenses were reimbursed to Trustees.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

Emoluments of £97,000 (2023 - £97,000) were made to the Chief Executive Officer.

Payments for redundancy or termination of contracts made in the year amounted to £nil (2023 - £nil).

The number of higher paid employees who received emoluments in excess of £60,000 were in the following bands:

	2024 No.	2023 No.
£60,001 - £70,000	2	-
£70,001 - £80,000	1	1
£80,001 - £90,000	-	1
£90,001 - £100,000	-	-
£100,001 - £110,000	1	-
£110,001 - £120,000	-	1
	<u>4</u>	<u>3</u>

7 TANGIBLE FIXED ASSETS

	Land and buildings £	Motor vehicles £	Fixtures and equipment £	Total £
Cost or valuation				
At 1 September 2023	18,446,138	1,270,019	6,322,555	26,038,712
Additions	-	142,150	777,432	919,582
Disposals	-	(102,925)	-	(102,925)
	<u>18,446,138</u>	<u>1,309,244</u>	<u>7,099,987</u>	<u>26,855,369</u>
At 31 August 2024	18,446,138	1,309,244	7,099,987	26,855,369
Depreciation				
At 1 September 2023	1,604,877	720,716	4,798,975	7,124,568
Charge for year	148,626	164,870	588,221	901,717
Disposals	-	(74,209)	-	(74,209)
	<u>1,753,503</u>	<u>811,377</u>	<u>5,387,196</u>	<u>7,952,076</u>
At 31 August 2024	1,753,503	811,377	5,387,196	7,952,076
Net book value				
At 31 August 2024	16,692,635	497,867	1,712,791	18,903,293
	<u>16,692,635</u>	<u>497,867</u>	<u>1,712,791</u>	<u>18,903,293</u>
At 31 August 2023	16,841,261	549,303	1,523,580	18,914,144
	<u>16,841,261</u>	<u>549,303</u>	<u>1,523,580</u>	<u>18,914,144</u>

Freehold property includes £4,967,807 (2023 - £4,967,807) in respect of land which has not been depreciated.

The freehold properties of the Trust were valued by Bennett Jones & Jones Lang Lassalle IP Inc, both Chartered Surveyors, as at 31 August 2016. The open market valuation, for existing use, was £15,195,000.

Depreciation in the year on a historic cost basis would have been £107,239 (2023 - £107,239).

On a historical cost basis the cost of the residential property would have been £10,723,911 (2023 - £10,723,911) and aggregate depreciation thereon would have been £3,195,205 (2023 - £3,087,966). The aggregate carrying value of the property at historical cost would have been £7,528,706 (2023 - £7,635,945).

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

8 INVESTMENTS

	Interest in Shares £
Cost and net book value	
At 1 September 2023 and at 31 August 2024	1

Investments represent a £1 investment in Novalis Professional Services Limited.

Subsidiary holdings

The company holds 100% of the ordinary share capital in Novalis Professional Services Limited (Company number 07979523), a company incorporated in England. The company's profit for the year is £26,313 (2023 loss - £14,108) and the capital and reserves are (£210,635) (2023 - (£236,948)).

Novalis Professional Services Limited has the same registered office as Novalis Trust.

9 STOCKS

	2024 £	2023 £
Goods for resale	300	962

10 DEBTORS

	Note	2024 £	2023 £
Trade debtors		2,375,625	1,592,901
Other debtors		44,472	38,414
Prepayments		268,604	84,190
Amounts owed by group undertakings	18	237,059	234,348
		2,925,760	1,949,853
Less non-current portion	18	(237,059)	(234,348)
		2,688,701	1,715,505

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

11 CREDITORS - due within one year

	2024	2023
	£	£
Trade creditors	503,495	173,095
Taxes and social security costs	281,839	256,045
Accruals and deferred income	3,986,571	3,679,003
Other creditors	216,323	393,818
	<u>4,988,228</u>	<u>4,504,158</u>

Included in accruals and deferred income is £3,745,041 (2023 - £3,505,434) in relation to deferred income on school fees invoiced in advance.

12 FINANCIAL COMMITMENTS

Operating Leases

The total of future minimum lease payments is as follows:

	2024	2023
	£	£
Not later than one year	13,260	27,959
Later than one year but not later than five years	7,312	29,007
	<u>20,572</u>	<u>56,966</u>

The amount of non-cancellable operating lease payments recognised as an expense during the year was £41,091 (2023 - £18,916).

13 SHARE CAPITAL

The charity does not have a share capital as it is limited by guarantee. Each of the members is a guarantor to the extent of £1 in the event of the company being wound up whilst they are members, or within one year of them ceasing to be members in respect of debts and liabilities contracted before they ceased to be a member.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

14 FUNDS

	At 1 September 2023 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2024 £
General fund	14,030,578	14,496,926	(14,716,274)	57,631	13,868,861
Restricted fund	90,547	1,164	(1,714)	-	89,997
Revaluation reserve	6,918,586	-	-	(57,631)	6,860,955
	<u>21,039,711</u>	<u>14,498,090</u>	<u>(14,717,988)</u>	<u>-</u>	<u>20,819,813</u>

15 RESTRICTED FUNDS

	At 1 September 2023 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2024 £
Muunde donations	11,570	3,180	(2,672)	-	12,078
Paradise House	77,726	-	(1,714)	-	76,012
Other	1,251	656	-	-	1,907
	<u>90,547</u>	<u>3,836</u>	<u>(4,386)</u>	<u>-</u>	<u>89,997</u>

16 INDEMNITY INSURANCE

The charity has paid insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

17 PENSION COMMITMENTS

Defined contribution:

The company operates defined contribution schemes for its non-teaching employees. The assets are held separately from those of the company in independently administered funds, and the amount charged to the SOFA for the year was £302,484 (2023 - £335,389).

Defined benefit:

The Teachers' Pension Scheme ('TPS') is a statutory, contributory, defined benefit scheme. The regulations under which the TPS operates are the Teachers' Pensions Regulations 1997 as amended. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time teachers or lecturers and from 1 January 2007 automatic too for teachers or lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of TPS. TPS is run in such a way that the Charity is unable to identify its share of the underlying assets and liabilities. Therefore, the charge in the SOFA of £379,877 (2023 - £233,043) is the amount payable in the year as the Charity accounts for the TPS as if it were a defined contribution scheme.

Although teachers and lecturers are employed by various bodies, their retirement and other pension benefits, including annual increases payable under the Pensions (Increase) Acts are, as provided for in the Superannuation Act 1972, paid out of monies provided by Parliament. Under the unfunded TPS, teachers' contributions on a 'pay-as-you-go' basis, and employers' contributions, are credited to the Exchequer under arrangements governed by the above Act. The Teachers' Pension Regulations require an annual account, the Teachers' Pension Account, to be kept of receipts and expenditure (including the cost of pensions' increases). From 1 April 2001, the Account will be credited with a real rate of return (in excess of price increases and currently set at 3.0%), which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Not less than every four years, with a supporting interim valuation in between, the Government Actuary ('GA'), using normal actuarial principles, conducts a formal actuarial review of the TPS. The aim of the review is to specify the level of future contributions. Contributions are assessed in two parts. First, a standard contribution is determined. This is the contribution, expressed as a percentage of the salaries of teachers and lecturers in service or entering service during the period over which the contribution rate applies, which if it were paid over the entire active service period of these teachers and lecturers would broadly defray the costs of benefits in respect of that service. Secondly, a supplementary contribution is payable if, as a result of the actuarial investigation, it is found that accumulated liabilities of the Account for benefits to past and present teachers, are not fully covered by standard contributions to be paid in future and by the notional fund built up from past contributions.

The last valuation of the TPS related to the period from 1 April 2023 to 31 March 2024. The GA's report of March 2024 revealed that the total aggregate scheme liabilities of the TPS amounted to £278.8 billion. The value of the aggregate scheme assets was £Nil. The assumed real rate of return is 2.55% in excess of prices and 3.55% in excess of earnings. The rate of real earnings growth is assumed to be 1.45%. The assumed gross rate of return is 3.55%.

Employer contributions are currently paid at a rate of 28.6% (this increased in April 2024 from 23.6%). Employers also pay a charge equivalent to 0.08% of pensionable salary costs to cover administration expenses.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2024

18 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income before other recognised gains and losses	(219,898)	286,086
Net interest	(57,542)	(27,165)
Depreciation	901,717	808,925
Profit on disposal of tangible fixed assets	(8,509)	(8,401)
Decrease in stock	662	-
(Increase)/Decrease in debtors	(975,907)	1,570,909
Increase in creditors	483,267	173,341
	<u>123,790</u>	<u>2,800,695</u>

19 RELATED PARTY TRANSACTIONS

During the year, Novalis Trust provided management services to its subsidiary, Novalis Professional Services Limited on an arms-length basis for £22,811 (2023 - £25,689). At the balance sheet date, the charity was owed £262,748 (2023 - £234,348) by Novalis Professional Services Limited. Interest is not charged on the loan as it is immaterial and there are no fixed repayment terms.

Maureen Smith, a Trustee of Novalis Trust, is an independent consultant for MAS Educational Consultancy Ltd. An expense of £9,000 (2023 - £9,450) was recognised for services rendered in the year to 31 August 2024.

Elizabeth Buckland, a Trustee of Novalis Trust, has a daughter who currently has a zero-hour contract with Novalis Trust to operate in the training department, earning a salary of £2,580.

Daniel Walton, a Trustee of Novalis Trust, has a spouse Rachael Walton who is currently employed by Novalis Trust at WMS and CCS in the admissions team, as a recognised conflict of interest Daniel Walton, it has been agreed that they would not be involved in any decision directly affecting his wife's role as an employee.

NOVALIS TRUST

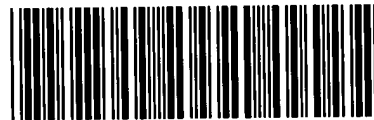
England & Wales - Charity number 1103955

Accounts

Registered Charity No: 1103955
Company Number: 05114710

NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023

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**NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

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**NOVALIS TRUST
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2023**

Charity number	1103955
Company registration number	05114710
Registered office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Principal office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Trustees	M Bennett E Buckland D Walton M Smith (Appointed 1 March 2023) D Rice (Appointed 6 September 2023)
Secretary	P Furley
Chief executive	J Lukas
Auditors	Hazlewoods LLP Windsor House Bayshill Road Cheltenham GL50 3AT
Bankers	Lloyds Bank Plc 12 Rowcroft Stroud Gloucestershire GL5 3BD

NOVALIS TRUST
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees, who are also directors for the purposes of company law, present their Annual Report and the Financial Statements for the year ended 31 August 2023.

1 STRUCTURE GOVERNANCE AND MANAGEMENT

Governing document and management

Novalis Trust is a company limited by guarantee and is governed by its memorandum and articles of association. It is a registered charity with the Charity Commission. The company was previously called The Novalis Trust Limited, Cotswold Chine School, and then Cotswold Chine & Paradise House Limited until the change to the current name. The company currently trades as:

- 1) Cotswold Chine School
- 2) Paradise House
- 3) Ebley House
- 4) William Morris College

The following Trustees have held office since 1 September 2022:

M Bennett
E Buckland
D Walton
M Smith (Appointed 1 March 2023)
D M Rice (Appointed 6 September 2023)
J Houlston-Hope (Resigned 9 January 2023)

Appointment of Trustees

The appointment of Trustees is governed by the articles of association, the Trustees being authorised to fill vacancies arising through resignation or death of an existing Trustee.

Trustees induction and training

New Trustees undergo an orientation process to brief them on their legal obligations under the charity and company law, the content of the memorandum and articles of association, the charity's operations and the decision making processes; the future plans and the recent financial performance of the charity. The charity has paid for insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

Organisation

The Trustees meet regularly to oversee the charity's affairs, the day to day operation of which is in the hands of the Chief Executive, J Lukas and his Senior Management Team.

The Trustees have a background in accountancy, education and health. Together they work closely with Chief Executive and the senior management team to oversee Paradise House, William Morris and Cotswold Chine School.

Register of Trustees' Interests

The secretary maintains a Register of Trustees' Interests; no material conflicts have been identified.

The related party transactions are included in note 16 to these financial statements.

NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Governance Manual

A Governance Manual is maintained by the secretary and reviewed biennially by the Board. It provides direction and guidance to the Trustees on the organisation and structure of the charity.

Strategic Report

Principal risks and uncertainties

The Trustees have a risk management strategy which comprises an on-going review of the risks the charity may face; the establishment of systems and procedures to mitigate the identified risks; and the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The Trustees' assessment of specific risks facing the company going forward are lack of confidence in the business, resulting in a lack of placements; authorities may switch to other county and local authority state provision. This would result in funding being inadequate to support the charitable activities of Novalis Trust. The Board maintains a risk register that is reviewed by the Board at least annually.

Going concern

The Trustees have prepared forecasts for the next 12 months that indicate that the Trust will continue to have sufficient resources available to trade as a going concern. The Trustees, therefore, have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future and have continued to adopt the going concern basis in preparing the financial statements.

2 OBJECTIVES AND ACTIVITIES

The strategy of the charity is to provide for the education, care and therapy of children, young people and adults, including those with emotional and behavioural difficulties and special learning needs, by operating residential or day schools. This extends to offering residential care for adults with learning difficulties. Our approach – known as the Novalis Model – draws on the latest practice and research by some of the world's leading practitioners and academics. The model involves a trauma-informed and evidence supported approach fostering positive relationships and secure attachments within a therapeutic low arousal environment.

Positive relationships form the foundation of our work. We strive to collaborate as a team with each other, with the young people and adults in our care, with their families and with other professionals. Aligned with a shared ethos, values and approach, our three organisations share management, finance, administration, maintenance, HR, training and other resources to ensuring that consistently high standards are maintained across the charity.

Our values, namely Kindness, Empathy, Creativity, Curiosity and Positivity, guide not only the qualities we seek in our staff but they also provide a set of principles and beliefs that guide what we do as an organisation..

The charity owns and operates Cotswold Chine School and William Morris School, both of which are independent special schools for children and young people with complex learning needs and associated social, emotional and behavioural difficulties.

Cotswold Chine School is approved by the Department for Education to admit up to 60 pupils (aged between 7 and 19) of which up to 42 may be on residential placements. Because a number of the residential placements are for more than 295 days per year, the school is also registered with Ofsted as a children's home.

William Morris School in Eastington is an independent day and boarding special school which has been approved by the Department for Education to admit up to 40 pupils aged 7 to 19. The school offers boarding for up to 14 pupils for up to 39 weeks per year.

Our teaching staff takes great pride in helping children reconnect with their education and inspiring them to discover the joy of learning and developing new skills. Our developmentally sensitive curriculum ensures that every child makes the best possible progress in their education, whatever their starting point.

The charity also owns and operates Paradise House, which is a residential care home for adults with learning difficulties, situated just outside Painswick, Gloucestershire. It is registered for up to 30 residents with the Care Quality Commission. There is a café and workshops on site for the residents to access. Paradise House offers a strong sense of community and all residents are supported to live life to the full and participate in a wide range of creative and leisure activities both onsite and in the wider community.

NOVALIS TRUST

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2023

Ebley House in Stroud is the charity's headquarters and provides central services such as staff training, human resources, finance and a conference centre.

The Trust's Clinical and Therapy Support is available at all our sites offering professionally validated therapy, counselling, family work and group services to the Trust's service user groups.

The Trust adheres to an established Practice Model known as the Novalis Model, which is Trauma Informed, Attachment Focused and Relationship Based, delivered through a low arousal sensory sensitive environment. In addition families are supported to work collaboratively to support their children with the focus on promoting and sustaining positive relational health. Relationships are further supported by extensive family work, through outreach family support and regular family meetings at all of the Trusts sites. Children, young people, students and residents participation is consistently used to plan daily activities, therapeutic targets and educational objectives.

The Trust collaborates with a number of key academics and professionals, in order to further the Trust's knowledge in the promotion and understanding of trauma, a trauma responsive and trauma specific approach encompassing attachment related difficulties, and its effects on children, young people and adults. The model offers a shared language, core-values and a range of practical tools, which are applied to support the process of recovery and to provide a way of working that promotes safety and positive relationships. The Trust's established approach, at its core, promotes safety and recovery from adversity through the creation of a 'trauma informed', trauma specific, and a trauma responsive environment and social group.

The Education, Health and Care Planning (EHCP) process is seen as an important holistic way of considering the complex needs of young people, which is congruent with the Novalis Model of approach. This ensures the education, care, clinical and therapeutic health needs continue to be met by Cotswold Chine School and William Morris School and provides positive outcomes and experiences.

Safeguarding remains integral, with five trained Designated Safeguarding Officers across various roles. The Trust hosts university students for work experience in a variety of areas, fostering knowledge-sharing and relationships with higher education providers.

The Trustees confirm that they have complied with the requirements of the Charities Act 2022 to have due regard to the Charity Commission's general guidance on public benefit. Also, they confirm that the charitable purposes of the organisation, particularly in the areas of education and care, are for the public benefit.

The charitable activities focus on:

- The education of children, young people and adults through trauma informed, attachment focused schools promoting an understanding of trauma and its effects on children, young people and adults.
- Working collaboratively with connected professionals, families and significant others to enhance the overall number of positive relationships and experiences where people can learn and thrive.
- Providing a training and meeting venue for external organisations with similar values and areas of focus.

All of these are undertaken to further the charitable purposes for the public benefit.

3 ACHIEVEMENTS AND PERFORMANCE

The charity continues to provide a therapeutic nurturing environment for vulnerable people through the provision of education, social care and clinical therapy in a way that helps young people overcome barriers to their learning. In the case of adults the provision offers specialist support to lead as person-centred and fulfilling a life as possible.

Opportunities for young people and residents to access the local community through the provision of independence training and suitable accommodation. A range of suitable activities that offer educational and occupational opportunities are provided.

The Cotswold Chine School Education provision was inspected by OFSTED on 25th to 27th January 2022 and received the overall rating of good, with a rating of outstanding for personal development. The inspectors stated in the education report that "pupils thrive at this warm and happy school. The school's curriculum has understanding pupils trauma and barriers to learning at its heart."

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

The last full inspection by OFSTED of the care provision at Cotswold Chine School was on 29th & 30th November 2022 and resulted in an overall judgement of 'requires improvement to be good'. Inspectors and leaders recognised that the Covid 19 pandemic had resulted in more information being held centrally rather than in the homes which in turn affected the level of information available to some staff working with the children. This has now been rectified and central records, case files and communication systems are shared remotely with the homes. OFSTED subsequently returned for an assurance visit on 15th March 2023 when it was confirmed that all requirements made at the full inspection had been met.

OFSTED's 3-day full inspection of Cotswold Chine School's care provision on 24th January 2024 resulted in a 'good' judgment across all areas, with an 'outstanding' rating for leadership and management. The full report is pending, but inspectors highlighted the school's promotion of a relationship-based culture involving strong family involvement in day-to-day care, therapy, and support.

Paradise House was last inspected by the Care Quality Commission on 26th January 2022 where they inspected the home but did not provide a new rating. The last full inspection where a rating was given was in March 2019 where Paradise was rated as 'good' in all areas of Safe, Effective, responsive and well led, they received outstanding for the area of caring. The inspector observed 'the people using the service received planned and co-ordinated person-centred support that was appropriate and inclusive for them. People were supported to access their local community to follow their interests. People, relatives and staff told us the service was well led'.

William Morris School was inspected by OFSTED on 13th to 15th June 2023 and received the overall rating of good. The inspectors commented during the school's first year, leaders have succeeded in establishing a positive school culture..

The charity continues to enhance its Clinical, Therapeutic, Sensory and family services. The therapy support team, managed by the Deputy Chief Executive includes a Clinical Psychologist, a Child and Adolescent Psychotherapist, family therapist along with qualified social workers, a Behavioural Analyst, Occupational Therapists and Speech and Language Therapists. They work directly with young people and residents giving advice at a weekly, multidisciplinary support, advice and strategy meeting and they offer support services to care and teaching staff. The team is managed by an Occupational Therapist who was also appointed by the Chief Executive and Trustees as Deputy Chief Executive.

