THE ORPHEUS CENTRE TRUST

England & Wales · Charity number 1105213

Details

Other names	THE ORPHEUS CENTRE
Status	Registered
Legal form	Charitable company
Company number	05089501
Registered	2004-07-30
Register	View on the Charity Commission register

Contact

Address	The Orpheus Centre North Park Lane Godstone RH9 8ND
Phone	01883744664
Email	enquiries@orpheus.org.uk
Website	www.orpheus.org.uk

Activities

Objects: The objects of the Charity are3.1 The relief of young disabled people in particular but not limited to the foregoing by the provision of domiciliary care facilities; and3.2 The advancement of education particularly of young disabled people by the provision of3.2.1 Opportunities to participate in the performing arts as creators, performers, technicians, administrators and audiences3.2.2 Learning, training, care and other facilities which support their progress towards independent living

Activities: An inclusive, performing arts centre, Orpheus aims to provide opportunities for personal development through the performing arts and other learning experiences for young. disabled adults so that they can make informed choices about the future and gain the skills to live more independently in the community.

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Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Accommodation/housing, Arts/culture/heritage/science, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE THE UNITED KINGDOM.
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£5,111,079	£4,594,792	£8,330,999	100
2024-08-31	£4,364,599	£4,301,379	£7,657,276	109
2023-08-31	£3,772,444	£4,036,560	£7,318,086	106
2022-08-31	£3,861,787	£3,612,422	£7,630,545	106
2021-08-31	£3,501,401	£3,097,758	£7,575,796	76
2020-08-31	£3,727,761	£2,945,218	£7,290,046	75

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Trustees

Name	Role	Appointed
Howard Simon Webber	Chair	2022-04-19
Frederick McHattie		2025-10-22
Helen Ashley Taylor		2024-04-24
Jessica Dallyn		2023-04-26
Joelle Leader		2024-04-24
Katie Stevens		2023-10-19
Neil White		2016-02-09
Nicola Ruth Temko		2025-10-22
VIRGINIA FENTON		2017-12-06
Zoe Ota		2024-04-24

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THE ORPHEUS CENTRE TRUST

England & Wales - Charity number 1105213

Accounts

Orpheus

Trustee Annual Report and Accounts 2024-25



Ofsted Outstanding Provider

disability confident LEADER

CQC rating Good

Registered with FUNDRAISING REGULATOR

Registered charity no: 1105213 Companies House No: 05089501
North Park Lane, Godstone, Surrey, RH9 8ND







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I've learnt to advocate for myself and stand up for myself, and what I want and what I believe in

Student

Our magic

We are delighted to share the Orpheus Centre success and progress through our Annual Trustee Report and Accounts for 2024–25. Disabled people face huge health, social and employment inequalities. In the face of this, Orpheus exists to enable young disabled people to live life to the fullest.

Everything we do champions their cause and amplifies their voice so that they can live and work as independently as possible. Using the arts to work with each student in a personalised way, we enable each individual student to bring about the personal changes they wish for themselves and, together with their fellow students, transformational change in their communities and society.

The Orpheus Centre is recognised by the government as a Disability Confident Leader and thus acts as a role model of inclusivity and diversity in the workplace. We are proud that our workforce represents the people we serve – a third of our staff are disabled or have a long-term health condition and better represent the people we serve. Nationally in 2025, only 5% of learning-disabled people were in employment. Orpheus students buck this trend, with 10% of 2025 graduates entering paid work.





Orpheus

Nationally in 2025, only 5% of learning-disabled people were in employment. **Orpheus students buck this trend, with**

10%

of 2025 Graduates entering paid work.

Reference: Gov.org



We are excited to share with you how our students achieve **better outcomes for themselves and for other disabled people.**



In this report, you will read about the brilliant ways in which the students are helped through fundraising, for which we are forever grateful.

Here are a few ways in which you can get involved:



Sign up via orpheus.org.uk

to our monthly newsletter to stay updated on our work.

Join the team

Work with us in the Learning, Care, Fundraising or Administration teams at **orpheus.org.uk/jobs**

Volunteer

Give us your time and skills. Whether it's helping in the classrooms, at events or on reception, you can make a real difference. **orpheus.org.uk/volunteering**

Become a supporting business

Offer work placements, corporate volunteering hours or partnerships. **orpheus.org.uk /corporate-supporters**

Fundraise

You can do this either on your own or with a group and become a vital part of our mission. Every fundraising effort contributes directly to supporting young disabled people.

The trustees present their report and accounts for the period ended 31 August 2025.

Incorporation

The Trust was incorporated on 31 March 2004 and is a private company, limited by guarantee and not having a share capital. The company commenced its activities on 6 April 2004.

Governing document

The charity is governed by its Memorandum and Articles of Association dated 26 October 2022, updated from the 2004 document and adopted at the October 2022 AGM. Trustees are members each of whom guarantee £1 on winding up, and the document reflects the charity's purpose and the current law.

Related parties

The Orpheus Centre is connected to another charity, The Alchemy Foundation, with which it cooperates in the pursuit of charitable objectives. The Alchemy Foundation provided a grant of £55,690 towards staff salaries in the fundraising team in the year in question.

Welcome fro

The essence of this report could be expressed in one sentence: While the Orpheus Centre achieved a lot this year, there is so much more to do if we are to make the world a better place for young disabled adults.

But this would fail to do justice to the richness and variety of the year, to all who have contributed to this, and to the challenges we face in the future.

For the first of these – our achievements during the year – I need only suggest that you read the following pages. As for those who have contributed to these achievements, I must offer heartfelt thanks.

Anyone who has spent any time at Orpheus will know that it is a place of everyday miracles; they will also know that these miracles depend on the constant efforts of everyone involved with the Centre – our wonderful students, volunteers and staff, my fellow trustees, our many supporters throughout Surrey and beyond, our founder and President Sir Richard Stilgoe.

People use the phrase 'the Orpheus magic' not as a marketing slogan but because that is how it comes across to all who visit. But one of the features of the Orpheus Centre that I value most highly is that we are never tempted to rest on our laurels. We know that standing still is not an option: if we are not advancing, we are falling back.

So we are not content just to point to our Ofsted 'Outstanding' status – we are determined to keep on improving. We are not content to be a model of what an arts college for young disabled adults can be, equipping our students with the skills and tools they need to thrive in a challenging world 'out there' – we want to offer the Orpheus experience to more students, which requires by far the most ambitious development plan in our history. We are not content to limit that experience to those students who spend three years with us – we want to make the Orpheus message known as widely as it should be, through training, mentoring, spreading the word.

This is hugely challenging. We aim to combine ever-improving education and care of our students, a step change in the facilities we offer and in the number of students we offer them to, and a much-increased public profile and influence. And – you will have guessed it – this requires money, as well as time, skill and dedication. I hope that all who read this report will be inspired to become part of this exciting journey. I promise that you will not regret it.





m the chair

> I always enjoy seeing how the students interact with each other and how they develop their own creative practices during the projects
>
> External Collaborator

Vision

Our vision is of an inclusive world where disabled young people with a passion for the arts and desire to live and work independently can achieve their aspirations.

Mission

To inspire and empower young disabled students to live fulfilling and independent lives.

Purpose

Our charity's purposes as set out in the objects contained in the memorandum of association are:

1. The relief of young disabled people in particular but not limited to the foregoing by the provision of domiciliary care facilities; and
2. The advancement of education particularly of young disabled people by the provision of:
   - Opportunities to participate in the performing arts as creators, performers, technicians, administrators and audiences.
   - Learning, training, care and other facilities which support their progress towards independent living.



Who

Our aims

- Provide outstanding education, health, and care for young disabled people.
- Equip students with the skills and confidence needed for independent living.

How we deliver our aims:

To ensure our work aligns with our mission, Trustees and senior management conduct regular reviews throughout the year. Our strategy serves as a guiding framework, supported by annual operational plans that are closely aligned with our long-term goals. We monitor progress using Key Performance Indicators (KPIs), which are reviewed and approved by our Board Committees. Feedback from regulators, awarding bodies, and most importantly our students, is central to our approach.

We gather student perspectives through anonymous surveys, tenant meetings, and the student council. Every quarter, the student council Board representatives share updates and concerns directly with Trustees, ensuring all voices are heard and fostering continuous improvement.



we are

Delivering public benefit

We are guided by the Charity Commission's advice on maximising public benefits. Our commitment is to help create a UK where disabled young people have agency and can live as they choose and independently. We actively promote equality, diversity, and inclusion and as a disability confident leader, we are expanding our workforce to better support people with disabilities and raise awareness of disability issues at both local and national levels. Our students demonstrate their commitment to positive change through social awareness and fundraising, and many alumni continue to support our mission as ambassadors. We empower students to reach their potential and contribute to their communities through accredited qualifications, life skills, and a focus on employment.

Our commitment is to help create a UK where disabled young people have agency and can live as they choose and independently

Who benefits from our services

Our services reached students with a wide range of disabilities from 21 local authorities across the UK. In total, 66 students participated, including 23 new starters in September 2024. Of the cohort, 60.6% identified as male, 39.3% as female, 15% as Black, Asian, and Minority Ethnic, and 78% as White British. 4.5% is unknown or was not disclosed.



Our total student cohort for 2024-25 increased from 64 to 66 students, with student needs increasing in complexity, particularly in the areas of mental health, emotional wellbeing and social learning.

75%

growth in student numbers since 2019 reflects the college's significant expansion.

Making an



These results evidence the success of the Orpheus approach as well as the achievement of the students' personal goals. As an Ofsted-rated Outstanding College, the Orpheus Centre is in the top 10% of specialist colleges in the country.

52%

of students continued in further education (2023/24: 62%).

14%

of leavers are volunteering, reflecting an increase in students becoming active members of their community (2023/24: 0%).

10%

of students progressed to paid employment (2023/24: 29%).

38%

of final year students moved into supported living at the year-end.

24%

actively engaging with their community (2023/24 19.05%).



impact

We know our cohort is becoming younger, and many are presenting with more complex social and emotional needs. These factors naturally influence the types of goals they choose for themselves. Increasingly, students are prioritising goals such as staying at home after college, moving into further education, or becoming more active in their local community, rather than moving into shared accommodation or entering the workplace straight away.

At Orpheus, our role is to meet students where they are, recognise these evolving priorities and support them to achieve the dreams that matter most to them.

Campaigning for inclusivity

Throughout the year, Orpheus students championed the value of learning-disabled people, encouraging others to reflect on employment and inclusion practices. The students worked with a huge range of individuals and groups to raise their voices and we thank them all for partnering with us, including:

- Amber Foundation
- Andrea Swainson
- Angus Mackenzie-Dewhurst
- Bloomin Arts
- Candoco Dance
- Caroline Parker
- Club SoDaDa
- Drake Music
- Emily Monk
- Fr Paul Fitzpatrick
- Geraldine Pilgrim
- Harold Offeh and Heather Thomas
- Joe Stilgoe and band
- Joss Perring
- Little Treasures Nursery and Pre-School
- Mark Cooper
- Matt Parsons
- Monty's Bakehouse
- New House Art Space and Gallery
- Panavision
- Pinewood Studios
- Play House
- Polesden Lacey
- Prospero Theatre
- Rabbi Gabriel
- Sander Chisnall
- Southern Gas Networks
- Stammer Mouth Theatre
- Stanley Arts
- StopGap Dance Company
- Synergy Dance and Samuel Denne (Alumnus)
- Tanya Raabe Webber
- Woodfield School
- ZooCo

During 2024-25, the students and staff were able to **fly the flag further for inclusion and the creative industries through events.**

Royal Patronage

In August 2024, HRH Duke of Edinburgh attended a special viewing of Starlight Express in support of the Orpheus Centre. In July 2025, at Trevereux Manor, students interviewed HRH Duke of Edinburgh as part of their broadcast project, O-TV, then performed an original song about their vision for a new home at Orpheus. The event was supported by special guests Dame Judi Dench and Sir Michael Palin.



Arts for Impact Model and Enterprise Groups

Further establishing our ambitious and innovative Arts for Impact model approach, where we operate as an arts centre to external guests, this year saw increased engagement with external organisations and companies hosted by our talented student enterprise groups. Our student activism group creates and performs keynote speeches for each event, developing their skills in social interaction, confidence, and performance. All of this champions the social model of disability – the view that the barriers of disability are socially constructed, and that not only young disabled people but society as a whole benefits with every increase in opportunity and access.



Guests attending the college, under the Arts for Impact model, are provided with light refreshments from the hospitality and catering enterprise group and enjoy immersive art installations and film and media content that showcases the skills and talents of Orpheus Centre students.

Enterprise remains a key feature in the Orpheus curriculum, developing and growing more each year.

Enterprise remains a key feature in the Orpheus curriculum, developing and growing more each year. This curriculum is designed to support the acquisition of relevant and required life skills; but the impact is much greater, providing the opportunity for our students to influence positive societal change and inclusion.

OrpheTots provides under 5's and their parents/carers with opportunities to be supported by young disabled people who have devised and developed engaging activities. In return, our students are exposed to childcare responsibilities and increased leadership, responsibility and communication development.

The Orpheus Access group has designed sensory maps to further increase accessibility and choice for those with sensory needs on a larger scale – wider than just the Orpheus and local community.

The Student Forum Theatre group impressed local schools with their interactive theatre show sharing key messages about consent and peer pressure, sharing their learning with others in the local community, with confidence and professionalism.

The performance singers made their voices heard across various Orpheus events throughout the year, including larger platforms such as Trevereux Manor and Alexandra Palace.

Film and Media have worked collaboratively with Words First, producing educational videos relating to sensory circuits, which are structured sequences of physical activities designed to help children regulate their sensory input, achieve optimal alertness, and prepare for learning, focusing on accessible content for all.

Lastly, the hospitality and catering group, catering many events throughout the year and running the in-house arts cafe, demonstrated their newly acquired skills in cooking and professional hospitality, supported by an external and internal chef.



Excellence in care

Our care service is thriving because of a strong person-centred approach and a culture of co-production.

Students actively shape their daily lives through forums such as the Student Council and Tenants' Forum and by initiating Act II enrichment activities like Wii gaming evenings, Zumba and film nights. This involvement promotes autonomy, dignity and choice, ensuring that care is not only delivered but co-designed.

We have a consistent, skilled staff team who know students well and anticipate their needs. Training compliance exceeds 90%, and many staff are progressing through Level 3 and 4 qualifications. This investment in professional development means students receive care from confident, knowledgeable practitioners who can respond flexibly and creatively to individual needs.

We have a consistent, skilled staff team who know service users well and anticipate their needs.

Safeguarding leadership is strong, with visible Designated Safeguarding Leads and student safeguarding ambassadors who share tips and concerns. This proactive approach fosters a safe environment and empowers students to speak up. They have been busy making a video explaining safeguarding and why it is important as well as designing posters for around the campus.

Quality assurance is embedded through a structured audit cycle and strategic partnerships with education and therapy teams. These collaborations support holistic development, blending care with learning and therapeutic goals.

The impact on people using our service is significant. Students often arrive with low confidence and limited communication skills. Through tailored support and inclusive activities, they leave with enhanced independence, practical life skills and self-assurance ready to go on to live as independently as possible in the community, get jobs, or go into further education.

Alumni frequently return to share success stories, demonstrating the transformative nature of our approach. Families report high satisfaction, noting improvements in confidence, social engagement and readiness for adulthood.



& learning

Living out inclusivity

A new bio-waste system was installed which will treat the waste for the next 25-30 years. We also installed a new automatic door in the canteen to improve access. In the theatre barn, we fitted post protectors around support posts for safety in case of falls or trips. A beech hedge was planted by a volunteer group along the perimeter fence to create privacy when fully grown. Other smaller projects have consisted of improved recycling methods, additional lights and upgrade of lighting in specific areas such as stairwells.

Corporate Volunteering

We are excited to welcome more local businesses to volunteer at Orpheus, responding to the growing demand for meaningful corporate partnerships. Your team's time and energy can make a lasting impact on our college and the young disabled adults we support. Despite a few wet and windy days, teams of up to 40 have joined us with enthusiasm – cutting back vegetation, weeding, painting, creating relaxing spaces, and assisting our students in the kitchen. These hands-on days are not just about giving back; they're a chance for teams to experience Orpheus in action and work alongside our dedicated staff. Bring your team together, make a tangible difference, and be part of the inspiring work happening at Orpheus. Get in touch today to find out how your business can get involved! Contact **fundraising@orpheus.org.uk**

Case Study



Monty's Bakehouse visited Orpheus for a few corporate volunteer days in 2024. Some of their top chefs worked with the students in the Lifestyles Kitchen to create some delicious dishes. From this, they have provided lunches for the rest of the team who were working hard outside maintaining our grounds. Monty's Head of HR also joined the Accessibility Group, where discussions were held about making their workplace more accessible.

We are making significant progress towards the goals set out in our 2023–2028 strategy, **with a strong and growing impact**.



A.R.T. Strategy

Maintaining our Ofsted 'outstanding' status remains a central focus, as we prepare for future development. Our vision is to establish Orpheus as a centre of excellence, delivering exceptional education to disabled young people aged 18 to 25. Workforce development and training are key strengths, and with support from the Department for Education, we are developing a teacher training programme. Our ambition is to become a teaching college, sharing the Orpheus model across Surrey, the South-East, and nationally.

Our commitment to Equality, Diversity, and Inclusion continues to deepen. As a Disability Confident Leader, we are working with partners to extend these values beyond Orpheus. Student voices are increasingly influential, with active participation in board meetings, the quality learning and care committee, and safeguarding forums. Digital transformation is also a priority, ensuring students have access to the latest technology to support their learning and development.

Relationships with donors, supporters, volunteers, and corporate partners are vital, creating opportunities for students to reach their full potential.

Relationships with donors, supporters, volunteers, and corporate partners are vital, creating opportunities for students to reach their full potential. The Arts Centre remains a cornerstone, empowering students to perform, express their voices, and demonstrate independence. We aim to further strengthen this by expanding work experience and pathways into paid employment.

Our facilities and estates require ongoing adaptation to meet rising demand and complexity. We collaborate with strategic partners such as Natspec, AoC, Ofsted, CQC, and VODG to influence policy and drive necessary changes. Meeting sufficiency demand across local authorities remains a challenge, as we continue to be oversubscribed. The Special Educational Needs and Disabilities (SEND) system in England urgently needs reform, as it remains fragmented and under-resourced.

A

Ambition:
Uphold our values, behaviours, and culture to provide outstanding education and prepare students for their future.

R

Renewal:
Develop a 'theory of change' and demonstrate our impact, supporting plans to meet current needs and demand, while planning for new provision.

T

Transformation:
Establish Orpheus as a centre of excellence, driving societal change especially in employment so disabled young people can live independently.

> **Seeing young people smile every day while they make their dreams real, is what makes this worth everything**
>
> Staff Member

How we fundraise

A heartfelt thank you to everyone who donated or took part in our events and challenges this year. Your generosity is helping young disabled adults at Orpheus to complete their college education, gain independence, and build confidence in their abilities.



Fundraising

For every £1 we spent on fundraising, we raised £2.30 (compared to £1.12 in 2023-24). This has largely been down to a realignment in structure within the team and a brilliant fundraising year, the best in over 5 years. We are deeply grateful for the incredible support we have received from individuals and organisations alike. Your contributions have made a lasting impact, and we could not do this without you. Thank you for being part of our journey.

To ensure compliance with fundraising regulations, we are registered with the Fundraising Regulator and adhere to the highest standards set out in the Code of Fundraising Practice. We are proud to report that there were no complaints about our fundraising this year. Our commitment to providing a positive donor experience and maintaining long-term relationships built on trust remains unwavering.



List of supporters

Alchemy Foundation, Ann Lovelace MBE, Bailey Thomas, Bernard and Judy Cornwell Foundation, Bloss Family Foundation, Brian and Erica Flood, Caretech Foundation, Colin and Naomi Hall, Community Foundation for Surrey, Dame Judi Dench CH DBE FRSA, English National Opera, Fairalls, Forbes Charitable Trust, Geoff and Fiona Squire, George Goodsir Foundation, Guild of the Nineteen Lubricators, Hilton Hotels, Hospital Saturday Fund, Hyundai Capital, Intersport, Jess Hilton and The Kebony Trust, Jim and Liz Madden, Joanna Lumley OBE, Joseph & Lilian Sully Foundation, Kelsey Trust, Kirker Holidays, Kirkwood Memorial Fund, Margaret Guido's Charitable Trust, Marilyn Fry, Mark Leonard Trust, Monty's Bakehouse, National Lottery Community Fund, No Fear Bridge, Notre Dame School Cobham, Nutfield Priory Hotel and Spa, Pears Foundation, Porticus, Rayners Estate Agents, Rickety Bridge Winery, Ricoh, RR Elite Wines, Rural England Prosperity Fund, Sam Barratt, SES Water, Silent Pool, Sir Tim Rice, Surrey Freemasons, Tandridge Golf Club, Tandridge Together Community Fund, The Big Give, The Hallett Family, Think Systems, Waterloo Foundation, William Brake Foundation, Woodward Menswear.

Protecting Vulnerable People

Our fundraisers, staff and volunteers are well trained in the Fundraising Code of Conduct to ensure ethical practices are consistently upheld. Our internal Safeguarding Policy, Data Protection Policy and Data Retention Policy all contribute to ensure we protect vulnerable people during any of our fundraising activities. We sometimes engage third parties, whose work is closely monitored by our Head of Fundraising and Communications in line with our Third-Party Fundraising Policy.

For every £1 we spent on fundraising, we raised

£2.30

(compared to £1.12 in 2023-24)



Our fundraisers, staff and volunteers are well trained in the Fundraising Code of Conduct to ensure ethical practices are consistently upheld.

Staff Volunteers and Trustees

Staff

This year, Orpheus has delivered a wide range of initiatives to foster an inclusive culture and support staff wellbeing. From EDI awareness events such as Purple Tuesday, Black History Month, and International Day of Persons with Disabilities, to wellbeing campaigns during Stress Awareness Month and Mental Health Awareness Week, we have created spaces for learning and connection. Our Disability Allies group has driven monthly engagement, training, and storytelling to promote acceptance and allyship, while LGBTQ+ and cultural inclusion activities have celebrated diversity across the organisation. These efforts, combined with informal wellbeing activities like book swaps and football sessions, have strengthened belonging and encouraged employees to bring their whole selves to work. As a result, staff report feeling more supported, informed, and empowered, reinforcing our commitment to an inclusive environment where everyone can thrive.

Remuneration policy for key management personnel

The remuneration committee plays a crucial role in overseeing and managing the pay and benefits for the Senior Management Team (SMT). Their work is informed by comprehensive data from Croner Reward's pay and benefits database, which includes information on over 200,000 employees across 4,000 organisations, representing a combined workforce of 5,000,000. The committee's agenda typically includes reviewing the background and historical context of SMT pay to understand trends and benchmarks. They also discuss proposals put forward by the CEO regarding SMT pay reviews, ensuring that remuneration decisions align with the organisation's strategic goals and financial health. Additionally, the committee outlines the next steps to be taken following discussions and decisions, setting timelines and responsibilities for implementing agreed-upon actions. Finally, they schedule future meetings to ensure continuous oversight and timely reviews of remuneration policies. Overall, the remuneration committee ensures that the pay and benefits for the SMT are competitive, fair, and aligned with the organisation's objectives, using robust data and thorough discussions to guide their decisions.





Contribution of Volunteers

Volunteers remain a vital part of Orpheus. This year around 40 volunteers contributed approximately 4,310 hours – 3,910 hours in regular roles plus an estimated 400 hours for events – representing a time donation of £54,306 (including £22,932 from our fully volunteer run Reception). Their impact touches every part of our organisation: classroom support across independence, dance, drama, art, and music; three therapy dogs bringing wellbeing at lunchtime clubs; the Arts Café/Life Skills kitchen; kitchen/canteen assistance; the transition pathway; our radio station; the lunchtime faith club; and ad hoc fundraising.

Many volunteers generously double up on roles, and several are alumni who return weekly – one now regularly booked for paid piano work, a testament to the skills nurtured here. We celebrated them at our annual Volunteer Tea Party in June, where staff and students performed and our student enterprise served cakes. Quite simply, we cannot thank our volunteers enough: they are integral to our inclusive culture and operational resilience, expanding capacity, enriching student experiences, and strengthening our connection with the community.

Appointm of

Trustees are responsible for making decisions about the charity's business, strategic direction, and main areas of policy. Trustees delegate day-to-day leadership to the Chief Executive, who creates business and strategic plans for scrutiny, amendment and adoption by the Board.

The Chief Executive is responsible for the operational management. Trustees are recruited using advertisements on our website and social media, other advertising and use of specialist recruiters. Applicants are shortlisted and then interviewed by a panel of existing trustees, students and executives.

Trustees are advised of their responsibilities under charity law and mandatory training opportunities are made available, both online and face to face. Individual meetings for all trustees with the Chair of the Board take place annually where further individual development opportunities may be offered. The Trustee Board, made up of the Trustee directors, meets every three months. At least three members must be present for the meeting, but for the annual general meeting a minimum of five trustees must be present.

> **I find my voice when I am singing.**
>
> Student





ent Trustees



Committees of the Board are:

- Finance and HR (also responsible for IT and GDPR),
- Quality, Learning and Care,
- Housing and Estates (also responsible for Health and Safety), and
- Fundraising and Marketing.

Committee meetings are every three months to ensure accountability and compliance in key areas, provide assurance for Trustees and to support staff in every department. The committees of the Board of Trustees can include external experts, and this year Quality, Learning and Care and Fundraising and Marketing have had attendees in this capacity. Senior managers are also members of each committee.

We achieved Disability Confident Leader status in 2024, and we are working hard to ensure we recruit, retain, and develop disabled people in line with our commitment as a Disability Confident Leader.

The Health and Safety committee meets every month, the minutes of which meetings are reported to the Housing and Estates Committee, in line with the Health and Safety at Work Act 1974. Trustees are elected by the members at an AGM or co-opted by the Trustees.

A Trustee may be re-elected for further terms of not more than three years each, but no Trustee shall serve for more than nine consecutive years, unless the members, after careful consideration, decide that it would be in the best interests of the charity for a particular Trustee to continue to serve beyond that period and that Trustee is reappointed in accordance with the Articles by the members at an AGM.

Disability confident leadership

The Orpheus Centre is committed to creating an inclusive environment where disabled people can thrive. We achieved Disability Confident Leader status in 2024, and we are working hard to ensure we recruit, retain, and develop disabled people in line with our commitment as a Disability Confident Leader. Our recruitment process includes guaranteed interviews for disabled candidates, accessible job adverts, and proactive outreach to disability networks. We also provide ongoing development opportunities and tailored support to help disabled employees thrive throughout their careers.

During this year, 35.2% of our staff have identified as having a disability or long-term health condition, with 77% already benefiting from reasonable adjustments and the remainder scheduled for regular reviews to ensure tailored support. Our staff survey shows strong satisfaction: 81% of respondents with disabilities are very satisfied with their adjustments, and overall health ratings remain high, with 81% reporting good or very good health and 91% rating physical health as fair to excellent. We have a dedicated HR Team member focused on supporting disabled colleagues and their managers, ensuring a safe environment where adjustments remove barriers and enable individuals to thrive. This year, we launched our Disability Allies group to raise awareness, foster acceptance, and create a culture of inclusion. Through monthly meetings, training sessions, storytelling, and engagement at staff events, the group champions allyship and challenges behaviours that may disadvantage disabled colleagues, including those with hidden disabilities. Our commitment is clear: embed disability awareness in our culture, align with the social model of disability, provide robust support and reasonable adjustments, empower allies, and measure impact across employees, donors, partners, and supporters to deliver meaningful change.



Legal and Administrative Information

Trustees of the Orpheus Centre

Howard Webber (Chair) (elected on 19 April 2022) • Virginia Fenton (appointed on 6 December 2017) • Neil White (appointed 9 February 2016) • Jessica Dallyn (appointed on 26 April 2023) • Katie Stevens (appointed on 19 October 2023) • Helen Ashley Taylor (appointed on 24 April 2024) • Zoe Ota (appointed on 24 April 2024) • Joelle Leader (appointed on 24 April 2024) • Frederick McHattie (appointed on 22 October 2025) • Nicola Temko (appointed on 6 November 2025) • Vikranth Chandran (resigned 23 April 2025) • Tom Mclaughlan (resigned 26 November 2025)

Honorary Roles

Richard Stilgoe President and Founder (Appointed 2023) • John Beer Vice President (Appointed 2023)

Key Management Personnel

Andrew Willetts – CEO (appointed 6 January 2025) • Jay Harris – Head of HR (Interim CEO 15 November 2024 – 6 January 2025) • Tom Harris – Head of Facilities • Moira Clifton – COO • Sam Owen – Head of Care • Chloe Smith – Principal • Peter White – Head of Fundraising and Communications (Resigned September 2025) • Sally Barney – Head of Income and Growth (appointed 6 January 2025) • Rachel Black – CEO (resigned 15 November 2024) • Michael Gainlall – Director of Finance and Operations (appointed January 2024 – Resigned November 2025)

Bankers

Coutts & Co, 440 Strand, London, WC2

Auditors

Crowe U.K. LLP, R+ Building, 2 Blagrave Street Reading, RG1 1AZ



> **They have grown in confidence and have sense of belief in themself.**
>
> Parent

Magic numbers
2024–25

Orpheus exists to change what's expected, and what's possible

In the UK, only **5%** of learning disabled people are in paid employment

We are a Disability Confident Leader, with **35%** of staff identifying as disabled or having a long-term health condition

We are rated **Outstanding** by Ofsted

Our impact

Orpheus supported

66

young disabled adults

23

new students joined in September 2024

Employment & education

52%

progressed into further education

10%

moved into paid employment

Independent living

38%

move into supported living

Community awareness

14%

of leavers began volunteering

24%

became active members of their community

Independence & wellbeing

78%

say therapies and wellbeing help them communicate and make friends

Student numbers have increased by

75%

since 2019, with needs rising in complexity, particularly around mental health and emotional wellbeing

Confidence and skills

Orpheus students collaborated with

40+

external artists, employers and organisations, delivering performances, talks and projects that promote disability inclusion and influence employer practice

97%

say classroom support helps them learn

94%+

feel more confident than when they started

A year at Orpheus

Young disabled adults come to Orpheus to find their voice, build confidence and discover what they are capable of.
Here's what that journey looks like.

Beginnings

In a typical year

66
students join Orpheus

70%
travel in each day

30%
live on site in supported housing

All of them experience
the Orpheus magic

Confidence

Young disabled adults, who've spent their lives being told what they can't do, finally discover what they can do.

100%
enjoy their lessons

93%
have made friends

Participation

Our students discover they can be thinkers, doers, makers, contributors, creators.

100%
take part in collaborative projects with external artists

Students work with
30+
organisations and industry professionals each year

97%
say they are learning lots from their tutors

Employment and community contribution

By the end of the year, students are preparing for their next step.

58% into learning

38%
into supported living or community engagement

26%
into paid work, volunteering or training

Our graduates achieve
29%
employment rates – nearly six times the national average
Reference gov.uk

Independence

Parents tell us students are:

more independent and happier

more confident than they've ever been

Progression

100%
using wellbeing strategies say they help them feel better

97%
say they help them explain how they feel

90%
say they have made friends and feel more social and happier



Data drawn from student surveys, tutor/parent feedback and destination tracking

Auditors Statement

Crowe U.K. LLP have were appointed as auditors for The Orpheus Centre Trust Ltd in 2025, in accordance with the provisions of the Companies Act.

Statement of Trustee responsibilities

The trustees (who are also directors of The Orpheus Centre Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland).

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

In preparing these financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting standards have been followed, subject to any material departures departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business. The trustees are responsible for keeping accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

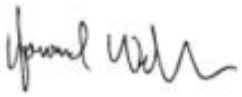
In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware;

and

- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information a itor is aware of that information. The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees' Annual Report is approved on 14th May 2026 by the Trustees of the charity in their capacity as Directors of the charity under company law and is signed on its behalf by:



Howard Webber, Chair of the Board of Trustees

Overall Financial Position

At the year end, the charity's financial position remained stable, with sufficient reserves to support ongoing activities and meet foreseeable obligations. The trustees have assessed the financial effect of the charity's activities during the year and considered how these have influenced the closing financial position. This includes reviewing income streams, expenditure patterns, and the impact of any designated or restricted funds. The total income for the year reflected the charity's continued ability to attract funding from its principal sources, while expenditure remained aligned with charitable objectives. The trustees are satisfied that the year end position presents a true and fair view of the charity's financial activities and resources available for future use.

Income and expenditure movements

The trustees have reviewed significant movements in income and expenditure. Key factors influencing the year included:

1. Changes in costs allocation from the Department of Education (known as element 1 and 2). This remains healthy and we have had placement numbers agreed for 2026/ 2027.
2. Increase costs to Local Authorities (known as element 3) reducing the risks around reliable fundraising income. We achieved 100% funding agreed for student placements. We are already working with Local Authorities regarding 2026/ 2027 increases, align to budget build. We have 300% times more applications against available placements.
3. New funding secured or funding streams that ended. This includes variations in fundraising performance, whether due to economic conditions, donor behaviour, or specific campaigns. For example, our event at Trevereux was a huge success.
4. Shifts in expenditure linked to programme delivery or staffing and we continue to plan ahead of changes to living wage and other future factors.
5. Our investment/ strategic initiatives remain stable and we are considering diversifying our portfolio.

Reserves, funds, and financial sustainability

The trustees have considered the adequacy of the charity's reserves and the sustainability of its financial model. Our reserves policy has been reviewed to ensure we are fit for purpose to meet our charitable objectives. The reserves policy states we will hold a minimum of 3 months and a maximum of 6 months to ensure we are operationally safe and to ensure some measures are in place to manage the risk around our capital appeal. Free reserves represent unrestricted funds held at the year end which are not designated for specific purposes. At 31 August 2025, free reserves amounted to £1.69m (2024: £1.74m). The trustees consider this level of free reserves to be appropriate to meet the charity's ongoing commitments and short-term working capital needs.

The year end reserves position reflects:

1. Unrestricted reserves, which remain at a level the trustees consider appropriate to manage financial risk, support

operational resilience, and allow for planned future investment. At 31 august 2025, the closing unrestricted reserve was £6,129,528 compared to closing for 31 August 2024 which was £5,446,413. This is a Surplus of £683,115, due to an exceptional fundraising year, and increased fees to support a future project fund and capital project.

2. Restricted funds, which continue to be applied in line with donor intentions and project requirements. At 31 August 2025, the closing restricted funds was £359,694 compared to closing for 31 August 2024, which was £284,755. This is a surplus of £74,939 due to capital development funds, funds for new vehicles and enterprise projects.

3. Designated funds, where applicable, set aside for specific future commitments or strategic priorities. At 31 August 2025, the closing restricted funds was £4,440,498 compared to closing for 31 August 2024, which was £3,708,187. With a surplus of £732,311 achieved this year, the trustees have agreed a future project fund to support with some key projects/ programmes including a new sensory room for the students.

The trustees have reviewed the charity's cash flow, commitments, and risk exposures and are satisfied that the charity remains financially sustainable. No material uncertainties have been identified that would cast significant doubt on the charity's ability to continue.

Forward outlook

The trustees confirm that they have assessed the charity's ability to continue operating for at least 12 months from the date of approval of the report. This assessment includes consideration of expected income, planned expenditure, reserves, and external factors affecting financial stability. Based on this review, the trustees consider the charity to be in a healthy position.

The Trustees have reviewed the principal risks and the uncertainties facing the charity, with particular attention to risks that could materially affect our strategic objectives, financial sustainability, operational delivery, or regulatory compliance. The risk environment continues to evolve, shaped by external policy changes, sector wide pressures, and internal transformation programmes. The Trustees maintain a risk register, review risks quarterly, and ensure that appropriate mitigation strategies are in place.

Strategic Risks

Changing inspection and regulatory frameworks. The introduction of the new Ofsted Education Inspection Framework in Autumn 2025, alongside ongoing regulation by CQC for care services, presents uncertainty regarding future compliance expectations and inspection outcomes. These changes may affect service delivery models, quality assurance processes, and reporting requirements.

1. Mitigation: Trustees oversee a programme of readiness activities, including enhanced internal quality audits, staff training, and scenario planning to ensure alignment with both regulatory bodies. The charity maintains active engagement with sector networks to anticipate changes and adapt early. We are working with Ofsted, Association of Colleges and Natspec.

The continuing Local Government Review may lead to changes in commissioning structures, funding flows, and partnership arrangements.

2. Mitigation: Trustees monitor developments closely and maintain strong relationships with local authority partners. Strategic planning includes modelling of potential commissioning scenarios and diversification of partnership pathways.

Financial risks:

The launch of a major capital appeal introduces the risk of donor fatigue or displacement of regular revenue fundraising.

3. Mitigation: Trustees have approved a segmented fundraising strategy that separates capital and revenue messaging, supported by targeted donor stewardship and monitoring of income trends.

Implementation of new SORP requirements. As a Tier 2 charity, the adoption of new SORP requirements may increase reporting complexity and require changes to financial systems and controls.

4. Mitigation: The HR and Finance Committee oversees a structured implementation plan, including external training, professional advice, and phased updates to accounting processes.

Digital transformation and new systems. The charity's digital transformation programme, including the implementation of a new digital system (in finance and in care), carries risks relating to cost overruns, data migration, staff adoption, and business continuity.

5. Mitigation: Trustees receive project reporting, to ensure robust project governance, and have approved contingency budgets.

Operational risks:

Changes to housing regulations may affect the charity's accommodation services, requiring updates to safety standards, documentation, and property management processes.

6. Mitigation: A compliance review cycle is in place, supported by external property audits and investment in planned maintenance. We are also looking to appoint a housing lead (new position) in the budget for 2026/2027.

Increasing cyber threats pose risks to data protection, service continuity, and stakeholder trust.

7. Mitigation: Trustees oversee a cyber security improvement plan including multi factor authentication, regular testing, staff training, and incident response protocols including business continuity.

Sector wide workforce shortages continue to affect recruitment and retention, with potential impacts on service quality and organisational capacity.

8. Mitigation: The charity has strengthened its workforce development, including reviewing pay (in line with appropriate benchmarking) enhanced induction, wellbeing initiatives, and targeted recruitment campaigns.

The Trustees remain confident that the charity's risk management framework is proportionate and effective. Risks are monitored through quarterly reviews, internal audit findings, and performance dashboards. Where risks increase, Trustees ensure that mitigation plans are strengthened and resourced appropriately.

The Orpheus strategy is to ensure long term financial sustainability by maintaining a level of reserves at least equal to the minimum suggested by the Charities Commission (being 3 months of operational costs). Trustees have a legal duty to spend income within a reasonable time of receipt. To hold income in reserve, Trustees rely on an explicit or implicit power to hold reserves and they must use that power in the Charity's best interests. The Reserves Policy is kept under periodic review (it is not a static policy) and reserve levels are adjusted as perceptions of risk and other factors change.

The Orpheus Centre reserves are set to at least three months with a maximum of six

months of operational costs. This is kept under review at least on an annual basis. Reserve levels are reported as part of the monthly management accounts and in full annually to Trustees each year. The Chair of the HR and Finance Committee is designated to raise any issues in relation to any excess, or shortfall, of reserves directly with the Trustees.

Going concern statement:

The Trustees have assessed the charity's ability to continue as a going concern as part of their annual review of financial performance, cash flow forecasts, and strategic plans. This assessment considered the organisation's current financial position, the expected level of funding and expenditure, and the operational environment in which The Orpheus Centre delivers its services.

The review took into account the charity's diversified income streams, ongoing fundraising activity, and the continued demand for its learning, care and supported housing provision. The Trustees also considered the organisation's medium term financial plans, including the implications of the planned capital appeal, the implementation of new SORP requirements, and the investment required for the charity's digital transformation programme and future projects.

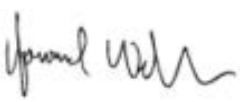
Operational factors were also reviewed, including workforce capacity, regulatory changes affecting Ofsted and CQC compliance, and the impact of evolving housing regulations on supported accommodation services. The Trustees reviewed the organisation's risk management framework, including controls relating to cyber security, recruitment and retention, and business continuity.

