

LIVABILITY

England & Wales · Charity number 1116530

Details

Other names	GROOMS - SHAFTESBURY, JOHN GROOMS, LIVABILITY, SHAFTESBURY
Status	Registered
Legal form	Charitable company
Company number	05967087
Registered	2006-10-30
Register	View on the Charity Commission register

Contact

Address	Coburg House 1 Coburg St Gateshead NE8 1NS
Phone	0191 300 9970
Email	info@shaftesburygroup.org
Website	shaftesburygroup.org

Activities

Objects: 3.1 TO ASSIST OR EDUCATE ANY PERSON IN CHARITABLE NEED, AND IN PARTICULAR BUT WITHOUT LIMITATION ANY DISABLED PERSON AND THE PARENTS, GUARDIANS AND CARERS OF SUCH PEOPLE BY WHATEVER MEANS; AND 3.2 TO PROVIDE FACILITIES, SUPPORT, ADVICE AND ASSISTANCE FOR CHRISTIAN CONGREGATIONS, OTHER CHRISTIAN GROUPINGS AND COMMUNITY GROUPS SEEKING TO ALLEVIATE CHARITABLE NEEDS, IN EACH CASE IN A MANNER WHICH AUTHENTICATES THE CHRISTIAN FAITH AND ITS MORAL PRINCIPLES IN A SPIRIT OF LOVE AND PRACTICAL CHRISTIAN SERVICE. FOR THE PURPOSES OF THESE OBJECTS 'CHRISTIAN FAITH' MEANS THE CHRISTIAN FAITH AS REVEALED AND EXPRESSED IN THE HOLY SCRIPTURES BOTH OLD AND NEW TESTAMENTS.

Activities: Livability is the disability charity committed to enabling children, young people and adults to live a life that adds up for them. Every day, we deliver a wide range of disability care, special education, and rehabilitation services to over 1,000 people who are at the heart of everything we do. Our Christian ethos is why we were founded in 1844 and it's why we still exist today.

Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Economic/community Development/employment, Recreation
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, NATIONAL.
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£66,413,000	£61,157,000	£42,449,000	1086
2024-03-31	£58,370,000	£58,839,000	£41,071,000	1029
2023-03-31	£49,843,000	£54,131,000	£41,192,000	1240
2022-03-31	£53,516,000	£50,287,000	£47,289,000	1374
2021-03-31	£46,138,000	£48,433,000	£33,154,000	1560

Trustees

Name	Role	Appointed
ANDREW WILSON		2018-03-21
Canon Susan Johns		2020-01-16
DUNCAN INGRAM		2022-04-15
John Weaving		2020-01-16
Lisa Quinlan-Rahman		2022-06-22
Peter Woodall		2020-01-16
Rt Revd Richard Frith		2022-04-15
Tom O'Connor		2022-04-15

Linked charities

- CONEY HILL SCHOOL WILL TRUSTS (1116530-1)
- MARSH STREET MISSION (1116530-2)
- CHISWICK MISSION (1116530-3)
- THE SHAFTESBURY DEVELOPMENT FUND (1116530-4)
- THE PLATT MISSION (1116530-5)
- THE SHAFTESBURY WELCOME MISSION (1116530-6)
- THE BEDDINGTON FUND (1116530-7)
- HIGHWAY EVANGELICAL CHURCH (1116530-8)

LIVABILITY

England & Wales - Charity number 1116530

Accounts

Livability Annual Report and Financial Statements for the year ended 31 March 2025

Registered Charity 1116530

Company Registration Number 5967087

Letter from our Patron



BUCKINGHAM PALACE

As Patron, I have had the opportunity to observe Shaftesbury's remarkable journey. Last year marked an important milestone in its history - 180 years since the organisation's founding as the Ragged School Union by the Victorian social reformer Lord Shaftesbury. It is a testament to the enduring strength of his vision that today's charity continues to support children, young people and adults with disabilities through compassion, innovation and care.

To mark this anniversary, and honour its heritage, the charity made the decision to revert from the name Livability to Shaftesbury. To support this change, I was pleased to join supporters and ambassadors at a recent event at St. James's Palace to reflect on Shaftesbury's legacy and explore how its work can be sustained and strengthened in the years to come.

Over the past year, it has been inspiring to see how Shaftesbury's commitment to care is reflected in its services. One notable example is the new sensory room at Anvil House, which has made a significant difference to the lives of those who live there. Adjacent to a peaceful sensory garden, this calming space offers therapeutic support and promotes emotional stability.