The neurodevelopment clinic which was launched in February 2021 to assess the young people for autism spectrum disorder and neurodevelopmental conditions with input from both the young person and their families or care givers as part of this process.

Staff training remains a priority, with a particular focus on the Trauma Informed Care qualification. The Trust is an accredited centre for the provision of training in Neurosequential Model of Therapeutics (NMT) and Collaborative Problem Solving.

The Neurosequential Model of Therapeutics (NMT). It is a developmentally sensitive, neurobiologically informed approach to clinical work that integrates several core principles of neurodevelopment into a comprehensive approach to the child, family and broader community.

We have a number of staff on the RQF4 Certificate in Family Work Course, this is a course we helped to create. The qualification introduces learners to the key knowledge, understanding and skills involved in Systemic Family Work: what it looks like and why it is a vital part of caring for children, young people and adults with life histories or loss or separation from family members, attachment disruption or other relational ruptures, and/or developmental trauma..

In order to continue to ensure safeguarding remains an integral element within the charity, there are five trained Designated Safeguarding officers. Cotswold Chine School has a designated safeguarding lead for care who is also a Mental Health First Aider for staff, young people and adults. In addition, there is a designated safeguarding officer for education. The Registered Manager of Paradise House remains the designated safeguarding lead for the adult provision at Paradise House. William Morris School has a designated safeguarding lead for education and care.

At Paradise House, unfortunately due to the current regulations they are still subject to some Covid 19 restrictions. However they are able to participate in training for the residents in first aid, healthy lifestyles and life skills, and at the end of each unit the residents are presented with a certificate and all residents involved have gained new skills from these sessions. A Paradise newsletter is produced by regularly with the help of residents and staff at Paradise House.

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

The acquisition of a property in Wales for holiday accommodation has been completed, providing opportunities for students, residents, and young people to stay there. Further work is being done to update the property to a similar style to the rest of the Trust.

Throughout the year we had a number of university students placed at the Novalis Trust for work experience, we feel this gives us an opportunity to share knowledge and expertise and build relationships with higher education providers. It also gives others an understanding of the work we do and helps to promote the social care sector and their fresh perspective helps with our continuous development. We plan to enhance this and invite more students from other disciplines.

4 FINANCIAL REVIEW

The Trust's overall income was higher than the previous financial year with costs increasing also. Occupancy and pupil numbers have fallen during the year due to William Morris transferring from a college to a school. It is expected to increase the number of pupils into FY24.

5 PLANS FOR FUTURE PERIODS

The therapeutic curriculum launched in September 2021, includes four different pathways (Seedling, Sapling, Sycamore and Blossom), aligned with the Neurosequential model of Therapeutics. The therapy and education teams at Cotswold Chine School and William Morris School will undergo neurologic training to explore additional regulation strategies.

To elevate the role of social work at Novalis Trust, qualified social workers will have key responsibilities in children's homes and the care department. Staff who are not already qualified Social Workers will be supported through social work apprenticeships and Open University programs.

Collaboration with academics and professionals will result in published articles documenting the integrated holistic approach in education, therapy, and social care. Ongoing development of partnerships with other organisations, professionals, and academics, particularly in trauma-informed care, will remain a focus of the overall charities work.

The Trust will focus on promoting health and wellbeing for children, adults, and staff. A 5-year environment refurbishment and renovation program will bring the smaller homes up to the same standard as the schools' other homes.

William Morris School's move to offer boarding from September 2024 will prompt a social care OFSTED inspection, requiring careful preparation in areas like recruitment policy and admissions.

The Trust will continue to maintain and strengthen its standards of governance through the recruitment of additional trustees with the necessary skills and knowledge.

In 2023, staff began training in the PRESENCE model as part of the continuous journey to be a trauma-informed organisation, aiming for completion by the end of 2024.

The Trust will focus on maintaining and improving the quality of care, education, clinical and therapy support through continued collaboration and the development of partnerships with other organisations, professionals, and academics in trauma-informed, trauma-responsive and trauma-specific care.

The Trust will assess and improve its charging infrastructure for electric vehicles and explore other environmentally friendly changes.

The Trust will continually review existing homes for further improvements to ensure that Cotswold Chine School, Paradise House, and William Morris School maintain or improve their overall OFSTED and CQC grades.

The Halfway Café and Shop on the Common to help to increase the work experience opportunities for those in our care. In 2024 this is planned to open to the public as a training café/classroom and a sandwich bar for takeaway food, this is all subject to the relevant planning

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

Reserve policy

Previously, designated funds were set aside for the purchasing of a property to use as holiday accommodation for students, residents and young people. The Trust purchased this property during the year to 31 August 2023, and therefore the reserve has been transferred into general funds.

Investment Policy

The Trustees review the available resources, and any surplus is deposited in a high interest savings account until it is needed.

Taxation Status

The Company is a registered charity and consequently is exempt from Corporation Tax.

6 AUDITORS

Hazlewoods LLP have acted as auditors and a resolution proposing that they be re-appointed will be put to the Annual General Meeting.

7 STATEMENT OF DISCLOSURE TO AUDITOR

In so far as the Trustees are aware:

- (a) there is no relevant audit information of which the company's auditors are unaware; and
- (b) the Trustees have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

By order of the Board

Matthew Bennett

.....
M Bennett
Trustee

Date: 19/2/2024

.....

**NOVALIS TRUST
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees (who are the directors of Novalis Trust for the purposes of company law) are responsible for preparing the Trustees' Report and financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 the income and expenditure, of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe methods and principles in the Charities SORP (Accounting and Reporting by Charities – Statement of Recommended Practice);
- 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 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 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are also responsible for ensuring that the assets are properly applied in accordance with charity law.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

Opinion

We have audited the financial statements of Novalis Trust for the year ended 31 August 2023, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Changes in Equity, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (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 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 Auditor's 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion on other matter 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 Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees have been prepared in accordance with applicable legal requirements.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS (continued)

Matters on which we are required to report by exception

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

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 by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page 9, the directors 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 directors 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 directors 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 directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charity's audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2023
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS (continued)**

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 auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISA's (UK).

In identifying and assessing risks of material mis-statement in respect of fraud, including irregularities and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the company's operations. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006 and taxation laws.
- We understood how the company is complying with those legal and regulatory frameworks by making inquiries of management, those responsible for legal and compliance procedures.
- We assessed the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
 - Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - Understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process. Detailed analysis of journals posted through the accounting system during the year to 31 August 2023 has been undertaken;
 - Understanding the controls in place to prevent and detect fraud. Reliance was not placed on controls for the entirety of the audit, instead taking a substantive testing approach, however controls were in place to prevent fraud, and they appeared to be working effectively;
 - Challenging assumptions and judgements made by management in its significant accounting estimates.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2022. Our audit work has been undertaken so that we might state to the trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Martin Howard

.....
Martin Howard (Senior Statutory Auditor)
For and on behalf of Hazlewoods LLP, Statutory Auditor

Windsor House
Bayshill Road
Cheltenham
GL50 3AT

19/2/2024

Date:.....

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Restricted funds	Unrestricted funds	Total funds 2023	Total funds 2022
		£	£	£	£
INCOME AND ENDOWMENTS					
Income and endowments from:					
Donations and legacies					
- Residential care donation		4,823	-	4,823	477
		<u>4,823</u>	<u>-</u>	<u>4,823</u>	<u>477</u>
Charitable activities:					
- Special needs school fees		-	10,621,928	10,621,928	10,640,965
- Residential care fees		-	2,812,017	2,812,017	2,228,890
		<u>-</u>	<u>13,433,945</u>	<u>13,433,945</u>	<u>12,869,855</u>
Incoming resources from generated funds:					
- Investment income	2	-	27,165	27,165	9,916
Other incoming resources		<u>-</u>	<u>128,959</u>	<u>128,959</u>	<u>104,776</u>
TOTAL INCOME AND ENDOWMENTS		<u>4,823</u>	<u>13,590,069</u>	<u>13,594,892</u>	<u>12,985,024</u>
EXPENDITURE ON					
Charitable activities		(5,006)	(13,315,201)	(13,320,207)	(12,104,281)
Profit on sale of fixed assets		<u>-</u>	<u>8,401</u>	<u>8,401</u>	<u>311,475</u>
TOTAL EXPENDITURE	3	<u>(5,006)</u>	<u>(13,306,800)</u>	<u>(13,311,806)</u>	<u>(11,792,806)</u>

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Restricted funds	Unrestricted funds	Total funds 2023	Total funds 2022
		£	£	£	£
NET INCOME BEFORE OTHER RECOGNISED GAINS AND LOSSES		(183)	283,269	283,086	1,192,218
Transfers in the year		-	-	-	-
Net movement in funds		(183)	283,269	283,086	1,192,218
Total funds brought forward		90,730	20,665,895	20,756,625	19,564,407
Total funds carried forward	13	90,547	20,949,164	21,039,711	20,756,625

All gains and losses recognised in the year are included above and all operations are continuing.

To enable a better understanding of the financial statements, the Statement of Financial Activities separately identifies the income and costs of running the main activities.

Note of historical cost income and expenditure

	2023	2022
	£	£
Reported net movement in funds	283,086	1,192,218
Difference between the historical cost depreciation charge and the actual depreciation charge of the year calculated on the revalued amount	41,387	28,494
Historical cost net movements fund	324,473	1,220,712

NOVALIS TRUST
BALANCE SHEET (Company Number: 05114710)
AS AT 31 AUGUST 2023

	Note	2023 £	2022 £
FIXED ASSETS			
Tangible assets	6	18,914,144	17,870,664
Investments	7	1	1
		<u>18,919,145</u>	<u>17,870,665</u>
CURRENT ASSETS			
Stocks	8	962	962
Debtors: Amounts falling due within one year	9	1,715,505	3,282,513
Debtors: Amounts falling due after more than one year	9	234,348	238,249
Cash at bank and in hand		4,679,712	3,695,855
		<u>6,630,527</u>	<u>7,217,579</u>
CREDITORS			
Due within one year	10	(4,504,961)	(4,331,619)
		<u></u>	<u></u>
NET CURRENT ASSETS		<u>2,125,566</u>	<u>2,885,960</u>
TOTAL ASSETS LESS LIABILITIES		<u>21,039,711</u>	<u>20,756,625</u>
CAPITAL AND RESERVES			
Funds			
Restricted funds	13	90,547	90,730
Unrestricted funds:	13		
Operational general fund		14,030,578	13,155,922
Property revaluation reserve		6,918,586	6,959,973
Designated funds		-	550,000
		<u></u>	<u></u>
CHARITY FUNDS		<u>21,039,711</u>	<u>20,756,625</u>

19/2/2024

Approved by the Board for issue on

M Bennett

M Bennett - Trustee

NOVALIS TRUST
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 AUGUST 2023

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2022	13,155,922	6,959,973	550,000	90,730	20,756,625
Net outgoing resources before transfers	283,269	-	-	(183)	283,086
Depreciation on revalued amounts	41,387	(41,387)	-	-	-
Funds carried forward at 31 August 2023	<u>13,480,578</u>	<u>6,918,586</u>	<u>550,000</u>	<u>90,547</u>	<u>21,039,711</u>

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2021	11,917,813	6,988,467	550,000	108,127	19,564,407
Net incoming resources before transfers	1,209,615	-	-	(17,397)	1,192,218
Depreciation on revalued amounts	28,494	(28,494)	-	-	-
Funds carried forward at 31 August 2022	<u>13,155,922</u>	<u>6,959,973</u>	<u>550,000</u>	<u>90,730</u>	<u>20,756,625</u>

NOVALIS TRUST
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2023

	Note	£	2023 £	£	2022 £
Cash used in operating activities	18		2,800,695		1,679,713
Cash flows from investing activities					
Interest income		27,165		9,916	
Purchase of tangible fixed assets		(1,918,514)		(828,309)	
Proceeds from the sale of tangible fixed assets		74,511		801,343	
Cash provided by (used in) investing activities			(1,816,838)		(17,050)
Increase in cash and cash equivalents in the year			983,857		1,662,663
Cash and cash equivalents at the beginning of the year			3,695,855		2,033,192
Total cash and cash equivalents at the end of the year			4,679,712		3,695,855

**NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023**

1 ACCOUNTING POLICIES

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain fixed assets, adopting the following principal accounting policies all of which are in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice – Accounting and Reporting by Charities (SORP FRS102) issued in July 2014 and The Companies Act 2006.

The financial statements are presented in Pounds Sterling.

Company status

The company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1. The company is subject to the requirements of the Companies Act 2006 with regards to the form and content of the financial statements.

The company is a private company, limited by guarantee without share capital, incorporated and domiciled in England and Wales.

The address of its registered office is:
Ebley House
235 Westward Road
Ebley
Stroud
Gloucestershire
GL5 4SX

Judgements

The Trustees consider that there are no key areas of judgement or estimation uncertainty to be disclosed in these financial statements.

Consolidated financial statements

The financial statements do not include the consolidated financial results of the Charity and its subsidiary company, Novalis Professional Services Limited, on the grounds that the subsidiary company's results are immaterial to the group.

Funds

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with the charitable objects at the discretion of the Trustees; or
- Unrestricted designated funds, which can be used in accordance with the Charitable objects, in respect of specific projects ear-marked by the Trustees; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions are specified by the donor or when funds are raised for particular restricted purposes. All funds received to date have been applied against capital projects.

Incoming resources

All incoming resources are included in the Statement of Financial Activities ("SOFA") when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Resources expended

All expenditure is accounted for on an accruals basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year on a basis consistent with use of the resources.

Governance costs include strategic planning costs for the Charity's future development, external audit and all costs of complying with constitutional and statutory requirements, such as costs of Board and Committee meetings and for preparing statutory financial statements and satisfying public accountability.

Taxation

The Company is an Exempt Charity within the meaning of Schedule 2 of the Charities Act 1993 and as such is a charity within the meaning of Section 519 of the Income Tax Act 2007 (formerly Section 506(1) of the Taxes Act 1988). Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Section 524 of the Income Tax Act 2007 (formerly Section 505 of the Taxes Act 1988) or Section 256 of the Taxation of Chargeable Gains Tax 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

Tangible fixed assets

There is no set limit for the capitalisation of expenditure on acquisition, enhancement, production and installation of fixed assets. Tangible fixed assets are stated in the balance sheet at cost less depreciation, except for freehold land and buildings which are stated at their open market value.

Depreciation is calculated to write off the cost or valuation less estimated residual value of tangible assets over their estimated useful lives at the following rates:

Freehold land	Nil
Freehold buildings	1% of cost per annum
Fixtures and equipment	10% - 50% of cost per annum
Motor vehicles	12.5% - 50% of cost per annum

Investments

Investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

Stocks

Stock is valued at the lower of cost and net realisable value.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risk of ownership remain with the lessor are charged to the Statement of Financial Activities.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade receivables

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. All debtors are repayable within one year and are hence included at the undiscounted amount of the cash expected to be received. A provision for the impairment of trade debtors is established when there is objective evidence that the Trust will not be able to collect all amounts due according to the original terms of the receivables.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

Trade payables

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

Financial instruments

The trust 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.

Pension costs

Contributions are made on behalf of teaching staff to the Government pension scheme for teachers, which is a multi-employer defined benefit scheme (note 17).

With regard to non-teaching employees, contributions are made to the defined contribution pension scheme. All contributions are charged to the SOFA as they become payable in accordance with the rules of the schemes.

2 INVESTMENT INCOME

	Restricted funds	Unrestricted funds	Total funds 2023	Total funds 2022
	£	£	£	£
Bank interest receivable	-	27,165	27,165	9,916
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

3 ANALYSIS OF TOTAL RESOURCES EXPENDED

	Staff Costs £	Other costs £	Total 2023 £	Total 2022 £
Charitable activities:				
- Special needs education	6,968,529	2,355,965	9,324,494	8,140,129
- Residential care	1,279,093	447,747	1,726,840	1,431,678
- Support costs	1,144,248	1,116,224	2,260,472	2,220,999
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	9,391,870	3,919,936	13,311,806	11,792,806
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

4 ANALYSIS OF SUPPORT COSTS

	Special needs education £	Residential care £	Total 2023 £	Total 2022 £
Staff costs	1,144,248	-	1,144,248	1,188,715
Professional fees	120,633	91,514	212,147	253,012
Communication and information technology	62,334	45,421	107,755	87,398
Office supplies and postage	186,825	156,761	343,586	326,242
Other costs	424,595	28,141	452,736	365,632
	<u>1,938,635</u>	<u>321,837</u>	<u>2,260,472</u>	<u>2,220,999</u>

5 EMPLOYMENT COSTS

	2023 £	2022 £
Wages and salaries	7,825,946	7,230,479
Social security costs	722,888	687,151
Other pension costs	568,432	492,011
Other costs	166,205	127,063
	<u>9,283,471</u>	<u>8,536,704</u>

The average monthly numbers of employees during the year is disclosed below. There is no material difference between this and the equivalent average number of employees calculated on the basis of full time equivalents:

	2023 No.	2022 No.
Special needs education	134	176
Residential care	67	38
Administration and maintenance	103	76
	<u>304</u>	<u>290</u>

No Trustee received or waived any emoluments during either year and £Nil (2022 - £167) of expenses were reimbursed to Trustees.

The number of higher paid employees who received emoluments in excess of £60,000 were in the following bands:

	2023 No.	2022 No.
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-
£80,001 - £90,000	1	-
£90,001 - £100,000	-	-
£100,001 - £110,000	-	1
£110,001 - £120,000	1	-
	<u>3</u>	<u>2</u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

6 TANGIBLE FIXED ASSETS

	Land and buildings £	Motor vehicles £	Fixtures and equipment £	Total £
Cost or valuation				
At 1 September 2022	17,619,998	1,084,682	5,556,315	24,260,995
Additions	826,140	326,134	766,240	1,918,514
Disposals	-	(140,797)	-	(140,797)
At 31 August 2023	18,446,138	1,270,019	6,322,555	26,038,712
Depreciation				
At 1 September 2022	1,456,251	670,907	4,263,173	6,390,331
Charge for year	148,626	124,497	535,802	808,925
Disposals	-	(74,688)	-	(74,688)
At 31 August 2023	1,604,877	720,716	4,798,975	7,124,568
Net book value				
At 31 August 2023	16,841,261	549,303	1,523,580	18,914,144
At 31 August 2022	16,163,747	413,775	1,293,142	17,870,664

Freehold property includes £4,967,807 (2022 - £4,916,737) in respect of land which has not been depreciated.

The freehold properties of the Trust were valued by Bennett Jones & Jones Lang Lassalle IP Inc, both Chartered Surveyors, as at 31 August 2016. The open market valuation, for existing use, was £15,195,000.

Depreciation in the year on a historic cost basis would have been £107,239 (2022 - £107,239).

On a historical cost basis the cost of the residential property would have been £10,723,911 (2022 - £10,723,911) and aggregate depreciation thereon would have been £3,087,966 (2022 - £2,980,727).

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

7 INVESTMENTS

	Interest in Shares £
Cost and net book value	
At 1 September 2022 and at 31 August 2023	1

Investments represent a £1 investment in Novalis Professional Services Limited.

Subsidiary holdings

The company holds 100% of the ordinary share capital in Novalis Professional Services Limited, a company incorporated in England. The company's loss for the year is £14,108 (2022 - £21,610) and the capital and reserves are (£236,948) (2022 - (£222,840)).

Novalis Professional Services Limited has the same registered office as Novalis Trust.