Based on the information available at the time of approval of these financial statements, the Trustees have prepared the accounts on a going concern basis. This reflects their judgement that the charity has appropriate plans, resources and governance arrangements to manage its activities and financial commitments over the period of assessment and can and will continue to meet the charities purpose set in the articles of association.

Finance summary:

- Total incoming resources for The Orpheus Centre Trust in 2025 were £5,111,079 (2024: £4,364,599) which comprised unrestricted income £3,969,177 (2024: £3,322,872) and restricted income £1,141,902 (2024: £1,041,727).
- Expenditure by the Centre is dominated by staff salaries and the maintenance of our facilities and equipment. The total expenditure for 2025 is £4,594,792 (2024: £4,301,379) the increase caused largely by higher employment costs and augmented staff numbers to meet increased student numbers.
- The Centre's operating surplus for 2025 was £516,287 (2024: £63,220) due to increased income generation, and robust managing of the costs of charitable activities and staffing. The Trustees have agreed on a 'future projects fund' to undertake some key capital work including a new sensory room for students.

The Trustees' Annual Report is approved on 14th May 2026 by the Trustees of the charity in their capacity as Directors of the charity under company law and is signed on its behalf by:



Howard Webber, Chair of the Board of Trustees

Auditors Report

Independent Auditor's Report to the Trustees of The Orpheus Centre Trust

Opinion

We have audited the financial statements of The Orpheus Centre Trust ('the charitable company') for the year ended 31 August 2025 which comprise of the statement of financial activities, the company balance sheet, the statement of cash flows and notes to the financial statements, including 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 2025 and of 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

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. 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.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement [set out on page 30], the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees 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 trustees 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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, including financial reporting legislation and the Charities SORP (FRS 102), and tax regulations. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be necessary to the charitable company's ability to operate or to avoid a material penalty. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

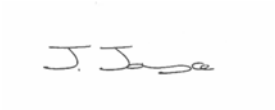
We also considered the opportunities and incentives that may exist within the charitable company for fraud. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance & HR Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an 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 charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Janette Joyce
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor

Reading
Date 14 May 2026

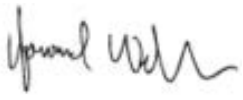
The Orpheus Centre Trust - Statement of Financial Activities for the year ended 31 August 2025

	Notes	Unrestricted Funds	Restricted Funds	Endowment Fund	Year ended 31 August 2025	Year ended 31 August 2024
		£	£	£	£	£
Income and endowments from:						
Donations and grants	**2**	635,177	184,080	-	819,257	547,786
Charitable activities	**3**	3,225,234	957,822	-	4,183,056	3,701,307
Other trading activities	**4**	97,135	-	-	97,135	109,157
Investments		11,631	-	-	11,631	6,349
Total income		**3,969,177**	**1,141,902**	**-**	**5,111,079**	**4,364,599**
Expenditure on:						
Raising funds		587,132	-	-	587,132	549,858
Charitable activities		2,940,697	1,066,963	-	4,007,660	3,751,521
Total expenditure	**5**	**3,527,829**	**1,066,963**	**-**	**4,594,792**	**4,301,379**
Net income before gains on investments		441,348	74,939	-	516,287	63,220
Net gains/(losses) on investments	**9**	157,436	-	-	157,436	275,970
Net income	**7**	598,784	74,939	-	673,723	339,190
Transfers between funds	**13**	84,331	-	(84,331)	-	-
Net movement in funds for the year		683,115	74,939	(84,331)	673,723	339,190
Reconciliation of funds						
Funds brought forward		5,446,413	284,755	1,926,108	7,657,276	7,318,086
Funds carried forward	**13**	**6,129,528**	**359,694**	**1,841,777**	**8,330,999**	**7,657,276**

The Orpheus Centre Trust Balance Sheet at 31 August 2025

	Notes	2025 £	2024 £
Fixed assets			
Tangible fixed assets	**8**	4,846,369	4,536,276
Investments	**9**	2,549,285	2,741,849
Total fixed assets		**7,395,654**	**7,278,125**
Current assets			
Debtors	**10**	133,379	189,880
Cash at bank and in hand		1,155,325	400,182
Total current assets		**1,288,704**	**590,062**
Liabilities			
Creditors: amounts falling due within one year	**11**	(353,359)	(210,911)
Net current assets		**935,345**	**379,151**
Total assets less current liabilities		**8,330,999**	**7,657,276**
Total net assets		**8,330,999**	**7,657,276**
Represented by:			
Endowment funds	**13**	1,841,777	1,926,108
Restricted funds	**13**	359,694	284,755
Unrestricted funds	**13**	6,129,528	5,446,413
		8,330,999	**7,657,276**

Companies House no: 05089501
Approved by the Board on 14 May 2026 and signed on its behalf by



Howard Webber, Chairman

The Orpheus Centre Trust Statement of Cash Flows for the year ended 31 August 2025

	Notes	Year ended 31 August 2025 £	Year ended 31 August 2024 £
Net cash provided by operating activities	a	999,213	124,927
Cash flows from investing activities			
Purchase of tangible fixed assets		(594,070)	(483,693)
Cash withdrawals from investments		350,000	250,000
Disposal proceeds		-	-
Change in cash and cash equivalents		755,143	(108,766)
Cash and cash equivalents at the beginning of the reporting period		400,182	508,948
Cash and cash equivalents at the end of the reporting period		1,155,325	400,182

a. Reconciliation of net income to net cash inflow from operating activities

Net income before gains on investments	516,287	63,220
Adjustments for:		
Depreciation and write-off of fixed assets	283,977	331,370
Loss on disposal of fixed assets	-	-
(Decrease) / increase in creditors	142,448	(61,542)
Decrease/ (increase) in debtors	56,501	(208,121)
Net cash provided by operating activities	999,213	124,927

Analysis of Cash & Cash Equivalents

Cash in Hand	1,155,325	400,182
Notice Deposits (less than 3 months)	-	-
Total Cash & Cash Equivalents	1,155,325	400,182

Analysis of Changes in Net Debt	At 1 September 2024	Cash flows	At 31 August 2025
Cash	400,182	755,143	1,155,325
Cash Equivalents	-	-	-
Loans	-	-	-
	400,182	755,143	1,155,325

The Orpheus Centre Trust Notes to the Financial Statements for the year to 31 August 2025

1.ACCOUNTING POLICIES

Basis of accounting
The Orpheus Centre Trust is a charitable company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Orpheus Centre, North Park Lane, Godstone, Surrey, RH9 8ND. Every member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up but not exceeding £1.

The financial statements are prepared in Sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The charity meets the definition of a public benefit entity under FRS 102. The financial statements have been prepared in accordance with the accounting policies set out in notes to the financial statements and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP).

Going concern
The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular,the trustees have considered the charitable company 's forecasts and projections .
The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable company's forecasts and projections. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Income
All income is recognised where there is an entitlement to the funds, the receipt is probable and the amount can be measured reliably. Deferred income represents amounts received for future periods and is released to income for the period for which it has been received.

Government grants comprise amounts received during the year adjusted for income which relates to future periods.

Expenditure
Expenditure is included on an accrual basis.

Costs of generating funds are those incurred in attracting voluntary income.

Expenditure on charitable activities comprises those costs incurred on the learning programme, the provision of domiciliary care and supported housing. It includes both costs that can be allocated directly to those activities and those costs of an indirect nature to support them.

Governance costs are associated with the governance arrangements of the charity and include the cost of external audit fees. These have been included in support costs.

Central services staff costs, administrative expenses and overheads are allocated to the costs of raising funds and charitable activities on the basis of time spent by staff on these activities.

Fund accounting
Unrestricted funds are donations and other income receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

The endowment fund is an expendable fund used specifically to fund Equipping and Building the Orpheus Centre .

The Orpheus Centre Trust Notes to the Financial Statements for the year to 31 August 2025

1.ACCOUNTING POLICIES (CONTINUED)

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on a straight line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected life.

The depreciation rates are as follows:

Freehold and building Improvements	10-50 years
Intangible Assets	5 Years
Musical instruments	5 years
Furniture and equipment	5 years
Computer equipment and music technology	3 years
Motor vehicles	5 years

Land is not depreciated.

The threshold for capitalising tangible fixed assets is £500.

Operating leases
Rentals applicable to operating leases are charged against expenditure over the period in which the cost is incurred.

Pensions
The Charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Financial instruments

a. Cash and cash equivalents
Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

b. Debtors and creditors
Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price.

c. Fixed Asset Investments
Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Critical accounting estimates and areas of judgement
In the view of the trustees applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry significant risk of material adjustment in the next financial year.

The Orpheus Centre Trust Notes to the Financial Statements for the year ended 31 August 2025

2 INCOME FROM DONATIONS AND GRANTS

Year ended 31 August 2025	Unrestricted Funds £ 2025	Restricted Funds £ 2025	Endowment Funds £ 2025	Total Funds £ 2025
Donations	635,177	184,080	-	819,257
Grants	-	-	-	-
Total donations	**635,177**	**184,080**	**-**	**819,257**

Year ended 31 August 2024	Unrestricted Funds £ 2024	Restricted Funds £ 2024	Endowment Funds £ 2024	Total Funds £ 2024
Donations	417,030	118,808	-	535,838
Grants	-	11,948	-	11,948
Total donations	**417,030**	**130,756**	**-**	**547,786**

3 INCOME FROM CHARITABLE ACTIVITIES

Year ended 31 August 2025	Unrestricted Funds £ 2025	Restricted Funds £ 2025	Endowment Funds £ 2025	Total Funds £ 2025
Learning programme:				
Learning fees	2,328,968	957,822	-	3,286,790
Box office	-	-	-	-
Grants and donations	-	-	-	-
	2,328,968	**957,822**	**-**	**3,286,790**
Domiciliary care:				
Domiciliary care fees	635,347	-	-	635,347
	635,347	-	-	**635,347**
Supported housing:				
Rent	260,919	-	-	260,919
Grants	-	-	-	-
	260,919	**-**	-	**260,919**
	3,225,234	**957,822**	**-**	**4,183,056**

Year ended 31 August 2024	Unrestricted Funds £ 2024	Restricted Funds £ 2024	Endowment Funds £ 2024	Total Funds £ 2024
Learning programme:				
Learning fees	2,010,141	910,971	-	2,921,112
Box office	-	-	-	-
Grants and donations	-	-	-	-
	2,010,141	**910,971**	**-**	**2,921,112**
Domiciliary care:				
Domiciliary care fees	547,645	-	-	547,645
	547,645	-	-	**547,645**
Supported housing:				
Rent	232,550	-	-	232,550
Grants	-	-	-	-
	232,550	**-**	-	**232,550**
	2,790,336	910,971	-	3,701,307

The Orpheus Centre Trust Notes to the Financial Statements for the year ended 31 August 2025

4 OTHER TRADING ACTIVITIES

Year ended 31 August 2025	Unrestricted Funds £ 2025	Restricted Funds £ 2025	Endowment Funds £ 2025	Total Funds £ 2025
Hire of facilities	64,491	-	-	64,491
Sales of goods and services	22,875	-	-	22,875
Other income	9,769	-	-	9,769
	97,135	**-**	**-**	**97,135**

Year ended 31 August 2024	Unrestricted Funds £ 2024	Restricted Funds £ 2024	Endowment Funds £ 2024	Total Funds £ 2024
Hire of facilities	60,000	-	-	60,000
Sales of goods and services	26,122	-	-	26,122
Other income	23,035	-	-	23,035
	109,157	**-**	**-**	**109,157**

The Orpheus Centre Trust Notes to the Financial Statements for the year ended 31 August 2025

5 EXPENDITURE

Year ended 31 August 2025	Staff costs	Other direct costs	Allocation of central costs	2025 Total
	£	£	£	£
Cost of raising funds	348,376	114,045	124,711	587,132
Cost of charitable activities:				
Learning programme	1,170,191	297,645	795,232	2,263,068
Residential & domiciliary care	661,002	83,710	322,359	1,067,071
Supported housing and Estates	255,390	110,206	112,083	477,679
Capital Appeal Fund Raising	128,123	37,254	-	165,377
Governance	-	34,465	-	34,465
	2,563,082	**677,325**	**1,354,385**	**4,594,792**

Year ended 31 August 2024	Staff costs	Other direct costs	Allocation of central costs	2024 Total
	£	£	£	£
Cost of raising funds	318,248	109,115	118,625	545,988
Cost of charitable activities:				
Learning programme	1,221,298	295,211	752,373	2,268,882
Residential & domiciliary care	567,949	34,826	307,144	909,919
Supported housing and Estates	226,574	110,833	105,023	442,430
Loss on Fixed Asset Disposals	61,871	51,212	-	113,083
Governance	-	21,077	-	21,077
	2,395,940	**622,274**	**1,283,165**	**4,301,379**

Allocation of Central Costs

31 August 2025	Basis of Allocation	Total	Learning Programme	Residential & Domiciliary	Supported Housing & Estates	Fundraising
Staff Costs	Headcount	554,451	287,687	183,073	47,076	36,615
Property Costs	Square footage	373,450	246,956	34,352	42,488	49,654
Office Costs	Headcount	71,368	37,030	23,565	6,060	4,713
IT Costs	Licensed Users	241,564	159,432	51,534	8,052	22,546
Professional Fees	Sales	37,696	24,768	4,788	1,966	6,174
Other Costs	Headcount	75,856	39,359	25,047	6,441	5,009
		1,354,385	**795,232**	**322,359**	**112,083**	**124,711**

31 August 2024	Basis of Allocation	Total	Learning Programme	Residential & Domiciliary	Supported Housing & Estates	Fundraising
Staff Costs	Headcount	519,744	269,678	171,614	44,129	34,323
Property Costs	Square footage	346,000	228,804	31,827	39,365	46,004
Office Costs	Headcount	103,966	53,945	34,328	8,827	6,866
IT Costs	Licensed Users	259,040	170,966	55,262	8,635	24,177
Professional Fees	Sales	31,033	16,846	6,392	2,084	5,711
Other Costs	Headcount	23,384	12,134	7,721	1,985	1,544
		1,283,167	752,373	307,144	105,025	118,625

The Orpheus Centre Trust Notes to the Financial Statements for the year ended 31 August 2025

6 EMPLOYEES

Number of employees

The average monthly number of employees during the period was 100 (2024 - 105).

Employment costs	Year ended 31 August 2025 £	Year ended 31 August 2024 £
Salaries and wages	2,680,918	2,554,749
Social security costs	274,075	225,817
Pension Costs	106,708	105,757
Other costs	55,831	29,361
Total employment costs	**3,117,532**	**2,915,684**

The key management personnel of the charity are the Senior Management Team including Trustees.
The Remuneration for the Key Manangement Personnel was £648K (2024: £586k).
The Trustees received no remuneration or benefits in kind from the Charity. Total expenses for the trustees were £865 (year ended 31 August 2024 - £76). The expenses related to Travel reimbursement for four (2024: three) Trustees.
Volunteers donated Time was £54,306 (2024: £21,949) with total hours donated for the year totalling 4,310 (2024: 4,812).

Emoluments of Highest Paid Employees

	Number of Employees		Pension Contributions	
	2025	2024	2025	2024
			£	£
£60k-70k	3	1	5,724	2,642
£70k-80k	4	1	4,403	2,642
£80k-90k	0	0	-	-
£90k-100k	1	1	-	2,642

The Orpheus Centre Trust Notes to the Financial Statements for the year ended 31 August 2025

7 NET INCOMING/(OUTGOING)RESOURCES

	Year ended 31 August 2025 £	Year ended 31 August 2024 £
Net incoming resources before transfers are stated after charging:		
Depreciation	283,977	331,370
Auditors' remuneration	31,250	21,000

8 TANGIBLE FIXED ASSETS

	Freehold land & buildings £	Assets under construction £	Musical instruments £	Furniture & equipment £	Motor vehicles £	Total £
Cost						
At 31 August 2024	6,091,303	371,200	54,456	1,262,995	94,543	7,874,497
Additions	82,815	418,838		92,417	-	594,070
Transfers			-	-	-	-
Disposals	-	-	-	-	-	-
At 31 August 2025	**6,174,118**	**790,038**	**54,456**	**1,355,412**	**94,543**	**8,468,567**
Depreciation						
At 31 August 2024	2,216,775	-	52,615	974,288	94,543	3,338,221
Charge for the year	179,101		643	104,233		283,977
Disposals	-	-	-	-	-	-
At 31 August 2025	**2,395,876**	**-**	**53,258**	**1,078,521**	**94,543**	**3,622,198**
Net book value						
At 31 August 2025	**3,778,242**	**790,038**	**1,198**	**276,891**	**-**	**4,846,369**
At 31 August 2024	**3,874,528**	**371,200**	**1,841**	**288,707**	**-**	**4,536,276**

9 INVESTMENTS

	2025 £	2024 £
Market value as at 31 August 2024	2,741,849	2,715,879
Less Cash withdrawals	(350,000)	(250,000)
Add: net gain/loss on revaluation	157,436	275,970
Market value as at 31 August 2025	**2,549,285**	**2,741,849**
Historical cost as at 31 August 2025	**2,265,366**	**2,817,804**

	31 August 2025 £	31 August 2024 £
Split as:		
Fixed asset investments	2,549,285	2,741,849
Current asset investments	-	-
	2,549,285	**2,741,849**
Comprised of:		
Listed equities	2,449,309	2,665,143
Cash held within the investment portfolio	99,976	76,706
	2,549,285	**2,741,849**

The Orpheus Centre Trust Notes to the Financial Statements for the year ended 31 August 2025

10 DEBTORS

	31 August 2025	31 August 2024
	£	£
Student income	33,454	735
Other debtors, prepayments and accrued income	99,925	189,145
	133,379	**189,880**

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31 August 2025	31 August 2024
	£	£
Trade Creditors	77,787	48,765
Other taxes and social security	64,681	50,530
Wages	14,635	13,848
Other creditors, accruals and deferred income	196,256	97,768
	353,359	**210,911**

Deferred Income

At 1 September	53,429	51,885
Released in the year	(53,429)	(51,885)
Received in advance	68,485	53,429
	68,485	**53,429**

12 FINANCIAL INSTRUMENTS

	31 August 2025	31 August 2024
	£	£
Carrying amount of financial assets		
Financial assets measured at fair value through the SOFA	2,549,285	2,741,849
Financial assets measured at amortised cost - debtors less prepayments	45,242	92,952
	2,594,527	**2,834,801**
Carrying amount of financial liabilities		
Financial liabilities measured at amortised cost	**220,193**	**160,381**

13 MOVEMENT IN FUNDS

Year ended 31 August 2025	At 1 September 2024	Incoming resources	Outgoing resources	Transfers/ Gains	At 31 August 2025
	£	£	£	£	£
Expendable Endowment Fund					
Buildings and equipment	1,926,108	-	-	(84,331)	1,841,777
Restricted funds					
Gorton Fund	1,584	-	-	-	1,584
Outreach Programme	172,791	-	(940)	-	171,851
Learning Programme	-	957,822	(957,822)	-	-
Capital Development	7,120	25,000	-	-	32,120
Alchemy Foundation	1,362	55,690	(55,741)	-	1,311
COIN	2,773	-	-	-	2,773
Transitions Fund	6,981	50,000	(50,325)	-	6,656
Minibus Fund	19,996	20,000	-	-	39,996
Games equipment	553	-	-	-	553
Music lessons	-	-	-	-	-
Enterprise Café	6,928	236	(1,907)	-	5,257
Sculpture Trail	12,892	-	-	-	12,892
Sensory Garden	651	-	-	-	651
Playing Cards	633	-	-	-	633
Nurse Aid Call System	3,000	-	-	-	3,000
Wellbeing	21,905	-	-	-	21,905
Connecting Communities	1,985	-	-	-	1,985
Enterprise Fund	19,880	15,132	(228)	-	34,784
Other activities	3,721	18,022		-	21,743
Total restricted funds	284,755	1,141,902	(1,066,963)	-	359,694
Unrestricted funds					
General funds	1,738,226	3,969,177	(3,527,829)	(490,544)	1,689,030
Designated funds					
Long term Building Fund	1,134,473	-	-	-	1,134,473
Music lessons	29,796	-	-	-	29,796
New building supported housing fund	275,744	-	-	(4,107)	271,637
Manor House Fund	-	-	-	-	-
Fixed Asset Fund	2,268,174	-	-	736,418	3,004,592
Total unrestricted funds	5,446,413	3,969,177	(3,527,829)	241,767	6,129,528
Total funds	7,657,276	5,111,079	(4,594,792)	157,436	8,330,999

13 MOVEMENT IN FUNDS (continued)

Year ended 31 August 2024	*At 1 September 2023*	*Incoming resources*	*Outgoing resources*	*Transfers/ Gains*	*At 31 August 2024*
	£	*£*	*£*	*£*	*£*
Expendable Endowment Fund					
Buildings and equipment	*2,010,439*	*-*	*-*	*(84,331)*	*1,926,108*
Restricted funds					
Gorton Fund	*1,864*	*-*	*(280)*	*-*	*1,584*
Outreach Programme	*148,470*	*27,993*	*(3,672)*	*-*	*172,791*
Learning Programme	*-*	*910,971*	*(910,971)*	*-*	*-*
Capital Development	*10,000*	*-*	*(2,880)*	*-*	*7,120*
Alchemy Foundation	*-*	*44,956*	*(43,594)*	*-*	*1,362*
COIN	*31,931*	*-*	*(29,159)*	*-*	*2,772*
Transitions Fund	*152,923*	*7,500*	*(155,442)*	*-*	*4,981*
Minibus Fund	*2,527*	*20,000*	*(2,531)*	*-*	*19,996*
Games equipment	*629*	*-*	*(75)*	*-*	*554*
Music lessons	*1,000*	*-*	*(1,000)*	*-*	*-*
Enterprise Café	*3,019*	*5,370*	*(1,461)*	*-*	*6,928*
Sculpture Trail	*12,892*	*-*	*-*	*-*	*12,892*
Sensory Garden	*651*	*-*	*-*	*-*	*651*
Playing Cards	*483*	*150*	*-*	*-*	*633*
Nurse Aid Call System	*3,000*	*-*	*-*	*-*	*3,000*
Wellbeing	*23,000*	*-*	*(1,095)*	*-*	*21,905*
Connecting Communities	*1,985*	*-*	*-*	*-*	*1,985*
Enterprise Fund	*20,000*	*393*	*(513)*	*-*	*19,880*
Other activities	*4,051*	*24,394*	*(24,724)*	*-*	*3,721*
Total restricted funds	***418,425***	***1,041,727***	***(1,177,397)***	***-***	***282,755***
Unrestricted funds					
General funds	*1,344,581*	*3,322,872*	*(3,125,982)*	*196,755*	*1,738,226*
Designated funds					
Long term Building Fund	*1,134,473*	*-*	*-*	*-*	*1,134,473*
Music lessons	*29,796*	*-*	*-*	*-*	*29,796*
New building supported housing fund	*286,715*	*-*	*-*	*(10,971)*	*275,744*
Manor House Fund	*13,760*	*-*	*-*	*(13,760)*	*-*
Fixed Asset Fund	*2,079,897*	*-*	*-*	*188,277*	*2,268,174*
Total unrestricted funds	***4,889,222***	***3,322,872***	***(3,125,982)***	***360,301***	***5,446,413***
Total funds	*7,318,086*	*4,364,599*	*(4,303,379)*	*275,970*	*7,655,276*

13 MOVEMENTS IN FUNDS (CONTINUED)

Expendable Endowment Fund
The Expendable Endowment Fund represents donations received specifically for building and equipping the Orpheus Centre. In 2024-25 depreciation on buildings amounting to £84,331 was charged to the fund (2023-24-: £84,331).

Restricted funds
Gorton fund
The Gorton Fund represents a donation in the memory of a former apprentice to be used for any student wishing to undertake an adventurous activity.

Outreach Programme
This programme exists to give young disabled adults the opportunity to support and mentor other disadvantaged or disaffected groups across the UK.

Learning programme
The learning programme fund consists of bursaries and grants to fund learning activities during the year.

Alchemy Foundation
The Alchemy Foundation grant is towards salary costs in the Fundraising Department.

COIN
A pilot Communication and Social Interaction Hub for students who have communication and social interaction difficulties and a passion for the creative and performing arts.

Transitions
This project supports our students to “move on” from the college and live independently once they leave us with an established social support structure and activities, and making a positive contribution to their community.

Minibus Fund
The Minibus Fund was set up to buy a minibus for student transport.

Muga
This fund is for the creation of a Multi Use Games Area (MUGA) for students and staff at the Orpheus Centre.

Games equipment
This fund was created to support the purchase of games equipment for use by our students.

Music Lessons
This fund is for payment towards the employment of a Musician in Residence.

Enterprise Café
This fund is to create a small café where students can practise enterprise and food preparation skills. All food items for sale would be prepared on site.

Sculpture Trail
This fund is to create a sculpture trail and a take away café. The café would provide valuable work experience opportunities for our disabled students, as well as a source of income for the charity. The nature trail would be open to members of the public.

Sensory Garden
A fund for a water efficient garden providing a sensory experience and bringing positive learning opportunities for our students.

Playing Cards
This fund was created for one of our students to extend their illustration, art and design skills to produce a pack of playing card to be sold worldwide.

Nurse Aid Call System
This relates to an upgrade to our Aid Call system which will provide additional safety and security to our students who live on site.

Enterprise Caté
This fund is for Learners to be involved in improving their business skilss such as money handling , and service provision such as running a Enterpise Café

WellBeing

This relates to funding for specific activities relating to Wellbeing

Connecting Communities

This funding is for Commissioning of Art work

Enterprise Fund
Fund for any enterprise ideas run by the students. The funds are donated by No Fear Bridge

Capital Development Fund
The Capital Development Fund has been in existence since 13/09/2016. It has historically been funded by Xmas Appeal donations and funds from Foundations and has been used to fund the Lifeskills Kitchen.

Other activities

These relate to miscellaneous amounts granted towards funding various smaller activites. In 23-24, we were awarded a grant from Turing but it was returned in full as the project was not commissioned

Unrestricted funds

General funds

General funds represent those funds that are unrestricted.

Designated funds

The Fixed Asset Fund, New Building Supported Housing Fund and the Manor House Fund have been moved from Restricted Funds into the Designated Funds. The reason for the transfer is that the assets have been constructed and there are no ongoing restrictions in place and they are available to use by the Centre to fulfil its general. charitable activities.

In 2019 a £50,000 legacy from the estate of Joyce Hayes was placed into a fund for music lessons in recognition of the donor's profession as a music teacher.

In 2020 a new designated fund (Long Term Building) was established to budget for capital expenditure on a long term basis (5-10 years).

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Year ended 31 August 2025

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Tangible Fixed assets	3,004,592	-	1,841,777	4,846,369
Investments	2,549,285	-	-	2,549,285
Current assets	929,010	359,694	-	1,288,704
Current liabilities	(353,359)	-	-	(353,359)
	6,129,528	**359,694**	**1,841,777**	**8,330,999**

Year ended 31 August 2024

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Tangible Fixed assets	2,610,168	-	1,926,108	4,536,276
Investments	2,741,849	-	-	2,741,849
Current assets	305,307	284,755	-	590,062
Current liabilities	(210,911)	-	-	(210,911)
	5,446,413	**284,755**	**1,926,108**	**7,657,276**

15 OPERATING LEASE COMMITMENTS

The charity's future minimum operating lease payments are as follows:

	31 August 2025	31 August 2024
	£	£
Equipment		
Within one year	38,695	13,610
Between two and five years	125,673	45,215

Operating lease payments recognised as an expense were £26,152 (2023-24: £3,690)

16 RELATED PARTY TRANSACTIONS

During the period, Trustees donated £6 towards the school (2024: £nil)

17 CAPITAL COMMITMENTS

At the year end, the charity had entered into contractual commitments for capital expenditure totalling £88,953 (2023-24: £Nil).

18 DEED OF CHARGES

There are three deeds of charges affecting 1-3 Stone Barn, The Orpheus Centre and workshops 1-3 The Green Barn, North Park Farm, Godstone (The Property) each dated 20 April 2017. Under the deeds, the charges are collectively entitled to 50% of the "Net Development value", which is payable should planning permission be granted to develop the property (in whole or part). As the trust has no intention of selling the property, it is not necessary to include a contingent liability within the financial statements.
As the payment is due whenever planning permission is obtained, these deeds will need to be taken into account in any development of the land effected.

The Orpheus Centre Trust Notes to the Financial Statements for the year ended 31 August 2025

19 COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds £	*Restricted Funds* £	*Endowment Fund* £	*Year ended 31 August 2024* £
Income and endowments from:				
Donations and grants	*417,030*	*130,756*	*-*	*547,786*
Charitable activities	*2,790,336*	*910,971*	*-*	*3,701,307*
Other trading activities	*109,157*	*-*	*-*	*109,157*
Investments	*6,349*	*-*	*-*	*6,349*
Total income	***3,322,872***	***1,041,727***	***-***	***4,364,599***
Expenditure on:				
Raising funds	*545,988*	*-*	*-*	*545,988*
Charitable activities	*2,579,994*	*1,175,397*	*-*	*3,755,391*
Total expenditure	***3,125,982***	***1,175,397***	***-***	***4,301,379***
Net income before gains on investments	*196,890*	*(133,670)*	*-*	*63,220*
Net gains/(losses) on investments	*275,970*	*-*	*-*	*275,970*
Net income	*472,860*	*(133,670)*	*-*	*339,190*
Transfers between funds	*84,331*	*-*	*(84,331)*	*-*
Net movement in funds for the year	*557,191*	*(133,670)*	*(84,331)*	*339,190*
Reconciliation of funds				
Funds brought forward	*4,889,222*	*418,425*	*2,010,439*	*7,318,086*
Funds carried forward	*5,446,413*	*284,755*	*1,926,108*	*7,657,276*

Orpheus





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The Orpheus Centre Trust Registered Charity No: 1105213

Companies House No: 05089501 North Park Lane Godstone Surrey RH9 8ND

THE ORPHEUS CENTRE TRUST

England & Wales - Charity number 1105213

Accounts

Orpheus

Trustee Report and Accounts 2023-24

The Orpheus Centre Trust

Charity No: 1105213

Companies House No: 05089501

North Park Lane
Godstone
Surrey
RH9 8ND



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We are thrilled to share the continuing story of the Orpheus Centre's growth, success and progress through our Annual Trustee Report and Accounts for 2023–24.

Disabled people face huge health, social and employment inequalities. In the face of this, Orpheus exists to enable young disabled people to live life to the fullest. Everything we do champions their cause and amplifies their voice so that they are best placed to live and work as independently as possible. Working with each student in a personalised approach, we enable each individual student to bring about the personal and transformational change they wish for themselves and, together with their fellow students, transformational change in their communities and society. The Orpheus Centre is a Disability Confident Leader and role models inclusivity and diversity in the workplace. We are proud that 33% of our work force are disabled or have a long-term health condition and better represent the people we serve. Nationally, only 4.8% of learning disabled people are in employment. Orpheus students buck this trend, with 29% of them entering paid work on leaving college in 2023-24.

We are excited to share with you how our students achieve better outcomes for themselves and other disabled people. You will also read about the brilliant ways in which the students are helped through fundraising, for which we are forever grateful. Here are a few ways to get involved if you like to:

- Sign up via our website for our monthly newsletter to stay updated on our work.
- Join the team and work with us in the Learning, Care, Fundraising, or Administration teams.
- Volunteer your time and skills. Whether it's helping in the classrooms, at events or on reception, you can make a real difference and be a part of Orpheus.
- Become a supporting business by offering work placements, corporate volunteering hours or partnerships.
- Fundraise either on your own or with a group, and become a vital part of our mission. Every fundraising effort contributes directly to supporting the young disabled people.



> "I love Orpheus. It makes me happy and makes me calm. Sometimes Orpheus is my family to me."
>
> **Student at Orpheus**

The trustees present their report and accounts for the period ended 31 August 2024.

Incorporation

The Trust was incorporated on 31 March 2004 and is a private company, limited by guarantee and not having a share capital. The company commenced its activities on 6 April 2004.

Governing document

The charity is governed by its Memorandum and Articles of Association dated 26 October 2022, which are an update of the 2004 document, reviewed at the AGM in April 2021 and formally adopted at the October 2022 AGM. The trustees are members, each of whom guarantees to contribute £1 in the event of the charity being wound up. The Memorandum and Articles have been reviewed and updated to reflect our purpose and references to current law.

Related parties

The Orpheus Centre is connected to another charity, The Alchemy Foundation, with which it cooperates in the pursuit of charitable objectives. The Alchemy Foundation provided a grant of £44,281 (2022-23: £49,346) to cover the annual salary costs of two members of the Fundraising team.

Welcome from the Chair

"From the start of the time at their college, learners thrive due to the exceptionally well planned and implemented transition activities that prepare them well to move from school to college."

"Learners personify the values of The Orpheus Centre. They greatly enjoy their learning and become increasingly bold, inclusive and resilient.... they aspire to make the world an inclusive and joyful place."

"Leaders have developed highly effective relationships with employers within the arts and associated industries. As such, the programmes that leaders offer meet employers' business needs closely.'

"Learners are highly motivated and ambitious to achieve their aspirations, qualifications and outcomes. They are inspired by the high expectations and ambitions that leaders, trustees and staff promote."

"Experienced staff teach with passion and skill."



In some respects, this is an easy foreword to write. All the quotes you've just read – and I could have used many more – come verbatim from the June 2024 Ofsted inspection report on the Orpheus Centre. Ofsted not only found us Outstanding in every area but also provided a remarkable source of positive testimonials on what we do and how we do it. This report helps explain what so impressed them.

Much of this achievement was, of course, down to our terrific staff team under Rachel Black, our wonderful CEO, who moved to another role in late 2024. Under her successor, Andy Willetts, we intend to continue this progress.

Because, if there is one lesson we at the Orpheus Centre have taken to heart, it is that you don't rest on your laurels. Instead, you celebrate every achievement and then use it as the platform from which to plan and accomplish the next advance.

This we are doing on three fronts:

- to improve continually what we offer our students
- to spread the Orpheus message: ensuring that Orpheus is the benchmark of excellence in equipping young disabled adults to lead independent, fulfilling lives, and is an influential leader in the national debate on young adult special education
- to create new, state-of-the-art facilities on our Surrey site, enabling us to work with more students, and students with more complex needs.



You will not be surprised to learn where this is leading.

Our students, volunteers and staff are amazing, as are my fellow trustees. The demand for our work is always growing. What we need is money – particularly (but not only) for the third element above: state-of-the-art facilities don't come cheap. Over the coming months and years, you, our valued supporters, will be able to hear and read a lot more about our plans. So, I shall write no more about them now.

Instead, I shall finish by asserting that anyone experiencing the Orpheus magic first hand, whether at a performance by our students or in a visit to our site, will come away with a smile on their face and a determination to help the centre prosper. That's a challenge and a promise!



Howard Webber
Chair of Board of Trustees

Outcomes

Our total student cohort for 2023-24 remained at 64 students, with student needs increasing in complexity, particularly in the areas of mental health, emotional wellbeing and social learning. At the year-end, 48% of our final year students moved into supported living. A total of 62% of students continued in further education (2022/23: 24%). A remarkable 29% progressed to paid employment (2022/23: 11.5%), which is in stark contrast to the national employment rate for learning disabled people of 4.8%.

These results evidence the success of the Orpheus approach which was further endorsed by our Ofsted inspection during the Spring of 2024. We are proud to report that we excelled in every area of scutinity, being awarded the highest rating of Outstanding in all areas:

Outstanding

- Quality of Education
- Behaviour and Attitudes
- Personal Development
- Leadership and Management
- Provision for Learners with High Needs

This result places the Orpheus Centre in the top 10% of specialist colleges in the country. Achieving an Outstanding rating is particularly challenging and the result reflects the Orpheus Centre's dedication to high standards of teaching, exceptional student support services, and a robust, inclusive learning environment. The college has grown significantly with the number of students rising by 73% since 2019.

Influencing the sector

Project-based Learning: We believe we are the first specialist college to formally introduce project based methodology into our curriculum. This was highly regarded by Ofsted: "They have created a highly innovative project-based curriculum which provides learners with up-to-date training in arts, creativity and enterprise, along with personal, health and social development. Consequently, learners develop key knowledge, skills and behaviours that prepare them well for their next steps and greater independence in adulthood" - Ofsted Report 2024. A case study was conducted by the Edge Foundation detailing our journey and impact with implementing project based learning.

Contribution to Natspec's (National Association of Specialist Colleges) Centre of Excellence: We have supported with delivering presentations for other specialist providers and further general colleges to share our expertise in project based delivery, effective assessment and identification of starting points and transition.



Exhibitions and performances

Our winter show was 'Dr John's Clinic' and was live streamed over 5 days. The show was a moving catalogue of the historical experiences of learning disabled people in asylums. It drew on the project -based curriculum all the Orpheus students follow 'Who Am I', which asks them to identify their personal strengths and individual importance to their communities.

Orpheus students worked with three other charities, Daisy, Bloomin Arts and Art Matters, to create an art installation, 'In The Margins', telling the individual artists' stories, which was exhibited in Reigate Library.

Throughout the year, Orpheus students worked in collaboration with the Amber Foundation to design wooden benches and original pieces of music which can be played whilst sitting on the seats. Following a workshop to demonstrate the use of chainsaws to carve a wooden eagle, Michael & Jeorgia Jones carved the benches using the Orpheus and Amber artists' designs. The benches will be on tour during Academic year 2024-2025.

In the summer term students were invited to perform at Alexander O'Neal's final show of his 'Farewell Tour' at the Royal Albert Hall. It was a fantastic opportunity to showcase the students' unique skills, and they demonstrated accessibility in action by performing the final song with Alexander O'Neal, providing Makaton signed lyrics to the sellout crowd.

The students' final summer show was another live-steamed event over 5 days and entitled 'What If', being the culmination of their learning through individual 'What If' projects. The purpose of this project was to explore how we each can impact our world and our communities, examining the rights

and responsibilities of being a citizen, and developing mutual respect and tolerance. It helped the students better understand challenges faced by others as well as develop self-advocacy and leadership skills, preparing them for life outside of Orpheus.

Campaigning for inclusivity

Throughout the year Orpheus students raised their voices about the value of learning disabled people and enabled others to consider how to change their employment and inclusion practices. Our enterprise groups undertook access audits for SES Water and supported the National Trust to receive disability awareness and safeguarding training, as well as consider its journey to Disability Confidence. The students worked with a huge range of individuals and groups to raise their voices and we thank them all for partnering with us:

Pinewood Studios, Karina, Caro Parker, the Amber Foundation, Face Front Theatre, New House Art Space, Stop Gap Dance, Peer Productions, Prospero Theatre

The project involved SGN, Graeae Theatre Company, Cirque Bijou and local MP Claire Coutinho, who were interviewed by students to get first hand research and responses to inequalities in employment, an issue which impacts them all. As a result, we have recruited more employers to offer meaningful opportunities for the students, including the National Trust.

Developing our diversity

At Orpheus, it is essential that we stay at the forefront of equality, diversity and inclusive practice, making sure our culture, behaviours and leadership represent the diversity of society we aspire to see. We launched our second set of equality objectives, remained committed to the living wage foundation pledge and, in recognition of the cost of living crisis, we committed to sustainable pay increases across all staff, with general staff receiving a higher percentage than senior management, and introduced a free daily meal for all staff. Most significantly, we proudly became accredited as a Disability Confident Leader.

Royal patronage

During 2023-24, the students and staff were able to further fly the flag for inclusion and the creative industries through a range of royal events. In December our staff Jo, Alyson, Claire and Jasmine attended the Princess of Wales' carol concert, in recognition of their fabulous inclusive behaviours, and staff and student support. We were delighted to help the Duke of Edinburgh celebrate his 60th birthday in March with our friends Freewheelers Theatre, Bloomin Arts and Surrey Hills Radio, where our student Zoe performed a moving spoken word piece. In May, students Eddie and Harry brilliantly represented Orpheus at the Buckingham Palace Garden Party. And in June Orpheus participated in a round table event in London with the Duke of Edinburgh to raise the profile of the creative industries. We are grateful for the brilliant support and opportunities our patron HRH the Duke of Edinburgh provides.