For most young people, moving out of the family home is an exciting milestone, but for young people with disabilities, this transition is often more complex and limited. Shaftesbury Ivy Lodge is helping by creating a vibrant, modern, accessible and supportive home for six young people taking their first steps towards independent living.

In Dorset, Shaftesbury Millie College, now in its third academic year, continues to grow, with a focus on work-related learning and personal development that includes an on-site café and homegrown produce.

It has been a year of both achievement and renewal. I send my thanks and best wishes to all those involved - staff, volunteers, supporters and ambassadors - for their unwavering commitment.

A handwritten signature in blue ink, appearing to read 'Anne', with a long horizontal flourish extending to the right.

A message from Shaftesbury's Chair

Welcome to the Shaftesbury Annual Report for 2024/25.

I am delighted to report on an excellent year. The Executive Team and colleagues across the charity have worked relentlessly to ensure that the services we provide meet the needs of some of the most vulnerable people in society, and are sustainably funded. This has been a major achievement in the context of an external environment where budgets are under great pressure and economic uncertainty persists.

Whilst excellent progress has been made in achieving financial sustainability, we remain prudent in monitoring our finances so that the good work undertaken to date is consolidated and developed for the long term.

During the last year we completed our change of name from Livability to Shaftesbury. This has reconnected our work today with the inspiration of our founder, the 7th Earl of Shaftesbury, and the many generations of philanthropists who followed him. It has set us on a firm foundation and generated new excitement as we look to the future. Reaffirming our Christian roots reminds us that everyone has dignity regardless of their circumstances, and highlights our particular responsibility towards those in need of support.

In the coming months we shall develop a new strategy that addresses the increasing challenges confronting those who live with disabilities. We are determined to do all we can to ensure they can live a life that adds up for them.

I would like to extend grateful thanks to our patron HRH the Princess Royal, whose contribution to Shaftesbury's work is exceptional. Thanks also to all of you who make our work possible: donors, funders, volunteers and advocates. We take inspiration from your kindness and commitment.

Finally, I would like to say a particular word of thanks to our staff. During the last year I have seen many examples of colleagues who walk quietly alongside the people we support and are singularly focused on contributing to their wellbeing. It is a privilege to be part of your work. I commend this report to all our readers and wish you and yours the very best for the year ahead.

.

Tom O'Connor, Chair of Trustees

A message from Shaftesbury's Chief Executive

It is a joy to present the executive view of the financial year 2024-2025.

The year was punctuated by hard work, resilience and dogged determination across the charity; staff built on the gains of the previous financial year. As a result, we have achieved outstanding successes by anyone's standards.

Members of the Executive Team continued to focus on receiving a fair price from local authority commissioners, NHS commissioners and ICB commissioners for the services we provide to nearly 1000 children, young people and adults every day. We continued to challenge each and every case of underfunding. Additionally, our two-year recruitment initiative has reduced social care vacancies to manageable levels. As a result, there has been a dramatic and sustained reduction in the cost of agency staff.

I am indebted to my operational Directors who, in turn, commend the hard graft of front-line members of staff and visionary higher-level managers. Each role has a part to play in our turnaround.

Of course, I cannot fail to acknowledge the annual contribution of our fabulous Patron. The impact of Her Royal Highness The Princess Royal is incalculable. For the people we support and their families, the excitement of a royal visit begins months in advance and continues long after the visit has ended. It continues its life with the circulation of photos commemorating the event. Readers will note the impressive number of royal visits highlighted within the pages of this report.

Now in our 181st year, we continue to be governed by charitable objects that arose from the philanthropy of the 1844 Ragged School Union movement. Our achievements during this financial year will pave the way for another century of charitable service and sustainable contribution.

Sally Chivers, Chief Executive

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Trustees' report

Purpose of the charity

Shaftesbury is established for the public benefit and for charitable purposes, according to the laws of England and Wales. The objects of the charity are to:

- assist or educate any person in charitable need and in particular, but without limitation, any disabled person and the parents, guardians and carers of such people by whatever means, and
- provide facilities, support, advice and assistance for Christian congregations, other Christian groupings and community groups seeking to alleviate charitable needs.
- In each case, these objects are pursued in a manner which authenticates the Christian faith and its moral principles, in a spirit of love and practical Christian service.