8 STOCKS

	2023 £	2022 £
Goods for resale	962	962

9 DEBTORS

	Note	2023 £	2022 £
Trade debtors		1,592,901	3,007,762
Other debtors		38,414	33,831
Prepayments		84,190	240,920
Amounts owed by group undertakings	16	234,348	238,249
		1,949,853	3,520,762
Less non-current portion		(234,348)	(238,249)
		1,715,505	3,282,513

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

10 CREDITORS - due within one year

	2023	2022
	£	£
Trade creditors	173,095	433,878
Taxes and social security costs	256,045	213,478
Accruals and deferred income	3,679,003	3,442,658
Other creditors	393,818	241,605
	<u>4,504,158</u>	<u>4,331,619</u>

Included in accruals and deferred income is £3,505,434 (2022 - £3,157,305) in relation to deferred income on school fees invoiced in advance.

11 FINANCIAL COMMITMENTS

Operating Leases

The total of future minimum lease payments is as follows:

	2023	2022
	£	£
Not later than one year	27,959	3,664
Later than one year but not later than five years	29,007	-
	<u>56,966</u>	<u>3,664</u>

12 SHARE CAPITAL

The charity does not have a share capital as it is limited by guarantee. Each of the members is a guarantor to the extent of £1 in the event of the company being wound up whilst they are members, or within one year of them ceasing to be members in respect of debts and liabilities contracted before they ceased to be a member.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

13 FUNDS

	At 1 September 2022 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2023 £
General fund	13,155,922	13,590,069	(13,306,800)	591,387	13,480,578
Restricted fund	90,730	4,823	(5,006)	-	90,547
Revaluation reserve	6,959,973	-	-	(41,387)	6,918,586
Designated fund	550,000	-	-	(550,000)	550,000
	<u>20,756,625</u>	<u>13,594,892</u>	<u>(13,311,806)</u>	<u>-</u>	<u>21,039,711</u>

The designated fund was set aside for the purchase of a new holiday accommodation. This was purchased during the year to 31 August 2023, and therefore the fund has been transferred back into general funds.

14 RESTRICTED FUNDS

	At 1 September 2022 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2023 £
Muunde donations	7,998	3,572	-	-	11,570
Erasmus link	-	-	-	-	-
Paradise House	82,732	-	(5,006)	-	77,726
Other	-	1,251	-	-	-
	<u>90,730</u>	<u>4,823</u>	<u>(5,006)</u>	<u>-</u>	<u>90,547</u>

15 INDEMNITY INSURANCE

The charity has paid insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

16 RELATED PARTY TRANSACTIONS

During the year, Novalis Trust provided management services to its subsidiary, Novalis Professional Services Limited on an arms-length basis for £25,689 (2022 - £25,634). At the balance sheet date, the charity was owed £234,348 (2022 - £238,249) by Novalis Professional Services Limited. Interest is not charged on the loan as it is immaterial and there are no fixed repayment terms.

Maureen Smith, a Trustee of Novalis Trust, is an independent consultant for MAS Educational Consultancy Ltd. An expense of £9,450 (2022 - £Nil) was recognised for services rendered in the year to 31 August 2023.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

17 PENSION COMMITMENTS

Defined contribution:

The company operates defined contribution schemes for its non-teaching employees. The assets are held separately from those of the company in independently administered funds, and the amount charged to the SOFA for the year was £335,389 (2022 - £339,490).

Defined benefit:

The Teachers' Pension Scheme ('TPS') is a statutory, contributory, defined benefit scheme. The regulations under which the TPS operates are the Teachers' Pensions Regulations 1997 as amended. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time teachers or lecturers and from 1 January 2007 automatic too for teachers or lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of TPS. TPS is run in such a way that the Charity is unable to identify its share of the underlying assets and liabilities. Therefore, the charge in the SOFA of £233,043 (2022 - £152,521) is the amount payable in the year as the Charity accounts for the TPS as if it were a defined contribution scheme.

Although teachers and lecturers are employed by various bodies, their retirement and other pension benefits, including annual increases payable under the Pensions (Increase) Acts are, as provided for in the Superannuation Act 1972, paid out of monies provided by Parliament. Under the unfunded TPS, teachers' contributions on a 'pay-as-you-go' basis, and employers' contributions, are credited to the Exchequer under arrangements governed by the above Act. The Teachers' Pension Regulations require an annual account, the Teachers' Pension Account, to be kept of receipts and expenditure (including the cost of pensions' increases). From 1 April 2001, the Account will be credited with a real rate of return (in excess of price increases and currently set at 3.0%), which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Not less than every four years, with a supporting interim valuation in between, the Government Actuary ('GA'), using normal actuarial principles, conducts a formal actuarial review of the TPS. The aim of the review is to specify the level of future contributions. Contributions are assessed in two parts. First, a standard contribution is determined. This is the contribution, expressed as a percentage of the salaries of teachers and lecturers in service or entering service during the period over which the contribution rate applies, which if it were paid over the entire active service period of these teachers and lecturers would broadly defray the costs of benefits in respect of that service. Secondly, a supplementary contribution is payable if, as a result of the actuarial investigation, it is found that accumulated liabilities of the Account for benefits to past and present teachers, are not fully covered by standard contributions to be paid in future and by the notional fund built up from past contributions.

The last valuation of the TPS related to the period from 1 April 2022 to 31 March 2023. The GA's report of March 2023 revealed that the total aggregate scheme liabilities of the TPS amounted to £303.2 billion. The value of the aggregate scheme assets was £Nil. The assumed real rate of return is 2.4% in excess of prices and 3.65% in excess of earnings. The rate of real earnings growth is assumed to be 0.5%. The assumed gross rate of return is 3.65%.

Employer contributions are currently paid at a rate of 23.6%. Employers also pay a charge equivalent to 0.08% of pensionable salary costs to cover administration expenses.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2023

18 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	£	£
Net income before other recognised gains and losses	286,086	1,192,218
Net interest	(27,165)	(9,916)
Depreciation	808,925	696,393
Profit on disposal of tangible fixed assets	(8,401)	(319,762)
Decrease in stock	-	-
(Increase)/Decrease in debtors	1,570,909	(907,277)
Increase in creditors	173,341	1,028,057
	2,800,695	1,679,713

NOVALIS TRUST

England & Wales - Charity number 1103955

Accounts

Registered Charity No: 1103955
Company Number: 05114710

NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022

**NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

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**NOVALIS TRUST
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2022**

Charity number	1103955
Company registration number	05114710
Registered office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Principal office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Trustees	G Barton (Resigned 17 August 2022) M Bennett E Buckland (Appointed 1 December 2021) G Cole (Resigned 12 August 2022) J Houlston-Hope (Resigned 9 January 2023) D Walton (Appointed 17 August 2022) C Williams (Resigned 17 August 2022)
Secretary	P Furley
Chief executive	J Lukas
Auditors	Hazlewoods LLP Windsor House Bayshill Road Cheltenham GL50 3AT
Bankers	Lloyds Bank Plc 12 Rowcroft Stroud Gloucestershire GL5 3BD

**NOVALIS TRUST
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022**

The Trustees, who are also directors for the purposes of company law, present their Annual Report and the Financial Statements for the year ended 31 August 2022.

Post balance sheet events

Subsequent to the balance sheet date, the charity purchased freehold property for £775,000.

1 STRUCTURE GOVERNANCE AND MANAGEMENT

Governing document and management

Novalis Trust is a company limited by guarantee and is governed by its memorandum and articles of association. It is a registered charity with the Charity Commission. The company was previously called The Novalis Trust Limited, Cotswold Chine School, and then Cotswold Chine & Paradise House Limited until the change to the current name. The company currently trades as:

- 1) Cotswold Chine School
- 2) Paradise House
- 3) Ebley House
- 4) William Morris College

The following Trustees have held office since 1 September 2021:

G Barton (resigned 17 August 2022)
M Bennett
E Buckland (appointed 1 December 2021)
G Cole (resigned 12 August 2022)
D Walton (appointed 17 August 2022)
C Williams (resigned 17 August 2022)

The Trustees that resigned from office after the balance sheet date are as follows:

J Houlston-Hope (Resigned 9 January 2023)

Appointment of Trustees

The appointment of Trustees is governed by the articles of association, the Trustees being authorised to fill vacancies arising through resignation or death of an existing Trustee.

Trustees induction and training

New Trustees undergo an orientation process to brief them on their legal obligations under the charity and company law, the content of the memorandum and articles of association, the charity's operations and the decision making processes, the future plans and the recent financial performance of the charity. The charity has paid for insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

Organisation

The Trustees meet regularly to oversee the charity's affairs, the day to day operation of which is in the hands of the Chief Executive, J Lukas and his Senior Management Team.

The Trustees have a background in accountancy, education and health. Together they work closely with Chief Executive and the senior management team to oversee Paradise House, William Morris and Cotswold Chine School.

Register of Trustees' Interests

The secretary maintains a Register of Trustees' Interests; no material conflicts have been identified.

The related party transactions are included in note 16 to these financial statements.

NOVALIS TRUST**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022****Governance Manual**

A Governance Manual is maintained by the secretary and reviewed biennially by the Board. It provides direction and guidance to the Trustees on the organisation and structure of the charity.

Strategic Report**Principal risks and uncertainties**

The Trustees have a risk management strategy which comprises an on-going review of the risks the charity may face; the establishment of systems and procedures to mitigate the identified risks; and the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The Trustees' assessment of specific risks facing the company going forward are lack of confidence in the business, resulting in a lack of placements; authorities may switch to other county and local authority state provision. This would result in funding being inadequate to support the charitable activities of Novalis Trust. The Board maintains a risk register that is reviewed by the Board at least annually.

Going concern

The Trustees have prepared forecasts for the next 12 months that indicate that the Trust will continue to have sufficient resources available to trade as a going concern. The Trustees, therefore, have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future and have continued to adopt the going concern basis in preparing the financial statements.

2 OBJECTIVES AND ACTIVITIES

The strategy of the charity is to provide for the education, care and therapy of children, young people and adults, including those with emotional and behavioural difficulties and special learning needs, by operating residential or day schools. It also includes the provision of residential care for adults with learning difficulties. Our approach – known as the Novalis Model – draws on the latest practice and research by some of the worlds' leading practitioners and academics. The model involves a trauma-informed and evidence supported approach which promotes positive relationships and secure attachments within a therapeutic low arousal environment.

Positive relationships are fundamental to everything that the charity does. We try to work collaboratively as a team with each other, with the young people and adults in our care, with their families and with other professionals. As well as having the same ethos, values and approach, all three of our organisations share management, finance, administration, maintenance, HR, training and other resources to ensure that consistently high standards are maintained across the charity.

Our values not only represent the qualities we look for in our staff members, but they also provide a set of principles and beliefs that guide what we do as an organisation. The five values are Kindness, Empathy, Creativity, Curiosity and Positivity.

The charity owns and operates Cotswold Chine School, which is an independent special school for children and young people with complex learning needs and associated social, emotional and behavioural difficulties. The school is approved by the Department for Education and Skills for up to 42 residential pupils (aged between 7 and 21) and 18 day pupils, giving a total admission number of 60.

The majority of pupils are on residential placements. Some pupils are residents during the academic terms only and other pupils stay for additional periods of up to 52 weeks per year. Consequently, the school is also registered with Ofsted as a children's home.

Our teaching staff take great pride in helping children re-engage with their education and inspiring them to discover the joy of learning and developing new skills. Our developmentally sensitive curriculum ensures that every child makes the best possible progress in their education, whatever their starting point.

The charity also owns and operates Paradise House, which is a residential care home for adults with learning difficulties, situated just outside Painswick, Gloucestershire. It is registered for up to 30 residents with the Care Quality Commission. There is a café and workshops on site for the residents to access. Paradise House offers a strong sense of community and all residents are supported to live life to the full and participate in a wide range of creative and leisure activities both onsite and in the wider community.

In addition, the charity owns William Morris College in Eastington. It is a specialist further education residential college with students attending either during term time or a full time 52 week placement. The college is approved by the Department of Education for up to 35 students. The majority of students are on residential placements therefore the college is also registered with the Care Quality Commission.

NOVALIS TRUST**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022**

Ebley House in Stroud is the charity's headquarters and provides central services such as staff training, human resources, finance and a conference centre. The Trust's Clinical and Therapy Support Centre is also located at Ebley House and provides various professionally validated therapy, counselling, family work and group working services to the Trust's service user groups; children, young people, students and residents.

Novalis Trust has an established Practice Model, which is Trauma Informed, Attachment Focused and Relationship Based, delivered through a low arousal sensory sensitive environment. In addition families are supported to work collaboratively to support their children with the focus on promoting and sustaining positive relational health. Relationships are further supported by extensive family work, through outreach family support and regular family meetings at all of the Trusts sites. Children, young people, students and residents participation is consistently used to plan daily activities, therapeutic targets and educational objectives.

The Trust collaborates with a number of key academics and professionals, in order to further the Trust's knowledge in the promotion and understanding of trauma, a trauma responsive and trauma specific approach encompassing attachment related difficulties, and its effects on children, young people and adults. The model offers a shared language, core-values and a range of practical tools, which are applied to support the process of recovery and to provide a way of working that promotes safety and positive relationships. The Trust's established approach, at its core, promotes safety and recovery from adversity through the creation of a 'trauma informed', trauma specific, and a trauma responsive environment and social group.

The Education, Health and Care Planning (EHCP) process is seen as an important holistic way of considering the complex needs of young people, which is congruent with the Novalis Model of approach. This ensures the education, care, clinical and therapeutic health needs continues to be met by Cotswold Chine School and William Morris School and provides positive outcomes and experiences for young people.

The Trustees confirm that they have complied with the requirements of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. Also, they confirm that the charitable purposes of the organisation, particularly in the areas of education and care, are for the public benefit.

The charitable activities focus on:

- The education of children, young people and adults through trauma informed, attachment focused schools promoting an understanding of trauma and its effects on children, young people and adults, Working collaboratively with connected professionals, families and significant others to enhance the overall number of positive relationships and experiences where people can learn and thrive.
- Providing a training and meeting venue for external organisations with similar values and areas of focus. All of these are undertaken to further the charitable purposes for the public benefit.

3 ACHIEVEMENTS AND PERFORMANCE

The charity continues to provide a therapeutic nurturing environment for vulnerable people through the provision of education, social care and clinical therapy in a way that helps young people overcome barriers to their learning. In the case of adults the provision provides specialist support to lead as person-centred and fulfilling a life as possible.

Further opportunities have been achieved for young people and residents to access the local community through the provision of independence training and suitable accommodation. A range of suitable activities that offer educational and occupational opportunities are provided.

The Cotswold Chine School Education provision was inspected by OFSTED on 25th to 27th January 2022 and was giving the overall rating of good, with a rating of outstanding for personal development. The inspectors stated in the education report that "pupils thrive at this warm and happy school. The school's curriculum has understanding pupils trauma and barriers to learning at its heart."

The Cotswold Chine Care provision was inspected by OFSTED on 29th & 30th November 2022 and received the overall judgement of 'requires improvement to be good'. Inspectors and leaders recognised that the Covid 19 pandemic has had an impact in relation to information and compliance systems, resulting in more information being held centrally and less available in the homes, this had an impact on the judgement and how information is shared with staff working with children. This has now been rectified and central records, case files and communication systems are shared remotely with the homes.

NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Paradise House was inspected by the Care Quality Commission on 26th January 2022 where they inspected the home but did not provide a new rating. The last full inspection where a rating was given was in March 2019 where Paradise was rated as 'good' in all areas of Safe, Effective, responsive and well led, they received outstanding for the area of caring. The inspector observed 'the people using the service received planned and co-ordinated person-centred support that was appropriate and inclusive for them. People were supported to access their local community to follow their interests. People, relatives and staff told us the service was well led'.

William Morris College was inspected by the Care Quality Commission on 26th November 2020 during the Covid 19 pandemic and was informed the College meets all the standards that were checked during the inspection. The last full inspection on 13th to 15th November 2019 and received the overall judgement of 'good'. The inspector noted that 'people received a person centred service. Care and support was tailored to individual needs and preferences. People were supported to be fully involved in their care planning, daily routines and long-term goals'. People were supported to have maximum choice and control of their lives and staff supported them in the least restrictive way possible and in their best interests'.

The charity continues to enhance its Clinical, Therapeutic, Sensory and family services for young people and residents. The therapy support team consists of a Clinical Psychologist, a Child and Adolescent Psychotherapist, family therapist along with qualified social workers, a Behavioural Analyst, Occupational Therapists and Speech and Language Therapists. They work directly with young people and residents giving advice at a weekly, multidisciplinary support, advice and strategy meeting and they offer support services to care and teaching staff. The team is managed by an Occupational Therapist who was also appointed by the Chief Executive and Trustees as Deputy Chief Executive.

We continue with the neurodevelopment clinic which was launched in February 2021 to assess the young people for autism spectrum disorder and neurodevelopmental conditions. The clinic seeks to have the input from both the young person and their families or care givers as part of this process. The young people are also supported to explore further therapeutic support and strategies which may support them following assessment within the Neurodevelopment clinic.

In 2021 we enrolled a number of staff on the RQF4 Certificate in Family Work Course, this is a course we helped to create. The qualification introduces learners to the key knowledge, understanding and skills involved in Systemic Family Work: what it looks like and why it is a vital part of caring for children, young people and adults with life histories or loss or separation from family members, attachment disruption or other relational ruptures, and/or developmental trauma. The majority of learners have now completed the course and we are looking at the next cohort of learners for the course.

During the year a number of staff completed the Neurosequential Model of Therapeutics (NMT). It is a developmentally sensitive, neurobiologically informed approach to clinical work that integrates several core principles of neurodevelopment into a comprehensive approach to the child, family and broader community. The new cohort started the course in late 2022.

In order to continue to ensure safeguarding remains an integral element within the charity, there are five trained Designated Safeguarding officers. The School has a designated safeguarding lead for care who is also a Mental Health First Aider for staff, young people and adults. In addition, there is a designated safeguarding officer for education. The Registered Manager of Paradise House remains the designated safeguarding lead for the adult provision at Paradise House. William Morris College has a designated safeguarding lead for education and a designated safeguarding lead for the care provision.

During the year at Cotswold Chine School we have maintained the high levels throughout the education provision despite the challenges the pandemic during the year has brought. We have also managed to complete a project to build a bakery at the School. This gives the students an opportunity to bake bread and other baked goods and these are used and sold at the Halfway Café and Shop.

The Halfway Café and Shop on the Common continues to be popular and continues to help to increase the work experience opportunities for those in our care. It allowed us to offer catering/hospitality work skills and independence qualifications for post 16 students. These qualifications mean that students and residents have better prospects in gaining employment or a college placement and, for young people in particular, gain the skills they will need to make a successful transition into life as a young adult. The Halfway Café has become a popular community asset and is being used regularly by local social groups as well as individuals. However due to the Covid 19 pandemic unfortunately it has had to be closed for some of the financial year but has been open for limited times during the year.

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022**

At Paradise House, unfortunately due to Covid 19 restrictions during some of the financial year some of the activities were affected. However once restrictions were lifted training has been able to continue for the residents in first aid, healthy lifestyles and life skills, and at the end of each unit the residents are presented with a certificate and all residents involved have gained new skills from these sessions. A Paradise newsletter continues to be produced by residents and staff at Paradise House.

At William Morris College we have continued to increase admissions since the merger in 2019 and also ensure the College follows the same model of approach throughout the Trust.

Throughout the year we had a number of university students placed at the Novalis Trust for work experience, we feel this gives us an opportunity to share knowledge and expertise and build relationships with higher education providers. It also gives others an understanding of the work we do and helps to promote the social care sector and their fresh perspective helps with our continuous development. We plan to enhance this and invite more students from other disciplines.

In the year as planned we introduced Practice Training Supervisor roles at the Trust, this was to ensure all staff working in the homes are applying all aspects of the Novalis Model of Approach through being trauma informed.

4 FINANCIAL REVIEW

The Trust's overall income was slightly higher than the previous financial year with costs increasing also, occupancy levels have remained similar to the prior year.