Living out inclusivity

Our students are at the centre of everything we do, as is prioritising inclusivity. An important element of this is ensuring accessibility across our site, making changes in accordance with changing student needs. This year we are grateful for the huge fundraising support we received which enabled us to make the following significant changes: further upgrade our automatic door system, update our public bathrooms, create more accessible green spaces in our grounds, put in environmentally friendly safe fencing to our lake, and create a fresh and fully accessible new reception to welcome everyone to our centre.



Arts Centre Model and Enterprise Groups

We further developed our arts centre model and enterprise curriculum, to continue to build strong community links with local businesses and future employers, securing wider work opportunities for all students.

The enterprise curriculum is highly innovative and student led. In support of the necessary transferrable skills for work, life and future learning, this curriculum ensures that students actively develop and demonstrate skills and behaviours that support their enterprise businesses to thrive.

All enterprise groups have their own Orpheus sub-brand, operating as a small business offering a specific product or service.

OrpheTots devise and lead activities for children under 5 at the centre and at a local nursery. OrpheAccess offers accessibility audits to organisations, with students providing input on areas of feedback. Forum Theatre devise drama pieces for organisations around important topics such as inclusive interview practice, keeping safe, and Disability awareness.

Our hospitality and catering group provide light refreshments for visitors and events throughout the academic year, receiving industry input from a local catering business.

Performance Singers are booked for onsite and external events. Activism Art develop merchandise with a focus on positive messaging around Disability.

Extraordinary Studios offer various professional technical support for Orpheus and external events.

All enterprises are highly ambitious and creative, supporting the organisation to deliver our strategic aims effectively. We continue to support the enterprise groups to further refine, develop and influence society.

> It is not only a measure of the quality of the teaching and learning, but it also supports our shared goal of providing students with the skills they need to achieve their potential.
>
> The Rt Hon Baroness Jacqui Smith
> Minister for Skills
> *(Referencing Ofsted Report)*

Working with partners

Corporate volunteering

We are excited to welcome more local businesses to volunteer at Orpheus, responding to the growing demand for meaningful corporate partnerships. Your team's time and energy can make a lasting impact on our college and the young disabled adults we support.

Despite a few wet and windy days, teams of up to 40 have joined us with enthusiasm—cutting back vegetation, weeding, painting, creating relaxing spaces, and assisting our students in the kitchen. These hands-on days are not just about giving back; they're a chance for your team to experience Orpheus in action and work alongside our dedicated staff.

Bring your team together, make a tangible difference, and be part of the inspiring work happening at Orpheus. Get in touch today to find out how your business can get involved!

Case study: Monty's Bakehouse

Monty's Bakehouse visited Orpheus for a few corporate volunteer days in 2024. Some of their top chefs worked with the students in the Lifestyles Kitchen to create some delicious dishes. From this they have provided lunches for the rest of the team who were working hard outside maintaining our grounds. Monty's Head of HR also joined the Accessibility Group, where discussions were held in regards to making their workplace more accessible.



Orpheus is always over-subscribed and we want to support more students to live their best lives. Over the next 12 months we anticipate CQC inspection and will continue to prepare to demonstrate our outstanding support in and out of the classroom. In particular we will improve tracking of personalised independence learning across the 24-hour period for all students, as well as upskilling students in a wider range of travel options to promote independence. The college will be focusing on developing its excellence in communication, implementing 'Elklan Train the Trainer' across our team to deliver knowledge, skills and strategies to enrich speech, language and communication.

We will also focus on growing our donor base and fundraising, particularly for high-cost capital works, so that we can provide bigger and better facilities and grow our college according to demand. We will commercialise our Art Centre activity, hosting more companies to learn from the students and staff how to be Disability Confident, open up their workplace and employ more learning disabled people, and also consider options for corporate fundraising support.

Our A.R.T strategy focuses on:

A - Ambition:

Upholding values, behaviour and culture which enable Orpheus to provide outstanding education and support to young disabled adults so they are prepared for their futures with confidence and skills.

R - Renewal:

Ensuring the Orpheus Centre and its facilities remain a viable business for the future so we continue to educate and support more students and their changing needs.

T - Transformation:

Amplifying young disabled people's voices so they and Orpheus drive societal change, particularly in employment, so disabled people can live their best lives and hold their rightful place in the world.







Fundraising

A heartfelt thank you to everyone who donated or took part in our events and challenges this year. Your generosity is helping young disabled adults at Orpheus to complete their college education, gain independence, and build confidence in their abilities.

For every £1 we spent on fundraising, we raised £1.12 (compared to £1.20 in 2022-23). When including our Capital fundraising costs, this figure is £0.91. The decrease in return on investment reflects our strategic investment in developing more diverse and sustainable long-term fundraising activities, and investing in the development of a large capital appeal. It is also a reflection of continued instability across some areas of fundraising, crucially for us, in Trusts and Foundations.

We are deeply grateful for the incredible support we have received from individuals and organisations alike. Your contributions have made a lasting impact, and we could not do this without you. Thank you for being part of our journey, with particular thanks to:

Kirker Holidays, Hyundai Capital, Monty's Bakehouse, SES Water, No Fear Bridge, Fairalls, Woodward Menswear, Think Systems, RR Elite Wines, Rickety Bridge Winery, Ricoh, Nutfield Priory Hotel and Spa, Tandridge Golf Club, Silent Pool, Rayners Estate Agents, Hilton Hotels, English National Opera, Intersport, Notre Dame School Cobham, Jess Hilton and The Kebony Trust, Sam Barratt, Colin and Naomi Hall, Brian and Erica Flood, Geoff and Fiona Squire, The Hallett Family, Jim and Liz Madden, Marilyn Fry, Joanna Lumley OBE, Dame Judi Dench CH DBE FRSA, Sir Tim Rice, Ann Lovelace MBE, Alchemy Foundation, National Lottery Community Fund, Bloss Family Foundation, Community Foundation for Surrey, George Goodsir Foundation, Guild of the Nineteen Lubricators, Joseph & Lilian Sully Foundation, Kirkwood Memorial Fund, Mark Leonard Trust, Pears Foundation, Caretech Foundation, Kelsey Trust, Margaret Guido's Charitable Trust, Tandridge Together Community Fund, Waterloo Foundation Forbes Charitable Trust, Bailey Thomas, The Big Give, Hospital Saturday Fund, Rural England Prosperity Fund, William Brake Foundation, Porticus, Surrey Freemasons, Bernard and Judy Cornwell Foundation, Kirker Holidays, Hyundai Capital, Monty's Bakehouse, SES Water, No Fear Bridge, Fairalls, Woodward Menswear, Think Systems,

To ensure compliance with fundraising regulations, we are registered with the Fundraising Regulator and adhere to the highest standards set out in the Code of Fundraising Practice. We are proud to report that there were no complaints about our fundraising this year. Our commitment to providing a positive donor experience and maintaining long-term relationships built on trust remains unwavering.

Protecting vulnerable people

Our fundraisers, staff and volunteers, are well-trained in the Fundraising Code of Conduct to ensure ethical practices are consistently upheld. Our internal Safeguarding Policy, Data Protection Policy and Data Retention Policy all contribute to ensure we protect vulnerable people in the course of any of our fundraising activities. We sometimes engage third parties, whose work is closely monitored by our Head of Fundraising and Communications in line with our Third-Party Fundraising Policy.



> "The best thing about Orpheus is how understanding people are, and the chances I've been given both academically and socially"
>
> **Student at Orpheus**

Objectives and activities

Purposes and aims

Our charity's purposes as set out in the objects contained in the memorandum of association are:

- The relief of young disabled people in particular but not limited to the foregoing by the provision of care facilities
- The advancement of education for young disabled people through the provision of: a structured curriculum, training, learning and other activities which supports their aspirations and progress towards independent living and opportunities to participate in the performing arts as creators, performers, technicians, administrators and audiences

The aims of our charity are:

- To support young disabled adults who have interests and talents in the performing and visual arts to achieve the Preparing for Adulthood outcomes through participating in inclusive performance and exhibition opportunities and a personalised learning programme
- To empower our students to live as independently as possible and contribute to their local community
- To foster relationships with local, regional and national communities to bring young disabled adults into the workplace

How we ensure our work delivers our aims

Throughout each year the Trustees and senior management regularly review our work to make sure it matches with what we set out to do and we are guided by our strategy as our roadmap for success. We use our yearly Operational Plans and make sure these line up with our overall strategy. We also use Key Performance Indicators (KPIs), to see how we're doing. These KPIs are checked and approved by our different Board Committees. We also pay attention to what important groups think of us, like regulators and awarding bodies.

But success isn't just about numbers. It's also about how happy the students are. We ask them what they think through surveys where they can share their thoughts anonymously. We also talk to them in tenant meetings and through the student council, where they can bring up any issues they have. Every three months, the Student Council Board Representatives tell the Trustees about what's going on with the students and what they care about. It helps make sure everyone's voice is heard and that we're all working together to make things better.



> "The best thing this year was passing all my courses, I passed my internship based child care course!" .
>
> **Orpheus Student**



How our activities deliver public benefit

The trustees value the Charity Commission's advice on how to benefit the public and we make sure to keep their guidance in mind when we plan what we want to achieve. We're committed to being part of the shared vision to make the UK a place where disabled people have a say in their lives and can live how they want. We are actively improving equality, diversity and inclusion by completing our initial four year plan, as well as consulting with internal stakeholders to develop a new plan and future goals. As a proud Disability Confident Leader employer, we're working towards growing our workforce to further support people with disabilities in our teams and we raise awareness of disability issues at local and national level through communication with MPs and government ministers, council mayors and inspirational outreach performances.

The students' own commitment to change is shown through their awareness of social issues and fundraising efforts for good causes. Many alumni are keen to keep making a difference as ambassadors for their college and support Orpheus at events.

We support the students to realise their potential and make a positive contribution to their local community. We do this through accredited qualifications, life skills and a focus on employment.

Who used and benefited from our services?

We recruited students with a broad range of disabilities from 23 local authorities from across the UK. We had 64 students in total, of whom 24 were new starters in September 2023, with an additional new starter in May 2024. Of the total cohort, 63% identified as male, 37% identified as female, 12% identified as black, asian and minority ethnic, and 88% identified as white British.

> All staff make Orpheus a very special place and it is so lovely to turn up every day and be met by such kind and understanding people.
>
> **Parent Feedback**



Staff

We are proud to encourage a diverse mix of staff in our workforce as it is important to bring together people with a variety of backgrounds and experiences to enhance the services we can deliver at Orpheus. The ages of staff are wide ranging with 5.72% aged 18-24, 16.19% aged 25-34, 20.95% aged 35-44, 25.71% aged 45-54, 24.76% aged 55-64 and 6.67% in the over 65 group.

As part of our commitment to our Disability Confident leadership, we continue to focus on recruiting, retaining and developing disabled people. In 2023-24, 33% of our workforce declared they had a disability or long-term health condition. We collect this data through staff choosing to complete equal opportunities monitoring and staff surveys. We ensure an inclusive and supportive work environment by providing workplace adjustments where needed to help remove any disadvantages they may face. We hold regular meetings with these employees to review needs and ensure ongoing support.



We have 109 staff in total, 61 are full time, 48 part time including four bank staff. The workforce includes eight members of the senior management team and we have 19 middle managers. We have introduced enhanced leadership training through the year to develop staff skills and strengthen their abilities to manage in line with our overall objectives. This has had a positive effect on team morale, individual pride and organisational success.

Remuneration policy for key management personnel

The remuneration committee plays a crucial role in overseeing and managing the pay and benefits for the Senior Management Team (SMT). Their work is informed by comprehensive data from Croner Reward's pay and benefits database, which includes information on over 200,000 employees across 4,000 organisations, representing a combined workforce of 5,000,000. The committee's agenda typically includes reviewing the background and historical context of SMT pay to understand trends and benchmarks. They also discuss proposals put forward by the CEO regarding SMT pay reviews, ensuring that remuneration decisions align with the organisation's strategic goals and financial health. Additionally, the committee outlines the next steps to be taken following discussions and decisions, setting timelines and responsibilities for implementing agreed-upon actions. Finally, they schedule future meetings to ensure continuous oversight and timely reviews of remuneration policies. Overall, the remuneration committee ensures that the pay and benefits for the SMT are competitive, fair, and aligned with the organisation's objectives, using robust data and thorough discussions to guide their decisions.

Staff, Volunteers and Trustees

Contribution of Volunteers

Volunteers continue to provide a vital and positive role at Orpheus for the year 2023-2024. We have a good range of roles available, including evening, weekend and remote opportunities which we promote on the website and via social media. Volunteers work throughout the centre supporting the students in classrooms, on reception, helping serve meals in the canteen and assisting the Fundraising team at events. We are enormously grateful for their skills and time and their involvement helps create diversity and a sense of community at the centre. We continue in our efforts to recruit more volunteers with disabilities and we are growing our work with alumni students to be volunteer ambassadors. Reception has continued to be managed entirely by volunteers, who work wonderfully as a team and provide a warm and friendly welcome to the centre. Their donated time has the equivalent cost saving of £21,949. The total number of people volunteering this year was 40 with the number of hours donated throughout the year totalling 4812. The estimated equivalent cost of this at this year's living wage is around £60,000.

Appointment of Trustees

Trustees are responsible for making decisions about the charity's business, strategic direction and main areas of policy. Trustees delegate day-to-day leadership to the Chief Executive, who creates business and strategic plans for scrutiny, amendment and adoption by the Board. The Chief Executive is responsible for the operational management. Trustees are recruited using advertisements on our website and social media, other advertising and use of specialist recruiters. Applicants are shortlisted and then interviewed by a panel of existing trustees, students and executives.

Trustees are advised of their responsibilities under charity law and mandatory training opportunities are made available, both online and face to face. Individual meetings for all trustees with the Chair of the Board take place annually where further individual development opportunities may be offered. The Trustee Board, made up of the Trustee directors, meets every three months. At least three members must be present for the meeting, but for the annual general meeting a minimum of five trustees must be present. A representative of the Mark Leonard Trust attends occasional board meetings in accordance with that funding agreement. Committees of the Board are: Finance and HR (also responsible for IT), Quality, Learning and Care, Housing and Estates (also responsible for Health and Safety), and Fundraising and Marketing. Committee meetings are every three months to ensure accountability and compliance in key areas, provide assurance for Trustees and to support staff in every department. The committees of the Board of Trustees can include external experts and this year Quality, Learning and Care and Fundraising and Marketing have had attendees in this capacity. Senior managers are also members of each committee. The Health and Safety committee meet every month, the minutes of which meetings are reported to the Housing and Estates Committee, in line with the Health and Safety at Work Act 1974. Trustees are elected by the members at an AGM or co-opted by the Trustees. A Trustee may be re-elected for further terms of not more than three years each, but no Trustee shall serve for more than nine consecutive years, unless the members, after careful consideration, decide that it would be in the best interests of the charity for a particular Trustee to continue to serve beyond that period and that Trustee is reappointed in accordance with the Articles by the members at an AGM.





Orpheus

Feedback

> I am more confident at music, dance and film & media.
>
> Orpheus Student



> You will never know how much confidence you have installed in her as she is literally glowing from the inside."
>
> **Family member of Student**

> This has been one of the best experiences for her and she has come on so well, which has been great to see."
>
> **Family member of Student**

> Independent living and work experience definitely improved her self-esteem and confidence. We will be forever grateful to Orpheus and all the staff. It is a unique and wonderful place"
>
> **Family member of Student**

> It's amazing to be a part o this community and feel really safe and protected and helped with our lesso your mental health and there's really good jokes!"
>
> **Orpheus Student**

> My attitude towards my body has drastically changed. I am more accepting of living life in a wheelchair."
>
> **Orpheus Student**

> I feel privileged to be a part of such a great organisation and am so pleased that we can offer placements to your students and watch them thrive during their time with us."
>
> **Work placement employer**

Income and expenditure

Total incoming resources for The Orpheus Centre Trust in 2024 were £4,364,599 (2023: £3,772,444) which comprised unrestricted income £3,322,872 (2023: £2,981,834) and restricted income £1,041,727 (2023: £790,610).

Expenditure by the Centre is dominated by staff salaries and the maintenance of our facilities and equipment. The total expenditure for 2024 is £4,301,379 (2023: £4,036,560) the increase caused largely by higher employment costs and augmented staff numbers to meet increased student numbers.

The Centre's operating surplus for 2024 was £63,220 (2023:(£264,116) due to increased Income generation , and robust managing of the costs of charitable activities and staffing .

Investment policy

Orpheus seeks to produce the best financial return within an acceptable level of risk. The investment objective is to achieve capital growth at least in line with inflation (RPI) and a stable growing income stream.

The risk is spread by investing in a variety of low-medium risk mandates which are managed by three companies who provide updates to the trustees on a quarterly basis . They report annually to the Finance & HR Committee. Investments are easily accessible when required to mitigate unplanned expenditure without affecting our reserves.

At 31 August 2024 the Charity held investments valued at £2,741,849 (2023: £2,715,879). Our return on investments for 2023-2024 was a gain of £275,970 compared to a loss of £48,343 for 2022-2023. This reflected a better year for financial markets where portfolio Investments have performed much better.

Reserves and reserves policy

The Orpheus Centre relies on a mixture of income from a variety of sources to fund its activities and the continued investment in our services and facilities. Our activities and the markets in which we operate have a degree of uncertainty driven by developing Commissioner models and the constraints of public funding. The reserves policy aims to ensure that the Orpheus Centre has appropriate liquidity to build resilience against short term or sudden fluctuations in income or cost levels, unplanned urgent substantial repairs and maintenance expenditure or the need to transform our services in response to developing commissioning strategies. We are committed to providing services to our students (beneficiaries) and want to be confident that our reserves policy is fit for purpose, particularly given their vulnerability. Our reserves are an inherent part of our strategic risk management process and trustees recognise that the need for reserves will vary depending on our financial position and our assessment of the risks faced at any time. Balancing the short term need for spending on our core programmes with the need to maintain stability in the longer term is always considered. This year the Board continued to adopt the reserves policy to identify and designate reserves to long term building funds leaving at least three months of operating costs as general reserves (2024: £1,738,226; 2023: £1,344,581) noting the significant increase in operational costs this year. The policy will be reviewed and monitored and should there be any future requirement to release more reserves, there is more than sufficient capacity to do so. Cash plus investments at 31st August 2024 was £3,142,031 (31 August 2023 was £3,224,827).

Restricted reserves at 31st August 2024 were £284,755 (2023: £418,425). The balance at the same date on the expendable endowment fund was £1,926,108 (2023: £2,010,439) with depreciation of £84,331 (2023: £84,331) being charged against the fund.

Unrestricted funds at 31st August 2024 were £5,446,413 (2023: £4,889,222) of which £3,708,187 represents designated funds (2023: £3,544,641). The remaining unrestricted reserves of £1,738,226 (2023: £1,344,581) representing at least three months of operating expenditure.

Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular, the trustees have considered the charitable company's forecasts and projections.

The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the trustees have considered the charitable company's forecasts and projections. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Risk management

Risks are managed in accordance with the risk policy approved by the Board of Trustees.

The aim of the policy is to:

- understand as fully as possible the risks being faced
- take appropriate action to manage those risks
- minimise the risk of new initiatives adversely affecting existing work
- accept a higher level of uncertainty, if appropriate.

Orpheus has a risk register, which is reviewed at each of the Trustee committees and the complete register is reviewed at the Board of Trustees. Risks are scored according to likelihood and impact.

The changes to risks are reviewed termly by the various Trustee committees who review specific risks to their committee areas and the Board reviews the entire register, alongside the actions being taken or proposed to mitigate the risks.
The table below identifies the four key strategic risks that have been identified by the Board of Trustees and explains how these risks are being managed.

	Risk	Mitigation
Student numbers	Reduction in income - through fewer student applications, local authority funding withdrawals, or delayed payment causing cash flow problems	Students attend for a 3-year term; students recruited from multiple local authorities to spread risk; student recruitment team plan marketing activities, annual review of student progress and funding, and relationship management with local authority commissioners; emphasis on building robust relationships with local authorities and parents of potential students. Alignment of student recruitment marketing plans with outreach strategy to include feeder schools
Recruitment and retention	Ineffective talent management: not having the right people in the right roles or not retaining key talent leading to poor performance, poor service delivery & regulatory rating or reputational risk	Recruitment, training and development of staff fulfils regulatory requirements, including safer recruitment; hiring managers receive training for interview and selection; regular salary bench marking and review; Better training practice in place for induction, performance management and probation reviews/appraisals. New sources of advertising pursued.
Financial risk	Exogenous economic and/or financial shock such as high-cost inflation and uncertain economic outlook may affect the financial position	Quarterly review of investments. Monthly management accounts and budgetary review by executive team, reported to Trustees. Reserve balances maintained to continue financial viability. Cash flow forecasting to ensure obligations can be met
Fundraising income	Failure to reach fundraising target leading to impact on cash flow, inability to develop the organisation as planned, projects unable to continue and/or potential loss of jobs.	Experienced and effective specialist fundraising staff are in post and have an effective performance history. Fundraising strategy is in place. Major events and contingencies planned. Maintaining good relationships with key funders. Regular committee meetings. Continue to review strategy in light of new external factors e.g., fundraising market. Relative risks of each income stream and impact on likely income are considered and mitigated through department assessments and work plans

Auditors' statement

Moore Kingston Smith LLP term of office has ended and they have indicated that they do not wish to retender for the audit service.

Statement of Trustee responsibilities

The trustees (who are also directors of The Orpheus Centre Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland).

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

In preparing these financial statements the trustees are required to:

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware;

and

- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information a itor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees' Annual Report is approved on 23rd May by the Trustees of the charity in their capacity as Directors of the charity under company law and is signed on its behalf by:

> "I also learn to advocate for myself and stand up for myself and what I want and what I believe in"
>
> **Orpheus Student**



Howard Webber, Chair of the Board of Trustees

23 May 2025

Independent Auditor's report to the members of The Orpheus Trust

Opinion

We have audited the financial statements of The Orpheus Centre Trust ('the charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities including the income and expenditure account, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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

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

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

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

"I've really enjoyed doing drama, learning to be more independent and I've also written a script! I would like to complete my Silver Arts Award."

Orpheus Student



Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

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

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 20, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees 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 trustees 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 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 judgement 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 purposes of expressing an opinion on the effectiveness of the charitable company'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 charitable company'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 charitable company 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.

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.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.

- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP.

James Saunders (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor
Betchworth House
57-65 Station Road
Redhill
Surrey
RH1 1DL

28 May 2025

"The best bits were having my own flat, doing art and work experience and making friends."

Orpheus Student



Statement of Financial Activities

The Orpheus Centre Trust

Statement of Financial Activities for the year ended 31 August 2024

(Including Income Expenditure Account)

	Notes	Unrestricted Funds	Restricted Funds	Endowment Fund	Year ended 31 August 2024	Year ended 31 August 2023
		£	£	£	£	£
Income and endowments from:						
Donations and grants	2	417,030	130,756	-	547,786	597,250
Charitable activities	3	2,790,336	910,971	-	3,701,307	3,073,842
Other trading activities	4	109,157	-	-	109,157	96,605
Investments		6,349	-	-	6,349	4,747
Total income		**3,322,872**	**1,041,727**	-	**4,364,599**	**3,772,444**
Expenditure on:						
Raising funds		549,858	-	-	549,858	499,387
Charitable activities		2,576,124	1,175,397	-	3,751,521	3,537,173
Total expenditure	5	**3,125,982**	**1,175,397**	-	**4,301,379**	**4,036,560**

The Orpheus Centre Trust

Statement of Financial Activities for the year ended 31 August 2024
(Continued)
(Including Income Expenditure Account)

Net income/(expenditure) before gains on investments		196,890	(133,670)	-	63,220	(264,116)
Net gains/(losses) on investments	**9**	275,970	-	-	275,970	(48,343)
Net income/(expenditure)	**7**	472,860	(133,670)	-	339,190	(312,459)
Transfers between funds	**13**	84,331	-	(84,331)	-	-
Net movement in funds for the year		557,191	(133,670)	(84,331)	339,190	(312,459)
Reconciliation of funds						
Funds brought forward		4,889,222	418,425	2,010,439	7,318,086	**7,630,545**
Funds carried forward	**13**	**5,446,413**	**284,755**	**1,926,108**	**7,657,276**	**7,318,086**

There were no gains or losses during the year other than those included in the statement of financial activities.

The Orpheus Centre Trust

Balance Sheet at 31 August

	Notes	2024 £	2023 £
Fixed assets			
Tangible fixed assets	8	4,536,276	4,383,953
Investments	9	2,741,849	2,715,879
Total fixed assets		**7,278,125**	**7,099,832**
Current assets			
Debtors	10	189,880	128,338
Cash at bank and in hand		400,182	508,948
Total current assets		**590,062**	**637,286**
Liabilities			
Creditors: amounts falling due within one year	11	210,911	419,032
Net current assets		**379,151**	**218,254**
Total assets less current liabilities		**7,657,276**	**7,318,086**
Total net assets		**7,657,276**	**7,318,086**
Represented by:			
Endowment funds	13	1,926,108	2,010,439
Restricted funds	13	284,755	418,425
Unrestricted funds	13	5,446,413	4,889,222
		7,657,276	**7,318,086**

Companies House no: 05089501

Approved by the Board on 23rd May 2025 and signed on its behalf by



Howard Webber, Chairman

The Orpheus Centre Trust

Statement of Cash Flows for the year ended 31 August 2024

	Notes	Year ended 31 August 2024	Year ended 31 August 2023
		£	£
Net cash provided by operating activities	a	124,927	398,649
Cash flows from investing activities			
Purchase of tangible fixed assets		(483,693)	(403,564)
Purchase of investments		250,000	-
Disposal proceeds		-	-
Change in cash and cash equivalents		(108,766)	(4,915)
Cash and cash equivalents at the beginning of the reporting period		508,948	513,863
Cash and cash equivalents at the end of the reporting period		400,182	508,948
a. Reconciliation of net income to net cash inflow from operating activities			
Net income before gains on investments		63,220	(264,116)
Adjustments for:			
Depreciation and write-off of fixed assets		331,370	324,349
Loss on disposal of fixed assets		-	-
Decrease/ (increase) in debtors		(61,542)	85,255
(Decrease) / increase in creditors		(208,121)	253,161
Net cash provided by operating activities		124,927	398,649
Analysis of Cash and Cash Equivalents			
Cash In Hand		400,182	508,948
Notice Deposits (less than 3 months)		-	-
Total cash and Cash Equivalents		400,182	508,948
Analysis of changes in Net debt			
Cash		400,182	508,948
Cash Equivalents		-	-
Loans		-	-
		400,182	508,948

The Orpheus Centre Trust

Notes to the Financial Statements for the year to 31 August 2024

1.ACCOUNTING POLICIES

Basis of accounting
The Orpheus Centre Trust is a charitable company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Orpheus Centre, North Park Lane, Godstone, Surrey, RH9 8ND. Every member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up but not exceeding £1.

The financial statements are prepared in Sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The charity meets the definition of a public benefit entity under FRS 102. The financial statements have been prepared in accordance with the accounting policies set out in notes to the financial statements and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP).

Going concern
The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular,the trustees have considered the charitable company 's forecasts and projections .
The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable company's forecasts and projections. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Income
All income is recognised where there is an entitlement to the funds, the receipt is probable and the amount can be measured reliably. Deferred income represents amounts received for future periods and is released to income for the period for which it has been received.

Government grants comprise amounts received during the year adjusted for income which relates to future periods.

Expenditure
Expenditure is included on an accrual basis.

Costs of generating funds are those incurred in attracting voluntary income.

Expenditure on charitable activities comprises those costs incurred on the learning programme, the provision of domiciliary care and supported housing. It includes both costs that can be allocated directly to those activities and those costs of an indirect nature to support them.

Governance costs are associated with the governance arrangements of the charity and include the cost of external audit fees. These have been included in support costs.

Central services staff costs, administrative expenses and overheads are allocated to the costs of raising funds and charitable activities on the basis of time spent by staff on these activities.

Fund accounting
Unrestricted funds are donations and other income receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

1.ACCOUNTING POLICIES (CONTINUED)

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on a straight line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected life.

The depreciation rates are as follows:

Freehold and building Improvements	10-50 years
Musical instruments	5 years
Furniture and equipment	5 years
Computer equipment and music technology	3 years
Motor vehicles	5 years

Land is not depreciated.

The threshold for capitalising tangible fixed assets is £500.

Operating leases
Rentals applicable to operating leases are charged against expenditure over the period in which the cost is incurred.

Pensions
The Charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Financial instruments

a. Cash and cash equivalents
Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

b. Debtors and creditors
Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price.

c. Fixed Asset Investments
Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Critical accounting estimates and areas of judgement
In the view of the trustees applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry significant risk of material adjustment in the next financial year.

2 INCOME FROM DONATIONS AND GRANTS

Year ended 31 August 2024	Unrestricted Funds £ 2024	Restricted Funds £ 2024	Endowment Funds £ 2024	Total Funds £ 2024
Donations	417,030	118,808	-	535,838
Grants	-	11,948	-	11,948
Total donations and grants	**417,030**	**130,756**	**-**	**547,786**

Year ended 31 August 2023	Unrestricted Funds £ 2023	Restricted Funds £ 2023	Endowment Funds £ 2023	Total Funds £ 2023
Donations	339,455	58,233	-	397,688
Grants	120,000	79,562	-	199,562
Total donations and grants	**459,455**	**137,795**	**-**	**597,250**

3 INCOME FROM CHARITABLE ACTIVITIES

Year ended 31 August 2024	Unrestricted Funds £ 2024	Restricted Funds £ 2024	Endowment Funds £ 2024	Total Funds £ 2024
Learning programme:				
Learning fees	2,010,141	910,971	-	2,921,112
	2,010,141	**910,971**	**-**	**2,921,112**
Domiciliary care:				
Domiciliary care fees	547,645	-	-	547,645
	547,645	**-**	**-**	**547,645**
Supported housing:				
Rent	232,550	-	-	232,550
	232,550	**-**	**-**	**232,550**
	2,790,336	**910,971**	**-**	**3,701,307**

Year ended 31 August 2023	Unrestricted Funds £ 2023	Restricted Funds £ 2023	Endowment Funds £ 2023	Total Funds £ 2023
Learning programme:				
Learning fees	1,658,475	652,815	-	2,311,290
	1,658,475	**652,815**	**-**	**2,311,290**
Domiciliary care:				
Domiciliary care fees	585,304	-	-	585,304
	585,304	**-**	**-**	**585,304**
Supported housing:				
Rent	177,248	-	-	177,248
	177,248	**-**	**-**	**177,248**
	2,421,027	652,815	0	3,073,842

4 OTHER TRADING ACTIVITIES

Year ended 31 August 2024	Unrestricted Funds £ 2024	Restricted Funds £ 2024	Endowment Funds £ 2024	Total Funds £ 2024
Hire of facilities	60,000	-	-	60,000
Sales of goods and services	26,122	-	-	26,122
Other income	23,035	-	-	23,035
	109,157	-	-	**109,157**

Year ended 31 August 2023	Unrestricted Funds £ 2023	Restricted Funds £ 2023	Endowment Funds £ 2023	Total Funds £ 2023
Hire of facilities	46,992	-	-	46,992
Sales of goods and services	20,557	-	-	20,557
Other income	29,056	-	-	29,056
	96,605	-	-	**96,605**

5 EXPENDITURE

Year ended 31 August 2024	Staff costs	Other direct costs	Allocation of central costs	2024 Total
	£	£	£	£
Cost of raising funds	318,248	109,115	122,495	549,858
Cost of charitable activities:				
Learning programme	1,221,298	295,211	763,810	2,280,319
Residential & domiciliary care	567,949	34,826	311,494	914,269
Supported housing and Estates	226,574	110,833	106,443	443,850
Capital Appeal Fund Raising	61,871	51,212	-	113,083
Governance	-	-	-	-
	2,395,940	**601,197**	**1,304,242**	**4,301,379**

Year ended 31 August 2023	Staff costs	Other direct costs	Allocation of central costs	2023 Total
	£	£	£	£
Cost of raising funds	240,532	137,737	121,118	499,387
Cost of charitable activities:				
Learning programme	1,179,343	224,132	757,146	2,160,621
Residential & domiciliary care	529,101	65,884	307,744	902,729
Supported housing and Estates	227,384	127,921	105,107	460,412
Loss on Fixed Asset Disposals	-	-	-	-
Governance	12,840	571	-	13,411
	2,189,200	**556,245**	**1,291,115**	**4,036,560**

6 EMPLOYEES

Number of employees
The average monthly number of employees during the period was 109(2023 - 106).

Employment costs	Year ended 31 August 2024 £	Year ended 31 August 2023 £
Salaries and wages	2,554,749	2,377,529
Social security costs	225,817	207,702
Pension Costs	105,757	96,260
Total employment costs	**2,886,323**	**2,681,491**

The key management personnel of the charity are the Senior Management Team including Trustees.
The remuneration for the Key Manangement Personnel was £586K (2023: £502k).
The Trustees received no remuneration or benefits in kind from the Charity. Total expenses for the trustees were £76 (year ended 31 August 2023 - £321). The expenses related to travel reimbursement for three Trustees.
Volunteers donated time was £ 21,949 with total hours donated for the year totalling 4812

Emoluments of Highest Paid Employees

	Number of Employees		Pension Contributions	
	2024	2023	2024	2023
£60k-70k	1	3	2,642	7,470
£70k-80k	1	0	2642	0
£80k-90k	0	0	0	0
£90k-100k	1	1	2,642	2495

7 NET INCOMING/(OUTGOING)RESOURCES

	Year ended 31 August 2024 £	Year ended 31 August 2023 £
Net incoming resources before transfers are stated after charging:		
Depreciation	331,370	324,349
Bank interest	6,349	195
Investment management fees	32,007	25,711
Auditors' remuneration	21,000	20,400
Auditors' non-audit remuneration		600

8 TANGIBLE FIXED ASSETS

	Freehold land & buildings £	Assets under construction £	Musical instruments £	Furniture & equipment £	Motor vehicles £	Total £
Cost						
At 31 August 2023	5,971,519	171,145	52,987	1,100,610	94,543	7,390,804
Additions	119,784	200,055	1,469	162,385	-	483,693
Transfers			-	-	-	-
Disposals	-	-	-	-	-	-
At 31 August 2024	**6,091,303**	**371,200**	**54,456**	**1,262,995**	**94,543**	**7,874,497**
Depreciation						
At 31 August 2023	2,042,728	-	49,060	823,504	91,559	3,006,851
Charge for the year	174,047	-	3,555	150,784	2,984	331,370
Disposals	-	-	-	-	-	-
At 31 August 2024	**2,216,775**	-	**52,615**	**974,288**	**94,543**	**3,338,221**
Net book value						
At 31 August 2024	**3,874,528**	**371,200**	**1,841**	**288,707**	-	**4,536,276**
At 31 August 2023	**3,928,791**	**171,145**	**3,927**	**277,106**	**2,984**	**4,383,953**

9 INVESTMENTS

	2024	2023
	£	£
Market value as at 31 August 2023	2,715,879	2,764,222
Less Cash withdrawals	(250,000)	-
Add: net gain/(loss) on revaluation	275,970	(48,343)
Market value as at 31 August 2024	**2,741,849**	**2,715,879**
Historical cost as at 31 August 2023	**2,817,804**	**2,752,101**

	31 August 2023	31 August 2022
Split as:	£	£
Fixed asset investments	2,741,849	2,715,879
Current asset investments	-	-
	2,741,849	**2,715,879**
Comprised of:		
Listed equities	2,665,143	2,599,841
Cash held within the investment portfolio	76,706	116,038
	2,741,849	**2,715,879**

10 DEBTORS

	31 August 2024	31 August 2023
	£	£
Student income	735	21,769
Other debtors, prepayments and accrued income	189,145	106,569
	189,880	**128,338**

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31 August 2024	31 August 2023
	£	£
Other taxes and social security	50,530	51,857
Wages	13,848	14,056
Other creditors and accruals	146,533	353,119
	210,911	**419,032**
Deferred Income-Charity		
At 1 September	51,885	-
Released in Year	(51,885)	
Received in Advance	53,429	51,885
At 31 August	53,429	51,885

12 FINANCIAL INSTRUMENTS

	31 August 2024	31 August 2023
	£	£
Carrying amount of financial assets		
Financial assets measured at fair value through the SOFA	2,741,849	2,715,879
Financial assets measured at amortised cost - debtors less prepayments	92,952	41,217
	2,834,801	**2,757,096**
Carrying amount of financial liabilities		
Financial liabilities measured at amortised cost	**160,381**	**367,175**

13 MOVEMENT IN FUNDS

Year ended 31 August 2024	At 1 September 2023	Incoming resources	Outgoing resources	Transfers	At 31 August 2024
	£	£	£	£	£
Expendable Endowment Fund					
Buildings and equipment	2,010,439	-	-	(84,331)	1,926,108
Restricted funds					
Gorton Fund	1,864	-	(280)	-	1,584
Outreach Programme	148,470	27,993	(3,672)	-	172,791
Learning Programme	-	910,971	(910,971)	-	-
Capital Development	10,000		(2,880)	-	7,120
Alchemy Foundation	-	44,956	(43,594)	-	1,362
COIN	31,931	-	(29,159)	-	2,772
Transitions Fund	152,923	7,500	(153,442)	-	6,981
Minibus Fund	2,527	20,000	(2,531)	-	19,996
Games equipment	629		(76)	-	553
Music lessons	1,000	-	(1,000)	-	-
Enterprise Café	3,019	5,370	(1,461)	-	6,928
Sculpture Trail	12,892	-		-	12,892
Sensory Garden	651	-	-	-	651
Playing Cards	483	150	-	-	633
Nurse Aid Call System	3,000	-	-	-	3,000
Wellbeing	23,000		(1,095)	-	21,905
Connecting Communities	1,985			-	1,985
Enterprise Fund	20,000	393	(513)	-	19,880
Other activities	4,051	24,394	(24,724)	-	3,721
Total restricted funds	418,425	1,041,727	(1,175,397)	-	284,755
Unrestricted funds					
General funds	1,344,581	3,322,872	(2,850,012)	(79,215)	1,738,226
Designated funds					
Long term Building Fund	1,134,473	-	-	-	1,134,473
Music lessons	29,796	-	-	-	29,796
New building supported housing fund	286,715	-	-	(10,971)	275,744
Manor House Fund	13,760	-	-	(13,760)	-
Fixed Asset Fund	2,079,897	-	-	188,277	2,268,174
Total unrestricted funds	4,889,222	3,322,872	(2,850,012)	84,331	5,446,413
Total funds	7,318,086	4,364,599	(4,025,409)	-	7,657,276

Expendable Endowment Fund
The Expendable Endowment Fund represents donations received specifically for building and equipping the Orpheus Centre. In 2023-24 depreciation on buildings amounting to £84,331 was charged to the fund (2022-23-: £84,331). Transfers reflect movements in the relevant fixed assets in the year

Restricted funds

Gorton fund
The Gorton Fund represents a donation in the memory of a former apprentice to be used for any student wishing to undertake an adventurous activity.

Outreach Programme
This programme exists to give young disabled adults the opportunity to support and mentor other disadvantaged or disaffected groups across the UK.

Learning programme
The learning programme fund consists of bursaries and grants to fund learning activities during the year.

Alchemy Foundation
The Alchemy Foundation grant is towards salary costs in the Fundraising Department.

COIN
A pilot Communication and Social Interaction Hub for students who have communication and social interaction difficulties and a passion for the creative and performing arts.

Transitions
This project supports our students to "move on" from the college and live independently once they leave us with an established social support structure and activities, and making a positive contribution to their community.

Minibus Fund
The Minibus Fund was set up to buy a minibus for student transport.

Muga
This fund is for the creation of a Multi Use Games Area (MUGA) for students and staff at the Orpheus Centre.