Public benefit summary

Trustees have complied with their duty to have regard to the public benefit guidance published by the Charity Commission, in exercising their powers and duties. In preparing this report and the accounts, trustees have demonstrated their compliance with the requirements set out in the guidance by:

- Providing a review of the significant activities of the charity and demonstrating how it has carried out its purpose for the public benefit.
- Providing details of the charity's purpose and objectives.
- Providing details of the strategies adopted and the activities undertaken to achieve the charity's purpose and objectives.

Structure, governance and management

Shaftesbury is the operating name of Livability, a charity registered in England, number 1116530, and a company limited by guarantee registered in England and Wales, number 5967087. It is governed by its Articles of Association, dated 7 November 2013. In the event of winding up, each member's liability is limited to £1.

The Charity was established in 2007/8 by a merger of The Shaftesbury Society and John Grooms at which point it was called Grooms-Shaftesbury. It changed its name to Livability in 2010. In 2024 the name of Shaftesbury was adopted for charity operations."

Group structure

Livability (operating as Shaftesbury) is the parent charity of a group of charities, operating companies and dormant companies. Operating subsidiary charitable companies in the group are:

- **Kingsley Hall Church and Community Centre**, providing community services in Dagenham, East London. We demerged from Kingsley Hall on 31 March 2025.
- **The Shaftesbury Society**, an inactive disability charity with investment income.

The active trading subsidiaries in the group are:

- **Livability Icanho Limited**, providing acquired brain injury rehabilitation services.
- **Livability Contracting Services Limited**, providing construction and property services.

Shaftesbury's accounts include the assets, liabilities, funds, income and expenditure of a number of charitable trusts that are linked to charitable companies in the group, through linking directions from the Charity Commission. These charities are set out in Note 19 to the accounts.

The Board of Trustees

The Board of Trustees is responsible for the governance of Shaftesbury and for ensuring that its activities are within its charitable objects. The Board sets the strategic direction for the charity and delegates responsibility for its implementation to the Executive Leadership Team (ELT), led by the Chief Executive Officer (CEO). The Board and its committees monitor and scrutinise the performance of the charity and the Executive.

All trustees are non-executive directors, and they usually serve a maximum of three terms of three years. Trustees are appointed initially by the Board of Trustees and then reappointed at the charity's Annual General Meeting (AGM).

Each trustee gives his or her time voluntarily and as such, receives no benefits from Shaftesbury other than reasonable expenses. Occasionally a trustee may provide professional or other services to the charity on normal commercial terms. This is only permitted where it is in the best interests of the charity and subject to certain governance arrangements being satisfied, in compliance with Charity Commission guidance and the requirements of the Charities Act.

The Board ensures its trustees provide the experience and skills required to perform its critical role effectively.

Chief Executive Officer

The CEO is responsible for the delivering the strategy set by the Board and ensuring the performance and activities of Shaftesbury further its charitable objectives and meet the strategic goals set by the Board.

The Executive Leadership Team (ELT) is responsible for strategic oversight and leadership of the charity; it comprises the CEO and the Executive Directors for Care Operations, for Finance, for Education and for Fundraising & Communications.

Our Strategic Aims – Achievements, Performance and Future Plans

Our heritage

Created by a merger of three charities, The Shaftesbury Society, John Grooms and Prospects, Shaftesbury is building on a track record of ground-breaking disability care that dates from 1844. Our charity's earliest founders, John Grooms and Lord Shaftesbury, were pioneers of social change in their day. Today at Shaftesbury we are inspired by their story and, our merger with Prospects to deliver impactful and relevant services that meet the needs of society today.

Shaftesbury's services - in a nutshell

Our 1,550 + staff team supports more than 1,000 individuals across the UK, including:

- 15 residential and nursing homes
- 43 supported living services
- One acquired brain injury rehabilitation centre
- Independent and supported living programmes
- Day activities and learning opportunities
- Outreach support (domiciliary care)
- A special school and three post-16 education college campuses



Wellbeing-focussed

We will provide flexible, adaptive, exceptional services for the people we support as measured by how effectively we enable fulfilling life outcomes, promoted positive wellbeing and form meaningful community connections.

Shaftesbury Care Operations

Shaftesbury Care Operations Support provided

- Delivered 1,293,116 hours of support across the year
- Support 479 adults with either a physical or learning disability
- 15 Residential Services, supporting 217 adults of which 75 are supported in nursing services
- All of services that are regulated with a regulator who provide a service rating are rated as

good or outstanding

- One Acquired Brain Injury rehabilitation centre for adults. The number of clients seen was 230, with 120 rehabilitation programmes being completed
- Two Day Services
- 225 people supported in either supported living or community support.