5 PLANS FOR FUTURE PERIODS

The therapeutic curriculum was launched in September 2021 and includes four different pathways (Seedling, Sapling, Sycamore and Blossom). Each young person is allocated to a different pathway and this is informed by the Neurosequential model of Therapeutics. To further support this new initiative, the therapy and education teams at CCS and WMC will be participating in neurologic training to explore additional regulation strategies which can be used to support the young people.

As a registered charity, our board of trustees are under a duty to ensure that the Trust's resources are managed in a way that will best enable the charity to carry out its charitable objectives. Amongst other considerations, this involves taking into account the level of demand for the services that we provide as an organisation. In that regard, the evidence is clear that the demand for placements for school-age children is much greater than it is for older students. We therefore found ourselves in the unfortunate position where, due to a lack of available capacity at Cotswold Chine School, we were unable to offer places to many younger children and teenagers who would greatly benefit from the type of care, therapy and education that the Trust offers.

After careful consideration, the board of trustees came to the conclusion that the appropriate way of addressing our current inability to meet the current and future demand for placements for school-age children was for William Morris College to be re-registered as a residential special school for children aged 7-19. This was approved in the summer for 2022 and allowed us to open the new school called William Morris School from September 2022.

William Morris school is an independent day and boarding special school for children and young people aged 7 to 19 with complex learning needs and associated social, emotional and behavioural difficulties. The school is approved by the Department of Education for up to 40 students. As well as providing places for day pupils, the school can offer boarding accommodation for up to 16 pupils for up to 42 weeks of the year. The school and boarding side are both registered with Ofsted.

We plan to continue to provide Systemic Family work throughout the Trust as we continue to see the benefits to the young, people, children and adults of all provisions by positive outcomes in relational health and further support our holistic approach. These meetings encourage and enable the family to talk together or individually often about difficult or distressing issues in ways that respond to their experiences, invite engagement and support recovery.

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022**

In 2023 as part of our continuous journey to ensure we are a trauma informed organisation we plan to train our first cohort of staff in the PRESENCE model. We aim to complete this by the end of 2024.

The Trust will continue to focus on ensuring the quality of care, education, clinical and therapy support is provided at the highest level possible and is recognised by its regulators and local authority commissioners as a centre of excellence. The Trust has shared its practice model with a number of other organisations including the BILD (British Institute of Learning Disabilities) and the National Restraint Reduction Network, and the Schools journey in the promotion of positive relational health is being widely acclaimed especially in the field of trauma and resilience informed services.

Training of staff continues to be one of our priorities, as well as the mandatory training we hope to increase the number of staff across care, therapy and youth support teams who are registered towards completing our Trauma Informed Care qualification. Using the Novalis Model as a basis, we have created a RQF4 qualification, which is part of the national qualifications framework. The course teaches about the effects of trauma and how to structure care in a way that meets the specific needs of people who have experienced trauma.

We continue to look at our current charging infrastructure for electric vehicles throughout the Trust and how this can be improved along with other environmentally friendly changes as this remains something we feel is important.

During the financial year we were able to identify a property in Wales to be used as holiday accommodation for students, residents and young people. The sale was completed after the year end and we are currently updating the property for use in the future.

The Trust continually looks at the existing homes where young people, children and adults live to see if any further improvements can be made. Cotswold Chine School, Paradise House and William Morris remain focused on maintaining or improving their overall OFSTED and CQC grades.

The Trust continues to develop its partnership with other organisations, professionals and academics, particularly in the fields of Trauma Informed, Trauma Responsive and Trauma Specific Care.

Reserve policy

The designated funds have been set aside for the purchasing of a property to use as holiday accommodation for students, residents and young people. The Trust purchased this property just after the year end so will be reflected in next years accounts.

Investment Policy

The Trustees review the available resources and any surplus is deposited in a high interest savings account until it is needed.

Taxation Status

The Company is a registered charity and consequently is exempt from Corporation Tax.

6 AUDITORS

Hazlewoods LLP have acted as auditors and a resolution proposing that they be re-appointed will be put to the Annual General Meeting.

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2022**

7 STATEMENT OF DISCLOSURE TO AUDITOR

In so far as the Trustees are aware:

- (a) there is no relevant audit information of which the company's auditors are unaware; and
- (b) the Trustees have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

By order of the Board

M Bennett

.....
M Bennett
Trustee

2/3/2023
Date:

NOVALIS TRUST
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees (who are the directors of Novalis Trust for the purposes of company law) are responsible for preparing the Annual Report and financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 the income and expenditure, of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe methods and principles in the Charities SORP (Accounting and Reporting by Charities – Statement of Recommended Practice);
- 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 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 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are also responsible for ensuring that the assets are properly applied in accordance with charity law.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

Opinion

We have audited the financial statements of Novalis Trust for the year ended 31 August 2022, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Changes in Equity, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (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 2022 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 Auditor's 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion on other matter 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 Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees have been prepared in accordance with applicable legal requirements.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS (continued)

Matters on which we are required to report by exception

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

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 by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page 9, the directors 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 directors 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 directors 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 directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charity's audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS (continued)

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 auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISA's (UK).

In identifying and assessing risks of material mis-statement in respect of fraud, including irregularities and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the company's operations. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006 and taxation laws.
- We understood how the company is complying with those legal and regulatory frameworks by making inquiries of management, those responsible for legal and compliance procedures.
- We assesses the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
 - Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - Understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process. Detailed analysis of journals posted through the accounting system during the year to 31 August 2022 has been undertaken;
 - Understanding the controls in place to prevent and detect fraud. Reliance was not placed on controls for the entirety of the audit, instead taking a substantive testing approach, however controls were in place to prevent fraud, and they appeared to be working effectively;
 - Challenging assumptions and judgements made by management in its significant accounting estimates.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Stephanie Hayman (Senior Statutory Auditor)
For and on behalf of Hazlewoods LLP, Statutory Auditor

Windsor House
Bayshill Road
Cheltenham
GL50 3AT

2/3/2023
Date:.....

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Restricted funds	Unrestricted funds	Total funds 2022	Total funds 2021
		£	£	£	£
INCOME AND ENDOWMENTS					
Income and endowments from:					
Donations and legacies					
- Residential care donation		477	-	477	2,788
		<u>477</u>	<u>-</u>	<u>477</u>	<u>2,788</u>
Charitable activities:					
- Special needs school fees		-	10,640,965	10,640,965	10,262,793
- Residential care fees		-	2,228,890	2,228,890	1,877,109
		<u>-</u>	<u>12,869,855</u>	<u>12,869,855</u>	<u>12,139,902</u>
Incoming resources from generated funds:					
- Investment income	2	-	9,916	9,916	4,330
Other incoming resources		<u>-</u>	<u>104,776</u>	<u>104,776</u>	<u>87,807</u>
TOTAL INCOME AND ENDOWMENTS		<u>477</u>	<u>12,984,547</u>	<u>12,985,024</u>	<u>12,234,827</u>
EXPENDITURE ON					
Charitable activities		(17,874)	(12,086,407)	(12,104,281)	(12,334,802)
Profit on sale of freehold property		<u>-</u>	<u>311,475</u>	<u>311,475</u>	<u>-</u>
TOTAL EXPENDITURE	3	<u>(17,874)</u>	<u>(11,774,932)</u>	<u>(11,792,806)</u>	<u>(12,334,802)</u>

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Restricted funds	Unrestricted funds	Total funds 2022	Total funds 2021
		£	£	£	£
NET INCOME BEFORE OTHER RECOGNISED GAINS AND LOSSES		(17,397)	1,209,615	1,192,218	(99,975)
Transfers in the year		-	-	-	-
Net movement in funds		(17,397)	1,209,615	1,192,218	(99,975)
Total funds brought forward		108,127	19,456,280	19,564,407	19,664,382
Total funds carried forward	13	90,730	20,665,895	20,756,625	19,564,407

All gains and losses recognised in the year are included above and all operations are continuing.

To enable a better understanding of the financial statements, the Statement of Financial Activities separately identifies the income and costs of running the main activities.

Note of historical cost income and expenditure

	2022 £	2021 £
Reported net movement in funds	1,192,218	(99,975)
Difference between the historical cost depreciation charge and the actual depreciation charge of the year calculated on the revalued amount	28,494	17,024
Historical cost net movements fund	1,220,712	(82,951)

NOVALIS TRUST
BALANCE SHEET (Company Number: 05114710)
AS AT 31 AUGUST 2022

	Note	2022 £	2021 £
FIXED ASSETS			
Tangible assets	6	17,870,664	18,220,330
Investments	7	1	1
		17,870,665	18,220,331
CURRENT ASSETS			
Stocks	8	962	962
Debtors: Amounts falling due within one year	9	3,282,513	2,358,152
Debtors: Amounts falling due after more than one year	9	238,249	255,333
Cash at bank and in hand		3,695,855	2,033,192
		7,217,579	4,647,639
CREDITORS			
Due within one year	10	(4,331,619)	(3,303,562)
NET CURRENT ASSETS			
		2,885,960	1,344,077
TOTAL ASSETS LESS LIABILITIES			
		20,756,625	19,564,408
CAPITAL AND RESERVES			
Funds			
Restricted funds	13	90,730	108,127
Unrestricted funds:	13		
Operational general fund		13,155,922	11,917,813
Property revaluation reserve		6,959,973	6,988,467
Designated funds		550,000	550,000
CHARITY FUNDS			
		20,756,625	19,564,407

2/3/2023

Approved by the Board for issue on

M Bennett

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M Bennett - Trustee

NOVALIS TRUST
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 AUGUST 2022

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2021	11,917,813	6,988,467	550,000	108,127	19,564,407
Net outgoing resources before transfers	1,209,615	-	-	(17,397)	1,192,218
Depreciation on revalued amounts	28,494	(28,494)	-	-	-
Funds carried forward at 31 August 2022	13,155,922	6,959,973	550,000	90,730	20,756,625

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2020	11,965,149	7,005,491	550,000	143,742	19,664,382
Net incoming resources before transfers	(72,198)	-	-	(27,777)	(99,975)
Transfer between reserves	7,838	-	-	(7,838)	-
Depreciation on revalued amounts	17,024	(17,024)	-	-	-
Funds carried forward at 31 August 2021	11,917,813	6,988,467	550,000	108,127	19,564,407

NOVALIS TRUST
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2022

	Note	£	2022 £	£	2021 £
Cash used in operating activities	18		1,679,713		(18,908)
Cash flows from investing activities					
Interest income		9,916		4,330	
Purchase of tangible fixed assets		(828,309)		(805,996)	
Proceeds from the sale of tangible fixed assets		801,343		126,153	
Cash provided by (used in) investing activities			(17,050)		(675,513)
Increase in cash and cash equivalents in the year			1,662,663		(694,421)
Cash and cash equivalents at the beginning of the year			2,033,192		2,727,613
Total cash and cash equivalents at the end of the year			3,695,855		2,033,192

**NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022**

1 ACCOUNTING POLICIES

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain fixed assets, adopting the following principal accounting policies all of which are in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice – Accounting and Reporting by Charities (SORP FRS102) issued in July 2014 and The Companies Act 2006.

The financial statements are presented in Pounds Sterling.

Company status

The company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1. The company is subject to the requirements of the Companies Act 2006 with regards to the form and content of the financial statements.

The company is a private company, limited by guarantee without share capital, incorporated and domiciled in England and Wales.

The address of its registered office is:

Ebley House
235 Westward Road
Ebley
Stroud
Gloucestershire
GL5 4SX

Judgements

The Trustees consider that there are no key areas of judgement or estimation uncertainty to be disclosed in these financial statements.

Consolidated financial statements

The financial statements do not include the consolidated financial results of the Charity and its subsidiary company, Novalis Professional Services Limited, on the grounds that the subsidiary company's results are immaterial to the group.

Funds

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with the charitable objects at the discretion of the Trustees; or
- Unrestricted designated funds, which can be used in accordance with the Charitable objects, in respect of specific projects ear-marked by the Trustees; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions are specified by the donor or when funds are raised for particular restricted purposes. All funds received to date have been applied against capital projects.

Incoming resources

All incoming resources are included in the Statement of Financial Activities ("SOFA") when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Resources expended

All expenditure is accounted for on an accruals basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year on a basis consistent with use of the resources.

Governance costs include strategic planning costs for the Charity's future development, external audit and all costs of complying with constitutional and statutory requirements, such as costs of Board and Committee meetings and for preparing statutory financial statements and satisfying public accountability.

Taxation

The Company is an Exempt Charity within the meaning of Schedule 2 of the Charities Act 1993 and as such is a charity within the meaning of Section 519 of the Income Tax Act 2007 (formerly Section 506(1) of the Taxes Act 1988). Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Section 524 of the Income Tax Act 2007 (formerly Section 505 of the Taxes Act 1988) or Section 256 of the Taxation of Chargeable Gains Tax 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

Tangible fixed assets

There is no set limit for the capitalisation of expenditure on acquisition, enhancement, production and installation of fixed assets. Tangible fixed assets are stated in the balance sheet at cost less depreciation, except for freehold land and buildings which are stated at their open market value.

Depreciation is calculated to write off the cost or valuation less estimated residual value of tangible assets over their estimated useful lives at the following rates:

Freehold land	Nil
Freehold buildings	1% of cost per annum
Fixtures and equipment	10% - 50% of cost per annum
Motor vehicles	12.5% - 50% of cost per annum

Investments

Investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

Stocks

Stock is valued at the lower of cost and net realisable value.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risk of ownership remain with the lessor are charged to the Statement of Financial Activities.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade receivables

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. All debtors are repayable within one year and are hence included at the undiscounted amount of the cash expected to be received. A provision for the impairment of trade debtors is established when there is objective evidence that the Trust will not be able to collect all amounts due according to the original terms of the receivables.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

Trade payables

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

Financial instruments

The trust 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.

Pension costs

Contributions are made on behalf of teaching staff to the Government pension scheme for teachers, which is a multi-employer defined benefit scheme (note 17).

With regard to non-teaching employees, contributions are made to the defined contribution pension scheme. All contributions are charged to the SOFA as they become payable in accordance with the rules of the schemes.

2 INVESTMENT INCOME

	Restricted funds	Unrestricted funds	Total funds 2022	Total funds 2021
	£	£	£	£
Bank interest receivable	-	9,916	9,916	4,330

3 ANALYSIS OF TOTAL RESOURCES EXPENDED

	Staff Costs	Other costs	Total 2022	Total 2021
	£	£	£	£
Charitable activities:				
- Special needs education	6,250,040	1,890,089	8,140,129	8,442,742
- Residential care	1,097,949	333,729	1,431,678	1,761,128
- Support costs	1,188,715	1,032,284	2,220,999	2,130,932
	<u>8,536,704</u>	<u>3,256,102</u>	<u>11,792,806</u>	<u>12,334,802</u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

4 ANALYSIS OF SUPPORT COSTS

	Special needs education £	Residential care £	Total 2022 £	Total 2021 £
Staff costs	1,188,715	-	1,188,715	1,131,112
Professional fees	116,443	136,569	253,012	186,955
Communication and information technology	43,831	43,567	87,398	102,593
Office supplies and postage	172,439	153,803	326,242	298,127
Other costs	343,814	21,818	365,632	412,045
	<u>1,865,242</u>	<u>355,757</u>	<u>2,220,999</u>	<u>2,130,832</u>

5 EMPLOYMENT COSTS

	2022 £	2021 £
Wages and salaries	7,230,479	7,591,983
Social security costs	687,151	689,115
Other pension costs	492,011	497,258
Other costs	127,063	137,732
	<u>8,536,704</u>	<u>8,916,088</u>

The average monthly numbers of employees during the year is disclosed below. There is no material difference between this and the equivalent average number of employees calculated on the basis of full time equivalents:

	2022 No.	2021 No.
Special needs education	176	197
Residential care	38	43
Administration and maintenance	76	64
	<u>290</u>	<u>304</u>

No Trustee received or waived any emoluments during either year and £167 (2021 - £nil) of expenses were reimbursed to Trustees.

The number of higher paid employees who received emoluments in excess of £60,000 were in the following bands:

	2022 No.	2021 No.
£60,001 - £70,000	1	1
£70,001 - £80,000	-	-
£80,001 - £90,000	-	-
£90,001 - £100,000	-	-
£100,001 - £110,000	1	1
	<u>2</u>	<u>2</u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

6 TANGIBLE FIXED ASSETS

	Land and buildings £	Motor vehicles £	Fixtures and equipment £	Total £
Cost or valuation				
At 1 September 2021	18,118,858	1,067,654	4,939,402	24,125,914
Additions	76,140	135,256	616,913	828,309
Disposals	(575,000)	(118,228)	-	(693,228)
At 31 August 2022	17,619,998	1,084,682	5,556,315	24,260,995
Depreciation				
At 1 September 2021	1,431,993	663,516	3,810,075	5,905,584
Charge for year	135,733	107,562	453,098	696,393
Disposals	(111,475)	(100,172)	-	(211,647)
At 31 August 2022	1,456,251	670,907	4,263,173	6,390,331
Net book value				
At 31 August 2022	16,163,747	413,775	1,293,142	17,870,664
At 31 August 2021	16,686,865	404,138	1,129,327	18,220,330

Freehold property includes £4,916,737 (2021 - £4,928,237) in respect of land which has not been depreciated.

The freehold properties of the Trust were valued by Bennett Jones & Jones Lang Lassalle IP Inc, both Chartered Surveyors, as at 31 August 2016. The open market valuation, for existing use, was £15,195,000.

Depreciation in the year on a historic cost basis would have been £107,239 (2021 - £107,239).

On a historical cost basis the cost of the residential property would have been £10,723,911 (2021 - £10,723,911) and aggregate depreciation thereon would have been £2,980,727 (2021 - £2,873,488).

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

7 INVESTMENTS

	Interest in Shares £
Cost and net book value	
At 1 September 2021 and at 31 August 2022	1

Investments represent a £1 investment in Novalis Professional Services Limited.

Subsidiary holdings

The company holds 100% of the ordinary share capital in Novalis Professional Services Limited, a company incorporated in England. The company's loss for the year is £21,610 (2021 - £50,093) and the capital and reserves are (£222,840) (2021 - (£201,230)).

8 STOCKS

	2022 £	2021 £
Goods for resale	962	962

9 DEBTORS

	Note	2022 £	2021 £
Trade debtors		3,007,762	2,114,173
Other debtors		33,831	26,261
Prepayments		240,920	217,718
Amounts owed by group undertakings	16	238,249	255,333
		<u>3,520,762</u>	<u>2,613,485</u>
Less non-current portion		<u>(238,249)</u>	<u>(255,333)</u>
		<u>3,282,513</u>	<u>2,358,152</u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

10 CREDITORS - due within one year

	2022 £	2021 £
Trade creditors	433,878	381,668
Taxes and social security costs	213,478	38,503
Accruals and deferred income	3,442,658	2,685,490
Other creditors	241,605	197,901
	4,331,619	3,303,562

Included in accruals and deferred income is £3,157,305 (2021 - £2,509,867) in relation to deferred income on school fees invoiced in advance.

11 FINANCIAL COMMITMENTS

Operating Leases

The total of future minimum lease payments is as follows:

	2022 £	2021 £
Not later than one year	3,664	7,745
Later than one year but not later than five years	-	3,664
	3,664	11,409

12 SHARE CAPITAL

The charity does not have a share capital as it is limited by guarantee. Each of the members is a guarantor to the extent of £1 in the event of the company being wound up whilst they are members, or within one year of them ceasing to be members in respect of debts and liabilities contracted before they ceased to be a member.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

13 FUNDS

	At 1 September 2021 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2022 £
General fund	11,917,813	12,984,547	(11,774,932)	28,494	13,155,922
Restricted fund	108,127	477	(17,874)	-	90,730
Revaluation reserve	6,988,467	-	-	(28,494)	6,959,973
Designated fund	550,000	-	-	-	550,000
	<u>19,564,407</u>	<u>12,985,024</u>	<u>(11,791,806)</u>	<u>-</u>	<u>20,756,625</u>

The designated fund has been set aside for the proposed building of a new sports hall.