Games equipment
This fund was created to support the purchase of games equipment for use by our students.

Music Lessons
This fund is for payment towards the employment of a Musician in Residence.

Enterprise Café
This fund is to create a small café where students can practise enterprise and food preparation skills. All food items for sale would be prepared on site.

Sculpture Trail
This fund is to create a sculpture trail and a take away café. The café would provide valuable work experience opportunities for our disabled students, as well as a source of income for the charity. The nature trail would be open to members of the public.

Sensory Garden
A fund for a water efficient garden providing a sensory experience and bringing positive learning opportunities for our students.

Playing Cards
This fund was created for one of our students to extend their illustration, art and design skills to produce a pack of playing card to be sold worldwide.

Nurse Aid Call System
This relates to an upgrade to our Aid Call system which will provide additional safety and security to our students who live on site.

Enterprise Café
This fund is for Learners to be involved in improving their business skilss such as money handling , and service provision such as running a Enterpise Café

WellBeing
This relates to funding for specific activities relating to Wellbeing

Connecting Communities
This funding is for Commissioning of Art work

Enterprise Fund
Fund for any enterprise ideas run by the students. The funds are donated by No Fear Bridge

Capital Development Fund
The Capital Development Fund has been in existence since 13/09/2016. It has historically been funded by Xmas Appeal dona

Other activities
These relate to miscellaneous amounts granted towards funding various smaller activities. In 23-24 we were awarded a gran

Unrestricted funds

General funds
General funds represent those funds that are unrestricted.

Designated funds
The Fixed Asset Fund, New Building Supported Housing Fund and the Manor House Fund have been moved from Restricted Funds into the Designated Funds. The reason for the transfer is that the assets have been constructed and there are no ongoing restrictions in place and they are available to use by the Centre to fulfil its general. charitable activities.
In 2019 a £50,000 legacy from the estate of Joyce Hayes was placed into a fund for music lessons in recognition of the donor's profession as a music teacher.
In 2020 a new designated fund (Long Term Building) was established to budget for capital expenditure on a long term basis (5-10 years).

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Year ended 31 August 2024

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Fixed assets	5,352,017	-	1,926,108	7,278,125
Current assets	305,307	284,755	-	590,062
Current liabilities	(210,911)	-	-	(210,911)
	5,446,413	**284,755**	**1,926,108**	**7,657,276**

Year ended 31 August 2023

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Fixed assets	5,089,393	-	2,010,439	7,099,832
Current assets	218,861	418,425	-	637,286
Current liabilities	(419,032)	-	-	(419,032)
	4,889,222	**418,425**	**2,010,439**	**7,318,086**

15 OPERATING LEASE COMMITMENTS

The charity's future minimum operating lease payments are as follows:

	31 August 2024	31 August 2023
	£	£
Equipment		
Within one year	10,377	4,147
Between two and five years	42,922	10,135

Operating lease payments recognised as an expense were £3,690 (2022-23: £3,690)

16 RELATED PARTY TRANSACTIONS

There are no related party Transactions to report in 2023-24.
In 2022-23 one of our trustees was also a trustee of Alchemy Foundation . Donation for 22-23 was £49,346 .
The Trustee resigned as a trustee of The Orpheus Centre in April 2023.
Donation from Alchemy for 2023-24 was £44,956 .

17 CAPITAL COMMITMENTS

At the year end, the charity had entered into contractual commitments for capital expenditure totalling £ Nil (2022-23: £72,395). Other debtors includes £Nil (2022-23: £Nil) in respect of deposits paid against these commitments.

18 DEED OF CHARGES

There are three Deeds of Charge affecting 1-3 Stone Barn, The Orpheus Centre and workshops 1-3 The Green Barn, North Park Farm, Godstone (The "Property") each dated 20 April 2017. Under the deeds, the Charges are collectively entitled to 50% of the "Net Development value", which is payable should planning permission be granted to develop the property (in whole or part). As the trust has no intention of selling the property, it is not necessary to include a contingent liability writing the financial statements.
As the payment is due whenever planning permission is obtained, these Deeds will need to be taken into account in the event of any development of the land affected.

Legal and Administrative Information

Trustees of the Orpheus Centre

- Howard Webber (Chair)
  Chair (elected April 2022)
- Gordon Curtis
  (resigned April 2024)
- Virginia Fenton
  (appointed December 2017)
- Neil White
  (appointed February 2016)
- Vikranth Chandran
  (appointed April 2022)
- Jessica Dallyn
  (appointed April 2023)
- Katie Stevens
  (co-opted October 2023; appointed April 2024)
- Helen Ashley Taylor
  (appointed April 2024)
- Zoe Ota
  (appointed April 2024)
- Joelle Leader
  (appointed April 2024)
- Tom McLaughlan
  (appointed April 2022)

Honorary Roles

- Richard Stilgoe
  President and Founder
  (Appointed 2023)
- John Beer
  Vice President
  (Appointed 2023)
- Richard Groom
  Vice President
  (Appointed 2023 - Sadly passed away September 2024)



Key Management Personnel

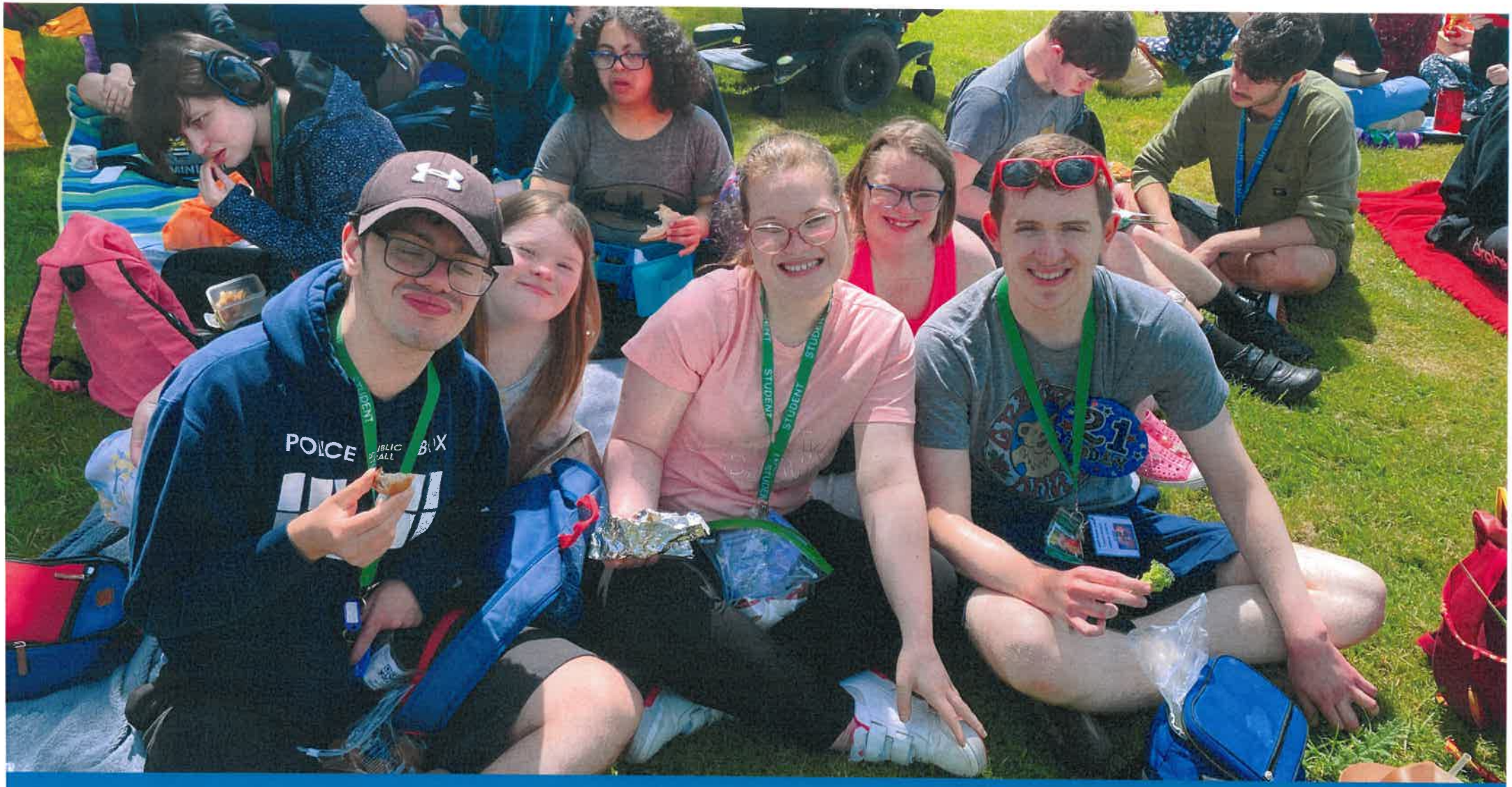
- Rachel Black - CEO
  (resigned 15 November 2024)
- Andrew Willetts - CEO
  (appointed 6 January 2025)
- Richard Clark - Head of Finance
  (resigned January 2024)
- Michael Gainlall - Director of Finance and Operations
  (appointed January 2024)
- Jay Harris - Head of HR
  (Interim CEO 15 November 2024 – 6 January 2025)
- Tom Harris - Head of Facilities
- Moira Clifton - COO
- Sam Owen - Head of Care
- Chloe Smith - Principal
- Peter White - Head of Fundraising and Communications

Bankers

Coutts & Co, 440 Strand, London, WC2

Auditors

Moore Kingston Smith LLP, Chartered Accountants, Betchworth House, 57-65 Station Road, Redhill, Surrey, RH1 1DL



FIND OUT MORE

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orpheus-centre

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Tel: 01883 744664
www.orpheus.org.uk

Orpheus

The Orpheus Centre Trust
Charity No: 1105213
Companies House No: 05089501
North Park Lane
Godstone
Surrey
RH9 8ND

THE ORPHEUS CENTRE TRUST

England & Wales - Charity number 1105213

Accounts



Impact Report and Accounts 2022-23

The Orpheus Centre Trust

Charity No: 1105213

Companies House No: 05089501

North Park Lane
Godstone
Surrey
RH9 8ND

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Introduction

We are proud to present our Annual Impact and Accounts' for 2022–23, where we share our story of growth and progress driven by our strategy.

We're delighted to showcase our successes and how we've supported young disabled people in gaining confidence and independence, to live the lives they want.

At the heart of our organisation lies a commitment to pushing boundaries and building opportunities. We work to redefine what's possible for young disabled people. With your support, we see a future where every individual has the opportunity to reach their full potential.

In this report, you'll also learn about how we fundraise and use this money to benefit the young people.

We're thankful to everyone who supports us in making a difference in their lives. Here's just some of the ways you can get involved:

- Sign up via our website for our monthly newsletter to stay updated on our work.
- Join the team and work with us in the Learning, Care, Fundraising, or Administration teams.
- Volunteer your time and skills. Whether it's helping in the classrooms, at events or on reception, you can make a real difference and be a part of Orpheus.
- Become a supporting business by offering work placements, corporate volunteering hours or partnerships.
- Fundraise either on your own or with a group, and become a vital part of our mission. Every fundraising effort contributes directly to supporting the young disabled people. So, join us in making a difference and be a catalyst for change.



The trustees present their report and accounts for the period ended 31 August 2023.

Incorporation

The Trust was incorporated on 31 March 2004 and is a private company, limited by guarantee and not having a share capital. The company commenced its activities on 6 April 2004.

Governing document

The charity is governed by its Memorandum and Articles of Association dated 19th April 2022, which are an update of the 2004 document, reviewed at the AGM in April 2021 and formally adopted at the April 2022 AGM. The trustees are members, each of whom guarantees to contribute £1 in the event of the charity being wound up. The Memorandum and Articles have been reviewed and updated to reflect our purpose and references to current law.

Related Parties

The Orpheus Centre is connected to another charity, The Alchemy Foundation, with which it cooperates in the pursuit of charitable objectives. The Alchemy Foundation provided a grant of £49,346 (2021-22: £44,860) to cover the annual salary costs of two members of the Fundraising team.

> "The arts centre has the power to transform lives and make positive change."
>
> **The Orpheus Centre**

Welcome from the CEO and Chair



This year we marked the 25th birthday of the Orpheus Centre. In many respects, Britain offers so much more for young disabled adults than was the case 25 years ago – and the Orpheus Centre itself has been part of the movement agitating for and bringing about these changes. But some of the challenges faced by the first cohort of Orpheus students would be all too recognisable to their successors today.

The students move into adulthood in a world which should be more available to them but, instead, continues to present considerable obstacles to their independence and employment. We are proud to work with these amazing young people, to be a part of their unique and brilliant journeys. They are their best advocates, and we hope we can amplify their voices.

As an organisation seeking to be and to remain a beacon in our sector – an exemplar of what accessible education can be – the Orpheus Centre can never stand still. We must, obviously, respond to the many, and increasing, regulatory requirements and best practice ideas in safeguarding, curriculum development, and the students' personal growth. Our students must be kept safe even as we work with them to live fulfilling and independent adult lives. We must assist them to acquire the skills and tools to thrive in the challenging outside world.





And we must maintain and enhance an environment at the Orpheus Centre which visitors to the centre always comment on, and which often comes down to the brief phrase 'the magic'.

We have grown considerably, adapting our work as the needs of young disabled people have changed over that time. We now have more students with more complex needs. We have progressed significantly against all the stated aims of our 2020-25 strategy, but each of them remains valid. And new concerns have arisen as the numbers of disabled young people who require specialist education, supported housing and employment continue to grow, while society has made too little progress in ensuring they have a smooth path to adulthood and independence. So the Orpheus Centre remains as relevant as ever, maybe even more so.

We are larger, with bigger student and staff teams; and our culture is continually evolving – as reflected in the refreshed strategy described in this report, focusing on Ambition, Renewal and Transformation. We are also better informed about the possibilities and challenges for our buildings and infrastructure as well as the needs of future students. We remain determined to enable our wonderful students to live their best lives, to take their rightful place in the world, and to drive change in society for the better.

There is much to do, none of which is possible without the outstanding support we receive – from students, their families, volunteers, staff, funders and other advocates. We are overwhelmed by the dedication of those who champion our cause and our students. Thank you all.

Howard Webber
Chair



Rachel Black
CEO

We have seen huge achievements and successes and we are proud of everyone who made these possible.

Awards

We were delighted to win two prestigious national awards and be shortlisted for another, which is testament to the difference we are making in the lives of the young people.

NATSPEC Award for Mental Health and Wellbeing (2022)

NATSPEC Award for Innovative Curriculum (shortlisted) (2023)

Mental Health in Education Award for Universal Wellbeing (2023)

Learning in a digital world

The demand for Orpheus continues to grow, increasing to 64 students this year, and the students' needs are changing, as we anticipated. So we updated our curriculum, teaching, learning and assessment and parent and carer support programme, using even more digitals skills, so our students can flourish in the modern world.

Orpheus is proudly Cyber Essentials + accredited and we established an assistive technology champion to keep us on track with new developments. Students and teachers now create digital evidence of learning which is far more accessible and individualised. We implemented specialist training for new tutors, created a range of specialist support roles, and enhanced staff training, which meant we successfully retained and recruited the right people to deliver excellent learning and support, in spite of the ongoing recruitment challenges in the sector.

Leading the way

Orpheus became the first specialist college to implement a project based curriculum, based on the concept of the 'Who Am I' project and in partnership with the Edge Foundation. Run in parallel with a creative process of each student's choosing, the next project 'Where's Our Jobs?' saw them investigate the obstacles to work, including inaccessibility, lack of awareness, welfare systems, and non-inclusive education.

Campaigning for change

This kickstarted the first Orpheus campaign, centred on the employment inequalities for disabled people. Through classroom sessions, film making, drama, animation, community activities, music, marketing and promotion, learners explored social themes and the project culminated in the 'Where's Our Jobs?' showcase film to actively promote equal access to work for disabled people and an inclusive society. The work to produce the film was learner-led, in partnership with a range of artists and employers, as well as Orpheus staff and volunteers. The students feel passionately about this subject which directly impacts their futures and were motivated to take on a real world issue and raise awareness of the challenges around jobs for disabled people.
The project involved SGN, Graeae Theatre Company, Cirque Bijou and local MP Claire Coutinho, who were interviewed by students to get first hand research and responses to inequalities in employment, an issue which impacts them all. As a result, we have recruited more employers to offer meaningful opportunities for the learners including the National Trust.

Developing our diversity

At Orpheus, it is essential that we stay at the forefront of equity, diversity and inclusive practice, making sure our culture, behaviours and leadership represent the diversity of society and change we aspire to see. We launched our second set of equality objectives, remained committed to the living wage foundation pledge and, in recognition of the cost of living crisis, we committed to sustainable pay increases across all staff, with general staff receiving a higher percentage than senior management, and introduced a free daily meal for all staff. Most significantly, we proudly became accredited as Disability Confident Leaders.

> "I cook better, live on my own with some help and I'm learning to drive. The best bits were having my own flat, doing art and work experience and making friends."
>
> **Student at Orpheus**

Improving our site

We anticipated and saw changing needs in our student cohort, for which we continued to adapt our facilities and environment with modern and specialist accessible bathrooms, an upgraded and much quieter automatic door system, and access to our gardens for everyone. To ensure we keep reducing our environmental impact we developed our environmental and sustainability plans. Because the demand for Orpheus continues to grow and the students' needs are increasing in complexity, we must ensure our college buildings remain fit for the future. This year we worked with the local planning team to understand options for building on our site as well as completing a feasibility study to understand our potential to raise money for new developments.



Arts opportunities

Arts remain at the centre of all we do, providing opportunities for all students to develop their communication and work skills, confidence and independence. Our ambitious outreach programme and partner collaborations included fantastic work with Leatherhead Theatre, Surrey Hills Radio, and Folkington Manor. Students performed and provided tech support at a dinner with our Patron, HRH The Duke of Edinburgh, at Windsor Castle and at the Orpheus Silver Anniversary Gala celebration at Freemason's Hall London. Students represented Orpheus beautifully at the Buckingham Palace garden party, snagging a cheeky selfie with our Patron there as well!

An amazing opportunity for students arose when Orpheus was commissioned as the location for a new BBC comedy 'Kirkmoore' featuring a fictional college for disabled students. 20 Orpheus students gained valuable work experience as paid actors in the film.

Finally, Orpheus students created a brilliant performance on the theme of Connections and also included music composed and performed by the students. The performance challenged the audience's perceptions of the boundaries we all face when seeking our place in the world and was a collaboration with Figment Arts. The dancers and musicians went on to be outstanding performers at the All England Dance Centenary at the London Coliseum, being the only all-disabled dance group and bringing the house down with their beautiful performance.

> "A fantastic example of all you're doing to build and maintain employer engagement relationships."
>
> **Family of a Student**



Arts Centre Model and Enterprise Groups

To secure more work experience for all students, the Transitions team implemented a three year Pathway to Employment. All year groups participate in enterprise groups which develop essential work skills, and this year we set up the Arts Café on site and our own radio station, Rocket Radio.

The Enterprise Groups have their own Orpheus style brand as a small business and offer a specific product or service. Students learn about marketing, customer service and planning and how to share their skills with prospective customers. The OrpheAccess group offers disability audits of workplaces using the students' own feedback on areas of improvement. Other groups include Orphetots (arts based activities and sessions for children), the Performance Singing group and the Extraordinary Studios using students' tech abilities to compose and record music.

To build stronger community links with local businesses, future employers and dignitaries, we began piloting the Orpheus Arts Centre model, involving all student enterprise groups, as well as our wider organisation, outreach, and Fundraising team.

> "I feel privileged to be part of such a great organisation and am so pleased that we can offer placements to your students and watch them thrive during their time with us"
>
> **Work placement employer**

Working with partners

Corporate Volunteering

We have responded to the growth in demand for opportunities for local businesses to come in and volunteer their time at Orpheus and it is having a real impact on supporting the college as a whole. Despite some very wet and windy days, teams of up to 40 have enthusiastically come along and cut vegetation, weeded, painted, created spaces to sit as well as helping the students in the kitchens. These volunteer days provide an opportunity to see the college 'in action' and work alongside staff.

Case study: SGN

SGN visited Orpheus for a corporate volunteer day. Thanks to close stewardship and an ongoing dialogue, SGN were later invited to take part in the Where's Our Jobs? film as a local employer in support of Orpheus. To show their commitment, SGN then offered the opportunity for a student to take part in a workbased placement with them. This has been highly successful, providing a contrasting work experience in that student's learning journey and informing their future work choices.

Laura Hillier from SGN said:

"Teaming up with Orpheus has been a real pleasure for us at SGN. These past couple of years have been fantastic. We've been running workshops on interview skills, and it's been great – we learn just as much from the students as they do from us. They really challenge us to step up our recruitment game. And having a student from Orpheus with us every week has been a delight. Here's to more learning and growth together!"

Plans for the Future



When we launched our 2020-25 strategy, it addressed some crucial organisational needs for change and some large scale societal challenges, and our progression against its aims has been significant. Our student numbers have grown rapidly but there remain significant societal obstacles to these young disabled adults achieving their aspirations in adulthood and independence. However, Orpheus is now different too: we are a bigger and stronger team of staff and volunteers with a better balance of internal and external perspectives. We are better informed about the possibilities and challenges for our work, our buildings and our infrastructure, as well as the needs of future students. So the time is right for a refreshed strategy for 2023-28, which retains the core priorities of outstanding education and support, excellent and accessible facilities, and equity in employment for disabled adults.

Our A.R.T strategy focuses on:

A – Ambition:

Upholding values, behaviour and culture which enable Orpheus to provide outstanding education and support to young disabled adults so they are prepared for their futures with confidence and skills.

R – Renewal:

Ensuring the Orpheus Centre and its facilities remain a viable business for the future so we continue to educate and support more students and students with changing needs.

T - Transformation:

Amplifying young disabled people's voices so they and Orpheus drive societal change, particularly in employment, so disabled people can live their best lives and hold their rightful place in the world.







Celebrating 25 years

We proudly marked the 25th anniversary of the Orpheus Centre in 2023. As founder and now President I look back on the past 25 years of the charity's journey and it is impossible not to feel astonished by the progress we've made and the many lives we've touched and transformed along the way. What began as a humble endeavour with five young musicians, Orpheus has blossomed into an admired specialist college for 64 students with onsite accommodation and exciting prospects for the future.

From the early days to the present, our mission has remained unwavering: to enable young disabled people, who are passionate about the arts to benefit and grow from being part of something very special. Through the dedication of the staff and volunteers, the generosity of donors, the support of the families and the resilience of the students, we've forged a legacy of impact that reverberates far beyond what we could have ever imagined.

Over the years, we've witnessed transformational moments, personal and organisational, and, most of all, the empowerment of individuals as they gain new skills and opportunities. Each success story is a testament to what happens when students, staff and volunteers work to achieve something together. This inclusive (and admittedly Utopian) vision remains at our heart as we continue to create positive change for all those involved.

As we look to the future, we are inspired to continue our work with even greater determination and innovation. We have overcome challenges in the past, and that gives us strength to overcome whatever challenges we face in the future. Armed with the successes of the past and the resilience of everyone at Orpheus, we move forward, knowing that the next 25 years hold infinite possibilities for growth, impact, and hope.

Sir Richard Stilgoe
OBE



Leaflet from the opening of the centre

Orpheus opening in 1998 by Prince Edward

Royal Albert Hall 2004

Orpheus the Mythical show at The Other Palace 20th anniversary show 2018

Outdoor gym ribbon cutting with Lord Lieutenant 2022

Sir Richard Stilgoe with students inside the Creative Arts Cafe

Fundraising

We want to say a big thank you to everyone who donated or took part in our events and challenges this year. Your generous support is helping young disabled adults complete their college education at Orpheus and develop their independence and confidence. For every pound we spent on fundraising, we raised £1.19, (2021-22 £1.25). After taking out central costs, we raised £1.57 for every pound spent (2021-22 £1.83). The decrease of 14% from last year is due to investment in developing more diverse, long term fundraising activities.

We mitigate our risk of non-compliance with fundraising regulations by our registration with the Fundraising Regulator and we adhere to the highest standards of fundraising practice in line with the Code of Fundraising Practice. There were no complaints about our fundraising this year. We are committed to providing a positive donor experience and we enjoy a long-term relationship with our supporters based on trust. Our fundraisers (both staff and volunteers) are familiar with the Fundraising Code of Conduct to ensure that it is applied properly.

Individual donors are written to occasionally to ask them to support our work, and applications are made to a number of charitable trusts, foundations and companies for grants as well as holding special events. Occasionally third parties are used to write large grant applications to statutory bodies or foundations. This activity is monitored by the Head of Fundraising and Communications using our Third-Party Fundraising policy which states the standards we expect.

We're incredibly grateful for the support we've received from lots of different organisations and individuals. Your contributions have made a real difference. Thank you to everyone who has helped us along the way including:

Axa Assistance, No Fear Bridge, HDI Global Specialty, Gatwick Airport Community Trust, The Perfume Shop, Fairalls, Woodward Menswear, Think Systems, Team Frames Trade & Retail, RR Elite Wines, Rickety Bridge Winery, The Spot, Ricoh, Golf Escapes, Nutfield Priory Hotel and Spa, West Sussex Golf Club, Tandridge Golf Club, Silent Pool, Rayners Estate Agents, Feu Diamonds, Squerryes, Hilton Hotels, English National Opera, Intersport, Notre Dame School Cobham Colin and Naomi Hall, Brian and Erica Flood, Geoff and Fiona Squire, The Hallett Family, Jim and Liz Madden, Marilyn Fry, Lucy Arterton, Joanna Lumley OBE, Dame Judi Dench CH DBE FRSA, Sir Tim Rice, Ann Lovelace MBE, Alchemy Foundation, Community Fund, Bloss Family Foundation, Community Foundation for Surrey, George Goodsir Foundation, Guild of the Nineteen Lubricators, Joseph & Lilian Sully Foundation, Kirkwood Memorial Fund, Mark Leonard Trust, Pears Foundation, Caretech Foundation, Kelsey Trust,Margaret Guido's Charitable Trust, Tandridge Together Community Fund, Waterloo Foundation.



"One can really see how young people have developed skills – artistic and through leadership. The access to professional media equipment and artists is fantastic"

Arts Award moderation Summer 2023



"I really like being an ambassador. It's good to help people feel better and safe."

Samuel describes himself as having "a positive outlook" and there is no denying that every time he chats to someone. His bubbly personality and confidence make him the perfect choice to be one of the students who help show visitors round at the Orpheus Centre.

All of the students have difficulties which can affect their education, communication and mobility. Each student is unique and so is their approach to the world and how they achieve their goals. Therefore Orpheus offers personalised learning programmes within an innovative curriculum based around formal qualifications, work placements, real world projects and classroom sessions so all students can develop independence and life skills as well as nurturing their creative talents.

Samuel is 24 and in his third year at the Orpheus Centre and has made use of every opportunity he has come across at college during his time.

Thanks to an innovative curriculum and an expanding range of learning experiences, Samuel takes part in the Orphetots childcare group working with children in nursery settings and he was chosen for the Unexpected Leaders programme, teaching his favourite subject {dance} to children. During his college days he also helps run the Arts Café serving snacks and drinks to students and staff and is a Safeguarding Ambassador supporting his peers and raising awareness of important issues such as online bullying.

"I really like being an ambassador. It's good to help people feel better and safe" he says proudly.

Samuel's positivity and confidence enables him to take part in activities and show to himself and others how much he can achieve. His tutors often comment on his enthusiasm in the sessions and how hard he works. As his confidence grows, this supports the development of his communication and listening skills and supports his learning abilities now and in the future.

"I'm kind, polite and caring, I like looking after people" says Samuel "and I am smart with a nice haircut" he adds grinning.

Objectives and Activities

Purposes and aims

Our charity's purposes as set out in the objects contained in the memorandum of association are:

- The relief of young disabled people in particular but not limited to the foregoing by the provision of care facilities
- The advancement of education for young disabled people through the provision of: a structured curriculum, training, learning and other activities which supports their aspirations and progress towards independent living and opportunities to participate in the performing arts as creators, performers, technicians, administrators and audiences

The aims of our charity are:

- To support young disabled adults who have interests and talents in the performing and visual arts to achieve the Preparing for Adulthood outcomes through participating in inclusive performance and exhibition opportunities and a personalised learning programme
- To empower our students to live as independently as possible and contribute to their local community
- To foster relationships with local, regional and national communities to bring young disabled adults into the workplace

How we ensure our work delivers our aims

Throughout each year the Trustees and senior management regularly review our work to make sure it matches with what we set out to do and we are guided by our strategy as our roadmap for success. We use our yearly Operational Plans and make sure these line up with our overall strategy. We also use Key Performance Indicators (KPIs), to see how we're doing. These KPIs are checked and approved by our different Board Committees. We also pay attention to what important groups think of us, like regulators and awarding bodies.

But success isn't just about numbers. It's also about how happy the students are. We ask them what they think through surveys where they can share their thoughts anonymously. We also talk to them in tenant meetings and through the student council, where they can bring up any issues they have. Every three months, the Student Council Board Representatives tell the Trustees about what's going on with the students and what they care about. It helps make sure everyone's voice is heard and that we're all working together to make things better.



> "I will be eternally grateful that you showed me how to 'believe in myself'."
>
> Orpheus Student





"I'm learning to talk to people. It is helping my health. I'm opening up about my feelings."

Ellen is 20 and in her third year at the Orpheus Centre. She's softly spoken but makes herself heard above the chatter of her peers in the classroom. She smiles when she talks about friendships and how she is working hard at negotiating the complexities of making friends.

"I'm working on how I feel about friendships", she says as she explains how she felt proud of talking to a member of staff. "I wasn't sure what to say to my friend but I didn't want to make her sad. I'm pleased I spoke to someone about it. It's much better now."

Ellen would like to one day work in childcare and is part of the Orphetots group at Orpheus, where students work with nurseries and play groups, to develop their understanding of children and provide activities such as reading sessions and music.

Ellen explains: "I like helping children with special needs. I'd like to work with them."

With the support of her tutors, Ellen has worked really hard on her attention, listening and communication skills.

One of the tutors said: "Ellen has grown into a powerful advocate for herself, clearly able to communicate her wants and needs to other learners, staff and people she interacts with. She comes across as a confident and responsible person who has presented to the Board of Trustees and has recently become a Student Safeguarding Ambassador, a highly regarded position which comes with great responsibilities."

She is clearly proud of how far she has come at the Orpheus Centre and the effect it is having on her wellbeing.

"I'm learning to talk to people. It is helping my health. I'm opening up about my feelings. I'm proud of looking after my health."



How our activities deliver public benefit

The trustees value the Charity Commission's advice on how to benefit the public and we make sure to keep their guidance in mind when we plan what we want to achieve. We're committed to being part of the shared vision to make the UK a place where disabled people have a say in their lives and can live how they want. We are actively improving equality, diversity and inclusion by completing our initial four year plan, as well as consulting with internal stakeholders to develop a new plan and future goals. As a proud Disability Confident Leader employer, we're working towards growing our workforce to further support people with disabilities in our teams and we raise awareness of disability issues at local and national level through communication with MPs and government ministers, council mayors and inspirational outreach performances.

The students' own commitment to change is shown through their awareness of social issues and fundraising efforts for good causes. Many alumni are keen to keep making a difference as ambassadors for their college and support Orpheus at events.

We support the students to realise their potential and make a positive contribution to their local community. We do this through accredited qualifications, life skills and a focus on employment.

Who used and benefited from our services?

We recruited students with a broad range of disabilities from 18 local authorities from across the UK. We had 64 students in total, of whom 18 were new starters in September 2022. Of the total cohort, 50% identified as male, 50% identified as female, 8% identified as black, asian and minority ethnic, and 92% identified as white British

> "I can get my voice heard and get the mental health support that I need."
>
> Student at Orpheus



Staff

We are proud to encourage a diverse mix of staff in our workforce as it is important to bring together people with a variety of backgrounds and experiences to enhance the services we can deliver at Orpheus.

The ages of staff are wide ranging with 5.4% aged 18-24, 18% aged 25-34, 19.8% aged 35-44, 25.2% aged 45-54, 27.1% aged 55-64 and 4.5% in the over 65 group.

As part of achieving our Disability Confident Leader status we have developed our reasonable adjustments provision and raised awareness of creating a level playing field across the organisation. As a result we have seen a 9.6% rise in the number of staff with disabilities. This is important to enable employees to use their lived experience to better understand and support the students.

We have 111 staff in total, 60 are full time, 46 part time and five are bank staff. The workforce includes eight members of the senior management team and we have 21 middle managers. We have introduced enhanced leadership training through the year to develop staff skills and strengthen their abilities to manage in line with our overall objectives. This has had a positive effect on team morale, individual pride and organisational success.

Contribution of Volunteers

Volunteers continue to have a positive impact on Orpheus for the year 2022-2023. We have a good range of roles available, including evening, weekend and remote opportunities which we promote on the website and via social media. Volunteers work throughout the centre supporting the students in classrooms, on reception, helping serve meals in the canteen and assisting the Fundraising team at events. We are enormously grateful for their skills and time and their involvement helps create diversity and a sense of community at the centre.

We continue in our efforts to recruit more volunteers with disabilities and we are growing our work with alumni students to be volunteer ambassadors.

Reception has continued to be managed entirely by volunteers, who work wonderfully as a team and provide a warm and friendly welcome to the centre.

Their donated time has the equivalent cost saving of £18,564.

The total number of people volunteering this year was 43 with the number of hours donated throughout the year totalling 3224.

The estimated equivalent cost of this at this year's living wage is £32,884.80.



Appointment of Trustees

Trustees are responsible for making decisions about the charity's business, strategic direction and main areas of policy. Trustees delegate day-to-day leadership to the Chief Executive, who creates business and strategic plans for scrutiny, amendment and adoption by the Board. The Chief Executive is responsible for the operational management. Trustees are recruited using advertisements on our website and social media, other advertising and use of specialist recruiters. Applicants are shortlisted and then interviewed by a panel of existing trustees, students and executives.

Trustees are advised of their responsibilities under charity law and mandatory training opportunities are made available, both on line and face to face. Individual meetings for all trustees with the Chair of the Board take place annually where further individual development opportunities may be offered.



The Trustee Board, made up of the Trustee directors, meets every three months. At least three members must be present for the meeting, but for the annual general meeting a minimum of five trustees must be present. A representative of the Mark Leonard Trust attends occasional board meetings in accordance with that funding agreement. Committees of the Board are: Finance and HR (also responsible for IT), Quality, Learning and Care, Housing and Estates [also responsible for Health and Safety], and Fundraising and Marketing. Committee meetings are every three months to ensure accountability and compliance in key areas, provide assurance for Trustees and to support staff in every department. The committees of the Board of Trustees can include external experts and this year Quality, Learning and Care and Fundraising and Marketing have had attendees in this capacity. Senior managers are also members of each committee. An executive Health and Safety group meet every month, the minutes of which meetings are reported to the Housing and Estates Committee, in line with the Health and Safety at Work Act 1974. Trustees are elected by the members at an AGM or co-opted by the Trustees. A Trustee may be re-elected for further terms of not more than three years each, but no Trustee shall serve for more than nine consecutive years, unless the members, after careful consideration, decide that it would be in the best interests of the charity for a particular Trustee to continue to serve beyond that period and that Trustee is reappointed in accordance with the Articles by the members at an AGM. Sir Richard Stilgoe resigned as a trustee in April of 2023 and now holds the position of Founder and President through which he continues to conduct ambassadorial activities on behalf of the Orpheus Centre. We also said a fond farewell to trustees Sammy Massiah, Chris Burling and Gordon Curtis, and we have welcomed new trustees Katie Stevens, Jessica Dallyn, Helen Taylor, Zoe Ota and Joelle Leader.







"He has loved every second at Orpheus from start to finish."

Fiona *(Mum)*

This is Joseph, 21 and he is in his final year at the Orpheus Centre. His favourite subject is drama. He particularly enjoyed doing a performance of Singing in the Rain. He started at the Orpheus Centre in 2020 during the Covid19 pandemic, an experience he described as making him stressed. But he appreciated all the Zoom meetings he had with the college.

"I love working at the Hilton hotel"

Joseph has aspirations to work in a bar in the future. Through the Orpheus Centre's work experience scheme he has been working at the Hilton three days a week. While working at the Hilton he has taken on a number of different responsibilities including working at the bar which he has particularly enjoyed. In conjunction with the Orpheus transitions team, Joseph is hoping to continue working at a Hilton nearer his home in September once he comes to the end of his journey at the Orpheus Centre.

Joseph also spent some time in supported living at the Orpheus Centre. This helped him work towards living independently and learning skills around the flat such as managing food, shopping, cooking and general domestic tasks.

Joseph is also an Olympic Karate competitor and medal winner. He was selected to represent Great Britain at the Virtus Global Games and was selected to represent England in the European Senior Karate Championships in Spain.







Orpheus

> Thank you for the best three years of my life.
>
> Orpheus Student



> You will never know how much confidence you have installed in her as she is literally glowing from the inside."
>
> Family member of Student

> This has been one of the best experiences for her and she has come on so well, which has been great to see."
>
> Family member of Student

> Independent living and work experience definitely improved her self-esteem and confidence. We will be forever grateful to Orpheus and all the staff. It is a unique and wonderful place"
>
> Family member of Student

> It's amazing to be a part of this community and feel really safe and protected and helped with our lessons, your mental health and there's really good jokes!"
>
> Orpheus Student

> My attitude towards my body has drastically changed. I am more accepting of living life in a wheelchair."
>
> Orpheus Student

> I feel privileged to be a part of such a great organisation and am so pleased that we can offer placements to your students and watch them thrive during their time with us."
>
> Work placement employer

Income and Expenditure

Total incoming resources for The Orpheus Centre Trust in 2023 were £3,772,444 (2022: £3,861,787) which comprised unrestricted income £2,981,834 (2022: £2,873,475) and restricted income £790,610 (2022: £988,312).

Expenditure by the Centre is dominated by staff salaries and the maintenance of our facilities and equipment. The total expenditure for 2023 is £4,036,560 (2022: £3,612,422) the increase caused largely by higher employment costs and augmented staff numbers to meet increased student numbers.

The Centre's deficit for 2023 was (£264,116) (2022: £249,365) due to cost of raising funds, cost of charitable activities and staffing costs.

Investment Policy

Orpheus seeks to produce the best financial return within an acceptable level of risk. The investment objective is to achieve capital growth at least in line with inflation (RPI) and a stable growing income stream.

The risk is spread by investing in a variety of low-medium risk mandates which are managed by three companies who provide updates to the trustees on a quarterly basis . They report annually to the Finance Committee. Investments are easily accessible when required to mitigate unplanned expenditure without affecting our reserves.

At 31 August 2023 the Charity held investments valued at £2,715,879 (2022: £2,764,222).Our return on investments for 2022-2023 was a loss of £48,343 compared to a loss of £194,616 for 2021- 2022. This reflected another difficult year for financial markets which continued to grapple with high levels of inflation and concerns over a possible recession.

Reserves and Reserves Policy

The Orpheus Centre relies on a mixture of income from a variety of sources to fund its activities and the continued investment in our services and facilities. Our activities and the markets in which we operate have a degree of uncertainty driven by developing Commissioner models and the constraints of public funding. The reserves policy aims to ensure that the Orpheus Centre has appropriate liquidity to build resilience against short term or sudden fluctuations in income or cost levels, unplanned urgent substantial repairs and maintenance expenditure or the need to transform our services in response to developing commissioning strategies. We are committed to providing services to our students (beneficiaries) and want to be confident that our reserves policy is fit for purpose, particularly given their vulnerability. Our reserves are an inherent part of our strategic risk management process and trustees recognise that the need for reserves will vary depending on our financial position and our assessment of the risks faced at any time. Balancing the short term need for spending on our core programmes with the need to maintain stability in the longer term is always considered. This year the Board continued to adopt the reserves policy to identify and designate reserves to long term building funds leaving at least three months of operating costs as general reserves (2023: £1,344,581; 2022: £1,763,859) noting the significant increase in operational costs this year. The policy will be reviewed and monitored along with the finances and should there be any future requirement to release more reserves, there is more than sufficient capacity to do so. Cash plus investments at 31st August 2023 was £3,224,827 (31 August 2022 was £3,278,085).

