

Orpheus

Trustee Report and Accounts 2023-24

The Orpheus Centre Trust

Charity No: 1105213

Companies House No: 05089501

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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. ”



n 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 scrutiny, 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

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 Natspecs (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 & Georgia 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-streamed 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.

"I can be more independent and do things in my flat without any support"

Student at Orpheus



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.

Orpheus develops and leads activities for children under 5 at the centre and at a local nursery. Orpheus Access offers accessibility audits to organisations, with students providing input on areas of feedback. Forum Theatre develops 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.

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 Lifestyle

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.

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



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.



How We Fundraise

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, Volunteers and Trustees

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 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 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

Statement of Trustee Responsibilities

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 income, 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.
- 20 Trustee Report and Accounts 2023-24

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 are 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:



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

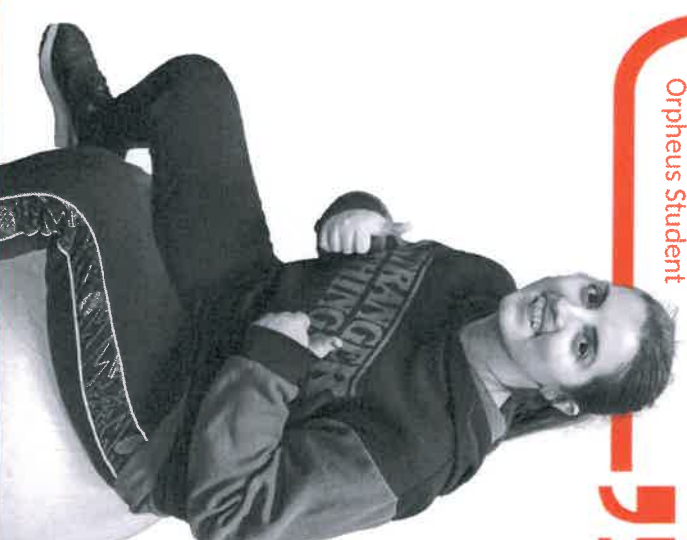
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

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.

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

- 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)

	Unrestricted Funds	Restricted Funds	Endowment Fund	Year ended 31 August 2024	Year ended 31 August 2023
Notes	£	£	£	£	£
Income and endowments from:					
Donations and grants	2	417,030	130,756	-	547,786
				547,786	597,250
Charitable activities	3	2,790,336	910,971	-	3,701,307
				3,701,307	3,073,842
Other trading activities	4	109,157	-	-	109,157
				109,157	96,605
Investments		6,349	-	-	6,349
				6,349	4,747
Total income		3,322,872	1,041,727	-	4,364,599
				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
				4,301,379	4,036,560

Statement of Financial Activities (Continued)

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

	Year ended 31 August 2024	Year ended 31 August 2023
	Notes	£
Net cash provided by operating activities	a	£
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.

The Orpheus Centre Trust

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

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.

The Orpheus Centre Trust

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

2 INCOME FROM DONATIONS AND GRANTS				
Year ended 31 August 2024				
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£ 2024	£ 2024	£ 2024	£ 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	Restricted Funds	Endowment Funds	Total Funds
	£ 2023	£ 2023	£ 2023	£ 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

The Orpheus Centre Trust

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

3 INCOME FROM CHARITABLE ACTIVITIES

Year ended 31 August 2024

	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Learning programme:				
Learning fees	2,010,141	910,971	-	2,921,112

Domiciliary care:

Domiciliary care fees

	2,010,141	910,971	-	2,921,112
	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	Restricted Funds	Endowment Funds	Total Funds
	£	£	£	£
Learning programme:				
Learning fees	1,658,475	652,815	-	2,311,290

Domiciliary care:

Domiciliary care fees

	1,658,475	652,815	-	2,311,290
	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

The Orpheus Centre Trust

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

4

OTHER TRADING ACTIVITIES

Year ended 31 August 2024

Hire of facilities
Sales of goods and services
Other income

Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
£ 2024	£ 2024	£ 2024	£ 2024
60,000	-	-	60,000
26,122	-	-	26,122
23,035	-	-	23,035
109,157	-	-	109,157

Year ended 31 August 2023

Hire of facilities
Sales of goods and services
Other income

Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
£ 2023	£ 2023	£ 2023	£ 2023
46,992	-	-	46,992
20,557	-	-	20,557
29,056	-	-	29,056
96,605	-	-	96,605

The Orpheus Centre Trust

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

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	-	-	-	-
	<u>2,395,940</u>	<u>601,197</u>	<u>1,304,242</u>	<u>4,301,379</u>
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
	<u>2,189,200</u>	<u>556,245</u>	<u>1,291,115</u>	<u>4,036,560</u>

The Orpheus Centre Trust

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

6 EMPLOYEES

Number of employees

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

	Year ended 31 August 2024	Year ended 31 August 2023
Employment costs	£	£
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 Management 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

The Orpheus Centre Trust

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

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	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

The Orpheus Centre Trust

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

9 INVESTMENTS		
Market value as at 31 August 2023	2024	2023
less Cash withdrawals	£	£
Add: net gain/(loss) on revaluation	2,715,879	2,764,222
Market value as at 31 August 2024	(250,000)	-
Historical cost as at 31 August 2023	275,970	(48,343)
	2,741,849	2,715,879
	2,817,804	2,752,101
Split as:	31 August	31 August
Fixed asset investments	2023	2022
Current asset investments	£	£
	2,741,849	2,715,879
	-	-
	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

The Orpheus Centre Trust

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

10 DEBTORS		31 August	31 August
		2024	2023
		£	£
Student income		735	21,769
Other debtors, prepayments and accrued income		189,145	106,569
		<u>189,880</u>	<u>128,338</u>
11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		31 August	31 August
		2024	2023
		£	£
Other taxes and social security		50,530	51,857
Wages		13,868	14,056
Other creditors and accruals		146,533	353,119
		<u>210,911</u>	<u>419,032</u>
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	31 August
		2024	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
	<u>2,834,801</u>		<u>2,757,096</u>
Carrying amount of financial liabilities			
Financial liabilities measured at amortised cost	160,381		367,175

The Orpheus Centre Trust

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

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
Mimbus 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

The Orpheus Centre Trust

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

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 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

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).

The Orpheus Centre Trust

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

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)

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)

The Orpheus Centre Trust

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

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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.

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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.

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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)**
(elected April 2022)
- **Gordon Curtis**
(resigned April 2024)
- **Virginia Fenton**
(appointed December 2017)
- **Neil White**
(appointed February 2016)
- **Vikrant Chaudhary**
(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 Gainall - 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**
- **Moirra 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



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Orpheus

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Companies House No: 05089501

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