14 RESTRICTED FUNDS

	At 1 September 2021 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2022 £
Muunde donations	7,921	77	-	-	7,998
Erasmus link	-	-	-	-	-
Paradise House	100,206	-	(17,874)	-	82,732
Other	-	400	-	-	-
	<u>108,127</u>	<u>477</u>	<u>(17,874)</u>	<u>-</u>	<u>90,730</u>

15 INDEMNITY INSURANCE

The charity has paid insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

16 RELATED PARTY TRANSACTIONS

During the year, Novalis Trust provided management services to its subsidiary, Novalis Professional Services Limited on an arms-length basis for £25,634 (2021 - £31,047). At the balance sheet date, the charity was owed £238,249 (2021 - £255,333) by Novalis Professional Services Limited. Interest is charged at 2% per annum on this balance, and there are no fixed repayment terms.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

17 PENSION COMMITMENTS

Defined contribution:

The company operates defined contribution schemes for its non-teaching employees. The assets are held separately from those of the company in independently administered funds, and the amount charged to the SOFA for the year was £339,490 (2021 - £306,648).

Defined benefit:

The Teachers' Pension Scheme ('TPS') is a statutory, contributory, defined benefit scheme. The regulations under which the TPS operates are the Teachers' Pensions Regulations 1997 as amended. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time teachers or lecturers and from 1 January 2007 automatic too for teachers or lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of TPS. TPS is run in such a way that the Charity is unable to identify its share of the underlying assets and liabilities. Therefore, the charge in the SOFA of £152,521 (2021 - £190,610) is the amount payable in the year as the Charity accounts for the TPS as if it were a defined contribution scheme.

Although teachers and lecturers are employed by various bodies, their retirement and other pension benefits, including annual increases payable under the Pensions (Increase) Acts are, as provided for in the Superannuation Act 1972, paid out of monies provided by Parliament. Under the unfunded TPS, teachers' contributions on a 'pay-as-you-go' basis, and employers' contributions, are credited to the Exchequer under arrangements governed by the above Act. The Teachers' Pension Regulations require an annual account, the Teachers' Pension Account, to be kept of receipts and expenditure (including the cost of pensions' increases). From 1 April 2001, the Account will be credited with a real rate of return (in excess of price increases and currently set at 3.0%), which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Not less than every four years, with a supporting interim valuation in between, the Government Actuary ('GA'), using normal actuarial principles, conducts a formal actuarial review of the TPS. The aim of the review is to specify the level of future contributions. Contributions are assessed in two parts. First, a standard contribution is determined. This is the contribution, expressed as a percentage of the salaries of teachers and lecturers in service or entering service during the period over which the contribution rate applies, which if it were paid over the entire active service period of these teachers and lecturers would broadly defray the costs of benefits in respect of that service. Secondly, a supplementary contribution is payable if, as a result of the actuarial investigation, it is found that accumulated liabilities of the Account for benefits to past and present teachers, are not fully covered by standard contributions to be paid in future and by the notional fund built up from past contributions.

The last valuation of the TPS related to the period from 1 April 2021 to 31 March 2022. The GA's report of March 2022 revealed that the total aggregate scheme liabilities of the TPS amounted to £532.3 billion. The value of the aggregate scheme assets was £Nil. The assumed real rate of return is 2.9% in excess of prices and 4.15% in excess of earnings. The rate of real earnings growth is assumed to be 2.5%. The assumed gross rate of return is 4.15%.

Employer contributions are currently paid at a rate of 23.6%. Employers also pay a charge equivalent to 0.08% of pensionable salary costs to cover administration expenses.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2022

18 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net income before other recognised gains and losses	1,192,218	(99,975)
Net interest	(9,916)	(4,330)
Depreciation	696,393	697,326
Profit on disposal of tangible fixed assets	(319,762)	(27,852)
Decrease in stock	-	-
Increase in debtors	(907,277)	(877,723)
Increase in creditors	1,028,057	293,646
	1,679,713	(18,908)

19 Post balance sheet events

On 6 September 2022, the charity purchased freehold property for a sum of £775,000.

NOVALIS TRUST

England & Wales - Charity number 1103955

Accounts

Registered Charity No: 1103955
Company Number: 05114710

NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

**NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

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**NOVALIS TRUST
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2021**

Charity number	1103955
Company registration number	05114710
Registered office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Principal office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Trustees	M Bennett G Cole C Williams I Davies (Resigned 9 December 2020) G Barton J Houlston-Hope (Appointed 3 December 2020) E Buckland (Appointed 1 December 2021)
Secretary	P Furley
Chief executive	J Lukas
Auditors	Hazlewoods LLP Windsor House Bayshill Road Cheltenham GL50 3AT
Bankers	Lloyds Bank Plc 12 Rowcroft Stroud Gloucestershire GL5 3BD

NOVALIS TRUST
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees, who are also directors for the purposes of company law, present their Annual Report and the Financial Statements for the year ended 31 August 2021.

Post balance sheet events

Subsequent to the balance sheet date, the charity sold one of its freehold properties for £775,000.

1 STRUCTURE GOVERNANCE AND MANAGEMENT

Governing document and management

Novalis Trust is a company limited by guarantee and is governed by its memorandum and articles of association. It is a registered charity with the Charity Commission. The company was previously called The Novalis Trust Limited, Cotswold Chine School, and then Cotswold Chine & Paradise House Limited until the change to the current name. The company currently trades as:

- 1) Cotswold Chine School
- 2) Paradise House
- 3) Ebley House
- 4) William Morris College

The following Trustees have held office since 1 September 2020:

G Cole
C Williams
M Bennett
G Barton
I Davies (resigned 9 December 2020)
J Houlston-Hope (appointed 3 December 2020)
E Buckland (appointed 1 December 2021)

Appointment of Trustees

The appointment of Trustees is governed by the articles of association, the Trustees being authorised to fill vacancies arising through resignation or death of an existing Trustee.

Trustees induction and training

New Trustees undergo an orientation process to brief them on their legal obligations under the charity and company law, the content of the memorandum and articles of association, the charity's operations and the decision making processes, the future plans and the recent financial performance of the charity. The charity has paid for insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

Organisation

The Trustees meet regularly to oversee the charity's affairs, the day to day operation of which is in the hands of the Chief Executive, J Lukas and his Senior Management Team.

The Chairman of the Board of Trustees has a background in regulation, social care education and independent consultancy. He oversees safeguarding and compliance on behalf of the Board and meets regularly with the Chief Executive to discuss operational, strategic developmental and compliance matters.

The Deputy Chair of Trustees is a qualified accountant and financial advisor and has run his own financial services business successfully for a number of years. He supports the members of the Board with regards to annual accounts and financial matters.

The remaining Trustees have backgrounds in social work, property law and supporting various charities and philanthropic organisations and a local parish councillor. Two of our Trustees have children living at the trust. Together they work closely with Chief Executive and the senior management team to oversee Paradise House, William Morris and Cotswold Chine School.

Register of Trustees' Interests

The secretary maintains a Register of Trustees' Interests; no material conflicts have been identified.

The related party transactions are included in note 16 to these financial statements.

NOVALIS TRUST

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2021

Governance Manual

A Governance Manual is maintained by the secretary and reviewed biennially by the Board. It provides direction and guidance to the Trustees on the organisation and structure of the charity.

Strategic Report

Principal risks and uncertainties

The Trustees have a risk management strategy which comprises an on-going review of the risks the charity may face; the establishment of systems and procedures to mitigate the identified risks; and the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The Trustees' assessment of specific risks facing the company going forward are lack of confidence in the business, resulting in a lack of placements; authorities may switch to other county and local authority state provision. This would result in funding being inadequate to support the charitable activities of Novalis Trust. The Board maintains a risk register that is reviewed by the Board at least annually.

Going concern

The Trustees have prepared forecasts for the next 12 months that indicate that the Trust will continue to have sufficient resources available to trade as a going concern. The Trustees, therefore, have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future and have continued to adopt the going concern basis in preparing the financial statements.

2 OBJECTIVES AND ACTIVITIES

The strategy of the charity is to provide for the education, care and therapy of children, young people and adults, including those with emotional and behavioural difficulties and special learning needs, by operating residential or day schools. It also includes the provision of residential care for adults with learning difficulties and has a college for young people with learning disabilities which assists them in their transition into adulthood. Our approach – known as the Novalis Model – draws on the latest practice and research by some of the world's leading practitioners and academics. The model involves a trauma-informed and evidence supported approach which promotes positive relationships and secure attachments within a therapeutic low arousal environment.

Positive relationships are fundamental to everything that the charity does. We try to work collaboratively as a team with each other, with the young people and adults in our care, with their families and with other professionals. As well as having the same ethos, values and approach, all three of our organisations share management, finance, administration, maintenance, HR, training and other resources to ensure that consistently high standards are maintained across the charity.

Our values not only represent the qualities we look for in our staff members, but they also provide a set of principles and beliefs that guide what we do as an organisation. The five values are Kindness, Empathy, Creativity, Curiosity and Positivity.

The charity owns and operates Cotswold Chine School, which is an independent special school which is for children and young people with complex learning needs and associated social, emotional and behavioural difficulties. The school is approved by the Department for Education and Skills for up to 42 residential pupils (aged between 7 and 21) and 18 day pupils, giving a total admission number of 60.

The majority of pupils are on residential placements. Some pupils are residents during the academic terms only and other pupils stay for additional periods of up to 52 weeks per year. Consequently, the school is also registered with Ofsted as a children's home.

Our teaching staff take great pride in helping children re-engage with their education and inspiring them to discover the joy of learning and developing new skills. Our developmentally sensitive curriculum ensures that every child makes the best possible progress in their education, whatever their starting point.

The charity also owns and operates Paradise House, which is a residential care home for adults with learning difficulties, situated just outside Painswick, Gloucestershire. It is registered for up to 30 residents with the Care Quality Commission. There is a café and workshops on site for the people to access. Paradise House offers a strong sense of community and all residents are supported to live life to the full and participate in a wide range of creative and leisure activities both onsite and in the wider community.

In addition the charity owns William Morris College in Eastington. It is a specialist further education residential college with students attending either during term time or a full time 52 week placement. The college is approved by the

Department of Education for up to 35 students. The majority of students are on residential placements therefore the college is also registered with the Care Quality Commission.

The college aims to help young people manage the transition between school and adult life. Each student is offered a bespoke educational programme which is designed to reflect their particular needs, abilities and interests.

Ebley House in Stroud is the charity's headquarters and provides central services such as staff training, human resources, finance and a conference centre. The Trust's Support Clinical and Therapy Centre is also located at Ebley House and provides various professionally validated therapy, counselling, family work and group working services to the Trust's service user groups; children, young people, students and residents.

Novalis Trust has an established Practice Model, which is Trauma Informed, Attachment Focused and Relationship Based, delivered through a low arousal sensory sensitive environment. In addition families are supported to work collaboratively to support their children with the focus on promoting and sustaining positive relational health. Relationships are further supported by extensive family work, through outreach family support and regular family meetings at all of the Trusts sites. Children, young people, students and residents participation is consistently used to plan daily activities, therapeutic targets and educational objectives.

The Trust collaborates with a number of key academics and professionals, in order to further the Trust's knowledge in the promotion and understanding of trauma, a trauma responsive and trauma specific approach encompassing attachment related difficulties, and its effects on children, young people and adults. The model offers a shared language, core-values and a range of practical tools, which are applied to support the process of recovery and to provide a way of working that promotes safety and positive relationships. The Trust's established approach, at its core, promotes safety and recovery from adversity through the creation of a 'trauma informed', trauma specific, and a trauma responsive environment and social group.

The Education, Health and Care Planning (EHCP) process is seen as an important holistic way of considering the complex needs of young people, which is congruent with the Novalis Model of approach. This will ensure the education, care, clinical and therapeutic health needs will continue to be met by Cotswold Chine School and provide positive outcomes and experiences for young people.

The Trustees confirm that they have complied with the requirements of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. Also, they confirm that the charitable purposes of the organisation, particularly in the areas of education and care, are for the public benefit.

The charitable activities focus on:

- The education of children, young people and adults through a trauma informed, attachment focused school and college promoting an understanding of trauma and its effects on children, young people and adults, Working collaboratively with connected professionals, families and significant others to enhance the overall number of positive relationships and experiences where people can learn and thrive.
- Providing a training and meeting venue for external organisations with similar values and areas of focus. All of these are undertaken to further the charitable purposes for the public benefit.

3 ACHIEVEMENTS AND PERFORMANCE

The charity continues to provide a therapeutic nurturing environment for vulnerable people through the provision of education, social care and clinical therapy in a way that helps young people overcome any barriers to their learning. In the case of adults the provision provides specialist support to lead as person-centred and fulfilling a life as possible.

Further opportunities have been achieved for young people and residents to access the local community through the provision of independence training and suitable accommodation. A range of suitable activities that offer educational and occupational opportunities are provided.

The Cotswold Chine School Education provision was inspected by OFSTED on 8th and 9th December 2020 during the Covid 19 pandemic and was informed the school meets all of the independent school standards that were checked during the inspection. The last full inspection was on 26th to 28th September 2017 and the school received the overall judgement of 'good'. The inspectors stated in the education report that 'Pupils with a history of extremely complex needs and significant trauma make substantial progress from low starting points. Personalised learning programmes for each pupil ensured that their needs are met well'. The Cotswold Chine Care provision was inspected by OFSTED on 3rd and 4th November 2021 and received the overall judgement of 'good'. The inspector stated in the report 'children received good-quality, individualised care from a stable care team that demonstrates commitment to caring for children'.

NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2021

Paradise House was inspected by the Care Quality Commission on 4th March 2019. Paradise was rated as 'good' in all areas of Safe, Effective, responsive and well led, they received outstanding for the area of caring. The inspector observed 'the people using the service received planned and co-ordinated person-centred support that was appropriate and inclusive for them. People were supported to access their local community to follow their interests. People, relatives and staff told us the service was well led'.

William Morris College was inspected by the Care Quality Commission on 26th November 2020 during the Covid 19 pandemic and was informed the College meets all the standards that were checked during the inspection. The last full inspection on 13th to 15th November 2019 and received the overall judgement of 'good'. The inspector noted that 'people received a person centred service. Care and support was tailored to individual needs and preferences. People were supported to be fully involved in their care planning, daily routines and long-term goals'. People were supported to have maximum choice and control of their lives and staff supported them in the least restrictive way possible and in their best interests'.

The charity continues to enhance its Clinical, Therapeutic, Sensory and family services for young people and residents. The therapy support team consists of a Clinical Psychologist, a Child and Adolescent Psychotherapist, family therapist along with qualified social workers, a Behavioural Analyst, Occupational Therapists and Speech and Language Therapists. They work directly with young people and residents giving advice at a weekly, multidisciplinary support, advice and strategy meeting and they offer support services to care and teaching staff. The team is managed by an Occupational Therapist who also appointed by the Chief Executive and Trustees as Deputy Chief Executive.

The neurodevelopment clinic was launched in February 2021 to assess the young people for autism spectrum disorder and neurodevelopmental conditions. The clinic seeks to have the input from both the young person and their families or care givers as part of this process. The young people are also supported to explore further therapeutic support and strategies which may support them following assessment within the Neurodevelopment clinic.

In 2021 we enrolled a number of staff on the RQF4 Certificate in Family Work Course, this is a course we helped to. The qualification introduces learners to the key knowledge, understanding and skills involved in Systemic Family Work: what it looks like and why it is a vital part of caring for children, young people and adults with life histories or loss or separation from family members, attachment disruption or other relational ruptures, and/or developmental trauma. All learners are due to complete this course by the end of 2022.

In order to continue to ensure safeguarding remains an integral element within the charity, there are five trained Designated Safeguarding officers. The School has a designated safeguarding lead for care who is also a Mental Health First Aider for staff, young people and adults. In addition, there is a designated safeguarding officer for education. The Registered Manager of Paradise House remains the designated safeguarding lead for the adult provision at Paradise House. William Morris College has a designated safeguarding lead for education and a designated safeguarding lead for the care provision.

During the year at Cotswold Chine School we have maintained the high levels throughout the education provision despite the challenges the pandemic during the year has brought. We have also managed to complete a project to build a bakery at the School. This gives the students an opportunity to bake bread and other baked goods and these are used and sold at the Halfway Café and Shop.

The Halfway Café and Shop on the Common continues to be popular and continues to help to increase the work experience opportunities for those in our care. It allowed us to offer catering/hospitality work skills and independence qualifications for post 16 students. These qualifications mean that students and residents have better prospects in gaining employment or a college placement and, for young people in particular, gain the skills they will need to make a successful transition into life as a young adult. The Halfway Café has become a popular community asset and is being used regularly by local social groups as well as individuals. However due to the Covid 19 pandemic unfortunately it has had to be closed for some of the financial year but has been open for limited times during the year.

At Paradise House, unfortunately due to Covid 19 restrictions training has been unable to continue for the residents in first aid, healthy lifestyles and life skills, and at the end of each unit the residents are presented with a certificate and all residents involved have gained new skills from these sessions. A Paradise newsletter continues to be produced by residents and staff at Paradise House.

At William Morris College we have continued to increase admissions since the merger and also ensure the College follows the same model of approach throughout the Trust. Work has continued to refurbish accommodation where necessary to match the current model at Novalis Trust.

Throughout the Trust we have continued to adapt and create new H&S processes throughout the year to keep the sites safe during the pandemic whilst also ensuring the same high level of care and staying true to our core values of kindness, empathy, creativity, curiosity and positivity.

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2021**

All meetings and work with families for all of the Trust's sites have been arranged in accordance with government guidance on social distancing to minimise contact and the risk of spreading Covid 19 infection. Where necessary all Trustee governance compliance activities and Board meetings have been held conducted using video facilities and in accordance with the provision of the Trust's articles.

Compliance visits/checks by regulators at Cotswold Chine School have all confirmed Covid 19 pandemic response infection control measures to be of a high standard and meeting all requirements. Similar outcomes were achieved by regulatory compliance checks/visits at William Morris and Paradise House.

4 FINANCIAL REVIEW

The Trust's overall income was slightly higher than the previous financial year with costs increasing also, occupancy levels have remained similar to the prior year.

5 PLANS FOR FUTURE PERIODS

The therapeutic curriculum was launched in September 2021 and includes four different pathways (Seedling, Sapling, Sycamore and Blossom). Each young person is allocated to a different pathway and this is informed by the Neurosequential model of Therapeutics. To further support this new initiative, the therapy and education teams at CCS and WMC will be participating in neurologic training to explore additional regulation strategies which can be used to support the young people.

In August 2021 we applied for planning permission for the erection of two classrooms and a toilet block at William Morris College, this was subsequently permitted in October 2021. This will allow us to enhance the current provision at the College.

Throughout the year we had a number of university students placed at the Novalis Trust for work experience, we feel this gives us an opportunity to share knowledge and expertise and build relationships with higher education providers. It also gives others an understanding of the work we do and helps to promote the social care sector and their fresh perspective helps with our continuous development. We plan to enhance this and invite more students from other disciplines.

In the next financial year we plan to focus on a new Training Facilitator Role we have created at the Trust, this is to ensure all staff working in the homes are applying all aspects of the Novalis Model of Approach through being trauma informed.

We plan to continue to provide Systemic Family work throughout the Trust as we continue to see the benefits to the young, people, children and adults of all provisions by positive outcomes in relational health and further support our holistic approach. These meetings encourage and enable the family to talk together or individually often about difficult or distressing issues in ways that respond to their experiences, invite engagement and support recovery.

The Trust will continue to focus on ensuring the quality of care, education, clinical and therapy support is provided at the highest level possible and is recognised by its regulators and local authority commissioners as a centre of excellence. The Trust has shared its practice model with a number of other organisations including the BILD (British Institute of Learning Disabilities) and the National Restraint Reduction Network, and the Schools journey in the promotion of positive relational health is being widely acclaimed especially in the field of trauma and resilience informed services.