Restricted reserves at 31st August 2023 were £418,425 (2022: £380,197). The balance at the same date on the expendable endowment fund was £2,010,439 (2021: £2,094,770) with depreciation of £84,331 (2022: £84,331) being charged against the fund.

Unrestricted funds at 31st August 2023 were £4,889,222 (2022: £5,155,578) of which £3,544,641 represents designated funds (2022: £3,391,719). The remaining unrestricted reserves of £1,344,581 (2022: £1,763,859) representing at least three months of operating expenditure.

Risk management

The Board and executive team reviewed the content of the risk register quarterly through both Board and Board committee meetings to accurately reflect current circumstances, enable historical analysis and facilitate ongoing review. Both the likelihood and impact scores of each risk and their mitigation are considered and updated as required, with an annual review of all risks by the Board.

> I feel confident doing things by myself.
>
> Student at Orpheus

Auditors' statement

Moore Kingston Smith LLP have indicated their willingness to continue in office and, in accordance with the provisions of the Companies Act, it is proposed that they be reappointed auditors for the ensuing year.

Statement of Trustee Responsibilities

The trustees (who are also directors of The Orpheus Centre Trust for the purpose s of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland).

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

In preparing these financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting standards have been followed, subject to any material departures departures disclosed and explained in the financial statements;

and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware;

and

- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information a itor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees' Annual Report, which incorporates the Strategic Report, is approved on 24th April by the Trustees of the charity in their capacity as Directors of the charity under company law and is signed on its behalf by:



Howard Webber, Chair of the Board of Trustees

Opinion

We have audited the financial statements of The Orpheus Centre Trust ('the charitable company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities including the income and expenditure account, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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

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

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

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



Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

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

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

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 47, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees 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 trustees 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 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 judgement 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 purposes of expressing an opinion on the effectiveness of the charitable company'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 charitable company'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 charitable company 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.

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.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.

- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP.

17 June 2024

James Saunders (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor
Betchworth House
57-65 Station Road
Redhill
Surrey
RH1 1DL



The Orpheus Centre Trust

Statement of Financial Activities for the year ended 31 August 2023
(*Including Income Expenditure Account*)

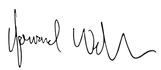
	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Year ended 31 August 2023 £	Year ended 31 August 2022 £
Income and endowments from:						
Donations and grants	2	459,455	137,795	-	597,250	447,822
Charitable activities	3	2,421,027	652,815	-	3,073,842	3,320,518
Other trading activities	4	96,605	-	-	96,605	93,255
Investments		4,747	-	-	4,747	192
Total income		**2,981,834**	**790,610**	**-**	**3,772,444**	**3,861,787**
Expenditure on:						
Raising funds		499,387	-	-	499,387	357,287
Charitable activities		2,784,791	752,382	-	3,537,173	3,255,135
Total expenditure	5	**3,284,178**	**752,382**	**-**	**4,036,560**	**3,612,422**
Net income before gains on investments		(302,344)	38,228	-	(264,116)	249,365
Net gains/(losses) on investments	9	(48,343)	-	-	(48,343)	(194,616)
Net income	7	(350,687)	38,228	-	(312,459)	54,749
Transfers between funds	13	84,331	-	(84,331)	-	-
Net movement in funds for the year		(266,356)	38,228	(84,331)	(312,459)	54,749
Reconciliation of funds						
Funds brought forward		5,155,578	380,197	2,094,770	7,630,545	**7,575,796**
Funds carried forward	13	**4,889,222**	**418,425**	**2,010,439**	**7,318,086**	**7,630,545**

There were no gains or losses during the year other than those included in the statement of financial activities.

The Orpheus Centre Trust
Balance Sheet at 31 August 2023

	Notes	2023 £	2022 £
Fixed assets			
Tangible fixed assets	**8**	4,383,953	4,304,738
Investments	**9**	2,715,879	2,764,222
Total fixed assets		**7,099,832**	**7,068,960**
Current assets			
Debtors	**10**	128,338	213,593
Cash at bank and in hand		508,948	513,863
Total current assets		**637,286**	**727,456**
Liabilities			
Creditors: amounts falling due within one year	**11**	419,032	165,871
Net current assets		**218,254**	**561,585**
Total assets less current liabilities		**7,318,086**	**7,630,545**
Total net assets		**7,318,086**	**7,630,545**
Represented by:			
Endowment funds	**13**	2,010,439	2,094,770
Restricted funds	**13**	418,425	380,197
Unrestricted funds	**13**	4,889,222	5,155,578
		7,318,086	**7,630,545**

Companies House no: 05089501
Approved by the Board on 24th April 2024 and signed on its behalf by



Howard Webber, Chairman

The Orpheus Centre Trust
Statement of Cash Flows for the year ended 31 August 2023

	Notes	August 2023 £	August 2022 £
Net cash provided by operating activities	a	398,649	456,059
Cash flows from investing activities			
Purchase of tangible fixed assets		(403,564)	(497,566)
Purchase of investments		-	(450,000)
Disposal proceeds		-	-
Change in cash and cash equivalents		(4,915)	(491,507)
Cash and cash equivalents at the beginning of the reporting period		513,863	1,005,370
Cash and cash equivalents at the end of the reporting period		508,948	513,863

a. Reconciliation of net income to net cash inflow from operating activities

Net income before gains on investments	(£264,116)	249,365
Adjustments for:		
Depreciation and write-off of fixed assets	324,349	297,875
Loss on disposal of fixed assets	-	1,509
Decrease/ (increase) in debtors	85,255	(56,054)
(Decrease) / increase in creditors	253,161	(36,636)
Net cash provided by operating activities	398,649	456,059

The Orpheus Centre Trust
Notes to the Financial Statements for the year to 31 August 2023

1.ACCOUNTING POLICIES

Basis of accounting
The Orpheus Centre Trust is a charitable company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Orpheus Centre, North Park Lane, Godstone, Surrey, RH9 8ND. Every member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up but not exceeding £1.

The financial statements are prepared in Sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The charity meets the definition of a public benefit entity under FRS 102. The financial statements have been prepared in accordance with the accounting policies set out in notes to the financial statements and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP).

Going concern
The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular,the trustees have considered the charitable company 's forecasts and projections .
The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable company's forecasts and projections. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Income
All income is recognised where there is an entitlement to the funds, the receipt is probable and the amount can be measured reliably. Deferred income represents amounts received for future periods and is released to income for the period for which it has been received.

Government grants comprise amounts received during the year adjusted for income which relates to future periods.

Expenditure
Expenditure is included on an accrual basis.

Costs of generating funds are those incurred in attracting voluntary income.

Expenditure on charitable activities comprises those costs incurred on the learning programme, the provision of domiciliary care and supported housing. It includes both costs that can be allocated directly to those activities and those costs of an indirect nature to support them.

Governance costs are associated with the governance arrangements of the charity and include the cost of external audit fees. These have been included in support costs.

Central services staff costs, administrative expenses and overheads are allocated to the costs of raising funds and charitable activities on the basis of time spent by staff on these activities.

Fund accounting
Unrestricted funds are donations and other income receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

The Orpheus Centre Trust
Notes to the Financial Statements for the year to 31 August 2023

1.ACCOUNTING POLICIES (CONTINUED)

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on a straight line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected life.

The depreciation rates are as follows:

Freehold buildings	50 years
Building improvements	10 years
Musical instruments	5 years
Furniture and equipment	5 years
Computer equipment and music technology	3 years
Motor vehicles	4 years
Land is not depreciated.	

The threshold for capitalising tangible fixed assets is £250.

Operating leases
Rentals applicable to operating leases are charged against expenditure over the period in which the cost is incurred.

Pensions
The Charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Financial instruments

a. Cash and cash equivalents
Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

b. Debtors and creditors
Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price.

c. Fixed Asset Investments
Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Critical accounting estimates and areas of judgement

In the view of the trustees applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry significant risk of material adjustment in the next financial year.

2 INCOME FROM DONATIONS AND GRANTS

Year ended 31 August 2023	Unrestricted Funds £ 2023	Restricted Funds £ 2023	Endowment Funds £ 2023	Total Funds £ 2023
Donations	339,455	58,233	-	397,688
Grants	120,000	79,562	-	199,562
Total donations	**459,455**	**137,795**	**-**	**597,250**

Year ended 31 August 2022	Unrestricted Funds £ 2022	Restricted Funds £ 2022	Endowment Funds £ 2022	Total Funds £ 2022
Donations	204,425	93,906	-	298,331
Grants	60,000	89,491	-	149,491
Total donations	**264,425**	**183,397**	**-**	**447,822**

3 INCOME FROM CHARITABLE ACTIVITIES

Year ended 31 August 2023	Unrestricted Funds £ 2023	Restricted Funds £ 2023	Endowment Funds £ 2023	Total Funds £ 2023
Learning programme:				
Learning fees	1,658,475	652,815	-	2,311,290
Box office	-	-	-	-
Grants and donations	-	-	-	-
	1,658,475	**652,815**	**-**	**2,311,290**
Domiciliary care:				
Domiciliary care fees	585,304	-	-	585,304
	585,304	-	-	**585,304**
Supported housing:				
Rent	177,248	-	-	177,248
Grants	-	-	-	-
	177,248	**-**	-	**177,248**
	2,421,027	**652,815**	**-**	**3,073,842**

Year ended 31 August 2022	Unrestricted Funds £ 2022	Restricted Funds £ 2022	Endowment Funds £ 2022	Total Funds £ 2022
Learning programme:				
Learning fees	1,670,479	804,915	-	2,475,394
Box office	2,441	-	-	2,441
Grants and donations	-	-	-	-
	1,672,920	**804,915**	**-**	**2,477,835**
Domiciliary care:				
Domiciliary care fees	632,309	-	-	632,309
	632,309	-	-	**632,309**
Supported housing:				
Rent	210,374	-	-	210,374
Grants	-	-	-	-
	210,374	**-**	-	**210,374**
	2,515,603	**804,915**	-	**3,320,518**

4 OTHER TRADING ACTIVITIES

Year ended 31 August 2023	Unrestricted Funds £ 2023	Restricted Funds £ 2023	Endowment Funds £ 2023	Total Funds £ 2023
Hire of facilities	46,992	-	-	46,992
Sales of goods and services	20,557	-	-	20,557
Other income	29,056	-	-	29,056
	96,605	**-**	**-**	**96,605**

Year ended 31 August 2022	Unrestricted Funds £ 2022	Restricted Funds £ 2022	Endowment Funds £ 2022	Total Funds £ 2022
Hire of facilities	46,992	-	-	46,992
Sales of goods and services	20,218	-	-	20,218
Other income	26,045	-	-	26,045
	93,255	**-**	**-**	**93,255**

5 EXPENDITURE

Year ended 31 August 2023	Staff costs £	Other direct costs £	Allocation of central costs £	2023 Total £
Cost of raising funds	240,532	137,737	121,118	499,387
Cost of charitable activities:				
Learning programme	1,179,343	224,132	757,146	2,160,621
Residential & domiciliary care	529,101	65,884	307,744	902,729
Supported housing and Estates	227,384	127,921	105,107	460,412
Loss on Fixed Asset Disposals	-	-	-	-
Governance	12,840	571	-	13,411
	2,189,200	**556,245**	**1,291,115**	**4,036,560**

Year ended 31 August 2022	Staff costs £	Other direct costs £	Allocation of central costs £	2022 Total £
Cost of raising funds	195,393	49,528	112,366	357,287
Cost of charitable activities:				
Learning programme	1,081,778	175,305	690,727	1,947,810
Residential & domiciliary care	557,531	32,985	270,616	861,132
Supported housing and Estates	203,247	110,204	97,933	411,384
Loss on Fixed Asset Disposals	1,509	-	-	1,509
Governance	31,600	1,700	-	33,300
	2,071,058	**369,722**	**1,171,642**	**3,612,422**

6 EMPLOYEES

Number of employees
The average monthly number of employees during the period was 106 (2022 - 106).

Employment costs	Year ended 31 August 2023 £	Year ended 31 August 2022 £
Salaries and wages	2,377,529	2,191,956
Social security costs	207,702	205,239
Pension Costs	96,260	74,531
Total employment costs	**2,681,491**	**2,471,726**

The key management personnel of the charity are the Senior Management Team including Trustees.
The Remuneration for the Key Manangement Personnel was £502K (2022: £484k).
The Trustees received no remuneration or benefits in kind from the Charity. Total expenses for the trustees were £321 (year ended 31 August 2022 - £1,405). The expenses related to Travel reimbursement for three Trustees.
Volunteers donated Time was £32,884.80 with total hours donated for the year totalling 3224.

Emoluments of Highest Paid Employees

	Number of Employees		Pension Contributions	
	2023	2022	2023	2022
£60k-70k	3	2	7,470	4,403
£70k-80k	0	0	0	0
£80k-90k	0	0	0	0
£90k-100k	1	1	2,495	2201

7 NET INCOMING/(OUTGOING)RESOURCES

	Year ended 31 August 2023 £	Year ended 31 August 2022 £
Net incoming resources before transfers are stated after charging:		
Depreciation	324,349	297,875
Bank interest	195	2
Investment management fees	25,711	19,687
Auditors' remuneration	20,400	15,144
Auditors' non-audit remuneration	600	6,840

8 TANGIBLE FIXED ASSETS

	Freehold land & buildings £	Assets under construction £	Musical instruments £	Furniture & equipment £	Motor vehicles £	Total £
Cost						
At 31 August 2022	5,886,064	-	52,987	953,646	94,543	6,987,240
Additions	168,660	87,940	-	146,964	-	403,564
Transfers	(83,205)	83,205	-	-	-	-
Disposals	-	-	-	-	-	-
At 31 August 2023	**5,971,519**	**171,145**	**52,987**	**1,100,610**	**94,543**	**7,390,804**
Depreciation						
At 31 August 2022	1,868,977	-	42,781	687,311	83,433	2,682,502
Charge for the year	173,751	-	6,279	136,193	8,126	324,349
Disposals	-	-	-	-	-	-
At 31 August 2023	**2,042,728**	**-**	**49,060**	**823,504**	**91,559**	**3,006,851**
Net book value						
At 31 August 2023	**3,928,791**	**171,145**	**3,927**	**277,106**	**2,984**	**4,383,953**
At 31 August 2022	**4,017,087**	**-**	**10,206**	**266,335**	**11,110**	**4,304,738**

9 INVESTMENTS

	2023	2022
	£	£
Market value as at 31 August 2022	2,764,222	2,508,838
Add: additions to investments at cost	-	450,000
Add: net gain/loss on revaluation	(48,343)	(194,616)
Market value as at 31 August 2023	**2,715,879**	**2,764,222**
Historical cost as at 31 August 2023	**2,752,101**	**2,741,238**

	31 August 2023	31 August 2022
	£	£
Split as:		
Fixed asset investments	2,715,879	2,764,222
Current asset investments	-	-
	2,715,879	**2,764,222**
Comprised of:		
Listed equities	2,599,841	2,662,207
Cash held within the investment portfolio	116,038	102,015
	2,715,879	**2,764,222**

10 DEBTORS

	31 August 2023	31 August 2022
	£	£
Student income	21,769	36,911
Other debtors, prepayments and accrued income	106,569	176,682
	128,338	**213,593**

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31 August 2023	31 August 2022
	£	£
Other taxes and social security	51,857	62,395
Wages	14,056	23,911
Other creditors and accruals	353,119	79,565
	419,032	**165,871**

12 FINANCIAL INSTRUMENTS

	31 August 2023	31 August 2022
	£	£
Carrying amount of financial assets		
Financial assets measured at fair value through the SOFA	2,715,879	2,764,222
Financial assets measured at amortised cost - debtors less prepayments	41,217	148,267
	2,757,096	**2,912,489**
Carrying amount of financial liabilities		
Financial liabilities measured at amortised cost	**367,175**	**103,476**

13 MOVEMENT IN FUNDS

Year ended 31 August 2023	At 1 September 2022	Incoming resources	Outgoing resources	Transfers	At 31 August 2023
	£	£	£	£	£
Expendable Endowment Fund					
Buildings and equipment	2,094,770	-	-	(84,331)	2,010,439
Restricted funds					
Gorton Fund	3,181	-	(1,317)	-	1,864
Outreach Programme	146,833	6,462	(4,825)	-	148,470
Learning Programme	-	652,815	(652,815)	-	-
Capital Development	-	10,000	-	-	10,000
Alchemy Foundation	-	49,346	(49,346)	-	-
COIN	33,147	-	(1,216)	-	31,931
Transitions Fund	168,316	23,000	(38,393)	-	152,923
Minibus Fund	2,527	-	-	-	2,527
Games equipment	116	2,000	(1,487)	-	629
Music lessons	1,000	-	-	-	1,000
Enterprise Café	3,571	4	(556)	-	3,019
Sculpture Trail	12,892	-	-	-	12,892
Sensory Garden	1,563	-	(912)	-	651
Playing Cards	-	483	-	-	483
Nurse Aid Call System	3,000	-	-	-	3,000
Wellbeing	-	23,000	-	-	23,000
Connecting Communities	-	3,500	(1,515)	-	1,985
Enterprise Fund	-	20,000	-	-	20,000
Other activities	4,051	-	-	-	4,051
Total restricted funds	380,197	790,610	(752,382)	-	418,425
Unrestricted funds					
General funds	1,763,859	2,981,834	(3,321,897)	(79,215)	1,344,581
Designated funds					
Long term Building Fund	1,134,473	-	-	-	1,134,473
Music lessons	40,420	-	(10,624)	-	29,796
New building supported housing fund	294,254	-	-	(7,539)	286,715
Manor House Fund	30,952	-	-	(17,192)	13,760
Fixed Asset Fund	1,891,620	-	-	188,277	2,079,897
Total unrestricted funds	5,155,578	2,981,834	(3,332,521)	84,331	4,889,222
Total funds	7,630,545	3,772,444	(4,084,903)	-	7,318,086

MOVEMENT IN FUNDS *(continued)*

Expendable Endowment Fund
The Expendable Endowment Fund represents donations received specifically for building and equipping the Orpheus Centre. In 2022-23 depreciation on buildings amounting to £84,331 was charged to the fund (2021-22-: £84,331).

Restricted funds
Gorton fund
The Gorton Fund represents a donation in the memory of a former apprentice to be used for any student wishing to undertake an adventurous activity.

Outreach Programme
This programme exists to give young disabled adults the opportunity to support and mentor other disadvantaged or disaffected groups across the UK.

Learning programme
The learning programme fund consists of bursaries and grants to fund learning activities during the year.

Alchemy Foundation
The Alchemy Foundation grant is towards salary costs in the Fundraising Department.

COIN
A pilot Communication and Social Interaction Hub for students who have communication and social interaction difficulties and a passion for the creative and performing arts.

Transitions
This project supports our students to "move on" from the college and live independently once they leave us with an established social support structure and activities, and making a positive contribution to their community.

Minibus Fund
The Minibus Fund was set up to buy a minibus for student transport.

Muga
This fund is for the creation of a Multi Use Games Area (MUGA) for students and staff at the Orpheus Centre.

Games equipment
This fund was created to support the purchase of games equipment for use by our students.

Music Lessons
This fund is for payment towards the employment of a Musician in Residence.

Enterprise Café
This fund is to create a small café where students can practise enterprise and food preparation skills. All food items for sale would be prepared on site.

Sculpture Trail
This fund is to create a sculpture trail and a take away café. The café would provide valuable work experience opportunities for our disabled students, as well as a source of income for the charity. The nature trail would be open to members of the public.

Sensory Garden
A fund for a water efficient garden providing a sensory experience and bringing positive learning opportunities for our students.

MOVEMENT IN FUNDS *(continued)*

Playing Cards
This fund was created for one of our students to extend their illustration, art and design skills to produce a pack of playing card to be sold worldwide.

Nurse Aid Call System
This relates to an upgrade to our Aid Call system which will provide additional safety and security to our students who live on site.

Enterprise Café
This fund is for Learners to be involved in improving their business skills such as money handling , and service provision such as running a Enterprise Café

WellBeing
This relates to funding for specific activities relating to Wellbeing

Connecting Communities
This funding is for Commissioning of Art work

Other activities
These relate to miscellaneous amounts granted towards funding various smaller activites.

Enterprise Fund
Fund for any enterprise ideas run by the students. The funds are donated by No Fear Bridge

Capital Development Fund
The Capital Development Fund has been in existence since 13/09/2016. It has historically been funded by Xmas Appeal donations and funds from Foundations and has been used to fund the Lifeskills Kitchen.

Other activities
These relate to miscellaneous amounts granted towards funding various smaller activites.

Unrestricted funds
General funds
General funds represent those funds that are unrestricted.

Designated funds
The Fixed Asset Fund, New Building Supported Housing Fund and the Manor House Fund have been moved from Restricted Funds into the Designated Funds. The reason for the transfer is that the assets have been constructed and there are no ongoing restrictions in place and they are available to use by the Centre to fulfil its general. charitable activities.
In 2019 a £50,000 legacy from the estate of Joyce Hayes was placed into a fund for music lessons in recognition of the donor's profession as a music teacher.
In 2020 a new designated fund (Long Term Building) was established to budget for capital expenditure on a long term basis (3-5 years).

The Orpheus Centre Trust
Notes to the Financial Statements for the year ended 31 August 2023

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Year ended 31 August 2023

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Fixed assets	5,089,393	-	2,010,439	7,099,832
Current assets	218,861	418,425	-	637,286
Current liabilities	(419,032)	-	-	(419,032)
	4,889,222	**418,425**	**2,010,439**	**7,318,086**

Year ended 31 August 2022

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Fixed assets	4,974,190	-	2,094,770	7,068,960
Current assets	347,259	380,197	-	727,456
Current liabilities	(165,871)	-	-	(165,871)
	5,155,578	**380,197**	**2,094,770**	**7,630,545**

15 OPERATING LEASE COMMITMENTS

The charity's future minimum operating lease payments are as follows:	31 August 2023	31 August 2022
	£	£
Equipment		
Within one year	4,147	4,147
Between two and five years	10,135	14,282

Operating lease payments recognised as an expense were £3,690 (2021-22: £2,754)

The Orpheus Centre Trust
Notes to the Financial Statements for the year ended 31 August 2023

16 RELATED PARTY TRANSACTIONS

Included in income is £49,346 (2021-22: £44,860) from the Alchemy Foundation to cover the cost of salaries in the Fundraising team. One of the trustees (2021-22: Two) of The Orpheus Centre Trust is also a trustee of The Alchemy Foundation.

17 CAPITAL COMMITMENTS

At the year end, the charity had entered into contractual commitments for capital expenditure totalling £72,395 (2021-22: £78,380). Other debtors includes £Nil (2021-22: £Nil) in respect of deposits paid against these commitments.

Trustees of the Orpheus Centre

- Howard Webber (Chair)
  Chair (elected April 2022)
- Chris Burling
  (resigned April 2023)
- Gordon Curtis
  (resigned April 2024)
- Virginia Fenton
- Samuel Massiah
  (resigned July 2023)
- Sir Richard Stilgoe OBE
  (resigned April 2023)
- Neil White
- Vikranth Chandran
- Jessica Dallyn
  (appointed April 2023)
- Katie Stevens
  (co-opted October 2023; appointed April 2024)
- Helen Taylor
  (appointed April 2024)
- Zoe Ota
  (appointed April 2024)
- Joelle Leader
  (appointed April 2024)
- Tom McLaughlan



Key Management personnel

- Rachel Black
  CEO
- Richard Clark
  (resigned January 2024)
- Michael Gainlall
  (appointed January 2024)
- Jay Harris
- Tom Harris
- Moira Clifton
- Sam Owen
- Chloe Smith
- Peter White
  (appointed September 2022)

Bankers

Coutts & Co, 440 Strand, London, WC2

Auditors

Moore Kingston Smith LLP, Chartered Accountants, Betchworth House, 57-65 Station Road, Redhill, Surrey, RH1 1DL



Orpheus
The Orpheus Centre Trust
Charity No: 1105213
Companies House No: 05089501
North Park Lane
Godstone
Surrey
RH9 8ND

FIND OUT MORE

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Tel: 01883 744664
www.orpheus.org.uk

THE ORPHEUS CENTRE TRUST

England & Wales - Charity number 1105213

Accounts

THE ORPHEUS CENTRE TRUST

TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2022

Registered with FUNDRAISING REGULATOR

Charity No.1105213

Companies House no. 05089501

Annual report and financial statements for the year ended 31 August 2022

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Legal and Administrative Information

The Directors and Management Board of The Orpheus Centre	John Beer OBE (Chair) (resigned April 2022) Howard Webber (Chair) (elected April 2022) Chris Burling Gordon Curtis Tony Elias (resigned April 2022) Virginia Fenton Samuel Massiah (appointed October 2021) Sir Richard HZS Stilgoe OBE Helen Swain (resigned April 2022) Neil White Vikranth Chandran (appointed April 2022) Tom McLaughlan (appointed April 2022) Annette Schwartz (appointed April 2022, resigned May 2022) Jane McSherry (resigned November 2021)
CEO	Rachel Black
Key Management personnel	Richard Clark Jay Harris Tom Harris James Hunt (resigned June 2022) Moira Lambert Sam Owen Chloe Smith Peter White (appointed September 2022)
Company Number	05089501
Charity Number	1105213
Registered Office and principal address	Orpheus Centre North Park Lane Godstone Surrey RH9 8ND
Auditors	Moore Kingston Smith LLP, Chartered Accountants Betchworth House 57-65 Station Road Redhill, Surrey RH1 1DL
Bankers	Coutts & Co, 440 Strand London, WC2

Annual report and financial statements for the year ended 31 August 2022

The trustees present their report and accounts for the year ended 31 August 2022.

Incorporation

The Trust was incorporated on 31 March 2004 and is a private company, limited by guarantee and not having a share capital. The Company commenced its activities on 6 April 2004.

Structure, Governance and Management

Governing document

The charity is governed by its Memorandum and Articles of Association dated 19th April 2022, which are an update of the 2004 document, reviewed at the AGM in April 2021 and formally adopted at the April 2022 AGM. The trustees are members, each of whom guarantees to contribute £1 in the event of the charity being wound up. The Memorandum and Articles have been reviewed and updated to reflect our purpose and references to current law.

Related Parties

The Orpheus Centre is connected to another charity, The Alchemy Foundation, with which it cooperates in the pursuit of charitable objectives. The Alchemy Foundation provided a grant of £44,860 (2020-21: £Nil) to cover the annual salary costs of two members of the Fundraising team.

Appointment of Trustees

A revision of the Memorandum and Articles of Association was approved this year, including the method for appointment and re-election of trustees. Trustees shall be elected by the members at an AGM or co-opted by the Trustees for a period of years determined by the members at the AGM but not more than three. A Trustee may be re-elected for further terms of not more than three years each, but no Trustee shall serve for more than nine consecutive years, unless the members, after careful consideration, decide (stating their reasons) that it would be in the best interests of the Charity for a particular Trustee to continue to serve beyond that period and that Trustee is reappointed in accordance with the Articles. Sir Richard Stilgoe is a permanent trustee.

The methods used to recruit new charity trustees include advertisement on our website and social media, other advertising and use of specialist trustee recruitment bodies. Applicants are shortlisted and then interviewed by a panel of existing trustees.

Trustees are advised of their responsibilities under charity law and mandatory training opportunities are made available, both on line and face to face. Individual meetings for all trustees with the Chair of the Board take place annually where further individual development opportunities may be offered.

Organisation

Trustees are charged with making decisions with regard to the charity's business, strategic direction and main areas of policy. Trustees delegate day-to-day leadership to the Chief Executive, who constructs business and strategic plans for scrutiny, amendment and adoption by the Board. The Chief Executive is responsible for operational management.

The Trustee Board, made up of the Trustee Directors, meets every three months. Three members must be present for the meeting to be quorate, but for the annual general meeting a minimum of 5 trustees must be present. A representative of the Mark Leonard Trust (MLT) attends occasional board meetings in accordance with that funding agreement.

Committees of the Board are: Finance and HR (also responsible for IT), Quality and Learning, Domiciliary Care, Housing and Estates [also responsible for Health and Safety], and Fundraising and Marketing. Committee meetings are every 3 months to ensure accountability and compliance in key areas, assure our strategic objectives and to support staff in every department. The committees of the Board of Trustees can include external experts: this year, Quality and Learning, Care, Fundraising and Finance have had attendees in this capacity. Senior managers are also members of each committee.

An executive Health and Safety group met every three months and a trustee used to attend. During the year, the process changed so that trustee attendance is no longer required but the minutes of these meetings are reported to the Housing and Estates Committee, which is in line with the Health and Safety at Work Act 1974. From the academic year starting September 2022, more frequent meetings have been held by the executive team to incorporate wider staff membership and have continued to report the minutes of meetings to the Housing and Estates Committee.

The Development Group ceased operation in 2022, with the members moving instead to support specific events, including those associated with the 25th anniversary of Orpheus.

Objectives and Activities

Purposes and Aims

Our charity's purposes as set out in the objects contained in the memorandum of association are:

- The relief of young disabled people in particular but not limited to the foregoing by the provision of care facilities
- The advancement of education for young disabled people through the provision of:
  - a structured curriculum, training, learning and other activities which supports their aspirations and progress towards independent living
  - opportunities to participate in the performing arts as creators, performers, technicians, administrators and audiences

The Aims of our charity are:

- To support young disabled adults who have interests and talents in the performing and visual arts to achieve the Preparing for Adulthood outcomes through participating in inclusive performance and exhibition opportunities and a personalised learning programme
- To empower our students to live as independently as possible and contribute to their local community
- To foster relationships with local, regional and national communities to bring young disabled adults into the workplace

How we ensure our work delivers our aims

We review our work in relation to our aims, objectives and activities each year through Trustee and senior management meetings and Board meetings, and with reference to the Orpheus strategic plan 2021 -2025, which was launched in the spring of 2021.

We measure our success through delivery of yearly Operational Plans, aligned to our strategy, as well as KPIs approved by each Board Committee and by ratings from regulatory bodies and awarding bodies.

Student satisfaction with our personalised study programme, accommodation and activities associated with the arts is measured through anonymous student surveys, tenant meetings and the student council forum where any issue can be raised. The Student Council Board Representatives provide an in-person report to the Trustee Board Meetings every three months concerning issues the student body wish to raise with Trustees.

How our activities deliver public benefit

The trustees have referred to and have regard for the Charity Commission's public benefit guidance. We have taken it into account through review of our aims and objectives and ensuring that decisions arising from our strategic direction sustain and improve our charitable activities to benefit young disabled adults using visual and performing arts.

All our charitable activities are focused on the UK's vision to build a society which is fully inclusive of disabled people ensuring that they have choice and control over their own lives and are able to live the lives they choose to lead. We are actively improving equality, diversity and inclusion through completion of our initial four year plan, as well as consulting with internal stakeholders to develop a new plan and goals. We remain a Disability Confident employer, with our progression to Disability Confident Leader status awaiting our partnership with an external Disability Confident Leader organisation.

We raise awareness of disability issues at a local and national level through communication with MPs and government ministers, council mayors and inspirational outreach performances. Our students raise awareness and funds for national charities and are encouraged to participate in voluntary activities to help others. They are enthusiastic and keen to overcome barriers to their participation in society. As alumni, our students continue to make a difference to awareness of disability through performance and workshops for other disadvantaged young adults as well as ambassadorial activity for the Centre.

We support our students, who have talents in performing and visual arts, to realise their potential and make a positive contribution to their local community. We do this through accredited qualifications, English and maths skills, independent living, travel and work skills, with a focus on employment. Our supported housing service enables students to transition from the parental home to living in the community as independently as possible when they are ready to do so.

During 2021-22, Covid restrictions continued to have some influence, particularly as many of our students had been classed as clinically extremely vulnerable. However, learning 'bubbles' were discontinued, enabling improved social interaction for students, along with increasing off-site activity such as arts experiences and work experience, and a happy return for us to live performance work. At times, as required due to infection, we utilised remote learning provision for individual students, tailored to their specific needs and with regular and frequent check-ins from tutor to home.

Contribution of Volunteers

Volunteers have had a positive impact on the Orpheus for the year 2021-2022. The number of people volunteering this year peaked at 119 [2020-21: 108] with the number of hours donated throughout the year totaling 7784 [2020-21: 7065]. The equivalent cost of this at this year's living wage is £79,402 [2020-21: £67,117.50]. We have continued to diversify our volunteer group by having a good range of roles available, including evening, weekend and remote opportunities. We continue in our undertaking to recruit more volunteers with disabilities and this year we have worked with alumni students to be volunteer ambassadors for the Orpheus Centre. This helps to build their CVs and, with the support of their staff mentor, they are learning some basics about working life. Reception has continued to be managed entirely by volunteers, who work wonderfully as a team and provide a warm and friendly welcome to the Centre. Their donated time has the equivalent cost saving of £19,838 per year. We will continue in our effort to recruit and retain a diverse and happy volunteer team.

Achievements and Performance

The Orpheus ARTS Strategy (ARTS representing Aspire, Renew, Transform and Service Excellence), launched in the spring of 2021, has 5 years of focused strategic objectives and outcomes. Progress against our main priorities for 2021 -2022 year is as follows:

ASPIRE - Continue to improve our employment, health and wellbeing practices for our workforce

We extended and upgraded our staff room to provide a more accessible and relaxing space which would ensure staff and volunteers were afforded effective breaks during their work time. To make sure pay remains competitive we regularly bench-mark roles and salaries and remain committed to the living wage foundation pledge. To augment our employee benefit package, we increased our employer pension contribution & introduced a death in service benefit which placed a range of self-directed wellbeing applications at each employee's disposal.

We had a successful application to the Government Kickstart Scheme which provided funding to create new jobs for 16 to 24 year olds on Universal Credit who were at risk of long term unemployment. Reflective of our organisational strategy, and working in partnership with Job Centres, we developed and marketed new roles particularly for disabled applicants.

RENEW - Progressing our plans for development of the Orpheus site to deliver future focused premises for learning and working which minimise environmental impact.

We appointed a range of specialist consultants to support our considerations and plans for the development of a new college and a nature trail to increase accessibility to nature for disabled people. With the help of client representatives, architects, a planning consultant, and quantity surveyor, we have developed a concept design which will support both build and fundraising feasibility studies as well as pre-planning applications. Meanwhile, internal renovations ensured existing buildings and spaces continue to meet student need through an extended dining area, including a separate low arousal room, a new transition learning space for those students in their final year, spaces for a shop and a radio station, replacement doors and sustainable, composite outdoor furniture. We continued our journey towards sustainable business by implementing the Green Kitchen scheme for catering, an organisational energy awareness focus group, and improving recycling in all space.

TRANSFORM – Actively influencing external groups to transform society, all our activities with and for young disabled people should ensure a better life experience for them: better housing, better employment, and better social lives.

To underpin a strategic approach to partnership developments, we have developed maps of existing and potential networks for student recruitment, work placements, outreach and employer engagement activities, including universities, feeder schools, funding, theatres, galleries, artists, arts organisations and employers. Alongside this, we recruited an Artistic Placements Officer to focus on an artistic employment programme for our students. Our curriculum team supported students to showcase their skills through participation in the National Youth Parliament and performance at a national conference for specialist colleges. Our outreach programme included collaborations with the Brit School, a pop up shop in the Belfry shopping centre, and performance at the annual NatSpec conference and All England Dance.

SERVICE EXCELLENCE - working together to promote outstanding standards in all that we do.

We received an award from NatSpec for our student Wellbeing programme, developed using our learning from the pandemic and recognising the wider mental health challenges that young people face today. To promote the health and wellbeing of our students and workforce we completed the building of an accessible outdoor gym and games area, refurbished the staff room and opened a student-led Enterprise Café.

To maintain a fully accessible estate, we continued our programme of window and door upgrades, extended our dining provision, refurbished our sensory and student wellbeing hubs, and upgraded our emergency call system. Wide stakeholder engagement was undertaken to form new 4 year EDI objectives for 2023-26, we implemented our Gender Diversity Action Plan, and we improved the process and visibility of access to work support.

Our IT provision continued its upgrade, including the implementation of improved management information systems for the learning and fundraising departments, IT hardware renewal, & progression of Cyber Essentials accreditation

With governance in mind, we implemented a planned cycle of recruitment and retirement in accordance with our revised and approved Memorandum and Articles. To support our Trustees, we designed a board assurance framework to support oversight of all our operational activity. Care and learning quality cycles were aligned and a 5 year compliance and management plan for our estates was initiated.

FUNDRAISING

We would like to thank all those who took part in our events and challenges this year to raise funds. For every £1 spent we raised £1.25 (2020-21 £1.02) - total fundraising income/ total fundraising expenditure. With central costs removed for every £1 spent we raised £1.83 (2020-21 £1.19). This is an increase of 54% on last year, largely due to increased opportunities as Covid restrictions reduced.

Non-compliance with fundraising regulations is a risk mitigated by our registration with the Fundraising Regulator and adherence to the highest standards of fundraising practice as in the Code of Fundraising Practice. Orpheus received no complaints about fundraising this year. The Orpheus Centre is committed to providing a positive donor experience and we enjoy a long-term relationship with our supporters based on trust. Fundraisers working on behalf of Orpheus, who encounter either vulnerable potential donors or those who lack mental capacity, arrange appropriate additional support to ensure they make

an informed decision to donate. Our fundraisers (both staff and volunteers) are familiarised with the Fundraising Code of Conduct to ensure that it is applied properly. Individual donors are written to occasionally to ask them to support our work, and applications are made to a number of charitable trusts, foundations and companies for grants as well as holding special events. Occasionally third parties are used to write large grant applications to statutory bodies or foundations. This activity is monitored by the Head of Fundraising using our Third-Party Fundraising policy which states the standards we expect.

Thanks to the following funders

The Orpheus Centre has been fortunate to receive funding from several non-statutory sources over the last year. The Board would therefore like to thank the following organisations, individuals, trusts and foundations for the generous support that they have given:

Axa Assistance, No Fear Bridge, HDI Global Specialty, Gatwick Airport Community Trust, The Perfume Shop, Fairalls, Woodward Menswear, Think Systems, Team Frames Trade & Retail, RR Elite Wines, Rickety Bridge Winery, The Spot, Ricoh, Golf Escapes, Nutfield Priory Hotel and Spa, West Sussex Golf Club, Tandridge Golf Club, Silent Pool, Rayners Estate Agents, Feu Diamonds, Squerryes, Hilton Hotels, English National Opera, Intersport, Notre Dame School Cobham

Colin and Naomi Hall, Brian and Erica Flood, Stuart Nassos, Geoff and Fiona Squire, The Hallett Family, Jim and Liz Madden, Marilyn Fry, Lucy Arterton, Joanna Lumley OBE, Dame Judi Dench CH DBE FRSA, Sir Tim Rice, Ann Lovelace MBE

Alchemy Foundation, Arnold Clarke Community Fund, Bloss Family Foundation, Borrows Trust, Community Foundation for Surrey, D'Oyle Carte Charitable Trust, Emmanuel Kaye Foundation, Freddie Green Family Charitable Trust, George Goodsir Foundation, Guild of the Nineteen Lubricators, Joseph & Lillian Sulley Foundation, Kirkwood Memorial Fund, Mark Leonard Trust, Pears Foundation, St James's Place Foundation, Victoria Wood Foundation, Co-operative Community Fund

Who used and benefitted from our services?

We recruited students with a broad range of disabilities from across the UK, with the majority originating from Southeast England and London. We had 62 students in total, of whom 16 were new starters in September 2021. 43.6% identified as male, 56.4% identified as female, and 4.8% identified as black, Asian or minority ethnicity.

Financial Review Investment and Reserves Policies

Income and expenditure

Total incoming resources for The Orpheus Centre Trust in 2022 were £3,861,787 (2021:£3,255,686) which comprised unrestricted income £2,873,475 (2021:£2,736,296) and restricted income £988,312 (2021:£519,390).