Mental Health First Aiders Training: We have trained 21 staff members as Mental Health First Aiders to support our staff.

Mindful Employer Charter: We continue our commitment to the Mindful Employer Charter ensures our dedication to staff mental health.

Wellbeing Support: A wide range of tools, tips and training courses are offered to our staff to enhance their wellness.

Service Model Changes: Several service models have been revised so that the people we support have choice and control over their lives - ensuring they live a life that adds up for them.

Values-Based Recruitment: Our Value-Based Recruitment initiative has been developed to attract staff who best align with Shaftesbury's corporate values.

Shaftesbury Education

Shaftesbury Education begins its school year each September, hence the audited accounts do not cover a full school year.

Education settings have the following education classifications:

- 1 x Non-Maintained (Independent) Special School (NMSS)
- 2 x Specialist Post-16 Institutions (SPI) with 3 college campuses

As at 31.03.2025 we had the following number of students on roll:

- Shaftesbury Victoria School (NMSS) – 120 pupils (111.2 FTE) aged 3-19
- Shaftesbury Nash College (SPI) – 74 students
- Shaftesbury Millie College (SPI) – 46 students

This shows an increase of 25 additional learners or a cohort increase of over 10%. Predictions for September 2025 suggested further growth with forecasts suggesting an increase of at least 12% by September 2025.

Victoria School and Nash College were in receipt of Education & Skills Funding Agency (ESFA) funds during the year to 31 March 2025, in accordance with their ESFA funding agreements for August 2024 - July 2025. During the year, the ESFA was re-named and is now called the Department for Education.

During the year, we deepened our commitment to emotional wellness across our education settings, embedding structured approaches and interventions.

Student Voice played a central role, with student councils, advocacy groups and ambassadors actively shaping wellness initiatives. Their feedback led to tangible improvements in activities and resources.

At Shaftesbury Victoria School, this engagement resulted in a £250 grant from BCP Council's Make Your Mark initiative, funding a quiet area to support students' emotional awareness.

Shaftesbury Corporate Objectives

Meaningful collaboration

We will build mutually beneficial partnerships with those who share our values, particularly with the Christian church, in order to grow our combined impact in making community more liveable for disabled people.

Shaftesbury Care Operations

Co-Production Development: Our continued efforts in co-production ensure we build on our "Nothing about me without me" endorsement.

Inclusive Recruitment: As part of the values-based recruitment initiative, the people we support are active participants in the interview process.

Feedback Mechanisms: QR codes have been developed to allow staff, families and the people we support to provide feedback more easily.

Voice and Inclusion: Numerous opportunities are offered for people's voices to be included in our strategy and delivery. This is achieved through staff and people we support forums, project groups, and team meetings.

Therapy outcomes: For those accessing our specialist rehabilitation 87% of clients improved the functional skills needed to access the community such as being able to go shopping, use public transport or drive.

Shaftesbury Education

Collaboration across our Dorset settings enhanced student learning and skills development. External partnerships expanded, offering diverse work experience opportunities from hospitality and park maintenance to animal care. Students at Shaftesbury Nash College manage an online Vinted shop, gaining valuable digital and entrepreneurial skills.

At Shaftesbury Millie College, stakeholder partnerships grew from 14 to 19. The Future Pathways model was further developed, enabling students to build work-related skills off-site through successful enterprise-based learning.

We have collaborated across our settings. In April 2025, Shaftesbury Education hosted its first directorate-wide online training day, fostering closer links between our three education centres as well as sharing knowledge and best practice.

Responding to staff forum feedback through our 'You Said, We Did' approach, a new staff room was created at Millie College. While at Nash College a former IT room was repurposed to expand staff space, adding outdoor seating and providing improved facilities for break times.

At Victoria School placement work with BCP Council led to a collaboration project resulting in an additional 6 Early Years learners being placed at the school from the spring term.

Going deep

We will develop our services, programmes and relationships with the view that being deeply involved in a locality in multiple ways is better than being too thinly spread across disconnected geographical areas.

Shaftesbury Care Operations

Service Closures: Some services were closed due to financial viability issues, allowing the organisation to improve efficiency and focus on sustainable services.

New Services: Continued efforts have been made to open new services, with the opening of Sterling Road in October and prioritise key areas of growth, such as Bournemouth and the North-East of England.

Fee Calculator Development: We have reviewed our fee calculator has been developed to ensure full cost recovery for placements. We are clear with our local authority, NHS and ICB commissioners that we require a fair price for our services.