Training of staff continues to be one of our priorities, as well as the mandatory training we hope to increase the number of staff across care, therapy and youth support teams who are registered towards completing our Trauma Informed Care qualification. Using the Novalis Model as a basis, we have created a RQF4 qualification, which is part of the national qualifications framework. The course teaches about the effects of trauma and how to structure care in a way that meets the specific needs of people who have experienced trauma.

We also plan to upgrade throughout the Trust our current charging infrastructure for electric vehicles as this remains something we feel is important.

As the Covid 19 pandemic is still very prevalent and will be for the near future we will continue to work hard throughout the Trust to be creative in how we look after those in our care whilst maintaining high levels of care at all sites.

The Trust continually looks at the existing homes where young people, children and adults live to see if any further improvements can be made. Cotswold Chine School, Paradise House and William Morris College remain focused on maintaining or improving their overall OFSTED and CQC grades.

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2021**

The Trust continues to develop its partnership with other organisations, professionals and academics, particularly in the fields of Trauma Informed, Trauma Responsive and Trauma Specific Care.

Reserve policy

The designated funds have been set aside for the purchasing of a property to use as holiday accommodation for students, residents and young people. The Trust plans to purchase the property within the next three years.

Investment Policy

The Trustees review the available resources and any surplus is deposited in a high interest savings account until it is needed.

Taxation Status

The Company is a registered charity and consequently is exempt from Corporation Tax.

6 AUDITORS

Hazlewoods LLP have acted as auditors and a resolution proposing that they be re-appointed will be put to the Annual General Meeting.

7 STATEMENT OF DISCLOSURE TO AUDITOR

In so far as the Trustees are aware:

- (a) there is no relevant audit information of which the company's auditors are unaware; and
- (b) the Trustees have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

By order of the Board

.....
G Cole
Trustee

Date:

NOVALIS TRUST
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees (who are the directors of Novalis Trust for the purposes of company law) are responsible for preparing the Annual Report and financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 the income and expenditure, of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe methods and principles in the Charities SORP (Accounting and Reporting by Charities – Statement of Recommended Practice);
- 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 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 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are also responsible for ensuring that the assets are properly applied in accordance with charity law.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

Opinion

We have audited the financial statements of Novalis Trust for the year ended 31 August 2021, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Changes in Equity, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (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 2021 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 Auditor's 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion on other matter 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 Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees have been prepared in accordance with applicable legal requirements.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS (continued)

Matters on which we are required to report by exception

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

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 by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page 8, the directors 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 directors 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 directors 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 directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charity's audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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 auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISA's (UK).

In identifying and assessing risks of material mis-statement in respect of fraud, including irregularities and non-compliance with laws and regulations, our procedures included the following:

- We obtained an understanding of the legal and regulatory frameworks applicable to the company financial statements or that had a fundamental effect on the company's operations. We determined that the most significant laws and regulations included UK GAAP, UK Companies Act 2006 and taxation laws.
- We understood how the company is complying with those legal and regulatory frameworks by making inquiries of management, those responsible for legal and compliance procedures.
- We assesses the susceptibility of the company's financial statements to material misstatement, including how fraud might occur. Audit procedures performed by the engagement team included:
 - Identifying and assessing the design effectiveness of controls management has in place to prevent and detect fraud;
 - Understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process. Detailed analysis of journals posted through the accounting system during the year to 31 December 2020 has been undertaken;
 - Understanding the controls in place to prevent and detect fraud. Reliance was not placed on controls for the entirety of the audit, instead taking a substantive testing approach, however controls were in place to prevent fraud, and they appeared to be working effectively;
 - Challenging assumptions and judgements made by management in its significant accounting estimates.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

.....
Martin Howard (Senior Statutory Auditor)
For and on behalf of Hazlewoods LLP, Statutory Auditor

Windsor House
Bayshill Road
Cheltenham
GL50 3AT

Date:.....

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Restricted funds £	Unrestricted funds £	Total funds 2021 £	Total funds 2020 £
INCOME AND ENDOWMENTS					
Income and endowments from:					
Donations and legacies					
- Residential care donation		2,788	-	2,788	10,615
- William Morris merger		-	-	-	-
		<u>2,788</u>	<u>-</u>	<u>2,788</u>	<u>10,615</u>
Charitable activities:					
- Special needs school fees		-	10,262,793	10,262,793	10,183,742
- Residential care fees		-	1,877,109	1,877,109	1,974,622
		<u>-</u>	<u>12,139,902</u>	<u>12,139,902</u>	<u>12,158,364</u>
Incoming resources from generated funds:					
- Investment income	2	-	4,330	4,330	3,587
Other incoming resources		-	87,807	87,807	102,463
		<u>-</u>	<u>87,807</u>	<u>87,807</u>	<u>102,463</u>
TOTAL INCOME AND ENDOWMENTS		<u>2,788</u>	<u>12,232,039</u>	<u>12,234,827</u>	<u>12,275,029</u>
EXPENDITURE ON					
Charitable activities	3	(30,565)	(12,304,237)	(12,334,802)	(11,808,070)
		<u>(30,565)</u>	<u>(12,304,237)</u>	<u>(12,334,802)</u>	<u>(11,808,070)</u>
TOTAL EXPENDITURE		<u>(30,565)</u>	<u>(12,304,237)</u>	<u>(12,334,802)</u>	<u>(11,808,070)</u>

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Restricted funds £	Unrestricted funds £	Total funds 2021 £	Total funds 2020 £
NET INCOME BEFORE OTHER RECOGNISED GAINS AND LOSSES		(27,777)	(72,198)	(99,975)	466,959
Transfers in the year		(7,838)	7,838	-	-
Net movement in funds		(35,615)	(64,360)	(99,975)	466,959
Total funds brought forward		143,742	19,520,640	19,664,382	19,197,423
Total funds carried forward	13	108,127	19,456,280	19,564,407	19,664,382

All gains and losses recognised in the year are included above and all operations are continuing.

To enable a better understanding of the financial statements, the Statement of Financial Activities separately identifies the income and costs of running the main activities.

Note of historical cost income and expenditure

	2021 £	2020 £
Reported net movement in funds	(99,975)	466,959
Difference between the historical cost depreciation charge and the actual depreciation charge of the year calculated on the revalued amount	17,024	31,908
Historical cost net movements fund	(82,951)	498,867

NOVALIS TRUST
BALANCE SHEET (Company Number: 05114710)
AS AT 31 AUGUST 2021

	Note	2021 £	2020 £
FIXED ASSETS			
Tangible assets	6	18,220,330	18,209,718
Investments	7	1	1
		18,220,331	18,209,719
CURRENT ASSETS			
Stocks	8	962	962
Debtors: Amounts falling due within one year	9	2,358,152	1,450,872
Debtors: Amounts falling due after more than one year	9	255,333	285,132
Cash at bank and in hand		2,033,192	2,727,613
		4,647,640	4,464,579
CREDITORS			
Due within one year	10	(3,303,563)	(3,009,916)
NET CURRENT ASSETS / (LIABILITIES)		1,344,077	1,454,663
TOTAL ASSETS LESS LIABILITIES		19,564,407	19,664,382
CAPITAL AND RESERVES			
Funds			
Restricted funds	13	108,127	143,742
Unrestricted funds:	13		
Operational general fund		11,917,813	11,965,149
Property revaluation reserve		6,988,467	7,005,491
Designated funds		550,000	550,000
CHARITY FUNDS		19,564,407	19,664,382

Approved by the Board for issue on

.....
G Cole - Trustee

NOVALIS TRUST
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 AUGUST 2021

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2020	11,965,149	7,005,491	550,000	143,742	19,664,382
Net outgoing resources before transfers	(72,198)	-	-	(27,777)	(99,975)
Transfer between reserves	7,838	-	-	(7,838)	-
Depreciation on revalued amounts	17,024	(17,024)	-	-	-
Funds carried forward at 31 August 2021	<u>11,917,813</u>	<u>6,973,583</u>	<u>550,000</u>	<u>108,127</u>	<u>19,564,407</u>

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2019	11,471,453	7,037,399	550,000	138,571	19,197,423
Net incoming resources before transfers	461,788	-	-	5,171	466,959
Transfer between reserves	-	-	-	-	-
Depreciation on revalued amounts	31,908	(31,908)	-	-	-
Funds carried forward at 31 August 2020	<u>11,965,149</u>	<u>7,005,491</u>	<u>550,000</u>	<u>143,742</u>	<u>19,664,382</u>

NOVALIS TRUST
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	£	2021 £	£	2020 £
Cash used in operating activities	18		(18,666)		1,851,782
Cash flows from investing activities					
Interest income		4,330		3,587	
Purchase of tangible fixed assets		(805,996)		(610,578)	
Proceeds from the sale of tangible fixed assets		126,153		64,598	
Cash provided by (used in) investing activities			(675,513)		(542,393)
Increase in cash and cash equivalents in the year			(694,421)		1,309,389
Cash and cash equivalents at the beginning of the year			2,727,613		1,418,224
Total cash and cash equivalents at the end of the year			2,033,192		2,727,613

1 ACCOUNTING POLICIES

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain fixed assets, adopting the following principal accounting policies all of which are in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice – Accounting and Reporting by Charities (SORP FRS102) issued in July 2014 and The Companies Act 2006.

The financial statements are presented in Pounds Sterling.

Company status

The company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1. The company is subject to the requirements of the Companies Act 2006 with regards to the form and content of the financial statements.

The company is a private company, limited by guarantee without share capital, incorporated and domiciled in England and Wales.

The address of its registered office is:

Ebley House
235 Westward Road
Ebley
Stroud
Gloucestershire
GL5 4SX

Judgements

The Trustees consider that there are no key areas of judgement or estimation uncertainty to be disclosed in these financial statements.

Consolidated financial statements

The financial statements do not include the consolidated financial results of the Charity and its subsidiary company, Novalis Professional Services Limited, on the grounds that the subsidiary company's results are immaterial to the group.

Funds

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with the charitable objects at the discretion of the Trustees; or
- Unrestricted designated funds, which can be used in accordance with the Charitable objects, in respect of specific projects ear-marked by the Trustees; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions are specified by the donor or when funds are raised for particular restricted purposes. All funds received to date have been applied against capital projects.

Incoming resources

All incoming resources are included in the Statement of Financial Activities ("SOFA") when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

All expenditure is accounted for on an accruals basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year on a basis consistent with use of the resources.

Governance costs include strategic planning costs for the Charity's future development, external audit and all costs of complying with constitutional and statutory requirements, such as costs of Board and Committee meetings and for preparing statutory financial statements and satisfying public accountability.

Taxation

The Company is an Exempt Charity within the meaning of Schedule 2 of the Charities Act 1993 and as such is a charity within the meaning of Section 519 of the Income Tax Act 2007 (formerly Section 506(1) of the Taxes Act 1988). Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Section 524 of the Income Tax Act 2007 (formerly Section 505 of the Taxes Act 1988) or Section 256 of the Taxation of Chargeable Gains Tax 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

Tangible fixed assets

There is no set limit for the capitalisation of expenditure on acquisition, enhancement, production and installation of fixed assets. Tangible fixed assets are stated in the balance sheet at cost less depreciation, except for freehold land and buildings which are stated at their open market value.

Depreciation is calculated to write off the cost or valuation less estimated residual value of tangible assets over their estimated useful lives at the following rates:

Freehold land	Nil
Freehold buildings	1% of cost per annum
Fixtures and equipment	10% - 50% of cost per annum
Motor vehicles	12.5% - 50% of cost per annum

Investments

Investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

Stocks

Stock is valued at the lower of cost and net realisable value.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risk of ownership remain with the lessor are charged to the Statement of Financial Activities.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade receivables

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. All debtors are repayable within one year and are hence included at the undiscounted amount of the cash expected to be received. A provision for the impairment of trade debtors is established when there is objective evidence that the Trust will not be able to collect all amounts due according to the original terms of the receivables.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2021

Trade payables

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

Financial instruments

The trust 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.

Pension costs

Contributions are made on behalf of teaching staff to the Government pension scheme for teachers, which is a multi-employer defined benefit scheme (note 17).

With regard to non-teaching employees, contributions are made to the defined contribution pension scheme. All contributions are charged to the SOFA as they become payable in accordance with the rules of the schemes.

2 INVESTMENT INCOME

	Restricted funds	Unrestricted funds	Total funds 2021	Total funds 2020
	£	£	£	£
Bank interest receivable	-	4,330	4,330	3,587

3 ANALYSIS OF TOTAL RESOURCES EXPENDED

	Staff Costs	Other costs	Total 2021	Total 2020
	£	£	£	£
Charitable activities:				
- Special needs education	6,451,593	1,991,149	8,442,742	7,885,331
- Residential care	1,333,383	427,745	1,761,128	1,563,164
- Support costs	1,131,112	999,820	2,130,932	2,359,575
	<u>8,916,088</u>	<u>3,418,714</u>	<u>12,334,802</u>	<u>11,808,070</u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2021

4 ANALYSIS OF SUPPORT COSTS

	Special needs education £	Residential care £	Total 2021 £	Total 2020 £
Staff costs	1,131,112	-	1,131,112	1,239,239
Professional fees	96,283	90,672	186,955	438,697
Communication and information technology	50,253	52,340	102,593	112,179
Office supplies and postage	156,920	141,207	298,127	335,731
Other costs	397,215	14,830	412,045	233,729
	<u>1,831,783</u>	<u>582,462</u>	<u>2,130,832</u>	<u>2,359,575</u>

5 EMPLOYMENT COSTS

	2021 £	2020 £
Wages and salaries	7,591,983	6,978,503
Social security costs	689,115	633,886
Other pension costs	497,258	454,661
Other costs	137,732	105,895
	<u>8,916,088</u>	<u>8,172,945</u>

The average monthly numbers of employees during the year is disclosed below. There is no material difference between this and the equivalent average number of employees calculated on the basis of full time equivalents:

	2021 No.	2020 No.
Special needs education	178	167
Residential care	40	38
Administration and maintenance	72	73
	<u>290</u>	<u>278</u>

No Trustee received or waived any emoluments during either year, but expenses totalling £nil (2020 - £1,033) were reimbursed to Trustees.

The number of higher paid employees who received emoluments in excess of £60,000 were in the following bands:

	2021 No.	2020 No.
£60,001 - £70,000	1	1
£70,001 - £80,000	-	-
£80,001 - £90,000	-	-
£90,001 - £100,000	-	-
£100,001 - £110,000	1	1
£110,001 - £120,000	-	-
£120,001 - £130,000	-	-
	<u>2</u>	<u>2</u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2021

6 TANGIBLE FIXED ASSETS

	Land and buildings £	Motor vehicles £	Fixtures and equipment £	Total £
Cost or valuation				
At 1 September 2020	18,118,858	1,049,836	4,414,193	23,582,887
Additions	-	280,789	525,207	805,996
Disposals	-	(262,971)	-	(262,971)
At 31 August 2021	18,118,858	1,067,654	4,939,402	24,125,914
Depreciation				
At 1 September 2020	1,292,846	700,624	3,379,699	5,373,169
Charge for year	139,147	127,803	430,376	697,326
Disposals	-	(164,911)	-	(164,911)
At 31 August 2021	1,431,993	663,516	3,810,075	5,905,584
Net book value				
At 31 August 2021	16,686,865	404,138	1,129,327	18,220,330
At 31 August 2020	16,826,012	349,212	1,034,494	18,209,718

Freehold property includes £4,928,237 (2020 - £4,928,237) in respect of land which has not been depreciated.

The freehold properties of the Trust were valued by Bennett Jones & Jones Lang Lassalle IP Inc, both Chartered Surveyors, as at 31 August 2016. The open market valuation, for existing use, was £15,195,000.

Depreciation in the year on a historic cost basis would have been £107,239 (2020 - £107,239).

On a historical cost basis the cost of the residential property would have been £10,723,911 (2020 - £10,723,911) and aggregate depreciation thereon would have been £2,873,488 (2020 - £2,766,249).

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2021

7 INVESTMENTS

	Interest in Shares £
Cost	
At 1 September 2020 and at 31 August 2021	1

Investments represent a £1 investment in Novalis Professional Services Limited.

Subsidiary holdings

The company holds 100% of the ordinary share capital in Novalis Professional Services Limited, a company incorporated in England. The company's loss for the year is £35,343 (2020 - £33,673) and the capital and reserves are (£186,480) (2020 - (£151,137)).

8 STOCKS

	2021 £	2020 £
Goods for resale	962	962

9 DEBTORS

	Note	2021 £	2020 £
Trade debtors		2,114,173	1,359,265
Other debtors		26,261	27,330
Prepayments		217,718	64,277
Amounts owed by group undertakings	16	255,333	285,132
		2,613,485	1,736,004
Less non-current portion		(255,333)	(285,132)
		2,358,152	1,450,872

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2021

10 CREDITORS - due within one year

	2021 £	2020 £
Trade creditors	381,668	257,815
Taxes and social security costs	38,503	201,742
Accruals and deferred income	2,685,490	2,369,064
Other creditors	197,902	181,295
	3,303,563	3,009,916

Included in accruals and deferred income is £2,509,867 (2020 - £2,210,456) in relation to deferred income on school fees invoiced in advance.

11 FINANCIAL COMMITMENTS

Operating Leases

The total of future minimum lease payments is as follows:

	2021 £	2020 £
Not later than one year	7,745	5,367
Later than one year but not later than five years	3,664	83
	11,409	5,450

12 SHARE CAPITAL

The charity does not have a share capital as it is limited by guarantee. Each of the members is a guarantor to the extent of £1 in the event of the company being wound up whilst they are members, or within one year of them ceasing to be members in respect of debts and liabilities contracted before they ceased to be a member.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2021

13 FUNDS

	At 1 September 2020 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2021 £
General fund	11,965,149	12,232,039	(12,304,237)	39,746	11,932,697
Restricted fund	143,742	2,788	(30,565)	(7,838)	108,127
Revaluation reserve	7,005,491	-	-	(31,908)	6,973,583
Designated fund	550,000	-	-	-	550,000
	<u>19,664,382</u>	<u>12,234,827</u>	<u>(12,334,802)</u>	<u>-</u>	<u>19,564,407</u>

The designated fund has been set aside for the proposed building of a new sports hall.

A transfer has been made between the funds to correct amounts in relation to Erasmus link and Other, which have now been fully spent.

14 RESTRICTED FUNDS

	At 1 September 2020 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2021 £
Muunde donations	9,956	2,788	(4,823)	-	7,921
Erasmus link	7,788	-	-	(7,788)	-
Paradise House	125,948	-	(25,742)	-	100,206
Other	50	-	-	(50)	-
	<u>143,742</u>	<u>2,788</u>	<u>(30,565)</u>	<u>(7,838)</u>	<u>108,127</u>

15 INDEMNITY INSURANCE

The charity has paid insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

16 RELATED PARTY TRANSACTIONS

During the year, Novalis Trust provided management services to its subsidiary, Novalis Professional Services Limited on an arms-length basis for £31,047 (2020 - £28,032). At the balance sheet date, the charity was owed £255,333 (2020 - £285,132) by Novalis Professional Services Limited. Interest is charged at 2% per annum on this balance, and there are no fixed repayment terms.

17 PENSION COMMITMENTS

Defined contribution:

The company operates defined contribution schemes for its non-teaching employees. The assets are held separately from those of the company in independently administered funds, and the amount charged to the SOFA for the year was £306,648 (2020 - £234,618).

Defined benefit:

The Teachers' Pension Scheme ('TPS') is a statutory, contributory, defined benefit scheme. The regulations under which the TPS operates are the Teachers' Pensions Regulations 1997 as amended. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time teachers or lecturers and from 1 January 2007 automatic too for teachers or lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of TPS. TPS is run in such a way that the Charity is unable to identify its share of the underlying assets and liabilities. Therefore, the charge in the SOFA of £190,610 (2020 - £165,363) is the amount payable in the year as the Charity accounts for the TPS as if it were a defined contribution scheme.