Expenditure by the Centre is dominated by staff salaries and the maintenance of our facilities and equipment. The total expenditure for 2022 is £3,612,422 (2021: £3,097,758) the increase caused largely by higher employment costs and augmented staff numbers to meet increased student numbers.

The Centre's surplus for 2022 has increased to £249,365 (2021: £157,928) reflecting tighter budget setting and control despite reduced income due to the ongoing impact of Covid restrictions upon a range of fundraising income streams.

Investment policy

Orpheus seeks to produce the best financial return within an acceptable level of risk. The investment objective is to achieve capital growth at least in line with inflation (RPI) and a stable growing income stream.

The risk is spread by investing in a variety of low-medium risk mandates which are managed by three companies with whom a further £450,000 was transferred in the year. They report annually to the Finance Committee. Investments are easily accessible when required to mitigate unplanned expenditure without affecting our reserves.

At 31 August 2022 the Charity held investments valued at £2,764,222 (2021: £2,508,838).
Our return on investments for 2021-2022 was a loss of £194,616 compared to a gain of £245,715 for 2020-2021. This reflected a difficult year for financial markets which continued to grapple with high levels of inflation and concerns over a possible recession.

Reserves and Reserves Policy

The Orpheus Centre relies on a mixture of income from a variety of sources to fund its activities and the continued investment in our services and facilities. Our activities and the markets in which we operate have a degree of uncertainty driven by developing Commissioner models and the constraints of public funding. The reserves policy aims to ensure that the Orpheus Centre has appropriate liquidity to build resilience against short term or sudden fluctuations in income or cost levels, unplanned urgent substantial repairs and maintenance expenditure or the need to transform our services in response to developing commissioning strategies. We are committed to providing services to our students (beneficiaries) and want to be confident that our reserves policy is fit for purpose, particularly given their vulnerability. Our reserves are an inherent part of our strategic risk management process and trustees recognise that the need for reserves will vary depending on our financial position and our assessment of the risks faced at any time. Balancing the short term need for spending on our core programmes with the need to maintain stability in the longer term is always considered. This year the Board continued to adopt the reserves policy to identify and designate reserves to long term building funds leaving six months of operating costs as general reserves (2022: £1,763,859; 2021: £1,548,879) noting the significant increase in operational costs this year. The policy will be reviewed and monitored along with the finances and should there be any future requirement to release more reserves, there is more than sufficient capacity to do so. Cash plus investments as at 31st August 2022 was £3,278,085 (31 August 2021 was £3,514,208).

Restricted reserves at 31st August 2022 were £380,197 (2021: £548,186). The balance at the same date on the expendable endowment fund was £2,094,770 (2021: £2,179,101) with depreciation of £84,331 (2021: £84,331) being charged against the fund.

Unrestricted funds at 31st August 2022 were £5,155,578 (2021: £4,848,509) of which £3,391,719 represents designated funds (2021: £3,299,630). The remaining unrestricted reserves of £1,763,859 (2021: £1,548,879) representing 6 months of operating expenditure. The minimum reserves policy agreed by the trustees is to have at least 6 months' worth of operating expenditure.

Risk management

The Board and executive team reviewed the content of the risk register quarterly through both Board and Board committee meetings to accurately reflect current circumstances, enable historical analysis and facilitate ongoing review. Both the likelihood and impact scores of each risk and their mitigation are considered and updated as required, with an annual review of all risks by the Board.

During 2021-22, Covid continued to be managed in accordance with government guidance, with vaccination boosters promoted to all staff and students. Case rates on site remained low, increasing as all societal restrictions lifted during the early months of 2022. Covid testing was no longer required routinely after August 2022.

The Designated Safeguarding Team had its membership enhanced from the start of the 2021-22 academic year, comprising CEO, COO, Principal and both Assistant Principals, Head and Deputy Head of Care, and Curriculum Manager. We continue to report safeguarding matters to local authority teams as required and include notifications to CQC, Charity Commission and key funders where necessary. In addition, two Ofsted consultants reviewed provided external quality assurance of the safeguarding procedures and practice throughout the year.

Future plans

Our plans for 2022-23 are set out below as they are written in our business plan and strategy.

Aspire: Further our culture, behaviours and leadership throughout the organisation to reflect the diversity of society and change we aspire to represent. Maintain excellent student recruitment and donor stewardship.

Renew: progress our site development plans to establish an implementation schedule, including on-going maintenance and improvement of existing facilities.

Transform: Implement the Orpheus Arts Centre to show case student skills and welcome existing and new partners to our college, through which we will facilitate changes to hearts and minds in wider society regarding disabled young people's place in society.

Service excellence: Renew our curriculum, teaching, learning and assessment, incorporating the continuation of our digitalisation journey and improved staff and volunteer training. Continue to improve communications internally and externally, including Parent/Carer training and support.

Statement of Trustee Responsibilities

The trustees (who are also directors of The Orpheus Centre Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland).

Company law requires trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and

application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements the trustees are required to:

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

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

In so far as the trustees are aware:

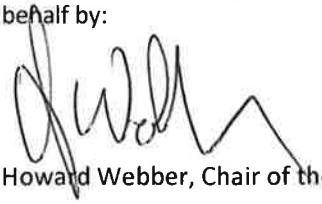
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors' statement

Moore Kingston Smith LLP have indicated their willingness to continue in office and, in accordance with the provisions of the Companies Act, it is proposed that they be reappointed auditors for the ensuing year.

The Trustees' Annual Report, which incorporates the Strategic Report, is approved on 26th April 2023 by the Trustees of the charity in their capacity as Directors of the charity under company law and is signed on its behalf by:



Howard Webber, Chair of the Board of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ORPHEUS CENTRE TRUST

Opinion

We have audited the financial statements of The Orpheus Centre Trust ('the charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities including the Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees 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 trustees 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 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 judgement 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 purposes of expressing an opinion on the effectiveness of the charitable company'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 charitable company'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 charitable company 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.

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.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.

- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

James Saunders (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP,
Statutory Auditor

Betchworth House
57-65 Station Road
Redhill
Surrey
RH1 1DL

Date: 16 May 2023

The Orpheus Centre Trust

Statement of Financial Activities for the year ended 31 August 2022

(Including Income and Expenditure Account)

	Notes	Unrestricted Funds	Restricted Funds	Endowment Fund	Year ended 31 August 2022	Year ended 31 August 2021
		£	£	£	£	£
Income and endowments from:						
Donations and grants	2	264,425	183,397	-	447,822	476,571
Charitable activities	3	2,515,603	804,915	-	3,320,518	2,709,841
Other trading activities	4	93,255	-	-	93,255	69,134
Investments		192	-	-	192	140
Total income		**2,873,475**	**988,312**	-	**3,861,787**	**3,255,686**
Expenditure on:						
Raising funds		357,287	-	-	357,287	464,862
Charitable activities		2,030,371	1,224,764	-	3,255,135	2,632,896
Total expenditure	5	**2,387,658**	**1,224,764**	-	**3,612,422**	**3,097,758**
Net income before gains on investments		485,817	(236,452)	-	249,365	157,928
Net gains/(losses) on investments	9	(194,616)	-	-	(194,616)	245,715
Net income	7	291,201	(236,452)	-	54,749	403,643
Transfers between funds	13	15,868	68,463	(84,331)	-	-
Net movement in funds for the year		307,069	(167,989)	(84,331)	54,749	403,643
Reconciliation of funds						
Funds brought forward		4,848,509	548,186	2,179,101	7,575,796	**7,172,153**
Funds carried forward	13	**5,155,578**	**380,197**	**2,094,770**	**7,630,545**	**7,575,796**

There were no gains or losses during the year other than those included in the statement of financial activities.

The Orpheus Centre Trust
Balance Sheet at 31 August 2022

	Notes	2022 £	2021 £
Fixed assets			
Tangible fixed assets	**8**	4,304,738	4,106,556
Investments	**9**	2,764,222	2,508,838
Total fixed assets		**7,068,960**	**6,615,394**
Current assets			
Debtors	**10**	213,593	157,539
Cash at bank and in hand		513,863	1,005,370
Total current assets		**727,456**	**1,162,909**
Liabilities			
Creditors: amounts falling due within one year	**11**	165,871	202,507
Net current assets		**561,585**	**960,402**
Total assets less current liabilities		**7,630,545**	**7,575,796**
Total net assets		**7,630,545**	**7,575,796**
Represented by:			
Endowment funds	**13**	2,094,770	2,179,101
Restricted funds	**13**	380,197	548,186
Unrestricted funds	**13**	5,155,578	4,848,509
		7,630,545	**7,575,796**

Companies House no: 05089501
Approved by the Board on 26/4/23 and signed on its behalf by

Howard Webber, Chairman

The Orpheus Centre Trust
Statement of Cash Flows for the year ended 31 August 2022

	Notes	Year ended 31 August 2022	Year ended 31 August 2021
		£	£
Net cash provided by operating activities	a	456,059	549,608
Cash flows from investing activities			
Purchase of tangible fixed assets		(497,566)	(196,237)
Purchase of investments		(450,000)	(600,000)
Disposal proceeds		-	3,232
Change in cash and cash equivalents		(491,507)	(243,397)
Cash and cash equivalents at the beginning of the reporting period		1,005,370	1,248,767
Cash and cash equivalents at the end of the reporting period		513,863	1,005,370

a. Reconciliation of net income to net cash inflow from operating activities

Net income before gains on investments	249,365	157,928
Adjustments for:		
Depreciation and write-off of fixed assets	297,875	252,119
Loss on disposal of fixed assets	1,509	2,118
Decrease/ (increase) in debtors	(56,054)	54,422
(Decrease) / increase in creditors	(36,636)	83,021
Net cash provided by operating activities	456,059	549,608

The Orpheus Centre Trust
Notes to the Financial Statements for the year to 31 August 2022

1.ACCOUNTING POLICIES

Basis of accounting
The Orpheus Centre Trust is a charitable company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Orpheus Centre, North Park Lane, Godstone, Surrey, RH9 8ND. Every member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up but not exceeding £1.

The financial statements are prepared in Sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The charity meets the definition of a public benefit entity under FRS 102. The financial statements have been prepared in accordance with the accounting policies set out in notes to the financial statements and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP).

Going concern
The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable company's forecasts and projections. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Income
All income is recognised where there is an entitlement to the funds, the receipt is probable and the amount can be measured reliably. Deferred income represents amounts received for future periods and is released to income for the period for which it has been received.

Government grants comprise amounts received during the year adjusted for income which relates to future periods.

Expenditure
Expenditure is included on an accrual basis.

Costs of generating funds are those incurred in attracting voluntary income.

Expenditure on charitable activities comprises those costs incurred on the learning programme, the provision of domiciliary care and supported housing. It includes both costs that can be allocated directly to those activities and those costs of an indirect nature to support them.

Governance costs are associated with the governance arrangements of the charity and include the cost of external audit fees. These have been included in support costs.

Central services staff costs, administrative expenses and overheads are allocated to the costs of raising funds and charitable activities on the basis of time spent by staff on these activities.

Fund accounting
Unrestricted funds are donations and other income receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

1.ACCOUNTING POLICIES (CONTINUED)

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on a straight line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected life.

The depreciation rates are as follows:

Freehold buildings	50 years
Building improvements	10 years
Musical instruments	5 years
Furniture and equipment	5 years
Computer equipment and music technology	3 years
Motor vehicles	4 years

Land is not depreciated.

The threshold for capitalising tangible fixed assets is £250.

Operating leases
Rentals applicable to operating leases are charged against expenditure over the period in which the cost is incurred.

Pensions
The Charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Financial instruments

a. Cash and cash equivalents
Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

b. Debtors and creditors
Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price.

c. Fixed Asset Investments
Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Critical accounting estimates and areas of judgement
In the view of the trustees applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry significant risk of material adjustment in the next financial year.

2 INCOME FROM DONATIONS AND GRANTS

Year ended 31 August 2022	Unrestricted Funds £ 2022	Restricted Funds £ 2022	Endowment Funds £ 2022	Total Funds £ 2022
Donations	204,425	93,906	-	298,331
Grants	60,000	89,491	-	149,491
Total donations	**264,425**	**183,397**	**-**	**447,822**

Year ended 31 August 2021	Unrestricted Funds £ 2021	Restricted Funds £ 2021	Endowment Funds £ 2021	Total Funds £ 2021
Donations	335,062	141,360	-	476,422
Grants	-	150	-	150
Total donations	**335,062**	**141,509**	**-**	**476,571**

3 INCOME FROM CHARITABLE ACTIVITIES

Year ended 31 August 2022	Unrestricted Funds £ 2022	Restricted Funds £ 2022	Endowment Funds £ 2022	Total Funds £ 2022
Learning programme:				
Learning fees	1,670,479	804,915	-	2,475,394
Box office	2,441	-	-	2,441
Grants and donations	-	-	-	-
	1,672,920	**804,915**	**-**	**2,477,835**
Domiciliary care:				
Domiciliary care fees	632,309	-	-	632,309
	632,309	**-**	**-**	**632,309**
Supported housing:				
Rent	210,374	-	-	210,374
Grants	-	-	-	-
	210,374	**-**	**-**	**210,374**
	2,515,603	**804,915**	**-**	**3,320,518**

Year ended 31 August 2021	Unrestricted Funds £ 2021	Restricted Funds £ 2021	Endowment Funds £ 2021	Total Funds £ 2021
Learning programme:				
Learning fees	1,232,375	377,881	-	1,610,256
Box office	206	-	-	206
Grants and donations	-	-	-	-
	1,232,581	**377,881**	**-**	**1,610,461**
Domiciliary care:				
Domiciliary care fees	884,998	-	-	884,998
	884,998	**-**	**-**	**884,998**
Supported housing:				
Rent	214,381	-	-	214,381
Grants	-	-	-	-
	214,381	**-**	**-**	**214,381**
	2,331,960	**377,881**	**-**	**2,709,841**

4 **OTHER TRADING ACTIVITIES**

Year ended 31 August 2022	**Unrestricted Funds £ 2022**	**Restricted Funds £ 2022**	**Endowment Funds £ 2022**	**Total Funds £ 2022**
Hire of facilities	46,992	-	-	46,992
Sales of goods and services	20,218	-	-	20,218
Other income	26,045	-	-	26,045
	93,255	**-**	**-**	**93,255**

Year ended 31 August 2021	**Unrestricted Funds £ 2021**	**Restricted Funds £ 2021**	**Endowment Funds £ 2021**	**Total Funds £ 2021**
Hire of facilities	46,993	-	-	46,993
Sales of goods and services	10,376	-	-	10,376
Other income	11,765	-	-	11,765
	69,134	**-**	**-**	**69,134**

5 EXPENDITURE

Year ended 31 August 2022	Staff costs	Other direct costs	Allocation of central costs	2022 Total
	£	£	£	£
Cost of raising funds	195,393	49,528	112,366	357,287
Cost of charitable activities:				
Learning programme	1,081,778	175,305	690,727	1,947,810
Residential & domiciliary care	557,531	32,985	270,616	861,132
Supported housing and Estates	203,247	110,204	97,933	411,384
Loss on Fixed Asset Disposals	1,509	-	-	1,509
Governance	31,600	1,700	-	33,300
	2,071,058	**369,722**	**1,171,642**	**3,612,422**

Year ended 31 August 2021	Staff costs	Other direct costs	Allocation of central costs	2021 Total
	£	£	£	£
Cost of raising funds	301,124	98,027	65,711	464,862
Cost of charitable activities:				
Learning programme	1,096,262	79,407	275,985	1,451,654
Residential & domiciliary care	801,886	1,835	289,126	1,092,847
Supported housing	29,529	1,808	26,284	57,621
Loss on Fixed Asset Disposals	-	-	2,119	2,119
Governance	7,655	21,000	-	28,655
	2,236,456	**202,077**	**659,225**	**3,097,758**

6 EMPLOYEES

Number of employees

The average monthly number of employees during the period was 106 (2021 - 101).

Employment costs	Year ended 31 August 2022	Year ended 31 August 2021
	£	£
Salaries and wages	2,191,956	2,004,606
Social security costs	205,239	168,612
Pension Costs	74,531	37,286
Total employment costs	**2,471,726**	**2,210,504**

The key management personnel of the charity include the trustees. The Trustees received no remuneration or benefits in kind from the Charity. Total reimbursed expenses for the trustees were £1,405 (year ended 31 August 2021 - £Nil).

Emoluments of Highest Paid Employees

	Number of Employees		Pension Contributions	
	2022	2021	2022	2021
£60k-70k	2	1	4,403	1,316
£70k-80k	0	0	0	0
£80k-90k	0	1	0	1,314
£90k-100k	1	0	2,201	0

7 NET INCOMING/(OUTGOING)RESOURCES

	Year ended 31 August 2022 £	Year ended 31 August 2021 £
Net incoming resources before transfers are stated after charging:		
Depreciation	297,875	252,119
Bank interest	2	107
Investment management fees	19,687	9,108
Auditors' remuneration	15,144	12,000
Auditors' non-audit remuneration	6,840	14,400

8 TANGIBLE FIXED ASSETS

	Freehold land & buildings £	Musical instruments £	Furniture & equipment £	Motor vehicles £	Total £
Cost					
At 31 August 2021	5,488,630	52,987	942,415	94,543	6,578,575
Additions	397,434	-	100,132	-	497,566
Disposals	-	-	(88,901)	-	(88,901)
At 31 August 2022	**5,886,064**	**52,987**	**953,646**	**94,543**	**6,987,240**
Depreciation					
At 31 August 2021	1,721,461	36,502	640,103	73,953	2,472,019
Charge for the year	147,516	6,279	134,600	9,480	297,875
Disposals	-	-	(87,392)	-	(87,392)
At 31 August 2022	**1,868,977**	**42,781**	**687,311**	**83,433**	**2,682,502**
Net book value					
At 31 August 2022	**4,017,087**	**10,206**	**266,335**	**11,110**	**4,304,738**
At 31 August 2021	**3,767,169**	**16,485**	**302,312**	**20,590**	**4,106,556**

9 INVESTMENTS

	2022 £	2021 £
Market value as at 31 August 2021	2,508,838	1,663,123
Add: additions to investments at cost	450,000	600,000
Add: net gain/loss on revaluation	(194,616)	245,715
Market value as at 31 August 2022	**2,764,222**	**2,508,838**
Historical cost as at 31 August 2022	**2,741,238**	**2,243,005**

	31 August 2022 £	31 August 2021 £
Split as:		
Fixed asset investments	2,764,222	2,508,838
Current asset investments	-	-
	2,764,222	**2,508,838**
Comprised of:		
Listed equities	2,662,207	2,422,639
Cash held within the investment portfolio	102,015	86,199
	2,764,222	**2,508,838**

10 DEBTORS

	31 August 2022	31 August 2021
	£	£
Student income	36,911	29,803
Other debtors, prepayments and accrued income	176,682	127,736
	213,593	**157,539**

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31 August 2022	31 August 2021
	£	£
Other taxes and social security	62,395	57,498
Wages	23,911	8,342
Other creditors and accruals	79,565	136,667
	165,871	**202,507**

12 FINANCIAL INSTRUMENTS

	31 August 2022	31 August 2021
	£	£
Carrying amount of financial assets		
Financial assets measured at fair value through the SOFA	2,764,222	2,508,838
Financial assets measured at amortised cost - debtors less prepayments	148,267	111,170
	2,912,489	**2,620,008**
Carrying amount of financial liabilities		
Financial liabilities measured at amortised cost	**103,476**	**145,009**

13 MOVEMENT IN FUNDS

Year ended 31 August 2022	At 1 September 2021	Incoming resources	Outgoing resources	Transfers	At 31 August 2022
	£	£	£	£	£
Expendable Endowment Fund					
Buildings and equipment	2,179,101	-	-	(84,331)	2,094,770
Restricted funds					
Gorton Fund	5,109	-	(1,928)	-	3,181
Outreach Programme	146,222	1,000	(389)	-	146,833
Learning Programme	-	804,915	(804,915)	-	-
Alchemy Foundation	-	44,860	(44,860)	-	-
COIN	43,733	-	(10,586)	-	33,147
Transitions Fund	221,372	80,936	(133,992)	-	168,316
Minibus Fund	2,527	-	-	-	2,527
Muga	124,056	25,000	(205,236)	56,180	-
Games equipment	116	-	-	-	116
Music lessons	1,000	-	-	-	1,000
Enterprise Café	-	11,700	(8,129)	-	3,571
Sculpture Trail	-	13,340	(448)	-	12,892
Sensory Garden	-	1,000	(10,937)	11,500	1,563
Playing Cards	-	2,561	(3,344)	783	-
Nurse Aid Call System	-	3,000	-	-	3,000
Other activities	4,051	-	-	-	4,051
Total restricted funds	548,186	988,312	(1,224,764)	68,463	380,197
Unrestricted funds					
General funds	1,548,879	2,672,297	(2,375,296)	(82,021)	1,763,859
Designated funds					
Long term Building Fund	1,320,606	-	-	(186,133)	1,134,473
Music lessons	46,220	-	(5,800)	-	40,420
New building supported housing fund	301,793	-	-	(7,539)	294,254
Manor House Fund	47,677	-	-	(16,725)	30,952
Fixed Asset Fund	1,583,334	-	-	308,286	1,891,620
Total unrestricted funds	4,848,509	2,672,297	(2,381,096)	15,868	5,155,578
Total funds	7,575,796	3,660,609	(3,605,860)	-	7,630,545

Expendable Endowment Fund
The Expendable Endowment Fund represents donations received specifically for building and equipping the Orpheus Centre. In 2021-22 depreciation on buildings amounting to £84,331 was charged to the fund (2020-21-: £84,331).

Restricted funds
Gorton fund
The Gorton Fund represents a donation in the memory of a former apprentice to be used for any student wishing to undertake an adventurous activity.

Outreach Programme
This programme exists to give young disabled adults the opportunity to support and mentor other disadvantaged or disaffected groups across the UK.

Learning programme
The learning programme fund consists of bursaries and grants to fund learning activities during the year.

13 MOVEMENTS IN FUNDS (CONTINUED)

Alchemy Foundation
The Alchemy Foundation grant is towards salary costs in the Fundraising Department.

COIN
A pilot Communication and Social Interaction Hub for students who have communication and social interaction difficulties and a passion for the creative and performing arts.

Transitions
This project supports our students to "move on" from the college and live independently once they leave us with an established social support structure and activities, and making a positive contribution to their community.

Minibus Fund
The Minibus Fund was set up to buy a minibus for student transport.

Muga
This fund is for the creation of a Multi Use Games Area (MUGA) for students and staff at the Orpheus Centre.

Games equipment
This fund was created to support the purchase of games equipment for use by our students.

Music Lessons
This fund is for payment towards the employment of a Musician in Residence.

Enterprise Café
This fund is to create a small café where students can practise enterprise and food preparation skills. All food items for sale would be prepared on site.

Sculpture Trail
This fund is to create a sculpture trail and a take away café. The café would provide valuable work experience opportunities for our disabled students, as well as a source of income for the charity. The nature trail would be open to members of the public.

Sensory Garden
A fund for a water efficient garden providing a sensory experience and bringing positive learning opportunities for our students.

Playing Cards
This fund was created for one of our students to extend their illustration, art and design skills to produce a pack of playing card to be sold worldwide.

Nurse Aid Call System
This relates to an upgrade to our Aid Call system which will provide additional safety and security to our students who live on site.

Other activities
These relate to miscellaneous amounts granted towards funding various smaller activites.

Unrestricted funds
General funds
General funds represent those funds that are unrestricted.

Designated funds
The Fixed Asset Fund, New Building Supported Housing Fund and the Manor House Fund have been moved from Restricted Funds into the Designated Funds. The reason for the transfer is that the assets have been constructed and there are no ongoing restrictions in place and they are available to use by the Centre to fulfil its general charitable activities.

In 2019 a £50,000 legacy from the estate of Joyce Hayes was placed into a fund for music lessons in recognition of the donor's profession as a music teacher.
In 2020 a new designated fund (Long Term Building) was established to budget for capital expenditure on a long term basis (3-5 years).

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Year ended 31 August 2022

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Fixed assets	4,974,190	-	2,094,770	7,068,960
Current assets	347,259	380,197	-	727,456
Current liabilities	(165,871)	-	-	(165,871)
	5,155,578	**380,197**	**2,094,770**	**7,630,545**

Year ended 31 August 2021

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Fixed assets	4,436,293	-	2,179,101	6,615,394
Current assets	614,723	548,186	-	1,162,909
Current liabilities	(202,507)	-	-	(202,507)
	4,848,509	**548,186**	**2,179,101**	**7,575,796**

15 OPERATING LEASE COMMITMENTS

The charity's future minimum operating lease payments are as follows:	31 August 2022	31 August 2021
	£	£
Equipment		
Within one year	4,147	1,049
Between two and five years	14,282	1,049

Operating lease payments recognised as an expense were £2,754 (2020-21: £1,746)

16 RELATED PARTY TRANSACTIONS

Included in income is £44,860 (2020-21: £Nil) from the Alchemy Foundation to cover the cost of salaries in the Fundraising team. Two of the trustees (2020-21: Two) of The Orpheus Centre Trust are also trustees of The Alchemy Foundation.

17 CAPITAL COMMITMENTS

At the year end, the charity had entered into contractual commitments for capital expenditure totalling £78,380 (2020-21: £230,141). Other debtors includes £Nil (2020-21: £33,587) in respect of deposits paid against these commitments.

THE ORPHEUS CENTRE TRUST

England & Wales - Charity number 1105213

Accounts

THE ORPHEUS CENTRE TRUST

TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2021

Registered with FUNDRAISING REGULATOR

Charity No.1105213

Companies House no. 05089501

Annual report and financial statements for the year ended 31 August 2021

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Annual report and financial statements for the year ended 31 August 2021

Legal and Administrative Information

The Directors and Management Board of The Orpheus Centre	Russell Barrow (resigned October 2020) John Beer OBE (Chair) Chris Burling Gordon Curtis (appointed April 2021) Tony Elias Virginia Fenton Richard Groom MBE (resigned April 2021) Samuel Massiah (appointed October 2021) Jane McSherry (resigned November 2021) Sir Richard HZS Stilgoe OBE Helen Swain Matthew Truelove (resigned Nov 2020) Howard Webber (appointed January 2022) Neil White
CEO	Rachel Black
Key Management personnel	Nish Chikhlia (resigned January 2021) Richard Clark (appointed January 2021) Jay Cross (Jay Harris from April 2021) Tom Harris (appointed June 2020) James Hunt (appointed June 2021) Moira Lambert Sam Owen Lynn Reddick (resigned December 2020) Chloe Smith (appointed March 2021)
Company Number	05089501
Charity Number	1105213
Registered Office and principal address	Orpheus Centre North Park Lane Godstone Surrey RH9 8ND
Auditors	Moore Kingston Smith LLP, Chartered Accountants Betchworth House 57-65 Station Road Redhill, Surrey RH1 1DL
Bankers	Coutts & Co, 440 Strand London, WC2

The trustees present their report and accounts for the period ended 31 August 2021.

Incorporation

The Trust was incorporated on 31 March 2004 and is a private company, limited by guarantee and not having a share capital. The company commenced its activities on 6 April 2004.

Structure, Governance and Management

Governing document

The charity is governed by its Memorandum and Articles of Association dated 26 February 2004. The trustees are members, each of whom guarantees to contribute £1 in the event of the charity being wound up. The Memorandum and Articles have been reviewed and updated to reflect our purpose and references to current law. The new Memorandum and Articles were reviewed at the AGM in April 2021 and will be formally adopted at the April 2022 AGM.

Related Parties

The Orpheus Centre is connected to another charity, The Alchemy Foundation, with which it cooperates in the pursuit of charitable objectives. The Alchemy Foundation provided a grant of £Nil (£44,274 2019/2020) to cover the annual salary costs of two members of the Fundraising team.

Appointment of Trustees

As set out in the Articles of Association, the Board may at any time appoint additional members, subject to a maximum of 12 members. Any member so appointed retains his/her office until the next Annual General Meeting and is then eligible for re-election. Sir Richard Stilgoe is a permanent trustee. The method for appointment and re-election of trustees has been reviewed and updated Articles of Association will be approved at the April 2022 AGM.

The methods used to recruit new charity trustees include advertisement on our website and social media, other advertising and use of specialist trustee recruitment bodies. Applicants are shortlisted and then interviewed by a panel of existing trustees.

Trustees are advised of their responsibilities under charity law and mandatory training opportunities are made available, both on line and face to face. Individual meetings for all trustees with the Chair of the Board take place annually where further individual development opportunities may be offered.

Organisation

The Management Board, made up of the Trustee Directors, meets every three months. Three members must be present for the meeting to be quorate. A representative of the Mark Leonard Trust (MLT) attends occasional board meetings in accordance with that funding agreement.

Committees of the Board are: Finance and HR (also responsible for IT), Quality and Learning, Domiciliary care, Housing and Estates, and Fundraising and Marketing. Committee meetings are every 3 months to ensure accountability and compliance in key areas, assure our strategic objectives and to support staff in every department. A Trustee also attends an operational Health and Safety meeting every three months,

the minutes of which are reported to the Board. A Development Group, with members who are supporters of Orpheus, is now chaired by Gordon Curtis (Trustee). Its purpose is to identify new opportunities for fundraising as well as to work in partnership with the fundraising team to strategically support their core activities.

The committees of the Board of Trustees can include external experts: this year, Quality and Learning, Care, Fundraising and Finance have had attendees in this capacity. Senior managers are also members of each committee.

Trustees are charged with making decisions with regard to the charity's business, strategic direction and main areas of policy. Trustees delegate day-to-day leadership to the Chief Executive, who constructs business and strategic plans for scrutiny, amendment and adoption by the Board. The Chief Executive is responsible for operational management.

Objectives and Activities

Purposes and Aims

Our charity's purposes as set out in the objects contained in the memorandum of association are:

- The relief of young disabled people in particular but not limited to the foregoing by the provision of care facilities
- The advancement of education for young disabled people through the provision of:
  - a structured curriculum, training, learning and other activities which supports their aspirations and progress towards independent living
  - opportunities to participate in the performing arts as creators, performers, technicians, administrators and audiences

The Aims of our charity are:

- To support young disabled adults who have interests and talents in the performing and visual arts to achieve the Preparing for Adulthood outcomes through participating in inclusive performance and exhibition opportunities and a personalised learning programme
- To empower our students to live as independently as possible and contribute to their local community
- To foster relationships with local, regional and national communities to bring young disabled adults into the workplace

How we ensure our work delivers our aims

We review our work in relation to our aims, objectives and activities each year through Trustee and senior management meetings and Board meetings, and with reference to the Orpheus strategic plan 2021 -2025, which was launched in the spring of 2021.

We measure our success through delivery of yearly Operational Plans, aligned to our strategy, as well as KPIs approved by each Board Committee and by ratings from regulatory bodies and awarding bodies.

Student satisfaction with our personalised study programme, accommodation and activities associated with the arts is measured through anonymous student surveys, tenant meetings and the student council forum where any issue can be raised. The Student Council Board Representatives provide an in-person report to the Trustee Board Meetings concerning issues the student body wish to raise with Trustees.

How our activities deliver public benefit

The trustees have referred to and have regard for the Charity Commission's public benefit guidance. We have taken it into account through review of our aims and objectives and ensuring that decisions arising from our strategic direction sustain and improve our charitable activities to benefit young disabled adults using visual and performing arts.

All our charitable activities are focused on the UK's vision to build a society which is fully inclusive of disabled people ensuring that they have choice and control over their own lives and are able to live the lives they choose to lead. We are actively improving equality, diversity and inclusion through implementation of our four year plan. We remain a Disability Confident employer, but our progression to Disability Confident Leader status was precluded by Covid preventing us effectively partnering with an external Disability Confident Leader organisation. This is being pursued in 2021-22.

We raise awareness of disability issues at a local and national level through communication with MPs and government ministers, council mayors and inspirational outreach performances. Our students raise awareness and funds for national charities and are encouraged to participate in voluntary activities to help others. They are enthusiastic and keen to overcome barriers to their participation in society. As alumni, our students continue to make a difference to awareness of disability through performance and workshops for other disadvantaged young adults as well as ambassadorial activity for the Centre.

We support our students, who have talents in performing and visual arts, to realise their potential and make a positive contribution to their local community. We do this through accredited qualifications, English and maths skills, independent living, travel and work skills, with a focus on employment. Our supported housing service enables students to transition from the parental home to living in the community as independently as possible when they are ready to do so.

During 2020-21, Covid restrictions fluctuated, so we continued to deliver a full on-site curriculum, but with students largely restricted to set learning 'bubbles' and with severe constraints on work experience and work placements. Our live performance work was adapted to live-stream or recorded delivery, which provided new opportunities for innovation, such as providing a drive-in cinema experience. At times when students were subject to self-isolation due to extreme vulnerability or contact with infection, they were supported to access remote learning provision, tailored to their specific needs and with regular and frequent check-ins from tutor to home.

Contribution of Volunteers

2020-21 has been a very successful year for reenergizing the interest and retention of volunteers. The pandemic had a negative impact on volunteering the previous year as we were minimizing the number of people on site. However, this year we have been able to return our volunteers to site as well as recruit more than ever before. We have increased our volunteering opportunities to include remote, evening and weekend roles, which has also meant we have become more appealing to a more diverse cohort of volunteers, including both young and disabled volunteers. We have successfully recruited 6 disabled volunteers and made the adjustments needed to ensure they have a positive experience with us. We are also working with the Young Volunteer Development Manager at Time to Change to get more young volunteers on board.

We have 108 volunteers in total who work across the organisation in all departments (2019-20: 95 volunteers in total, 71 active). They have donated a total of 7065 hours this year (2019-20: 3,452 hours).

The equivalent cost of this at living wage is £67,117.50 (2019-20: £30,101 at minimum wage). Retaining these wonderful people who make such a difference to the Orpheus Centre has been a high priority this year. Each volunteer has a dedicated line manager to support them and ensure they are made to feel valued. They each have a comprehensive induction into the organisation and complete mandatory training. They are also required to compete a DBS (Disclosure and Barring Service) check. We value each and every volunteer and we will continue to work hard to retain them and to grow a diverse and inclusive group of volunteers.

Achievements and Performance

As established in the 2019-20 annual report The Orpheus ARTS Strategy was launched in the spring of 2021, providing 5 years of focused strategic objectives and outcomes. ARTS represents Aspire, Renew, Transform and Service Excellence, reflecting our desire to develop high quality teams to deliver excellent services to our students and society, whilst ensuring our land and buildings are fully inclusive and fit for the future. Progress against our main priorities for 2020 -2021 year is as follows:

- Compliance with COVID 19 Government regulations while giving our students the best education and care to achieve their future expectations and ambitions through curriculum innovation and staff development: The number of fulltime EFSA students increased to 48 (2019-20: 46). As in 2019-20, Orpheus has remained open and fully functioning throughout the pandemic. All students were on site, albeit with times of isolation due to vulnerability or infection contact, during which remote learning and support were provided. On site COVID testing was established followed by successful transition to twice weekly self-testing, with students supported as required. We paid staff in full when they had to isolate due to COVID and sought priority access to vaccination as early as possible. Students achieved 100% successful completion of qualifications.
- To improve and initiate change in the development and delivery of our transition programme such that our enterprise activities, work with corporate volunteers and local arts businesses provide meaningful work experience for every student: Although work placements were severely limited, casting opportunities increased significantly. In addition, we facilitated virtual workshops with employers, a virtual careers weeks, as well as the development of virtual corporate volunteering opportunities, and our 3 student leavers (2019-20:12) were able to access work placements prior to leaving college. A large cohort of students were granted an additional year of study in 2021-22, increasing the amount of work placements and job coaches required for the ensuing years. Budgets and recruitment plans have been established to fulfil this new need.
- To continue to provide the highest quality standard of care and education that maintains and exceeds the' good' grades that we hold with both Ofsted and CQC regulatory bodies: A successful Ofsted monitoring visit was completed virtually in December 2020. A new combined care and learning support role was introduced along with new managers and training, all of which improved learning and care collaboration and thus the student experience. New group sensory diet sessions were introduced at the start of every day and wellbeing sessions throughout the weekly curriculum. We had 100% retention and our students achieved 100% success in their studies, including English and maths. Earlier and greater student and family support, careers and IAG services (information, advice and guidance) were introduced to personalise each timetable, enable choice, and support transition planning. Extracurricular activities were delivered virtually for both day and tenant students through our Act II programmes and our weekly student celebration of success, Funky Friday, became a live stream event for all learning bubbles, staff and volunteers. All students participated in performance through the year, either virtually, at our live drive-in carol concert, or in the end of year film which was delivered as a drive–in cinema experience.

- Further invest and develop our COIN facilities and resources for existing cohort: There were 5 COIN students (2019-20: 6), as one student requested to pause their programme due to COVID. The COIN group moved to a bigger learning room, and additional classroom facilities and lighting were provided. At the end of the academic year, a new long-term learning space plus sensory break out room was prepared for 2021-22 onwards. The COIN tutor completed a Makaton train-the-trainer course, with wider staff training delivered from August 2021. Two discrete therapy spaces were set up on site to ensure a wider provision of a range of therapeutic options for both COIN and general students, and drama and movement therapy student placement was negotiated with the University of Roehampton. Individual and group therapies were facilitated throughout the year, both planned and in response to evolving student need.
- To develop a virtual outreach programme mapped to existing and new networks to assist fund raising and extend alumni and student involvement: Outreach performances were changed to virtual collaborations and live stream events following a successful trial in August of 2020. Song writing workshops were held in this way with Surrey Choices and with Woodfield School.
- To achieve Disability Confident Leader status as part of our general focus to advocate for young people with SEND and develop roles for their employment: Due to COVID, we were unable to successfully partner with a Disability Leader organisation which was required to complete our own Disability Leader application. Instead we focused upon renewing our Disability Confident status and preparing for Leader application in 2021-22. We promoted an alumnus to a more senior job, employed a new alumnus into the vacancy, and made a successful application for Kick Starter funding specifically for young disabled people who had been employment-disadvantaged by COVID. Our two reception/reprographic and marketing Kick-Starters were recruited ready for a 2021-22 start.
- To nurture and develop the talents and wellbeing of our staff to assure their retention and positive impact on students and volunteers: in particular, through starting our leadership development programme and ensuring continuous professional development of all our staff: The LSCA (learning support and care assistant) and LSCA team leader roles largely replaced our previous care support worker and learning support assistant functions and provided a higher, benchmarked salary. In addition, salary uplifts in line with benchmarking was extended to more roles, including the senior management team, and the Living Wage was implemented, effective April 2021. All such changes are recommended to the Board after approval by the Finance Committee. We designed and implemented a new, whole organisation annual training plan, covering both mandatory and organisation specific subjects, and designed to improve standards and provision as well as further enhance the unity of the whole organisation. Across the organisation, roles, team structures and line management were reviewed so that more mangers were available to support smaller groups of staff. Our leadership development programme continued both virtually and in-person, largely focused on good people management. The launch of our new organisational strategy was supported throughout the year by frequent whole organisation strategy updates from the CEO as well as whole organisation development of our organisational values and their associated behaviours. Staff retention improved significantly, with all-year turnover reduced by 10.85% to 18.5% (2019-20: 29.35%). Further reorganisation of the learning and care team was developed ready for 2021-22 providing additional progression opportunities for staff.
- Review our networks of feeder schools, partners and research: The impact of COVID restrictions on ways of working and workload limited our capacity for external organisations availability for collaboration. Some mapping was completed and we linked with a university to host a drama and movement therapist for 2021-22. However, this work stream has largely transferred to 2021-22.
- Begin to develop our campaign for influencing the lives of young disabled people: Work was commissioned to understand how our organisation is perceived by the public and our

supporters as a context for future campaigning. The student body completed an intensive week called the D Word, exploring disability with a variety of disabled artists and campaigners. We worked with the students throughout the year about our new strategy and their role in fulfilling its outcomes. 2021-22 will see the first of our campaigns.

- As part of our digital strategy, strengthen our wifi connection so that it is accessible from all site locations. Purchase appropriate MIS system and hardware so that staff can access and disseminate information readily and every student can work remotely to the same quality standard: Wifi and hardware upgrade across staff and student resources was completed following the successful transition to hosted data storage. All students now have access to up to date laptops and I-pads which were made available for home use as required. A new student management information system was implemented as well as one for fundraising.
- Improve site security and implement health and safety 5 year maintenance plan: additional security alarms, gates and lighting were provided and work to refine and digitalise the 5 year maintenance plan continued with our health and safety consultants Ellis Whittam.
- To carry out a site review and plan a capital appeal to finalise build requirements for the development of an Arts Centre that includes fully accessible teaching spaces, a theatre and sculpture park in line with our five-year strategic plan: Planning consultancy advised us on the relative risks of development or refurbishment across the whole site. On this basis, interviews for Client Representatives and a legal team resulted in successful appointments of our first two consultancy teams for the development of the Arts Centre. An initial project and programme plan has continued to guide our activity, ready for the recruitment of architects in 2021-22.

FUNDRAISING

We would like to thank all those who took part in our events and challenges this year to raise funds. For every £1 spent we raised £1.02 (2019-20 £2.25) - total fundraising income/ total fundraising expenditure. With central costs removed for every £1 spent we raised £1.19 (2019-20 £2.71). This is a decrease of 56% on last year but explained by our inability to hold external events and the fact that corporate donors were themselves adversely affected by COVID 19.

Non-compliance with fundraising regulations is a risk mitigated by our registration with the Fundraising Regulator, our membership of the Institute of Fundraising and adherence to the highest standards of fundraising practice as in the Code of Fundraising Practice. Orpheus received no complaints about fundraising this year. The Orpheus Centre is committed to providing a positive donor experience and we enjoy a long-term relationship with our supporters based on trust. Fundraisers working on behalf of Orpheus, who encounter either vulnerable potential donors or those who lack mental capacity, arrange appropriate additional support to ensure they make an informed decision to donate. Our fundraisers (both staff and volunteers) are familiarised with the Fundraising Code of Conduct to ensure that it is applied properly. Individual donors are written to occasionally to ask them to support our work, and applications are made to a number of charitable trusts, foundations and companies for grants as well as holding special events. Occasionally third parties are used to write large grant applications to statutory bodies or foundations. This activity is monitored by the Head of Fundraising using our Third-Party Fundraising policy which states the standards we expect.

Thanks to the following funders

The Orpheus Centre has been fortunate to receive funding from several non-statutory sources over the last year. The Board would therefore like to thank the following organisations, individuals, trusts and foundations for the generous support that they have given:

Axa Assistance, No Fear Bridge, HDI Global Specialty, Gatwick Airport Community Trust, The Perfume Shop, Fairalls, Woodward Menswear, Think Systems, Team Frames Trade & Retail, RR Elite Wines, Rickety Bridge Winery, The Spot, Ricoh, Golf Escapes, Nutfield Priory Hotel and Spa, West Sussex Golf Club, Tandridge Golf Club, Silent Pool, Rayners Estate Agents, Feu Diamonds, Squerryes, Hilton Hotels, English National Opera, Intersport, Notre Dame School Cobham

Colin and Naomi Hall, Brian and Erica Flood, Stuart Nassos, Geoff and Fiona Squire, The Hallett Family, Jim and Liz Madden, Marilyn Fry, Lucy Arterton, Joanna Lumley OBE, Dame Judi Dench CH DBE FRSA, Sir Tim Rice, Ann Lovelace MBE

Alchemy Foundation, Arnold Clarke Community Fund, Bloss Family Foundation, Borrows Trust, Community Foundation for Surrey, D'Oyle Carte Charitable Trust, Emmanuel Kaye Foundation, Freddie Green Family Charitable Trust, George Goodsir Foundation, Guild of the nineteen lubricators, Joseph & Lillian Sulley Foundation, Kirkwood Memorial Fund, Mark Leonard Trust, Pears Foundation, St James's Place Foundation, Victoria Wood Foundation, Co-operative Community Fund

Who used and benefitted from our services?

We continue to recruit students with a broad range of disabilities from across the UK, with the majority originating from Southeast England and London. 54% of our total student were female, 46% male, and 6% from BAME groups. These statistics represent birth assigned sex and not necessarily gender identities.

16 applicants were funded to begin their studies in 2020-21, taking the total number of students to 48. A Surrey School and a Surrey Learning Disability service were supported to participate in our song writing outreach work.

Financial Review Investment and Reserves Policies

Income and expenditure

Total incoming resources for The Orpheus Centre Trust in 2021 were £3,255,686 (2020: £3,759,376 as restated) which comprised unrestricted income £2,736,296 (2020: £2,866,571 as restated) and restricted income £519,390 (2020: £892,805).

Expenditure by the Centre is dominated by staff salaries and the maintenance of our facilities and equipment. The total expenditure for 2021 is £3,097,758 (2020: £2,945,218) the increase caused largely by higher employment costs and augmented staff numbers to meet increased student numbers.

The Centre's surplus for 2021 has decreased to £157,928 (2020: £814,158 as restated) reflecting tighter budget setting and control as well as reduced income through the impact of Covid restrictions upon a range of fundraising income streams.

Investment policy

Orpheus seeks to produce the best financial return within an acceptable level of risk. The investment objective is to achieve capital growth at least in line with inflation (RPI) and a stable growing income stream.

The risk is spread by investing in a variety of low-medium risk mandates which are managed by three companies with whom a further £600,000 was transferred in the year. They report annually to the Finance Committee. Investments are easily accessible when required to mitigate unplanned expenditure without affecting our reserves.

At 31 August 2021 the Charity held investments valued at £2,508,838 (2019-20: £1,663,123).
Our return on investments was £245,715, an increase of 9% compared to last year (2019-20: £16,150) reflecting a considerable upturn in financial markets as world economies started to recover from the impact of COVID.

Reserves and Reserves Policy

The Orpheus Centre relies on a mixture of income from a variety of sources to fund its activities and the continued investment in our services and facilities. Our activities and the markets in which we operate have a degree of uncertainty driven by developing Commissioner models and the constraints of public funding. The reserves policy aims to ensure that the Orpheus Centre has appropriate liquidity to build resilience against short term or sudden fluctuations in income or cost levels, unplanned urgent substantial repairs and maintenance expenditure or the need to transform our services in response to developing commissioning strategies. We are committed to providing services to our students (beneficiaries) and want to be confident that our reserves policy is fit for purpose, particularly given their vulnerability. Our reserves are an inherent part of our strategic risk management process and trustees recognise that the need for reserves will vary depending on our financial position and our assessment of the risks faced at any time. Balancing the short term need for spending on our core programmes with the need to maintain stability in the longer term is always considered. This year the Board continued to adopt the reserves policy to identify and designate reserves to long term building funds leaving six months of operating costs as general reserves (2021: £1,548,879; 2020: £1,380,037 as restated) noting the marginal increase in operational costs this year. The policy will be reviewed and monitored along with the finances and should there be any future requirement to release more reserves, there is more than sufficient capacity to do so. Cash plus investments at 31st August 2021 was £3,514,208 (31 August 2020 was £2,911,889).

Restricted reserves at 31st August 2021 were £548,186 (2020: £692,274). The balance at the same date on the expendable endowment fund was £2,179,101 (2020: £2,263,432) with depreciation of £84,331 (2020: £84,331) being charged against the fund.

Unrestricted funds at 31st August 2021 were £4,848,509 (2020: £4,216,447 as restated) of which £3,299,630 represents designated funds (2020: £2,836,410). The remaining unrestricted reserves of £1,548,879 (2020: £1,380,037 as restated) representing 6 months of operating expenditure. The minimum reserves policy agreed by the trustees is to have at least 6 months' worth of operating expenditure.

Risk management

During 2020-21 the Board and executive team reviewed the content and format of the risk register to more accurately reflect current circumstances and enable clearly historical analysis and ongoing review.

To ensure that both strategic objectives and operational activity remain effective, compliant and relevant, the risk register has a section for each of the Board committee functions (Learning, Care, Estates Finance & HR, and Fundraising) as well as Health and Safety, plus Strategic risks assigned to the whole Board.

Both the executive team and Trustees participate in the quarterly reviews of risk. The likelihood and impact scores of each risk and their mitigation are considered and updated as required at each Board / Board Committee meeting, with an annual review of all risks by the Board.

During 2020-21, Covid was managed in accordance with government guidance, with early vaccination opportunities pursued for all staff and students. Case rates on site remained very low, slightly increasing as all restrictions lifted towards the end of the academic year. At no time during 2020-21 did we have a Covid outbreak on site and no person was hospitalised due to Covid.

Safeguarding has been strengthened across the organisation, with a further enhanced membership of the Designated Safeguarding Team effective from the start of the 2021-22 academic year. Membership now includes CEO, COO, Principal and both Assistant Principals, Head of Care and the Quality and Training Officer. We continue to report safeguarding matters to local authority teams as required and include notifications to CQC, Charity Commission and key funders where necessary.

Future plans

Our plans for 2021-22 are set out below as they are written in our business plan and strategy.

ASPIRE - Continue to improve our employment, health and wellbeing practices for our workforce

RENEW - Progress our plans for development of the Orpheus site to deliver future focused premises for learning and working

TRANSFORM - Recruit, achieve external quality marks, network externally and develop our communication so that we actively influence external groups and transform society. We want our activities with and for young disabled people to ensure a better life experience for them: better housing, better employment, and better social lives.

SERVICE EXCELLENCE - Through developing our internal audit process, maintaining and improving our existing facilities, and achieving external quality marks, we will work together to promote outstanding standards in all that we do.

Statement of Trustee Responsibilities

The trustees (who are also directors of The Orpheus Centre Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland).

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

In preparing these financial statements the trustees are required to:

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

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

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors statement

Moore Kingston Smith LLP have indicated their willingness to continue in office and, in accordance with the provisions of the Companies Act, it is proposed that they be reappointed auditors for the ensuing year.

The Trustees' Annual Report is approved by the Trustees of the charity on 19th April 2022. The Strategic Report, which forms part of the Annual Report, is approved by the Trustees in their capacity as Directors of the charity under company law and is signed on its behalf by:



John Beer, Chair of the Board of Trustees

The Orpheus Centre Trust
Independent Auditor's Report to the members of The Orpheus Centre Trust

Opinion

We have audited the financial statements of The Orpheus Centre Trust ('the charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities including the Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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

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

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

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

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 13, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees 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 trustees 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 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 judgement 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 purposes of expressing an opinion on the effectiveness of the charitable company'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 charitable company'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 charitable company 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.

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.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.

- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

22 April 2022

David Montgomery (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Betchworth House
57-65 Station Road
Redhill, Surrey
RH1 1DL

The Orpheus Centre Trust

Statement of Financial Activities for the year ended 31 August 2021

(Including Income and Expenditure Account)

	Notes	Unrestricted Funds	Restricted Funds	Endowment Fund	Year ended 31 August 2021	Year ended 31 August 2020 (as restated)
		£	£	£	£	£
Income and endowments from:						
Donations and grants	2	335,062	141,509	-	476,571	854,683
Charitable activities	3	2,331,960	377,881	-	2,709,841	2,835,390
Other trading activities	4	69,134	-	-	69,134	68,057
Investments		140	-	-	140	1,246
Total income		**2,736,296**	**519,390**	**-**	**3,255,686**	**3,759,376**
Expenditure on:						
Raising funds		464,862	-	-	464,862	361,923
Charitable activities		1,974,418	658,478	-	2,632,896	2,583,295
Total expenditure	5	**2,439,280**	**658,478**	**-**	**3,097,758**	**2,945,218**
Net income before gains on investments		297,016	(139,088)	-	157,928	814,158
Net gains on investments	9	245,715	-	-	245,715	16,150
Net income	7	542,731	(139,088)	-	403,643	830,308
Transfers between funds	13	89,331	(5,000)	(84,331)	-	-
Net movement in funds for the year		632,062	(144,088)	(84,331)	403,643	830,308
Reconciliation of funds						
Funds brought forward		4,216,447	692,274	2,263,432	7,172,153	**6,341,845**
Funds carried forward	13	**4,848,509**	**548,186**	**2,179,101**	**7,575,796**	**7,172,153**

There were no gains or losses during the year other than those included in the statement of financial activities.

The Orpheus Centre Trust
Balance Sheet at 31 August 2021

	Notes	2021 £	2020 (as restated) £
Fixed assets			
Tangible fixed assets	8	4,106,556	4,167,788
Investments	9	2,508,838	1,663,123
Total fixed assets		**6,615,394**	**5,830,911**
Current assets			
Debtors	10	157,539	211,961
Cash at bank and in hand		1,005,370	1,248,767
Total current assets		**1,162,909**	**1,460,728**
Liabilities			
Creditors: amounts falling due within one year	11	202,507	119,486
Net current assets		**960,402**	**1,341,242**
Total assets less current liabilities		**7,575,796**	**7,172,153**
Total net assets		**7,575,796**	**7,172,153**
Represented by:			
Endowment funds	13	2,179,101	2,263,432
Restricted funds	13	548,186	692,274
Unrestricted funds	13	4,848,509	4,216,447
		7,575,796	**7,172,153**

Companies House no: 05089501
Approved by the Board on 19/4/22 and signed on its behalf by

J. W. Beer

John Beer, Chairman

The Orpheus Centre Trust
Statement of Cash Flows for the year ended 31 August 2021

	Notes	Year ended 31 August 2021 £	Year ended 31 August 2020 (as restated) £
Net cash provided by operating activities	a	549,608	1,058,894
Cash flows from investing activities			
Purchase of tangible fixed assets		(196,237)	(71,146)
Purchase of investments		(600,000)	(550,000)
Disposal proceeds		3,232	-
Change in cash and cash equivalents		(243,397)	437,748
Cash and cash equivalents at the beginning of the reporting period		1,248,767	811,019
Cash and cash equivalents at the end of the reporting period		1,005,370	1,248,767

a. Reconciliation of net income to net cash inflow from operating activities		
Net income before gains on investments	157,928	814,158
Adjustments for:		
Depreciation and write-off of fixed assets	252,119	277,279
Loss on disposal of fixed assets	2,118	-
Decrease/ (increase) in debtors	54,422	(55,995)
(Decrease) / increase in creditors	83,021	23,452
Net cash provided by operating activities	549,608	1,058,894

The Orpheus Centre Trust
Notes to the Financial Statements for the year to 31 August 2021

1.ACCOUNTING POLICIES

Basis of accounting
The Orpheus Centre Trust is a charitable company limited by guarantee domiciled and incorporated in and Wales. The registered office is Orpheus Centre, North Park Lane, Godstone, Surrey, RH9 8ND. Every member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up but not exceeding £1.

The financial statements are prepared in Sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The charity meets the definition of a public benefit entity under FRS 102. The financial statements have been prepared in accordance with the accounting policies set out in notes to the financial statements and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accodrance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP).

Going concern
The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable company's forecasts and projections. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Income
All income is recognised where there is an entitlement to the funds, the receipt is probable and the amount can be measured reliably. Deferred income represents amounts received for future periods and is released to income for the period for which it has been received.

Government grants comprise amounts received during the year adjusted for income which relates to future periods.

Expenditure
Expenditure is included on an accrual basis.

Costs of generating funds are those incurred in attracting voluntary income.

Expenditure on charitable activities comprises those costs incurred on the learning programme, the provision of domiciliary care and supported housing. It includes both costs that can be allocated directly to those activities and those costs of an indirect nature to support them.

Governance costs are associated with the governance arrangements of the charity and include the cost of external audit fees. These have been included in support costs.

Central services staff costs, administrative expenses and overheads are allocated to the costs of raising funds and charitable activities on the basis of time spent by staff on these activities.

Fund accounting
Unrestricted funds are donations and other income receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

1.ACCOUNTING POLICIES (CONTINUED)

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on a straight line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected life.

The depreciation rates are as follows:

Freehold buildings	50 years
Building improvements	10 years
Musical instruments	5 years
Furniture and equipment	5 years
Computer equipment and music technology	3 years
Motor vehicles	4 years

Land is not depreciated.

The threshold for capitalising tangible fixed assets is £250.

Operating leases
Rentals applicable to operating leases are charged against expenditure over the period in which the cost is incurred.

Pensions
The Charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Financial instruments

a. Cash and cash equivalents
Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

b. Debtors and creditors
Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price.

c. Fixed Asset Investments
Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Critical accounting estimates and areas of judgement
In the view of the trustees applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry significant risk of material adjustment in the next financial year.

2 INCOME FROM DONATIONS AND GRANTS

Year ended 31 August 2021	Unrestricted Funds £ 2021	Restricted Funds £ 2021	Endowment Funds £ 2021	Total Funds £ 2021
Donations	335,062	141,360	-	476,422
Grants	-	150	-	150
Total donations	**335,062**	**141,510**	**-**	**476,571**

Year ended 31 August 2020	Unrestricted Funds £ 2020	Restricted Funds £ 2020	Endowment Funds £ 2020	Total Funds £ 2020
Donations	343,233	462,392	-	805,625
Grants	-	49,058	-	49,058
Total donations	**343,233**	**511,450**	**-**	**854,683**

3 INCOME FROM CHARITABLE ACTIVITIES

Year ended 31 August 2021	Unrestricted Funds £ 2021	Restricted Funds £ 2021	Endowment Funds £ 2021	Total Funds £ 2021
Learning programme:				
Learning fees	1,232,375	377,881	-	1,610,256
Box office	206	-	-	206
Grants and donations	-	-	-	-
	1,232,581	**377,881**	-	**1,610,462**
Domiciliary care:				
Domiciliary care fees	884,998	-	-	884,998
	884,998	-	-	**884,998**
Supported housing:				
Rent	214,381	-	-	214,381
Grants	-	-	-	-
	214,381	-	-	**214,381**
	2,331,960	**377,881**	-	**2,709,841**

Year ended 31 August 2020	Unrestricted Funds £ (as restated) 2020	Restricted Funds £ 2020	Endowment Funds £ 2020	Total Funds £ (as restated) 2020
Learning programme:				
Learning fees	1,383,703	381,355	-	1,765,058
Box office	6,402	-	-	6,402
Grants and donations	-	-	-	-
	1,390,105	**381,355**	-	**1,771,460**
Domiciliary care:				
Domiciliary care fees	833,781	-	-	833,781
	833,781	-	-	**833,781**
Supported housing:				
Rent	230,149	-	-	230,149
Grants	-	-	-	-
	230,149	-	-	**230,149**
	2,454,035	**381,355**	-	**2,835,390**

4 OTHER TRADING ACTIVITIES

Year ended 31 August 2021	Unrestricted Funds £ 2021	Restricted Funds £ 2021	Endowment Funds £ 2021	Total Funds £ 2021
Hire of facilities	46,993	-	-	46,993
Sales of goods and services	10,376	-	-	10,376
Other income	11,765	-	-	11,765
	69,134	**-**	**-**	**69,134**

Year ended 31 August 2020	Unrestricted Funds £ 2020	Restricted Funds £ 2020	Endowment Funds £ 2020	Total Funds £ 2020
Hire of facilities	46,992	-	-	46,992
Sales of goods and services	18,151	-	-	18,151
Other income	2,914	-	-	2,914
	68,057	**-**	**-**	**68,057**

5 EXPENDITURE

Year ended 31 August 2021	Staff costs	Other direct costs	Allocation of central costs	2021 Total
	£	£	£	£
Cost of raising funds	301,124	98,027	65,711	464,862
Cost of charitable activities:				
Learning programme	1,096,262	79,407	275,985	1,451,654
Residential & domiciliary care	801,886	1,835	289,126	1,092,847
Supported housing	29,529	1,808	26,284	57,621
Loss on Fixed Asset Disposals	-	-	2,119	2,119
Governance	7,655	21,000	-	28,655
	2,236,456	**202,077**	**659,225**	**3,097,758**

Year ended 31 August 2020	Staff costs	Other direct costs	Allocation of central costs	2020 Total
	£	£	£	£
Cost of raising funds	266,945	30,320	64,658	361,923
Cost of charitable activities:				
Learning programme	944,704	53,862	271,571	1,270,137
Residential & domiciliary care	937,606	2,707	284,502	1,224,815
Supported housing	39,721	3,503	25,864	69,088
Governance	18,643	612	-	19,255
	2,207,619	**91,004**	**646,595**	**2,945,218**

6 EMPLOYEES

Number of employees

The average monthly number of full time equivalent employees during the period was 76 (2020 - 75).

Employment costs	Year ended 31 August 2021	Year ended 31 August 2020
	£	£
Salaries and wages	2,004,606	1,919,576
Social security costs	168,612	152,666
Pension Costs	37,286	34,306
Total employment costs	**2,210,504**	**2,106,548**

One employee received emoluments for the period in excess of £60,000 (year ended 31 August 2020 - three over £60,000) and one employee received emoluments for the perlod in excess of £80,000 (year ended 31 August 2020 - one over £70,000). The centre made £2,637 (year ended 31 August 2020: £5,205) in pension contributions. The key management personnel of the charity include the trustees. The Trustees received no remuneration or benefits in kind from the Charity. Total reimbursed expenses for the trustees were £Nil (year ended 31 August 2020 - £612).

7 NET INCOMING/(OUTGOING)RESOURCES

	Year ended 31 August 2021 £	Year ended 31 August 2020 £
Net incoming resources before transfers are stated after charging:		
Depreciation	252,119	277,279
Bank interest	107	1,246
Investment management fees	9,108	7,818
Auditors' remuneration	12,000	12,000
Auditors' non-audit remuneration	14,400	3,775

8 TANGIBLE FIXED ASSETS

	Freehold land & buildings £	Musical instruments £	Furniture & equipment £	Motor vehicles £	Total £
Cost					
At 31 August 2020	5,482,562	51,244	826,160	157,113	6,517,079
Additions	6,068	1,743	188,426	-	196,237
Disposals	-	-	(72,171)	(62,570)	(134,741)
At 31 August 2021	**5,488,630**	**52,987**	**942,415**	**94,543**	**6,578,575**
Depreciation					
At 31 August 2020	1,586,508	30,449	606,761	125,573	2,349,291
Charge for the year	134,953	6,053	101,633	9,480	252,119
Disposals	-	-	(68,291)	(61,100)	(129,391)
At 31 August 2021	**1,721,461**	**36,502**	**640,103**	**73,953**	**2,472,019**
Net book value					
At 31 August 2021	**3,767,169**	**16,485**	**302,312**	**20,590**	**4,106,556**
At 31 August 2020	**3,896,054**	**20,795**	**219,399**	**31,540**	**4,167,788**

9 INVESTMENTS

	2020 £
Market value as at 31 August 2020	1,663,123
Add: additions to Investments at cost	600,000
Add: net gain/loss on revaluation	245,715
Market value as at 31 August 2021	**2,508,838**

	31 August 2021 £	31 August 2020 £
Split as:		
Fixed asset investments	2,508,838	1,663,123
Current asset investments	-	-
	2,508,838	**1,663,123**
Comprised of:		
Listed equities	2,422,639	1,663,123
Cash held within the investment portfolio	86,199	-
	2,508,838	**1,663,123**

10 DEBTORS

	31 August 2021	31 August 2020 (as restated)
	£	£
Student income	29,803	19,479
Other debtors, prepayments and accrued income	127,736	192,482
	157,539	**211,961**

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31 August 2021	31 August 2020
	£	£
Other taxes and social security	57,498	40,309
Wages	8,342	7,198
Other creditors and accruals	136,667	71,978
	202,507	**119,486**

12 FINANCIAL INSTRUMENTS

	31 August 2021	31 August 2020 (as restated)
	£	£
Carrying amount of financial assets		
Financial assets measured at fair value through the SOFA	2,508,838	1,663,123
Financial assets measured at amortised cost - debtors less prepayments	111,170	180,146
	2,620,008	**1,843,269**
Carrying amount of financial liabilities		
Financial liabilities measured at amortised cost	**145,009**	**79,175**

13 MOVEMENT IN FUNDS

Year ended 31 August 2021	At 1 September 2020 (as restated)	Incoming resources	Outgoing resources	Transfers	At August 31 2021
	£	£	£	£	£
Expendable Endowment Fund					
Buildings and equipment	2,263,432	-	-	(84,331)	2,179,101
Restricted funds					
Gorton Fund	5,406	300	(597)	-	5,109
Outreach Programme	163,629	-	(17,407)	-	146,222
Learning Programme	-	377,881	(377,881)	-	-
Alchemy Foundation	358		(358)	-	-
COIN	55,000	14,145	(25,412)	-	43,733
Transitions Fund	258,975	118,757	(156,360)	-	221,372
Minibus Fund	2,527	-	-	-	2,527
Muga	65,971	-	(23,731)	81,816	124,056
Games equipment	116	-	-	-	116
Outdoor gym	81,816	-	-	(81,816)	-
Music lessons	1,000	5,000	-	(5,000)	1,000
IT project	56,234	-	(56,234)	-	-
Other activities	1,242	3,307	(498)	-	4,051
Total restricted funds	692,274	519,390	(658,478)	(5,000)	548,186
Unrestricted funds					
General funds	1,380,037	2,982,011	(2,439,280)	(373,889)	1,548,879
Designated funds					
Long term Building Fund	885,834	-	-	434,772	1,320,606
Music lessons	46,220	-	-	-	46,220
New building supported housing fund	309,332	-	-	(7,539)	301,793
Manor House Fund	63,569	-	-	(15,892)	47,677
Fixed Asset Fund	1,531,455	-	-	51,879	1,583,334
Total unrestricted funds	4,216,447	2,982,011	(2,439,280)	89,331	4,848,509
Total funds	7,172,153	3,501,401	(3,097,758)	-	7,575,796

Expendable Endowment Fund
The Expendable Endowment Fund represents donations received specifically for building and equipping the Orpheus Centre. In 2020-21 depreciation on buildings amounting to £84,331 was charged to the fund (2019-20: £84,331).

Restricted funds
Gorton fund
The Gorton Fund represents a donation in the memory of a former apprentice to be used for any student wishing to undertake an adventurous activity.

Outreach Programme
This programme exists to give young disabled adults the opportunity to support and mentor other disadvantaged or disaffected groups across the UK.

Learning programme
The learning programme fund consists of bursaries and grants to fund learning activities during the year.

13 MOVEMENTS IN FUNDS (CONTINUED)

Alchemy Foundation
The Alchemy Foundation grant is towards salary costs in the Fundraising Department.

COIN
A pilot Communication and Social Interaction Hub for students who have communication and social interaction difficulties and a passion for the creative and performing arts.

Transitions
This project supports our students to "move on" from the college and live independently once they leave us with an established social support structure and activities, and making a positive contribution to their community.

Minibus Fund
The Minibus Fund was set up to buy a minibus for student transport.

Muga
This fund is for the creation of a Multi Use Games Area (MUGA) for students and staff at the Orpheus Centre.

Games equipment
This fund was created to support the purchase of games equipment for use by our students.

IT project
This fund was set up following lottery Funding secured to improve the charities IT systems and to purchase new equipment

Other activities
These relate to miscellaneous amounts granted towards funding various smaller activites.

Unrestricted funds
General funds
General funds represent those funds that are unrestricted.

Designated funds
The Fixed Asset Fund, New Building Supported Housing Fund and the Manor House Fund have been moved from Restricted Funds into the Designated Funds. The reason for the transfer is that the assets have been constructed and there are no ongoing restrictions in place and they are available to use by the Centre to fulfil its general. charitable activities.

In 2019 a £50,000 legacy from the estate of Joyce Hayes was placed into a fund for music lessons in recognition of the donor's profession as a music teacher.
In 2020 a new designated fund (Long Term Building) was established to budget for capital expenditure on a long term basis (3-5 years).

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Year ended 31 August 2021

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Fixed assets	4,436,293	-	2,179,101	6,615,394
Current assets	614,723	548,186	-	1,162,909
Current liabilities	(202,507)	-	-	(202,507)
	4,848,509	**548,186**	**2,179,101**	**7,575,796**

Year ended 31 August 2020

	Unrestricted Funds (as restated)	Restricted Funds	Endowment Funds	Total Funds (as restated)
	£	£	£	£
Fixed assets	3,567,479	-	2,263,432	5,830,911
Current assets	768,454	692,274	-	1,460,728
Current liabilities	(119,486)	-	-	(119,486)
	4,216,447	**692,274**	**2,263,432**	**7,172,153**

15 OPERATING LEASE COMMITMENTS

The charity's future minimum operating lease payments are as follows:

	31 August 2021	31 August 2020
	£	£
Equipment		
Within one year	1,049	1,049
Between two and five years	-	1,049

16 RELATED PARTY TRANSACTIONS

Included in income is £Nil (Year ended 31 August 2020: £44,274) from the Alchemy Foundation to cover the cost of salaries in the Fundraising team. Two of the trustees of The Orpheus Centre Trust are also trustees of The Alchemy Foundation.

17 CAPITAL COMMITMENTS

At the year end, the charity had entered into contractual commitments for capital expenditure totalling £230,141. Other debtors includes £33,587 in respect of deposits paid against these commitments.

18 PRIOR YEAR ADJUSTMENT

The Charity reviewed its revenue recognition policy across its various income streams and decided that an element of its learning fees should not have been accrued for in the prior year financial statements, leading to a prior year adjustment in the current financial statements.

The prior year adjustment has restated the comparative figures within the SOFA, Balance Sheet, Statement of Cash Flows and Notes 3, 10, 12, 13 and 14.

Changes to the statement of financial activities

	At 31 August 2020		
	As previously reported	**Adjustment**	**As restated**
Net movement in funds	798,693	31,615	830,308

Changes to the balance sheet

	At 31 August 2020		
	As previously reported	**Adjustment**	**As restated**
Debtors			
Other debtors, prepayments and accrued income	310,375	(117,893)	192,482
Unrestricted Funds			
General funds	1,497,930	(117,893)	1,380,037

THE ORPHEUS CENTRE TRUST

England & Wales - Charity number 1105213

Accounts

THE ORPHEUS CENTRE TRUST

TRUSTEES' REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2020

Registered with FUNDRAISING REGULATOR

Charity No.1105213 Companies House no. 05089501

The Orpheus Centre Trust

Annual report and financial statements for the year ended 31 August 2020

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The Orpheus Centre Trust
Legal and Administrative Information

The Directors and Management Board of The Orpheus centre	Russell Barrow (resigned Oct 2020) John Beer OBE (Chair) Chris Burling (appointed April 2020) Tony Elias Virginia Fenton Richard Groom MBE Jane McSherry Sir Richard HZS Stilgoe OBE Helen Swain Matthew Truelove (resigned Nov 2020) Neil White
CEO	Rachel Black
Key Management personnel	Nish Chikhlia (appointed Aug 2020; resigned Jan 2021) Richard Clark (appointed Jan 2021) Jay Cross (appointed Mar 2020) Rachel Hayes (resigned Feb 2020) Kerry Lake (resigned Jan 2020) Moira Lambert Sam Owen Lynn Reddick (resigned Dec 2020) Jean Stevens (resigned Aug 2020)
Company Number	05089501
Charity Number	1105213
Registered Office and principal address	Orpheus Centre North Park Lane Godstone Surrey RH9 8ND
Auditors	Moore Kingston Smith LLP, Chartered Accountants Betchworth House 57-65 Station Road Redhill Surrey RH1 1DL
Bankers	Coutts & Co, 440 Strand London, WC2

The Orpheus Centre Trust

The trustees present their report and accounts for the period ended 31 August 2020.

Incorporation

The Trust was incorporated on 31 March 2004 and is a private company, limited by guarantee and not having a share capital. The company commenced its activities on 6 April 2004.

Structure, Governance and Management

Governing document

The charity is governed by its Memorandum and Articles of Association dated 26 February 2004. There are nine members, each of whom guarantees to contribute £1 in the event of the charity being wound up. This year a review of the Memorandum and Articles was initiated to reflect our purpose and update references to current law. Actions were approved in January 2021 and will be implemented this year.

Related Parties

The Orpheus Centre is connected to another charity, The Alchemy Foundation, with which it cooperates in the pursuit of charitable objectives. The Alchemy Foundation provided a grant of £44,274 (£44,883 2018/2019) to cover the annual salary costs of two members of the Fundraising team.

Appointment of Trustees

As set out in the Articles of Association, the Board may at any time appoint additional members, subject to a maximum of 12 members. Any member so appointed retains his/her office until the next Annual General Meeting and is then eligible for re-election. At each Annual General Meeting one third of the members who have been longest in office retire. All retiring members are eligible for re-election for a further term of three years. At the end of this time, re-election can be sought through a proposal made by trustees. Sir Richard Stilgoe is a permanent trustee. The method for appointment and reelection of trustees is under review supported by legal advice.

The methods used to recruit and appoint new charity trustees are advertisement on our website and Facebook, and also a range of other advertising and use of specialist trustee recruitment bodies. Applicants are shortlisted and then interviewed by the Chair and at least one other trustee. The post of Company Secretary is not required and was removed in 2020.

All trustees are advised of their responsibilities under charity law and mandatory training opportunities are made available through on line and face to face training, 1 to 1 meetings for all trustees take place annually with the Chair of the Board where further individual development opportunities may be offered.

Organisation

The Management Board, made up of the Trustee Directors, meets every three months. Three members must be present for the meeting to be quorate. A representative of the Mark Leonard Trust (MLT) requested to attend occasional board meetings after funding was received from the MLT. His observations and guidance are welcomed by the Board. Committees of the Board are: Finance and HR also responsible for IT, Quality and Learning, Domiciliary care, Housing and Estates, Health and Safety and Fundraising and Marketing. They meet every 3 months to ensure accountability and compliance in key areas, assure our strategic objectives and to support staff in every department. A Development Board, with members who are supporters of Orpheus is currently chaired by Stuart Nassos. Its purpose

is to identify new opportunities for fundraising as well as to work in partnership with the fundraising team to strategically support their core activities.

The committees of the Board of Trustees can include external experts; this year, Quality and Learning, and Finance have had members in this capacity. Senior managers are also members of each committee. Every committee has a clear commitment to improve our facilities and enhance the learning opportunities and experience that leads to greater independence for young disabled people at Orpheus.

Trustees are charged with making decisions with regard to the charity's business, strategic direction and main areas of policy. Trustees delegate day-to-day leadership to the Chief Executive, who constructs business and strategic plans for scrutiny, amendment and adoption by the Board. The Chief Executive is responsible for operational management.

This year there was no general salary increase. A range of roles were reviewed as part of reorganising staffing and teams and new salaries were benchmarked. Changes are recommended to the Board after approval by the Finance Committee.

Objectives and Activities

Purposes and Aims

Our charity's purposes as set out in the objects contained in the memorandum of association are:

- The relief of young disabled people in particular but not limited to the foregoing by the provision of care facilities
- The advancement of education for young disabled people through the provision of:
  - a structured curriculum, training, learning and other activities which supports their aspirations and progress towards independent living
  - opportunities to participate in the performing arts as creators, performers, technicians, administrators and audiences;

The Aims of our charity are:

- To support young disabled adults who have interests and talents in the performing and visual arts to achieve the Preparing for Adulthood outcomes through participating in inclusive performance opportunities and a personalised learning programme
- To empower our students to live as independently as possible and contribute to their local community.

How we ensure our work delivers our aims

We review our work in relation to our aims, objectives and activities each year through Trustee and senior management Away Days, Committee meetings with senior staff and Board meetings with reference to our existing strategic plan to 2020. The success and lessons learnt for each business sector is considered in relation to the benefits for the students that we seek to help. A wide-ranging consultation has been completed for the proposed strategic plan from 2021 -2025, which will be approved by the Board for implementation from Spring 2021.
We measure our success through KPI's devised by each Board Committee and by ratings from regulatory bodies and awarding bodies. Plans are in progress for organisational KPIs to be reviewed in 2021. Student satisfaction with our personalised study programme, accommodation and activities associated with visual and performing arts is measured through anonymous student surveys, tenant meetings and the student council forum where any issue can be raised with the CEO and senior management team who report any student issues to the Board. A parent and carer forum also provides valuable feedback.

How our activities deliver public benefit

The trustees have referred to and have regard for the Charity Commission's public benefit guidance. We have taken it into account through review of our aims and objectives and ensuring that decisions arising from our strategic direction, sustains and improves our charitable activities to benefit young disabled adults using visual and performing arts.

All our charitable activities are focused on the UK's vision to build a society which is fully inclusive of disabled people ensuring that they have choice and control over their own lives and are able to live the lives they choose to lead. We are actively improving equality, diversity and inclusion through implementation of our three year plan. We are a Disability Confident employer and hope to achieve Disability Confident Leader status this year.

We raise awareness of disability issues at a local and national level through communication with MPs and government ministers, council mayors and inspirational outreach performances. We support our students, who have talents in performing and visual arts, to achieve accredited qualifications (100% this year), progress in English and maths and gain independence and work skills for employment so that they can realise their potential and make a positive contribution to their local community. Our supported housing accommodation enables students to make a smooth transition to live as independently as possible when they leave to live in a new setting. As a consequence, their need for high cost residential care is decreased. Some students, who do not live in our supported housing, choose to continue to live at home but nevertheless become active independent members of their local community. Our students raise funds for national charities and are encouraged to participate in voluntary activities to help others. They are enthusiastic and keen to overcome barriers to their participation in society especially in the workplace, using public transport and sports facilities. However, to keep students safe from March 2020 when lock down was implemented external activities have been curtailed.

As alumni, our students continue to make a difference to awareness of disability through performance and workshops for other disadvantaged young adults including the Thessaly Theatre group which develops unique disability awareness training for corporate settings. Their success helps to alleviate the concern of parents, carers and siblings about their well-being when they are no longer able to assist them.

Contribution of Volunteers

The charity continues to attract volunteers from the local community, who work in varied roles allocated by a dedicated Volunteer Recruitment Officer (this year 95 active volunteers in total although only 71 are active; 24 volunteers have chosen to take a break from volunteering due to COVID-19). Our volunteers enrich the lives of both students and staff, are highly valued and contributed 3,452 hours (2018-19:11,036 hours) an equivalent of £30,101 (estimate at minimum wage 2020). The reduction in hours reflects the decision to both minimise the number of external visitors to the site to decrease coronavirus transmission and not to have residential volunteers this year. Every volunteer is checked through the Disclosure and Barring service and attends appropriate mandatory and induction courses.

We are grateful for the support from company volunteer days that make such a difference to our grounds and facilities. However, the risk to our staff and students was judged to be too great for these days to continue after March 2020.

Achievements and Performance

In our 2018/2019 annual report we listed our objectives and plans for current and future years. An update on our progress and activities are described below:

- The number of fulltime EFSA students has increased by 9 to a total of 46 - our highest ever intake. Additionally, we had 1 part time student who was privately funded. Retention was 100%. Despite not being able to offer maths and English exams and Arts awards this year due to COVID19 our students have achieved outstanding results across all areas of the study programme with a total of 129 qualifications. 12 students have left Orpheus this year and 7 are living independently in supported living accommodation: a credit to the dedication of the transition team and housing officer.
- Six students were enrolled to the COIN project in September 2019, now self-named the Apollo group. One student transferred to majors group learning after one term. The Board approved the project for a further year. Three students moved into major groups for academic year 20-21. The current group size is 5 (20 -21) whose needs can be fully met with current resources. The Board is delighted with the success of this new venture that fills a gap in regional provision.
- The college complied with Government Guidance for specialist colleges during the national lockdown from March 2020 recognising that students with special educational needs and disabilities (SEND) and their families can be impacted disproportionately when out of education. Major changes to the curriculum and delivery were made to ensure the safety of both students and staff.
- The challenge to tutors to deliver lessons virtually and reduce risk to students was met early on: their adaptability allowed us to offer a full curriculum when full lockdown was ordered. A recent interim visit from Ofsted endorsed the excellence of our provision.
- The period of change has notably increased student involvement with their own learning so that they more readily identify their own skills and areas for improvement. The impact on the Arts nationwide has encouraged them to realise the importance of developing a broad range of skills to improve their future resilience in the community.
- Every student this year has had a mix of actual and virtual work experience opportunities. Of the student-leavers, only one student has not moved into employment, voluntary work, or further education and every student has engaged in purposeful work in the community. We monitor the quality of our programme and recognise that we need to continue our focus on this area to achieve all the Gatsby benchmarks. The additional vehicles to our fleet has enabled our transition team to give effective support to our students prior to the restrictions of Covid.
- During lockdown, some students chose to remain in their homes on site and were kept safe by our care and learning support staff. Risk of infection was minimised through devising and frequently updating our COVID policy that required both staff and student compliance. We are pleased to report that no cases of COVID have been reported within the Centre.
- The operational management of the centre has been streamlined with improved committee reporting to the board, more transparent monitoring of Health and Safety and a strengthened safeguarding team together with a focus on site security. We have appointed an external company to carry out a health and safety audit and provide ongoing advice.
- We have continued to explore options to increase the size of our teaching facilities making the initial decision to develop the existing site and identifying and evaluating the options available including portacabin hire. This year, two flats were taken from the supported housing stock reallocated to teaching and office use. They had not been rented due to lack of demand and safety concerns about access to them and their location.
- We have changed our IT support provider and are planning a move to cloud storage.
- We achieved an overall good rating from CQC in December 2019. Our decision to facilitate closer working between Domiciliary care and Learning teams has allowed achievement of shared targets and a joined up approach to improve the student experience. Hybrid learning

/care roles and more structured supervision have improved communication both within and across teams. The role will be further developed.