Although teachers and lecturers are employed by various bodies, their retirement and other pension benefits, including annual increases payable under the Pensions (Increase) Acts are, as provided for in the Superannuation Act 1972, paid out of monies provided by Parliament. Under the unfunded TPS, teachers' contributions on a 'pay-as-you-go' basis, and employers' contributions, are credited to the Exchequer under arrangements governed by the above Act. The Teachers' Pension Regulations require an annual account, the Teachers' Pension Account, to be kept of receipts and expenditure (including the cost of pensions' increases). From 1 April 2001, the Account will be credited with a real rate of return (in excess of price increases and currently set at 3.0%), which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Not less than every four years, with a supporting interim valuation in between, the Government Actuary ('GA'), using normal actuarial principles, conducts a formal actuarial review of the TPS. The aim of the review is to specify the level of future contributions. Contributions are assessed in two parts. First, a standard contribution is determined. This is the contribution, expressed as a percentage of the salaries of teachers and lecturers in service or entering service during the period over which the contribution rate applies, which if it were paid over the entire active service period of these teachers and lecturers would broadly defray the costs of benefits in respect of that service. Secondly, a supplementary contribution is payable if, as a result of the actuarial investigation, it is found that accumulated liabilities of the Account for benefits to past and present teachers, are not fully covered by standard contributions to be paid in future and by the notional fund built up from past contributions.

The last valuation of the TPS related to the period from 1 April 2012 to 31 March 2016. The GA's report of March 2019 revealed that the total aggregate scheme liabilities of the TPS amounted to £218,100 million. The value of the aggregate scheme assets was £196,100 million. The assumed real rate of return is 2.4% in excess of prices and 0.25% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed gross rate of return is 4.45%.

Employer contributions are currently paid at a rate of 23.68%. Employers also pay a charge equivalent to 0.08% of pensionable salary costs to cover administration expenses.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2021

18 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021	2020
	£	£
Net income before other recognised gains and losses	(99,975)	466,959
Net interest	(4,330)	(3,587)
Depreciation	697,326	714,418
Profit on disposal of tangible fixed assets	(27,852)	(30,309)
Decrease in stock	-	1,640
Decrease/(increase) in debtors	(877,482)	882,550
Increase/(decrease) in creditors	293,646	(179,889)
	(18,666)	1,851,782

19 Post balance sheet events

Subsequent to 31 August 2021, the charity sold one of its freehold properties for a sum of £775,000.

NOVALIS TRUST

England & Wales - Charity number 1103955

Accounts

Registered Charity No: 1103955
Company Number: 05114710

NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

**NOVALIS TRUST
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

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**NOVALIS TRUST
LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2020**

Charity number	1103955
Company registration number	05114710
Registered office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Principal office	Ebley House 235 Westward Road Ebley Stroud Gloucestershire GL5 4SX
Trustees	M Bennett G Cole C Williams C Lee (Resigned 7 September 2019) I Davies (Resigned 9 December 2020) G Barton (Appointed 7 September 2019) B Titmuss (Resigned 20 January 2020) J Houlston-Hope (Appointed 3 December 2020)
Secretary	P Furley
Chief executive	J Lukas
Auditors	Hazlewoods LLP Windsor House Bayshill Road Cheltenham GL50 3AT
Bankers	Lloyds Bank Plc 12 Rowcroft Stroud Gloucestershire GL5 3BD

NOVALIS TRUST
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees, who are also directors for the purposes of company law, present their Annual Report and the Financial Statements for the year ended 31 August 2020.

1 STRUCTURE GOVERNANCE AND MANAGEMENT

Governing document and management

Novalis Trust is a company limited by guarantee and is governed by its memorandum and articles of association. It is a registered charity with the Charity Commission. The company was previously called The Novalis Trust Limited, Cotswold Chine School, and then Cotswold Chine & Paradise House Limited until the change to the current name. The company currently trades as:

- 1) Cotswold Chine School
- 2) Paradise House
- 3) Ebley House
- 4) William Morris College

The following Trustees have held office since 1 September 2019:

B Titmuss (resigned 20 January 2020)
G Cole
Dr C Lee (resigned 7 September 2019)
C Williams
M Bennett
G Barton (appointed 7 September 2019)
I Davies (resigned 9 December 2020)
J Houlston-Hope (appointed 3 December 2020)

Appointment of Trustees

The appointment of Trustees is governed by the articles of association, the Trustees being authorised to fill vacancies arising through resignation or death of an existing Trustee.

Trustees induction and training

New Trustees undergo an orientation process to brief them on their legal obligations under the charity and company law, the content of the memorandum and articles of association, the charity's operations and the decision making processes, the future plans and the recent financial performance of the charity. The charity has paid for insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

Organisation

The Trustees meet regularly to oversee the charity's affairs, the day to day operation of which is in the hands of the Chief Executive, J Lukas and his Senior Management Team.

The Chairman of the Board of Trustees has a background in regulation, social care education and independent consultancy. He oversees safeguarding and compliance on behalf of the Board and meets regularly with the Chief Executive to discuss operational, strategic developmental and compliance matters.

The Deputy Chair of Trustees is a qualified accountant and financial advisor and has run his own financial services business successfully for a number of years. He supports the members of the Board with regards to annual accounts and financial matters.

The remaining Trustees have backgrounds in social work, property law and supporting various charities and philanthropic organisations and a local parish councillor who previously worked as the Director of Estates at a local agricultural college and has a daughter living at Paradise House. Together they work closely with Chief Executive and the senior management team to oversee Paradise House, William Morris and Cotswold Chine School.

Register of Trustees' Interests

The secretary maintains a Register of Trustees' Interests; no material conflicts have been identified. The secretary maintains a separate register for the Senior Management Team.

The related party transactions are included in note 16 to these financial statements.

NOVALIS TRUST

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2020

Governance Manual

A Governance Manual is maintained by the secretary and reviewed biennially by the Board. It provides direction and guidance to the Trustees on the organisation and structure of the charity.

Strategic Report

Principal risks and uncertainties

The Trustees have a risk management strategy which comprises an on-going review of the risks the charity may face; the establishment of systems and procedures to mitigate the identified risks; and the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The Trustees' assessment of specific risks facing the company going forward are lack of confidence in the business, resulting in a lack of placements; authorities may switch to other county and local authority state provision. This would result in funding being inadequate to support the charitable activities of Novalis Trust. The Board maintains a risk register that is reviewed by the Board at least annually.

Going concern

The Trustees have prepared forecasts for the next 12 months that indicate that the Trust will continue to have sufficient resources available to trade as a going concern. The Trustees, therefore, have a reasonable expectation that the Trust has adequate resources to continue in operational existence for the foreseeable future and have continued to adopt the going concern basis in preparing the financial statements.

2 OBJECTIVES AND ACTIVITIES

The strategy of the charity is to provide for the education, care and therapy of children, young people and adults, including those with emotional and behavioural difficulties and special learning needs, by operating residential or day schools. It also includes the provision of residential care for adults with learning difficulties and has a college for young people with learning disabilities which assists them in their transition into adulthood.

Positive relationships are fundamental to everything that the charity does. We try to work collaboratively as a team with each other, with the young people and adults in our care, with their families and with other professionals. As well as having the same ethos, values and approach, all three of our organisations share management, finance, administration, maintenance, HR, training and other resources to ensure that consistently high standards are maintained across the charity.

The charity owns and operates Cotswold Chine School, which is a trauma informed, attachment-focused school for children and young people with emotional and behavioural difficulties and special learning needs. The school is approved by the Department for Education and Skills for up to 42 residential pupils (aged between 7 and 21) and 18 day pupils, giving a total admission number of 60.

The majority of pupils are on residential placements. Some pupils are residents during the academic terms only and other pupils stay for additional periods of up to 52 weeks per year. Consequently, the school is also registered with Ofsted as a children's home.

Our teaching staff take great pride in helping children re-engage with their education and inspiring them to discover the joy of learning and developing new skills. Our developmentally sensitive curriculum ensures that every child makes the best possible progress in their education, whatever their starting point.

The charity also owns and operates Paradise House, which is a residential care home for adults with learning difficulties, situated just outside Painswick, Gloucestershire. It is registered for up to 30 residents with the Care Quality Commission. There is a café and workshops on site for the people to access. Paradise House offers a strong sense of community and all residents are supported to live life to the full and participate in a wide range of creative and leisure activities both onsite and in the wider community.

In addition the charity owns William Morris College in Eastington. It is a specialist residential college with students attending either during term time or a full time 52 week placement. The college is approved by the Department of Education for up to 35 students. The majority of students are on residential placements therefore the college is also registered with the Care Quality Commission.

**NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020**

The college aims to help young people manage the transition between school and adult life. Each student is offered a bespoke educational programme which is designed to reflect their particular needs, abilities and interests.

Ebley House in Stroud is the charity's headquarters and provides central services such as staff training, human resources, finance and a conference centre. The Trust's Support Clinical and Therapy Centre is also located at Ebley House and provides various professionally validated therapy, counselling, family work and group working services to the Trust's service user groups; children, young people, students and residents.

Novalis Trust has an established Practice Model, which is Trauma Informed, Attachment Focused and Relationship Based, delivered through a low arousal sensory sensitive environment. In addition families are supported to work collaboratively to support their children with the focus on promoting and sustaining positive relational health. Relationships are further supported by extensive family work, through outreach family support and regular family meetings at all of the Trusts sites. Children, young people, students and residents participation is consistently used to plan daily activities, therapeutic targets and educational objectives.

The Trust collaborates with a number of key academics and professionals, in order to further the Trust's knowledge in the promotion and understanding of trauma, a trauma responsive and trauma specific approach encompassing attachment related difficulties, and its effects on children, young people and adults. The model offers a shared language, core-values and a range of practical tools, which are applied to support the process of recovery and to provide a way of working that promotes safety and positive relationships. The Trust's established approach, at its core, promotes safety and recovery from adversity through the creation of a 'trauma informed', trauma specific, and a trauma responsive environment and social group.

The Education, Health and Care Planning (EHCP) process is seen as an important holistic way of considering the complex needs of young people, which is congruent with the Novalis Model of approach. This will ensure the education, care, clinical and therapeutic health needs will continue to be met by Cotswold Chine School and provide positive outcomes and experiences for young people.

The Trustees confirm that they have complied with the requirements of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. Also, they confirm that the charitable purposes of the organisation, particularly in the areas of education and care, are for the public benefit.

The charitable activities focus on:

- The education of children, young people and adults through a trauma informed, attachment focused school and college promoting an understanding of trauma and its effects on children, young people and adults, Working collaboratively with connected professionals, families and significant others to enhance the overall number of positive relationships and experiences where people can learn and thrive.
- Providing a training and meeting venue for external organisations with similar values and areas of focus. All of these are undertaken to further the charitable purposes for the public benefit.

3 ACHIEVEMENTS AND PERFORMANCE

The charity continues to provide a therapeutic nurturing environment for vulnerable people through the provision of education, social care and clinical therapy in a way that helps young people overcome any barriers to their learning. In the case of adults the provision provides specialist support to lead as person-centred and fulfilling a life as possible.

Further opportunities have been achieved for young people and residents to access the local community through the provision of independence training and suitable accommodation. A range of suitable activities that offer educational and occupational opportunities are provided.

The Cotswold Chine School Education provision was inspected by OFSTED on 8th and 9th December 2020 during the Covid 19 pandemic and was informed the school meets all of the independent school standards that were checked during the inspection. The last full inspection was on 26th to 28th September 2017 and the school received the overall judgement of 'good'. The inspectors stated in the education report that 'Pupils with a history of extremely complex needs and significant trauma make substantial progress from low starting points. Personalised learning programmes for each pupil ensured that their needs are met well'. The Cotswold Chine Care provision was inspected by OFSTED on 19th and 20th February 2019 and received the overall judgement of 'outstanding'. The inspector stated in the report 'all aspects of children's lives are considered, and research and significant consultation with leaders in the field are effectively used to inform practice. As a result children make outstanding progress in their emotional and social well-being. Parents and professionals speak exceptionally well of the positive outcomes for their children'.

NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Paradise House was inspected by the Care Quality Commission on 4th March 2019. Paradise was rated as 'good' in all areas of Safe, Effective, responsive and well led, they received outstanding for the area of caring. The inspector observed 'the people using the service received planned and co-ordinated person-centred support that was appropriate and inclusive for them. People were supported to access their local community to follow their interests. People, relatives and staff told us the service was well led'.

William Morris College was inspected by the Care Quality Commission on 13th to 15th November 2019 and received the overall judgement of 'good'. The inspector noted that 'people received a person centred service. Care and support was tailored to individual needs and preferences. People were supported to be fully involved in their care planning, daily routines and long-term goals'. People were supported to have maximum choice and control of their lives and staff supported them in the least restrictive way possible and in their best interests'.

The charity continues to enhance its Clinical, Therapeutic, Sensory and family services for young people and residents. The therapy support team consists of a Clinical Psychologist, a Child and Adolescent Psychotherapist, family therapist along with qualified social workers, a Behavioural Analyst, Occupational Therapists and a Speech and Language Therapist. They work directly with young people and residents giving advice at a weekly, multidisciplinary support, advice and strategy meeting and they offer support services to care and teaching staff. The team is managed by an Occupational Therapist who has recently been appointed by the Chief Executive and Trustees as Deputy Chief Executive.

In order to continue to ensure safeguarding remains an integral element within the charity, there are five trained Designated Safeguarding officers. The School has a designated safeguarding lead who is also a Mental Health First Aider for staff, young people and adults. In addition there is a designated safeguarding officer for education and a designated Safeguarding lead for the care provision. The Registered Manager of Paradise House remains the designated safeguarding lead for the adult provision at Paradise House. William Morris College has a designated safeguarding lead for education and a designated safeguarding lead for the care provision.

During the year at Cotswold Chine School we have maintained the high levels throughout the education provision despite the challenges the pandemic during the year has brought.

The Halfway Café and Shop on the Common continues to be popular and continues to help to increase the work experience opportunities for those in our care. It allowed us to offer catering/hospitality work skills and independence qualifications for post 16 students. These qualifications mean that students and residents have better prospects in gaining employment or a college placement and, for young people in particular, gain the skills they will need to make a successful transition into life as a young adult. The Halfway Café has become a popular community asset and is being used regularly by local social groups as well as individuals. However due to the Covid 19 pandemic unfortunately it has had to be closed for some of the financial year.

At Paradise House, training has continued for the residents in first aid, healthy lifestyles and life skills, and at the end of each unit the residents are presented with a certificate and all residents involved have gained new skills from these sessions. A Paradise newsletter continues to be produced by residents and staff at Paradise House.

At William Morris College we have successfully worked to increase admissions since the merger and also ensure the College follows the same model of approach throughout the Trust. Work continued to refurbish accommodation where necessary to match the current model at Novalis Trust.

Throughout the Trust we have had to adapt and create new H&S processes throughout the year to keep the sites safe during the pandemic whilst also ensuring the same high level of care and staying true to our core values of kindness, empathy, creativity, curiosity and positivity.

All meetings and work with families for all of the Trust's sites have been arranged in accordance with government guidance on social distancing to minimise contact and the risk of spreading Covid 19 infection. Where necessary all Trustee governance compliance activities and Board meetings have been held conducted using video facilities and in accordance with the provision of the Trust's articles.

Compliance visits/checks by regulators at Cotswold Chine School (HSE, Ofsted) have all confirmed Covid 19 pandemic response infection control measures to be of a high standard and meeting all requirements. Similar outcomes were achieved by regulatory compliance checks/visits at William Morris and Paradise House.

The Trust initiated a review of its policies, governance and accountability arrangements, following receipt of the Charity Commission Alert to larger charities in certain sectors in June 2020, taking into account of the Charity Governance Code. That review has been completed with the Trust taking advice from its Charity lawyers about the final revised documentation and governance arrangements.

NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

4 FINANCIAL REVIEW

The Trust's overall income was slightly higher than the previous financial year with costs increasing also, occupancy levels have remained similar to the prior year. As mentioned elsewhere in the report the merger with William Morris was completed on 31st July 2019 and is reflected in the accounts by means of an outgoing transfer to Novalis Trust in the comparative period. Staff numbers have increased significantly mainly due to the merger with William Morris College. Previously there was a reliance on agency care staff at William Morris, however since our involvement with them we have worked to remove this.

5 PLANS FOR FUTURE PERIODS

We plan to continue to provide Systemic Family work throughout the Trust as we continue to see the benefits to the young, people, children and adults of all provisions by positive outcomes in relational health and further support our holistic approach. These meetings encourage and enable the family to talk together or individually often about difficult or distressing issues in ways that respond to their experiences, invite engagement and support recovery. We also plan to train staff in the RQF4 qualification in family work which we have helped develop. The qualification introduces learners to the key knowledge understanding and skills involved in family work: what it looks like and why it is a vital part of caring for children, young people and adults with life histories of loss or separation from family members, attachment disruption or other relational ruptures, and/or developmental trauma.

The Trust will continue to focus on ensuring the quality of care, education, clinical and therapy support is provided at the highest level possible and is recognised by its regulators and local authority commissioners as a centre of excellence. The Trust has shared its practice model with a number of other organisations including the BILD (British Institute of Learning Disabilities) and the National Restraint Reduction Network, and the Schools journey in the promotion of positive relational health is being widely acclaimed especially in the field of trauma and resilience informed services.

Training of staff continues to be one of our priorities, as well as the mandatory training we hope to increase the number of staff across care, therapy and youth support teams who are registered towards completing our Trauma Informed Care qualification. Using the Novalis Model as a basis, we have created a RQF4 qualification, which is part of the national qualifications framework. The course teaches about the effects of trauma and how to structure care in a way that meets the specific needs of people who have experienced trauma.

We also plan to look at upgrading throughout the Trust our current charging infrastructure for electric vehicles as this remains something we feel is important.

As the Covid 19 pandemic is still very prevalent and will be for the near future we will continue to work hard throughout the Trust to be creative in how we look after those in our care whilst maintaining high levels of care at all sites.

The Trust continually looks at the existing homes where young people, children and adults live to see if any further improvements can be made. Cotswold Chine School, Paradise House and William Morris College remain focused on maintaining or improving their overall OFSTED and CQC grades.

The Trust continues to develop its partnership with other organisations, professionals and academics, particularly in the fields of Trauma Informed, Trauma Responsive and Trauma Specific Care.

Reserve policy

The designated funds have been set aside for the creation of a new sports hall. It continues to be a project that the Trust remains committed to completing in the future, but currently the Trust is concentrating on other areas within the Trust due to the recent Covid 19 pandemic.

Investment Policy

The Trustees review the available resources and any surplus is deposited in a high interest savings account until it is needed.

Taxation Status

The Company is a registered charity and consequently is exempt from Corporation Tax.

NOVALIS TRUST
TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

6 AUDITORS

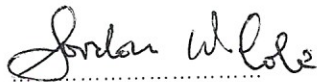
Hazlewoods LLP have acted as auditors and a resolution proposing that they be re-appointed will be put to the Annual General Meeting.

7 STATEMENT OF DISCLOSURE TO AUDITOR

In so far as the Trustees are aware:

- (a) there is no relevant audit information of which the company's auditors are unaware; and
- (b) the Trustees have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

By order of the Board



G Cole
Trustee

Date: 3rd March 2021

NOVALIS TRUST
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees (who are the directors of Novalis Trust for the purposes of company law) are responsible for preparing the Annual Report and financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). 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 the income and expenditure, of the company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe methods and principles in the Charities SORP (Accounting and Reporting by Charities – Statement of Recommended Practice);
- 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 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 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are also responsible for ensuring that the assets are properly applied in accordance with charity law.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

Opinion

We have audited the financial statements of Novalis Trust for the year ended 31 August 2020, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Changes in Equity, 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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (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 2020 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 Auditor's 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion on other matter 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 Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees have been prepared in accordance with applicable legal requirements.