- Our outreach work has been limited but innovation within the team has allowed several virtual activities for both students and alumni. We held a successful outreach at HMP Downview in the autumn of 2019, a triumphant performance at the O2 Arena for St James's Palace Annual Company Meeting to an audience of 6.500 people and a Zoom call with our Patron HRH The Earl of Wessex during lockdown.
- Outreach activities have been reviewed as part of our strategic review and future plans are being further developed. Given the challenges of fundraising over the coronavirus lockdown, we only achieved 83% (net) of our fundraising target this year. This compares favourably, however, with the average charity, which is anticipating a 42% reduction in voluntary support[1].
- This year money has been raised to provide funds for the planned multi-use games area (MUGA) as well as significant donations to our emergency appeal.
- We would like to thank all those who took part in our events and challenges this year to raise funds. For every £1 spent we raised £2.25 (total fundraising income/ total fundraising expenditure), a decrease of 21% on last year but explained by our inability to hold external events and the fact that corporate donors were themselves adversely affected by COVID 19.

Who used and benefitted from our services?

Students with a broad range of disabilities are accepted from anywhere in the UK provided we can meet their needs. Only 9% of our students were from BAME groups this year but we recruited more female than male students this year (20%) reversing the previous trend to recruit more male students. Every student achieved their targets.

Our student recruitment process attracts students mainly from outer London and the Home Counties. Expressions of interest and applications for places at Orpheus continue to increase as we build strong partnerships with local schools and become better known on a local and national basis. Our six month transition support programme has been welcomed by alumni but our plans to develop more extensive performance and workshop activities involving alumni and students have been postponed due to COVID19.

Senior staff have been encouraged to speak at and attend national conferences which has enabled us to share ideas and good practice within the curriculum for adulthood that leads to independence, further education and community inclusion.

Financial Review Investment and Reserves Policies

Income and expenditure

Total incoming resources for The Orpheus Centre Trust in 2020 were £3,727,761 (2019: £3,709,739) which comprised unrestricted income £2,834,956 (2019: £2,823,863) and restricted income £892,805 (2019: £885,876).
Expenditure by the Centre is dominated by staff salaries and the maintenance of our facilities and equipment. The total expenditure for 2020 is £2,945,218 (2019: £3,217,462) the decrease caused largely by decrease on agency staff for domiciliary care and restriction to student and fundraising external activities made necessary by COVID 19 recommendations.

The Centre's surplus for 2019 has increased to £782,543 (2019: £492,277) reflecting income targets for fundraising achieving 83% (net) and savings on costs due to pandemic.

[1.]Survey by The Chartered Institute of Fundraising (IoF) and Charity Finance Group (CFG) published June 2020

Investment policy
Orpheus seeks to produce the best financial return within an acceptable level of risk. The investment objective is to achieve capital growth at least in line with inflation (RPI) and a stable growing income stream.

The risk is spread by investing in a variety of low-risk stocks that has been managed by two companies and a further company appointed this year with whom we invested £550,000. They report annually to the Finance Committee. Investments are easily accessible when required to mitigate unplanned expenditure without affecting our reserves.

At 31 August 2020 the Charity held investments valued at £1,663,123 (2019: £1,096,973).
Our return on investments was £16,150, 66% less than last year (2019: £46,904) reflecting a downturn in financial markets due to uncertainties of the impact of COVID19.

Reserves and Reserves Policy

The Orpheus Centre relies on a mixture of income from a variety of sources to fund its activities and the continued investment in our services and facilities. Our activities and the markets in which we operate have a degree of uncertainty driven by developing Commissioner models and the constraints of public funding. The reserves policy aims to ensure that the Orpheus Centre has appropriate liquidity to build resilience against short term or sudden fluctuations in income or cost levels, unplanned substantial repairs and maintenance expenditure or the need to transform our services in response to developing commissioning strategies. We are committed to providing services to our students (beneficiaries) and want to be confident that our reserves policy is fit for purpose, particularly given their vulnerability. Our reserves are an inherent part of our strategic risk management process and trustees recognise that the need for reserves will vary depending on our financial position and our assessment of the risks faced at any time. Balancing the short term need for spending on our core programmes with the need to maintain stability in the longer term is always considered. This year the Board reviewed and revised our reserves policy to identify and designate reserves to long term building funds leaving six months of operating costs as general reserves (2020: £1,470,092; 2019: £1,608,731) noting, the impact of COVID19 in reducing operational costs this year. The policy will be reviewed and monitored along with the finances and should there be any future requirement to release more reserves, there is more than sufficient capacity to do so. Cash plus investments at 31st August 2020 was £2,911,889 (31 August 2019 was £1,907,992).

Restricted reserves at 31st August 2020 were £692,274 (2019: £573,282). The balance at the same date on the expendable endowment fund was £2,263,432 (2019: £2,347.763) with depreciation of £84,331 (2019: £84,331) being charged against the fund.

Unrestricted funds at 31st August 2020 were £4,334,340 (2019: £3,570,308) of which £2,836,410 represents designated funds (2019: £2,072, 378). The remaining unrestricted reserves of £1,497,930 (2019: £1,497,930) represents nearly 6 months of operating expenditure, close to the minimum reserves policy agreed by the trustees.

Principal risks and management

The trustees make regular reviews of the risks which the Trust faces. The trustees have examined the major strategic, business and operational risks and confirm that the established committee structure and the Board monitor actions taken to minimise the impact of each identified risk area. Responsibility for updating risk areas lies with the appropriate committee and recommendations are approved by the Board. The organisational risk register is reviewed annually.

Key Risks identified and action taken to mitigate

Governance

- The Board has pledged to increase diversity among its members and has reviewed its recruitment procedures policy this year. One new member was recruited this year and further recruitment is planned for next year. Issues relating to governance of a specialist college are detailed in our self-assessment report. The trustees ensure they have the skills and commitment to meet the challenges they inevitably face. We continue to benefit from the external support and valued advice from a representative of the Mark Leonard Trust. Conflicts of interest are reported at every meeting.

Operational

- Operational costs are met largely through fees charged to local authorities and fundraising activities. Consequently, failure to recruit students is a major risk and is managed by active engagement with local authorities and commissioners to understand their developing strategies, proactive recruitment and assessment policies. Our curriculum is flexible and personalized for each student with competitive pricing contracts and continues to be an attractive option for prospective students and local authority commissioners. The risk is also mitigated through membership of the National Association of Specialist providers (Natspec) which represents Specialist Colleges at Government and Funding bodies level as well as providing information for prospective students. KPI's for recruitment are monitored throughout the year and we have a waiting list for future years. Our imitative to develop provision for communication and social interaction (COIN) has been successful; future recruitment numbers are positive but increasing provision depends on development of the site in line with our strategic plan.
- We depend on fundraising to extend our facilities and equipment and targets are set each year in line with our projected need. Risk of complaint is mitigated through our Treating Donors Fairly Policy. We have had no complaints this year. The relationship between funds raised and expenditure is monitored through our Fundraising and Marketing Board committee. We have had to delay planned projects for which funding had already been secured due to the lockdown in response to coronavirus. The risk of funders asking for the return of grants has been mitigated by maintaining transparent communication with funders about delays and revised plans.
- Unplanned costs due to a dip in income or increase in expenditure or substantial repairs and maintenance expenditure required to our charity assets are managed through our reserves policy.
- Our percentage occupancy for supported housing was 100% and the number of units will remain at 24 for next year.
- An inability to recruit and retain an effective and flexible workforce is a risk that is compounded by our geographical location. We have initiated a salary review and the outcome will be published next year to ensure that we offer competitive salaries. There has been a high staff turnover this year, but recruitment has been very successful enabling us to increase the diversity of the workforce. Employment issues are reported to the Board to ensure that exit interviews do not reveal adverse trends. A revised staff handbook has been published this year and changes to staff benefits have been implemented together with a strong staff development programme that has a focus on leadership.

- The impact of Brexit has been considered and updated. The impact on the ability of staff and students to attend the centre, the availability and transport of essential supplies and on fundraising where the value of the pound against other currencies could be adversely affected leaving less money for charitable donation has been assessed. We have put into place an action plan to minimise the risks that are under our control.
- We have developed a COVID policy that is updated very regularly to ensure that the college remains open for our students and is safe for both students and staff.

Reputational

- Failure to report Safeguarding incidents is mitigated through our Safeguarding and Prevent Duty policies and mandatory training, updated every three years for all our staff and volunteers. Student awareness of safeguarding including on-line safety is embedded at induction and through the curriculum. The process for reporting of concerns is encouraged through the activities of the safeguarding team and awareness is enhanced through posters distributed throughout the college.
- We have reviewed our IT systems and software to optimize our resilience to cyber-attack and meet performance expectations related to quality data collection within a shorter time frame. We appointed a cloud consultancy to assess and implement our ongoing needs.
- Resilience to data compromise has been strengthened through the appointment of a data protection officer. GDPR training is given to all staff and volunteers and is updated regularly to minimise human error. GDPR compliance is partially reliant on the IT infrastructure, which has been improved and will be further upgraded. We have had no requests for personal information held by us this year.
- A health and safety consultancy has been appointed this year and a Health and Safety Audit has been completed. Implementation has been delayed due to COVID19 but an active maintenance programme will be progressed. Stronger and more transparent health and safety reporting including safeguarding is monitored through our health and safety committee. Breaches to health and safety procedures are investigated through HR.

Financial

- Inadequate financial control procedures causing lack of financial compliance are mitigated through our Policies and procedures manual and our reserves policy (reviewed this year) and are available on the intranet.
- Overspend or unplanned expenditure is mitigated though in depth budget setting and monitoring and a strict procurement policy.
- Our insurance policies are regularly reviewed to ensure that we are fully covered for all our assets and activities.

Compliance with law and regulation

- Non-compliance with fundraising regulations is a risk mitigated by our registration with the Fundraising Regulator, our membership of the Institute of Fundraising and adherence to the highest standards of fundraising practice as in the Code of Fundraising Practice. Orpheus received one complaint about fundraising this year.
- The Orpheus Centre is committed to providing a positive donor experience and we enjoy a long-term relationship with our supporters based on trust. Fundraisers working on behalf of Orpheus, who encounter either vulnerable potential donors or those who lack mental capacity, arrange appropriate additional support to ensure they make an informed decision to donate. Our fundraisers (both staff and volunteers) are familiarised with the Fundraising Code of Conduct to ensure that it is applied properly.
- Individual donors are written to occasionally to ask them to support our work, and applications are made to a number of charitable trusts, foundations and companies for grants as well as holding special events. Occasionally third parties are used to write large grant applications to

statutory bodies or foundations. This activity is monitored by the Director of Development using our Third-Party Fundraising policy which states the standards we expect.

- Orpheus domiciliary care is regulated by CQC and Orpheus Specialist College is regulated by Ofsted. We are currently rated Good by both regulatory bodies. The risk of non-compliance is mitigated through our self-assessment, quality improvement procedures and professional development of staff in line with the changing requirements of these regulatory bodies.

COVID-19

The three issues facing the charity arising from the Coronavirus (COVID-19) pandemic remain:
1. Maintenance of high standard educational provision and domiciliary care
2. Mitigation of the decrease in funding from the Government and fundraising income
3. Maintenance of safety for both students and staff are of the utmost priority to trustees.

The Charity initially set up a rapid response group that included the Chair of the Finance committee, which enabled a faster and more responsive decision-making processes. Its mandate was to take steps to prevent or mitigate the effect of the emergency in question within existing financial controls. Timescales were very tight and with remote working much of the approval for expenditure above £10k was carried out via emails and Zoom meetings.

We ensured that we remained compliant with all Government Guidance for educational settings. The number of students and key workers attending the college are reported each day to the Department of Education. The quality of education and care were monitored through Board sub committees. Our self- assessment report for education demonstrated excellent feedback from students and a recent Ofsted interim report had no concerns with regard to the quality of teaching learning and assessment. The CQC report for domiciliary care was good.

Preventative measures to decrease the likelihood of infection were implemented by all staff working in the College and agency staff are no longer employed. Where necessary personal protective equipment (PPE) was made available and multiple sanitising stations were set-up at key points around the site.
Individual and organisational risk assessments for all staff and volunteers were implemented to fully support their return to the site over the summer and into September 2020. Our COVID policy was written and updated frequently as changes in legislation and our operational procedures required. Key changes that affect students are communicated by the CEO to their parents and carers and have been extremely well received.

Every student who left achieved all their targets. The transition team continue to support students who left Orpheus in July 2020 and now live in their chosen accommodation and actively contribute to their communities.

We welcomed our new intake of students by drawing on our experience with existing students. With the full support of students, parents and carers we successfully carried out a programme of induction to enable them all to participate fully in our online learning programme within Government Guidelines. Additional support for day students is provided by parents and carers and for those living in supported housing by Learning and Support care assistants.

We currently have 49 students for the 2021-22 academic year and continue to deliver the full curriculum within a Covid-19 secure ‘bubble’ system. We operate in ‘bubbles’ considering additional risks from day student travel arrangements. The curriculum has to be delivered differently with some students having to study a wider variety of subjects than they would prefer together with staff having to work in new and different ways. This has been challenging since only a limited number of staff are on site at the same time, external work placements and supported internships are unavailable and external performance and outreach opportunities restricted to virtual events. However, all staff have

responded positively recognising that there must be a balance between safety and curriculum. The operational plan continues to be met.

Recruitment of students for the academic year 2021-22 has not been affected by Covid-19. Providing funding continues we should maintain student numbers. Virtual assessments and open days have successfully replaced former activities It is a credit to the whole team that so much has been achieved with such restricted resources. Whilst everyone would prefer we did not have to work in these ways, we have no choice but to work our way through the challenging balance of safety and curriculum. Staff in both care and learning are working very differently, with far more face to face contact time with students than previously. We have completed recruitment of LSCAs which will reduce the number of different contact interactions. The staff and volunteer teams have risen brilliantly to the challenge. Overall, there is a new energy and enthusiasm throughout the centre. Everyone is embracing the opportunity to collaborate and further the 'One Team' approach.

Our funding from the Education and Skills Funding Agency is not at risk and through-out our Finance Team have remained meticulous in their monitoring of our cash flow and immediately alerting the Rapid Response Team of an impending negative financial situation. The two financial impacts under close review are:

1. Fundraising Income

   Like all charities we have faced a challenge this year as the pandemic continues to impact on the economy. However, the Director of Development maintains a risk assessment of income streams and has continued to review this at least monthly with the CEO. Trustees are informed about any concerns. At the end of November 2020 we have already achieved 13% of the annual income budget for fundraising albeit this is less than our fundraising target for 20-21. Some of our corporate supporters are facing huge losses, donors might lose their job or have a loss in investment income as will some trusts and foundations. We are still unable to resume most in person special events or community fundraising however we are mitigating these risks through maintaining strong relationships with all of our funders and exploring ways to stay connected, for example through online corporate volunteering using Zoom sessions. Our Fundraising team have developed a number of new fundraising products including online auctions, virtual challenges and even drive in concerts. We are actively exploring all new potential sources of funding and making applications to them. We have benefitted from the Government's additional funding for charities via an additional grant from the National Lottery Community Fund.

2. Local Authority

   Croydon council is the first to impose emergency spending restrictions and issued a Section 114 notice. Going forward the council will be focused on spending on essential services only, which includes the provision of statutory services to vulnerable people. We currently have four day students one of whom lives in our supported housing that are funded by Croydon. From the announcement made by the Council it appears that our costs for these students will continue to be met, although they warned of delays in receiving payments, we have been paid promptly and therefore have no concerns.

   We have and will continue to review other Local Authorities very carefully although our risks have been mitigated by having a spread of 49 students over 16 Local Authorities (only 4 students being with Croydon). Also, it appears that those Local Authorities considered most at risk are outside our area including Manchester, Leeds & Liverpool. We do not have any current students funded by these authorities so we have no financial exposure.

We are confident that the charity will remain a Going Concern for the duration of the COVID-19 Pandemic without compromising the safety of the students and staff.

Thanks to the following funders

The Orpheus Centre has been fortunate to receive funding from several non-statutory sources over the last two years. The Board would therefore like to thank the following organisations, individuals and companies for the generous support that they have given:
Alchemy Foundation, Anglo-American Charitable Foundation, Austin & Hope Pilkington Trust, Borrows Trust, Brit Trust, The Bryans, Clothworker's Foundation, Edward Gostling Foundation, Ferndens Gatwick, George Goodsir Trust, Glendale Services, The Hallet Family, Johnsons, Joseph and Lillian Sully Foundation
Steve Kershaw, KeyMT, Kirker Travel, Knights Brown, Jim & Liz Madden, Mark Leonard Trust, Masonic Charitable Foundation, Millstone UK Ltd, National Lottery Community Fund, No Fear Bridge, Orpheus Development Board, Pears Foundation, Porticus UK, Rogers Stirk Harbour + Company, Royal Society of St George, The Sobell Foundation, South Square Trust, Geoff & Fiona Squire, Surrey Community Foundation, Surrey County Council, Transmission Investments
Unum, The Waterloo Foundation, Wates Family Enterprise, Wates Foundation, Weinstock Foundation, Richard & Valerie Wells, Marion Wilcocks, William Brake Foundation.

Future plans

Our future plans are in line with the new strategic plan to be implemented in 2021. We will establish Orpheus ARTS (Aspire, Renew, Transform and Service Excellence) by 2025.. Within the strategic plan our main priorities for 2020 -2021 year are:

- To comply with COVID 19 Government regulations while giving our students the best education and care to achieve their future expectations and ambitions through curriculum innovation and staff development (S)
- To improve and initiate change in the development and delivery of our transition programme such that our enterprise activities, work with corporate volunteers and local arts businesses provide meaningful work experience for every student (S)
- To continue to provide the highest quality standard of care and education that maintains and exceeds the' good' grades that we hold with both Ofsted and CQC regulatory bodies (S)
- Further invest and develop our COIN facilities and resources for existing cohort (S)
- To develop a virtual outreach programme mapped to existing and new networks to assist fund raising and extend alumni and student involvement (T)
- To achieve Disability Confident Leader status as part of our general focus to advocate for young people with SEND and develop roles for their employment (A)
- To nurture and develop the talents and wellbeing of our staff to assure their retention and positive impact on students and volunteers: in particular, through starting our leadership development programme and ensuring continuous professional development of all our staff (A)
- Review our networks of feeder schools, partners and research (T)
- Begin to develop our campaign for influencing the lives of young disabled people (T)
- As part of our digital strategy, strengthen our wifi connection so that it is accessible from all site locations. Purchase appropriate MIS system and hardware so that staff can access and disseminate information readily and every student can work remotely to the same quality standard. (S)
- Improve site security and implement health and safety 5 year maintenance plan
- To carry out a site review and plan a capital appeal to finalise build requirements for the development of an Arts Centre that includes fully accessible teaching spaces, a theatre and sculpture park in line with our five-year strategic plan (R)

Statement of Trustee Responsibilities

The trustees (who are also directors of The Orpheus Centre Trust for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland).

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

In preparing these financial statements the trustees are required to:

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

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

In so far as the trustees are aware:

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors statement

Moore Kingston Smith LLP have indicated their willingness to continue in office and, in accordance with the provisions of the Companies Act, it is proposed that they be reappointed auditors for the ensuing year.

The Trustees' Annual Report is approved by the Trustees of the charity on ? April 2020. The Strategic Report, which forms part of the Annual Report, is approved by the Trustees in their capacity as Directors of the charity under company law and is signed on its behalf by:

J W Beer.

John Beer, Chair of the Board of Trustees

10/05/21

The Orpheus Centre Trust
Independent Auditor's Report to the members of The Orpheus Centre Trust

Opinion

We have audited the financial statements of The Orpheus Centre Trust ('the charitable company') for the period ended 31 August 2020 which comprise the Statement of Financial Activities including the Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement 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 FRS 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 and of its incoming resources and application of resources, including its income and expenditure, for the period 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 trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the 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 other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' annual report for the financial period for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 15, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 trustees 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 trustees 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 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 judgement 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 purposes of expressing an opinion on the effectiveness of the charitable company'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 charitable company'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 charitable company 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.

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.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

13 May 2021

David Montgomery (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Betchworth House
57-65 Station Road
Redhill
Surrey
RH1 1DL

The Orpheus Centre Trust

Statement of Financial Activities for the year ended 31 August 2020

(Including Income and Expenditure Account)

	Notes	Unrestricted Funds	Restricted Funds	Endowment Fund	Year ended 31 August 2020	13 month period ended 31 August 2019
		£	£	£	£	£
Income and endowments from:						
Donations and grants	**2**	343,233	511,450	-	854,683	1,161,542
Charitable activities	**3**	2,422,420	381,355	-	2,803,775	2,457,808
Other trading activities	**4**	68,057	-	-	68,057	89,169
Investments		1,246	-	-	1,246	1,220
Total income		**2,834,956**	**892,805**	**-**	**3,727,761**	**3,709,739**
Expenditure on:						
Raising funds		361,923	-	-	361,923	407,116
Charitable activities		1,847,742	735,553	-	2,583,295	2,810,346
Total expenditure	**5**	**2,209,665**	**735,553**	**-**	**2,945,218**	**3,217,462**
Net income before gains on investments		625,291	157,252	-	782,543	492,277
Net gains on investments	**9**	16,150	-	-	16,150	46,904
Net income	**7**	641,441	157,252	-	798,693	539,181
Transfers between funds	**13**	122,591	(38,260)	(84,331)	-	-
Net movement in funds for the year		764,032	118,992	(84,331)	798,693	539,181
Reconciliation of funds						
Funds brought forward		3,570,308	573,282	2,347,763	6,491,353	5,952,172
Funds carried forward	**13**	**4,334,340**	**692,274**	**2,263,432**	**7,290,046**	**6,491,353**

There were no gains or losses during the year other than those included in the statement of financial activities.

The Orpheus Centre Trust
Balance Sheet at 31 August 2020

	Notes	2020 £	2019 £
Fixed assets			
Tangible fixed assets	8	4,167,788	4,373,921
Investments	9	1,663,123	1,096,973
Total fixed assets		**5,830,911**	**5,470,894**
Current assets			
Debtors	10	329,854	305,474
Cash at bank and in hand		1,248,767	811,019
Total current assets		**1,578,621**	**1,116,493**
Liabilities			
Creditors: amounts falling due within one year	11	119,486	96,034
Net current assets		**1,459,135**	**1,020,459**
Total assets less current liabilities		**7,290,046**	**6,491,353**
Total net assets		**7,290,046**	**6,491,353**
Represented by:			
Endowment funds	13	2,263,432	2,347,763
Restricted funds	13	692,274	573,282
Unrestricted funds	13	4,334,340	3,570,308
		7,290,046	**6,491,353**

Companies House no: 05089501
Approved by the Board on .....and signed on its behalf by
27/4/21

John Beer, Chairman

The Orpheus Centre Trust
Statement of Cash Flows for the year ended 31 August 2020

	Notes	Year ended 31 August 2020 £	13 month period ended 31 August 2019 £
Net cash provided by operating activities	**a**	1,058,894	827,762
Cash flows from investing activities			
Purchase of tangible fixed assets		(71,146)	(274,303)
Purchase of investments		(550,000)	(300,000)
Change in cash and cash equivalents in the year		437,748	253,459
Cash and cash equivalents at the beginning of the reporting period		811,019	557,560
Cash and cash equivalents at the end of the reporting period		1,248,767	811,019

a. Reconciliation of net income to net cash inflow from operating activities

Net income before gains on investments	782,543	492,277
Adjustments for:		
Depreciation and write-off of fixed assets	277,279	285,574
Decrease/ (increase) in debtors	(24,380)	49,415
(Decrease) / increase in creditors	23,452	496
Net cash provided by operating activities	1,058,894	827,762

The Orpheus Centre Trust
Notes to the Financial Statements for the year to 31 August 2020

1.ACCOUNTING POLICIES

Basis of accounting
The Orpheus Centre Trust is a charitable company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Orpheus Centre, North Park Lane, Godstone, Surrey, RH9 8ND. Every member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up but not exceeding £1.

The financial statements are prepared in Sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The charity meets the definition of a public benefit entity under FRS 102. The financial statements have been prepared in accordance with the accounting policies set out in notes to the financial statements and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accodrance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP).

Going concern
The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable company's forecasts and projections and the impact of the ongoing Covid-19 pandemic. Whilst the ultimate impact of the pandemic cannot currently be quantified, the trustees believe that they have taken sufficient steps to mitigate the impact such that the pandemic will not affect the charity’s ability to continue as a going concern. The charity also remains in a strong reserves and cash position. After making appropriate enquiries the trustees have therefore concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

Income
All income is recognised where there is an entitlement to the funds, the receipt is probable and the amount can be measured reliably. Deferred income represents amounts received for future periods and is released to income for the period for which it has been received.

Government grants comprise amounts received during the year adjustedfor income which relate to future period.

Expenditure
Expenditure is included on an accrual basis.

Costs of generating funds are those incurred in attracting voluntary income.

Expenditure on charitable activities comprises those costs incurred on the learning programme, the provision of domiciliary care and supported housing. It includes both costs that can be allocated directly to those activities and those costs of an indirect nature to support them.

Governance costs are associated with the governance arrangements of the charity and include the cost of external audit fees. These have been included in support costs.

Central services staff costs, administrative expenses and overheads are allocated to the costs of raising funds and charitable activities on the basis of time spent by staff on these activities.

Fund accounting
Unrestricted funds are donations and other income receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

1.ACCOUNTING POLICIES (CONTINUED)

Tangible fixed assets
Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on a straight line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected life.

The depreciation rates are as follows:

Freehold buildings	50 years
Building improvements	10 years
Musical instruments	5 years
Furniture and equipment	5 years
Computer equipment and music technology	3 years
Motor vehicles	4 years

Land is not depreciated.

The threshold for capitalising tangible fixed assets is £250.

Operating leases
Rentals applicable to operating leases are charged against expenditure over the period in which the cost is incurred.

Pensions
The Charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

Financial instruments

a. Cash and cash equivalents
Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

b. Debtors and creditors
Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price.

c. Fixed Asset Investments
Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

Critical accounting estimates and areas of judgement
In the view of the trustees applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry significant risk of material adjustment in the next financial year.

2 INCOME FROM DONATIONS AND GRANTS

Year ended 31 August 2020	Unrestricted Funds £ 2020	Restricted Funds £ 2020	Endowment Funds £ 2020	Total Funds £ 2020
Donations	343,233	462,392	-	805,625
Grants	-	49,058	-	49,058
Total donations	**343,233**	**511,450**	**-**	**854,683**

13 month period ended 31 August 2019	Unrestricted Funds £ 2019	Restricted Funds £ 2019	Endowment Funds £ 2019	Total Funds £ 2019
Donations	711,992	427,934	-	1,139,926
Grants	-	21,616	-	21,616
Total donations	**711,992**	**449,550**	**-**	**1,161,542**

3 INCOME FROM CHARITABLE ACTIVITIES

Year ended 31 August 2020	**Unrestricted Funds £ 2020**	**Restricted Funds £ 2020**	**Endowment Funds £ 2020**	**Total Funds £ 2020**
Learning programme:				
Learning fees	1,352,088	381,355	-	1,733,443
Box office	6,402	-	-	6,402
Grants and donations	-	-	-	-
	1,358,490	**381,355**	**-**	**1,739,845**
Domiciliary care:				
Domiciliary care fees	833,781	-	-	833,781
	833,781	-	-	**833,781**
Supported housing:				
Rent	230,149	-	-	230,149
Grants	-	-	-	-
	230,149	**-**	-	**230,149**
	2,422,420	**381,355**	-	**2,803,775**

13 month period ended 31 August 2019	**Unrestricted Funds £ 2019**	**Restricted Funds £ 2019**	**Endowment Funds £ 2019**	**Total Funds £ 2019**
Learning programme:				
Learning fees	916,287	436,326	-	1,352,613
Box office	6,593	-	-	6,593
Grants and donations	-	-	-	-
	922,880	**436,326**	-	**1,359,206**
Domiciliary care:				
Domiciliary care fees	883,364	-	-	883,364
	883,364	-	-	**883,364**
Supported housing:				
Rent	215,238	-	-	215,238
Grants	-	-	-	-
	215,238	**-**	-	**215,238**
	2,021,482	**436,326**	**-**	**2,457,808**

4 OTHER TRADING ACTIVITIES

Year ended 31 August 2020	**Unrestricted Funds £ 2020**	**Restricted Funds £ 2020**	**Endowment Funds £ 2020**	**Total Funds £ 2020**
Hire of facilities	46,992	-	-	46,992
Sales of goods and services	18,151	-	-	18,151
Other income	2,914	-	-	2,914
	68,057	**-**	**-**	**68,057**

13 month period ended 31 August 2019	**Unrestricted Funds £ 2019**	**Restricted Funds £ 2019**	**Endowment Funds £ 2019**	**Total Funds £ 2019**
Hire of facilities	51,687	-	-	51,687
Sales of goods and services	32,603	-	-	32,603
Other income	4,879	-	-	4,879
	89,169	**-**	**-**	**89,169**

5 EXPENDITURE

Year ended 31 August 2020	Staff costs	Other direct costs	Allocation of central costs	2020 Total
	£	£	£	£
Cost of raising funds	266,945	30,320	64,658	361,923
Cost of charitable activities:				
Learning programme	944,704	53,862	271,571	1,270,137
Residential & domiciliary care	937,606	2,707	284,502	1,224,815
Supported housing	39,721	3,503	25,864	69,088
Governance	18,643	612	-	19,255
	2,207,619	**91,004**	**646,595**	**2,945,218**

13 month period ended 31 August 2019	Staff costs	Other direct costs	Allocation of central costs	2019 Total
	£	£	£	£
Cost of raising funds	242,537	91,519	73,060	407,116
Cost of charitable activities:				
Learning programme	948,745	101,113	306,853	1,356,711
Residential & domiciliary care	1,007,334	2,502	321,464	1,331,300
Supported housing	55,596	19,453	29,224	104,273
Governance	16,887	1,175	-	18,062
	2,271,099	**215,762**	**730,601**	**3,217,462**

6 EMPLOYEES

Number of employees

The average monthly number of full time equivalent employees during the period was 75 (2019 - 75).

Employment costs	Year ended 31 August 2020	13 month period ended 31 August 2019
	£	£
Salaries and wages	1,919,576	1,928,494
Social security costs	152,666	151,226
Pension Costs	34,306	28,759
Total employment costs	**2,106,548**	**2,108,479**

Three employees received emoluments for the period in excess of £60,000 and one employee received emoluments for the period in excess of £70,000 (13 month period ended 31 August 2019 - one over £70,000).The centre made £5,205 (13 month period ended 31 August 2019: £1,220) in pension contributions. The key management personnel of the charity include the trustees. The Trustees received no remuneration or benefits in kind from the Charity. Total reimbursed expenses for the trustees were £612 (13 month period ended 31 August 2019 - £288). There were 2 Trustees reimbursed in the period for expenses relating to training conferences and travel.

7 NET INCOMING/(OUTGOING)RESOURCES

	Year ended 31 August 2020	13 month period ended 31 August 2019
	£	£
Net incoming resources before transfers are stated after charging:		
Depreciation	277,279	285,574
Bank interest	1,246	1,220
Investment management fees	7,818	5,006
Auditors' remuneration	12,000	11,700
Auditors' non-audit remuneration	3,775	4,937

8 TANGIBLE FIXED ASSETS

	Freehold land & buildings	Musical instruments	Furniture & equipment	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 31 August 2019	5,482,562	51,244	826,495	128,469	6,488,770
Additions		-	42,502	28,644	71,146
Disposals	-	-	(42,837)	-	(42,837)
At 31 August 2020	**5,482,562**	**51,244**	**826,160**	**157,113**	**6,517,079**
Depreciation					
At 31 August 2019	1,451,387	24,266	520,313	118,883	2,114,849
Charge for the year	135,121	6,183	129,285	6,690	277,279
Disposals	-	-	(42,837)	-	(42,837)
At 31 August 2020	**1,586,508**	**30,449**	**606,761**	**125,573**	**2,349,291**
Net book value					
At 31 August 2020	**3,896,054**	**20,795**	**219,399**	**31,540**	**4,167,788**
At 31 August 2019	**4,031,175**	**26,978**	**306,182**	**9,586**	**4,373,921**

9 INVESTMENTS

	2020
	£
Market value as at 31 August 2019	1,096,973
Add: additions to investments at cost	550,000
Add: net gain/loss on revaluation	16,150
Market value as at 31 August 2020	**1,663,123**

	31 August 2020	31 August 2019
Split as:	£	£
Fixed asset investments	1,663,123	1,096,973
Current asset investments	-	-
	1,663,123	**1,096,973**
Comprised of:		
Listed equities	1,663,123	1,066,973
Cash held within the investment portfolio	-	30,000
	1,663,123	**1,096,973**

10 DEBTORS

	31 August 2020	31 August 2019
	£	£
Student income	19,479	100,361
Other debtors, prepayments and accrued income	310,375	205,113
	329,854	**305,474**

11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31 August 2020	31 August 2019
	£	£
Other taxes and social security	40,309	32,430
Wages	7,198	8,669
Other creditors and accruals	71,978	54,935
	119,486	**96,034**

12 FINANCIAL INSTRUMENTS

	31 August 2020	31 August 2019
	£	£
Carrying amount of financial assets		
Financial assets measured at fair value through the SOFA	1,663,123	1,066,973
Financial assets measured at amortised cost - debtors less prepayments	298,039	290,077
	1,961,162	**1,357,050**
Carrying amount of financial liabilities		
Financial liabilities measured at amortised cost	**79,175**	**63,604**

13 MOVEMENT IN FUNDS

Year ended 31 August 2020	At 1 September 2019 £	Incoming resources £	Outgoing resources £	Transfers £	At August 31 2020 £
Expendable endowment fund					
Buildings and equipment	2,347,763	-	-	(84,331)	2,263,432
Restricted funds					
Gorton Fund	5,906	-	(500)	-	5,406
Outreach Programme	115,589	103,950	(17,650)	(38,260)	163,629
Learning Programme	-	381,355	(381,355)	-	-
Alchemy Foundation	-	44,274	(43,916)	-	358
COIN	45,000	10,000	-	-	55,000
Transitions Fund	259,115	162,935	(163,075)	-	258,975
Minibus Fund	2,527	-	-	-	2,527
Muga	65,971	-	-	-	65,971
Games equipment	116	-	-	-	116
Outdoor gym	77,816	4,000	-	-	81,816
Wheelchair accessible vehicle	-	28,684	(28,684)	-	-
Race Day 2019	-	10,332	(10,332)	-	-
Intensive weeks	-	12,500	(12,500)	-	-
Job Retention Scheme	-	45,131	(45,131)	-	-
Music lessons	-	5,000	(4,000)	-	1,000
IT project	-	69,847	(13,613)	-	56,234
Other activities	1,242	14,797	(14,797)	-	1,242
Total restricted funds	573,282	892,805	(735,553)	(38,260)	692,274
Unrestricted funds					
General funds	1,497,930	2,851,106	(2,209,665)	(641,441)	1,497,930
Designated funds					
Long term Building Fund	-	-	-	885,834	885,834
Music lessons	46,220	-	-	-	46,220
New building supported housing fund	316,871	-	-	(7,539)	309,332
Manor House Fund	79,461	-	-	(15,892)	63,569
Fixed Asset Fund	1,629,826	-	-	(98,371)	1,531,455
Total unrestricted funds	3,570,308	2,851,106	(2,209,665)	122,591	4,334,340
Total funds	6,491,353	3,743,911	(2,945,218)	-	7,290,046

Expendable endowment fund
The expendable endowment fund represents donations received specifically for building and equipping the Orpheus Centre. In 2019-20 depreciation on buildings amounting to £84,331 was charged to the fund (2018-19: £84,331).

Restricted funds
Gorton fund
The Gorton Fund represents a donation in the memory of a former apprentice to be used for any student wishing to undertake an adventurous activity.

Outreach Programme
This programme exists to give young disabled adults the opportunity to support and mentor other disadvantaged or disaffected groups across the UK.

Learning programme
The learning programme fund consists of bursaries and grants to fund learning activities during the year.

13 MOVEMENTS IN FUNDS (CONTINUED)

Alchemy Foundation
The Alchemy Foundation grant is towards salary costs in the Fundraising Department.

COIN
A pilot Communication and Social Interaction Hub for students who have communication and social interaction difficulties and a passion for the creative and performing arts.

Transitions
This project supports our students to "move on" from the college and live independently once they leave us with an established social support structure and activities, and making a positive contribution to their community.

Minibus Fund
The Minibus Fund was set up to buy a minibus for student transport.

Muga
This fund is for the creation of a Multi Use Games Area (MUGA) for students and staff at the Orpheus Centre.

Games equipment
This fund was created to support the purchase of games equipment for use by our students.

Outdoor gym
This fund is for the creation of an outdoor gym for students and staff at the Orpheus Centre.

Wheelchair Accessible Vehicle
This fund was set up to purchase a wheelchair accessible vehicle for student transport.

IT project
This fund was set up following lottery Funding secured to improve the charities IT systems and to purchase new equipment.

Other activities
These relate to miscellaneous amounts granted towards funding various smaller activities.

Unrestricted funds
General funds
General funds represent those funds that are unrestricted.

Designated funds
The Fixed Asset Fund, New Building Supported Housing Fund and the Manor House Fund have been moved from Restricted Funds into the Designated Funds. The reason for the transfer is that the assets have been constructed and there are no ongoing restrictions in place and they are available to use by the Centre to fulfil its general charitable activities.
In 2019 a £50,000 legacy from the estate of Joyce Hayes was placed into a fund for music lessons in recognition of the donor's profession of a music teacher.
In 2020 a new designated fund (Long Term Building) was established to budget for capital expenditure on a long term basis (3-5 years)

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Year ended 31 August 2020

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Fixed assets	3,567,479	-	2,263,432	5,830,911
Current assets	886,347	692,274	-	1,578,621
Current liabilities	(119,486)	-	-	(119,486)
	4,334,341	**692,274**	**2,263,432**	**7,290,047**

Period ended 31 August 2019

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	**£**	**£**	**£**
Fixed assets	3,123,131	-	2,347,763	5,470,894
Current assets	543,211	573,282	-	1,116,493
Current liabilities	(96,034)	-	-	(96,034)
	3,570,308	**573,282**	**2,347,763**	**6,491,353**

15 OPERATING LEASE COMMITMENTS

The charity's future minimum operating lease payments are as follows:	31 August 2020	31 August 2019
	£	£
Equipment		
Within one year	1,049	1,049
Between two and five years	1,049	2,097

16 RELATED PARTY TRANSACTIONS

Included in income is £44,274 (13 month period ended 31 August 2019: £45,883) from the Alchemy Foundation to cover the cost of salaries in the Fundraising team. Two of the trustees of The Orpheus Centre Trust are also trustees of The Alchemy Foundation.