NOVALIS TRUST (Company Number: 05114710)
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2020
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS (continued)

Matters on which we are required to report by exception

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

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 by the parent company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page 8, the directors 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 directors 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 directors 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 directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's 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 an auditor's report 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.

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 auditor's 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 auditor's 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 company's members as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Martin Howard (Senior Statutory Auditor)
For and on behalf of Hazlewoods LLP, Statutory Auditor

Windsor House
Bayshill Road
Cheltenham
GL50 3AT

10/03/2021
Date:.....

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Restricted funds £	Unrestricted funds £	Total funds 2020 £	Total funds 2019 £
INCOME AND ENDOWMENTS					
Income and endowments from:					
Donations and legacies					
- Residential care donation		10,615	-	10,615	12,280
- William Morris merger		-	-	-	1,970,453
		<u>10,615</u>	<u>-</u>	<u>10,615</u>	<u>1,982,733</u>
Charitable activities:					
- Special needs school fees		-	10,183,742	10,183,742	7,887,294
- Residential care fees		-	1,974,622	1,974,622	1,870,586
		<u>-</u>	<u>12,158,364</u>	<u>12,158,364</u>	<u>9,757,880</u>
Incoming resources from generated funds:					
- Investment income	2	-	3,587	3,587	3,727
Other incoming resources		-	102,463	102,463	205,228
		<u>-</u>	<u>102,463</u>	<u>102,463</u>	<u>205,228</u>
TOTAL INCOME AND ENDOWMENTS		<u>10,615</u>	<u>12,264,414</u>	<u>12,275,029</u>	<u>11,949,568</u>
EXPENDITURE ON					
Charitable activities	3	(5,444)	(11,802,626)	(11,808,070)	(10,394,552)
		<u>(5,444)</u>	<u>(11,802,626)</u>	<u>(11,808,070)</u>	<u>(10,394,552)</u>
TOTAL EXPENDITURE		<u>(5,444)</u>	<u>(11,802,626)</u>	<u>(11,808,070)</u>	<u>(10,394,552)</u>

NOVALIS TRUST
STATEMENT OF FINANCIAL ACTIVITIES (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Restricted funds £	Unrestricted funds £	Total funds 2020 £	Total funds 2019 £
NET INCOME BEFORE OTHER RECOGNISED GAINS AND LOSSES		5,171	461,788	466,959	1,555,016
Transfers in the year		-	-	-	-
Net movement in funds		5,171	461,788	466,959	1,555,016
Total funds brought forward		138,571	19,058,852	19,197,423	17,642,407
Total funds carried forward	13	143,742	19,520,640	19,664,382	19,197,423

All gains and losses recognised in the year are included above and all operations are continuing.

To enable a better understanding of the financial statements, the Statement of Financial Activities separately identifies the income and costs of running the main activities.

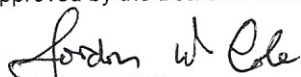
Note of historical cost income and expenditure

	2020 £	2019 £
Reported net movement in funds	466,959	1,555,016
Difference between the historical cost depreciation charge and the actual depreciation charge of the year calculated on the revalued amount	31,908	9,415
Historical cost net movements fund	498,867	1,564,431

NOVALIS TRUST
BALANCE SHEET (Company Number: 05114710)
AS AT 31 AUGUST 2020

	Note	2020 £	2019 £
FIXED ASSETS			
Tangible assets	6	18,209,718	18,347,847
Investments	7	1	1
		18,209,719	18,347,848
CURRENT ASSETS			
Stocks	8	962	2,602
Debtors: Amounts falling due within one year	9	1,450,872	2,335,415
Debtors: Amounts falling due after more than one year	9	285,132	283,139
Cash at bank and in hand		2,727,613	1,418,224
		4,464,579	4,039,380
CREDITORS			
Due within one year	10	(3,009,916)	(3,189,805)
NET CURRENT ASSETS / (LIABILITIES)		1,454,663	849,575
TOTAL ASSETS LESS LIABILITIES		19,664,382	19,197,423
CAPITAL AND RESERVES			
Funds			
Restricted funds	13	143,742	138,571
Unrestricted funds:	13		
Operational general fund		11,965,149	11,471,453
Property revaluation reserve		7,005,491	7,037,399
Designated funds		550,000	550,000
CHARITY FUNDS		19,664,382	19,197,423

Approved by the Board for issue on 3rd March 2021



G Cole - Trustee

NOVALIS TRUST
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 AUGUST 2020

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2019	11,471,453	7,037,399	550,000	138,571	19,197,423
Net incoming / (outgoing) resources before transfers	461,788	-	-	5,171	466,959
Transfer between reserves	-	-	-	-	-
Depreciation on revalued amounts	31,908	(31,908)	-	-	-
Funds carried forward at 31 August 2020	11,965,149	7,005,491	550,000	143,742	19,664,382

	Operational general fund £	Property revaluation reserve £	Designated fund £	Restricted fund £	Total funds £
Funds brought forward at 1 September 2018	9,878,947	7,046,814	550,000	166,646	17,642,407
Net outgoing resources before transfers	1,582,913	-	-	(27,897)	1,555,016
Transfer between reserves	178	-	-	(178)	-
Depreciation on revalued amounts	9,415	(9,415)	-	-	-
Funds carried forward at 31 August 2019	11,471,453	7,037,399	550,000	138,571	19,197,423

NOVALIS TRUST
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	£	2020 £	£	2019 £
Cash used in operating activities	18		1,851,782		490,595
Cash flows from investing activities					
Interest income		3,587		3,727	
Purchase of tangible fixed assets		(610,578)		(692,819)	
Proceeds from the sale of tangible fixed assets		64,598		41,721	
Cash provided by (used in) investing activities			(542,393)		(647,371)
Increase in cash and cash equivalents in the year			1,309,389		(156,776)
Cash and cash equivalents at the beginning of the year			1,418,224		1,575,000
Total cash and cash equivalents at the end of the year			2,727,613		1,418,224

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1 ACCOUNTING POLICIES

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of certain fixed assets, adopting the following principal accounting policies all of which are in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice – Accounting and Reporting by Charities (SORP FRS102) issued in July 2014 and The Companies Act 2006.

The financial statements are presented in Pounds Sterling.

Company status

The company is limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1. The company is subject to the requirements of the Companies Act 2006 with regards to the form and content of the financial statements.

The company is a private company, limited by guarantee without share capital, incorporated and domiciled in England and Wales.

The address of its registered office is:

Ebley House
235 Westward Road
Ebley
Stroud
Gloucestershire
GL5 4SX

Judgements

The Trustees consider that there are no key areas of judgement or estimation uncertainty to be disclosed in these financial statements.

Consolidated financial statements

The financial statements do not include the consolidated financial results of the Charity and its subsidiary company, Novalis Professional Services Limited, on the grounds that the subsidiary company's results are immaterial to the group.

Funds

Funds held by the charity are either:

- Unrestricted general funds, which can be used in accordance with the charitable objects at the discretion of the Trustees; or
- Unrestricted designated funds, which can be used in accordance with the Charitable objects, in respect of specific projects ear-marked by the Trustees; or
- Restricted funds, which can only be used for particular restricted purposes within the objects of the charity. Restrictions are specified by the donor or when funds are raised for particular restricted purposes. All funds received to date have been applied against capital projects.

Incoming resources

All incoming resources are included in the Statement of Financial Activities ("SOFA") when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

All expenditure is accounted for on an accruals basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year on a basis consistent with use of the resources.

Governance costs include strategic planning costs for the Charity's future development, external audit and all costs of complying with constitutional and statutory requirements, such as costs of Board and Committee meetings and for preparing statutory financial statements and satisfying public accountability.

Taxation

The Company is an Exempt Charity within the meaning of Schedule 2 of the Charities Act 1993 and as such is a charity within the meaning of Section 519 of the Income Tax Act 2007 (formerly Section 506(1) of the Taxes Act 1988). Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Section 524 of the Income Tax Act 2007 (formerly Section 505 of the Taxes Act 1988) or Section 256 of the Taxation of Chargeable Gains Tax 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

Tangible fixed assets

There is no set limit for the capitalisation of expenditure on acquisition, enhancement, production and installation of fixed assets. Tangible fixed assets are stated in the balance sheet at cost less depreciation, except for freehold land and buildings which are stated at their open market value.

Depreciation is calculated to write off the cost or valuation less estimated residual value of tangible assets over their estimated useful lives at the following rates:

Freehold land	Nil
Freehold buildings	1% of cost per annum
Fixtures and equipment	10% - 50% of cost per annum
Motor vehicles	12.5% - 50% of cost per annum

Investments

Investments are stated at market value at the balance sheet date. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

Stocks

Stock is valued at the lower of cost and net realisable value.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risk of ownership remain with the lessor are charged to the Statement of Financial Activities.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade receivables

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. All debtors are repayable within one year and are hence included at the undiscounted amount of the cash expected to be received. A provision for the impairment of trade debtors is established when there is objective evidence that the Trust will not be able to collect all amounts due according to the original terms of the receivables.

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

Trade payables

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and all are repayable within one year and hence are included at the undiscounted amount of cash expected to be paid.

Financial instruments

The trust 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.

Pension costs

Contributions are made on behalf of teaching staff to the Government pension scheme for teachers, which is a multi-employer defined benefit scheme (note 17).

With regard to non-teaching employees, contributions are made to the defined contribution pension scheme. All contributions are charged to the SOFA as they become payable in accordance with the rules of the schemes.

2 INVESTMENT INCOME

	Restricted funds	Unrestricted funds	Total funds 2020	Total funds 2019
	£	£	£	£
Bank interest receivable	-	3,587	3,587	3,727

3 ANALYSIS OF TOTAL RESOURCES EXPENDED

	Staff Costs	Other costs	Total 2020	Total 2019
	£	£	£	£
Charitable activities:				
- Special needs education	5,756,784	2,128,547	7,885,331	6,894,176
- Residential care	1,176,922	386,242	1,563,164	1,477,304
- Support costs	1,239,239	1,120,336	2,359,575	2,023,072
	<u>8,172,945</u>	<u>3,635,125</u>	<u>11,808,070</u>	<u>10,394,552</u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

4 ANALYSIS OF SUPPORT COSTS

	Special needs education £	Residential care £	Total 2020 £	Total 2019 £
Staff costs	1,239,239	-	1,239,239	1,230,777
Professional fees	306,850	131,847	438,697	323,071
Communication and information technology	56,644	55,536	112,179	109,857
Office supplies and postage	190,871	144,860	335,731	263,598
Other costs	226,163	7,565	233,729	95,769
	<u>2,019,767</u>	<u>339,808</u>	<u>2,359,575</u>	<u>2,023,072</u>

5 EMPLOYMENT COSTS

	2020 £	2019 £
Wages and salaries	6,978,503	6,019,433
Social security costs	633,886	548,727
Other pension costs	454,661	344,449
Other costs	105,895	153,708
	<u>8,172,945</u>	<u>7,066,317</u>

The average monthly numbers of employees during the year is disclosed below. There is no material difference between this and the equivalent average number of employees calculated on the basis of full time equivalents:

	2020 No.	2019 No.
Special needs education	167	136
Residential care	38	39
Administration and maintenance	73	67
	<u>278</u>	<u>242</u>

No Trustee received or waived any emoluments during either year, but expenses totalling £1,033 (2019 - £966) were reimbursed to Trustees.

The number of higher paid employees who received emoluments in excess of £60,000 were in the following bands:

	2020 No.	2019 No.
£60,001 - £70,000	1	1
£70,001 - £80,000	-	-
£80,001 - £90,000	-	-
£90,001 - £100,000	-	-
£100,001 - £110,000	1	-
£110,001 - £120,000	-	-
£120,001 - £130,000	-	1
	<u>2</u>	<u>2</u>

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

6 TANGIBLE FIXED ASSETS

	Land and buildings £	Motor vehicles £	Fixtures and equipment £	Total £
Cost or valuation				
At 1 September 2019	18,118,858	988,394	3,985,662	23,092,914
Additions	-	182,047	428,531	610,578
Disposals	-	(120,605)	-	(120,605)
At 31 August 2020	18,118,858	1,049,836	4,414,193	23,582,887
Depreciation				
At 1 September 2019	1,153,699	608,925	2,982,443	4,745,067
Charge for year	139,147	178,015	397,256	714,418
Disposals	-	(86,316)	-	(86,316)
At 31 August 2020	1,292,846	700,624	3,379,699	5,373,169
Net book value				
At 31 August 2020	16,826,012	349,212	1,034,494	18,209,718
At 31 August 2019	16,965,159	379,469	1,003,219	18,347,847

Freehold property includes £4,928,237 (2019 - £4,928,237) in respect of land which has not been depreciated.

The freehold properties of the Trust were valued by Bennett Jones & Jones Lang Lassalle IP Inc, both Chartered Surveyors, as at 31 August 2016. The open market valuation, for existing use, was £15,195,000.

Depreciation in the year on a historic cost basis would have been £107,239 (2019 - £107,239.)

On a historical cost basis the cost of the residential property would have been £10,723,911 (2019 - £10,723,911) and aggregate depreciation thereon would have been £2,766,249 (2019 - £2,659,010).

NOVALIS TRUST
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 AUGUST 2020

7 INVESTMENTS

Cost	Interest in Shares £
At 1 September 2019 and at 31 August 2020	1

Investments represent a £1 investment in Novalis Professional Services Limited.

Subsidiary holdings

The company holds 100% of the ordinary share capital in Novalis Professional Services Limited, a company incorporated in England. The company's loss for the year is £33,673 and the capital and reserves are (£151,137).

8 STOCKS

	2020 £	2019 £
Goods for resale	962	2,602

9 DEBTORS

	2020 £	2019 £
Trade debtors	1,359,265	2,205,563
Other debtors	27,330	25,619
Prepayments	64,277	104,233
Amounts owed by related undertakings	285,132	283,139
	<u>1,736,004</u>	<u>2,618,554</u>
Less non-current portion	(285,132)	(283,139)
	<u>1,450,872</u>	<u>2,335,415</u>

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FOR THE YEAR ENDED 31 AUGUST 2020

10 CREDITORS - due within one year

	2020 £	2019 £
Trade creditors	257,815	206,453
Taxes and social security costs	201,742	197,489
Accruals and deferred income	2,369,064	2,502,242
Other creditors	181,295	283,621
	3,009,916	3,189,805

Included in accruals and deferred income is £2,210,456 (2019 - £2,310,306) in relation to deferred income on school fees invoiced in advance.

11 FINANCIAL COMMITMENTS

Operating Leases

The total of future minimum lease payments is as follows:

	2020 £	2019 £
Not later than one year	5,367	13,415
Later than one year but not later than five years	83	4,222
	5,450	17,637

12 SHARE CAPITAL

The charity does not have a share capital as it is limited by guarantee. Each of the members is a guarantor to the extent of £1 in the event of the company being wound up whilst they are members, or within one year of them ceasing to be members in respect of debts and liabilities contracted before they ceased to be a member.

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13 FUNDS

	At 1 September 2019 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2020 £
General fund	11,471,453	12,264,414	(11,802,626)	31,908	11,965,149
Restricted fund	138,571	10,615	(5,444)	-	143,742
Revaluation reserve	7,037,399	-	-	(31,908)	7,005,491
Designated fund	550,000	-	-	-	550,000
	<u>19,197,423</u>	<u>12,275,029</u>	<u>(11,808,070)</u>	<u>-</u>	<u>19,664,382</u>

The designated fund has been set aside for the proposed building of a new sports hall.

14 RESTRICTED FUNDS

	At 1 September 2019 £	Incoming resources £	Outgoing resources £	Transfer in the year £	At 31 August 2020 £
Muunde donations	12,573	2,827	(5,444)	-	9,956
Erasmus link	-	7,788	-	-	7,788
Paradise House	125,948	-	-	-	125,948
Other	50	-	-	-	50
	<u>138,571</u>	<u>10,615</u>	<u>(5,444)</u>	<u>-</u>	<u>143,742</u>

15 INDEMNITY INSURANCE

The charity has paid insurance premiums to indemnify the charity from any loss arising from neglect or defaults of Trustees or staff.

16 RELATED PARTY TRANSACTIONS

During the year, Novalis Trust provided management services to its subsidiary, Novalis Professional Services Limited on an arms-length basis for £28,032 (2019 - £16,847). At the balance sheet date, the charity was owed £285,132 (2019 - £283,139) by Novalis Professional Services Limited.

17 PENSION COMMITMENTS

Defined contribution:

The company operates defined contribution schemes for its non-teaching employees. The assets are held separately from those of the company in independently administered funds, and the amount charged to the SOFA for the year was £234,618 (2019 - £156,989).

Defined benefit:

The Teachers' Pension Scheme ('TPS') is a statutory, contributory, defined benefit scheme. The regulations under which the TPS operates are the Teachers' Pensions Regulations 1997 as amended. These regulations apply to teachers in schools and other educational establishments in England and Wales maintained by local authorities, to teachers in many independent and voluntary-aided schools, and to teachers and lecturers in establishments of further and higher education. Membership is automatic for full-time teachers or lecturers and from 1 January 2007 automatic too for teachers or lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of TPS. TPS is run in such a way that the Charity is unable to identify its share of the underlying assets and liabilities. Therefore, the charge in the SOFA of £165,363 (2019 - £187,460) is the amount payable in the year as the Charity accounts for the TPS as if it were a defined contribution scheme.

Although teachers and lecturers are employed by various bodies, their retirement and other pension benefits, including annual increases payable under the Pensions (Increase) Acts are, as provided for in the Superannuation Act 1972, paid out of monies provided by Parliament. Under the unfunded TPS, teachers' contributions on a 'pay-as-you-go' basis, and employers' contributions, are credited to the Exchequer under arrangements governed by the above Act. The Teachers' Pension Regulations require an annual account, the Teachers' Pension Account, to be kept of receipts and expenditure (including the cost of pensions' increases). From 1 April 2001, the Account will be credited with a real rate of return (in excess of price increases and currently set at 3.0%), which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Not less than every four years, with a supporting interim valuation in between, the Government Actuary ('GA'), using normal actuarial principles, conducts a formal actuarial review of the TPS. The aim of the review is to specify the level of future contributions. Contributions are assessed in two parts. First, a standard contribution is determined. This is the contribution, expressed as a percentage of the salaries of teachers and lecturers in service or entering service during the period over which the contribution rate applies, which if it were paid over the entire active service period of these teachers and lecturers would broadly defray the costs of benefits in respect of that service. Secondly, a supplementary contribution is payable if, as a result of the actuarial investigation, it is found that accumulated liabilities of the Account for benefits to past and present teachers, are not fully covered by standard contributions to be paid in future and by the notional fund built up from past contributions.

The last valuation of the TPS related to the period from 1 April 2012 to 31 March 2016. The GA's report of March 2019 revealed that the total aggregate scheme liabilities of the TPS amounted to £218,100 million. The value of the aggregate scheme assets was £196,100 million. The assumed real rate of return is 2.4% in excess of prices and 0.25% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed gross rate of return is 4.45%.

Employer contributions are currently paid at a rate of 23.68%. Employers also pay a charge equivalent to 0.08% of pensionable salary costs to cover administration expenses.

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18 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020	2019
	£	£
Net income before other recognised gains and losses	466,959	1,555,016
Interest paid (net of interest receivable)	(3,587)	(3,727)
Depreciation	714,418	664,482
Profit on disposal of tangible fixed assets	(30,309)	(24,676)
Decrease in stock	1,640	-
Decrease/(increase) in debtors	882,550	(203,774)
Increase/(decrease) in creditors	(179,889)	347,576
Merger with William Morris	-	(1,844,302)
	1,851,782	490,595