New model of Support: We have transitioned a residential service into 4 re-purposed properties that offer more independent living.

Children and Young People: We continue to develop our Children & Young People services in the North-East of England as it enters its second year.

Shaftesbury Education

Curriculum refinement continued across our settings. At Millie College, the Enterprise curriculum was enhanced to support student transitions in improved ways. The Future Pathways programme has been further developed to offer broader urban and rural learning opportunities for students at both Millie College and Victoria School.

Safeguarding capacity was further strengthened with senior leaders and Safeguarding Leads attending a two-day advanced DSL training course delivered by an external provider.

Work experience highlights include two Millie College students completing a six-week placement with the National Trust, and another student securing voluntary work at Margaret Green Animal Rescue after expressing a passion for animal care.

Well organised

We will have robust systems and processes in place to be able to work in more agile and responsive ways in a rapidly changing environment.

Shaftesbury Care Operations

Good Ratings: Our continued efforts have led to achieving “good” ratings with regulators, with 100% being rated good or above.

Digital Enablement: Significant strides have been made to become more digitally enabled, including the development of cloud-based options. For example, we have now rolled out the Log My Care “app” across all care settings.

Quality Matters: We have started to develop a multi-disciplinary quality team which can offer a wide range of advice, guidance and practical hands-on support.

Housing Management: We created a new role in the Care Operations Directorate to ensure we provide good housing management.

Project Management: A robust project management process is in place for the development and review of key projects. This process facilitates operational upgrades, functional training, and logistical or estates support issues in a systematic and efficient manner.

System Streamlining: Systems and processes have been streamlined, and directorate performance is tracked with a KPI dashboard.

Shaftesbury Education

At Victoria School, a successful Section 8 Ofsted inspection in November 2024 reaffirmed its 'Good' rating. Inspectors praised the school's inclusive ethos, safeguarding culture, and strong pastoral support. Staff pride and community engagement were also commended.

Occupancy across our settings aligned with projections. Estates management supported this growth and enabled spaces to be used to optimum efficiency:

- **Shaftesbury Millie College:** A demountable building was installed in September 2024, creating space for an additional class. Further expansion is under review.
- **Shaftesbury Victoria School:** Refurbishment of the top floor of Carmel House increased capacity. A new therapeutic play space, designed with the occupational therapy team and supported by a fundraising appeal for specialist equipment, was created.
- **Shaftesbury Nash College:** Occupancy was managed to optimise class sizes and students' learning.

Pastoral teams have been embedded across our settings, providing consistent day-to-day support as well as developing strategies for managing behaviour and risk.

At Victoria School the leadership team was strengthened with appointments made at senior level. This included a new substantive Head Teacher who was appointed in January 2025.

Settings moved to the Office 365 cloud-powered platform which supported leadership collaboration and efficiency. This marked the final piece in the move to Microsoft 365 across the charity to provide improved IT security.

Future plans

Shaftesbury Care Operations

We have just launched our Learning Academy, which is designed to upskill our staff and enhance retention rates by providing comprehensive development opportunities for staff using career pathways. Additionally, the Learning Academy will be available to the people we support, helping to promote independence and life skills. We have secured essential funding for this project over the next three years.

We have three key building projects in the coming year:

Netteswell Bungalows: We plan to modernise the bungalows and repurpose the use so we can support more people with a learning or physical disability.

Dolphin Court: We plan to renovate the top floor, to increase the occupancy adding the addition of three apartments with sea views.

Keefield Court: There a building in the grounds of Keefield Court, currently used by some of the people who live at Keefield Court. We plan to change this into two apartments where people can become more independent, as a step down from Residential Care to Supported Living.

Shaftesbury Education

Nash College developed an Employability Curriculum to be delivered at the Peninsula Campus in North Greenwich. This was created as an alternative and complementary offer to the Skills for Adult Life course delivered at our Croydon Road Campus. During the year work was undertaken to market this offer. Existing students attended the campus weekly to familiarise themselves with the space and undertake authentic work experience activities. This work will be further developed with engagement activities with feeder schools and commissioners in the next academic year.

At Millie College the site has been assessed for occupancy potential. In the next period work will begin on refurbishment of existing spaces to provide additional capacity for growth.

Victoria School will undertake a capacity assessment in the next year to establish the potential for future growth.

Senior leaders are working to unify policies and procedures across the Directorate (and, where possible, across the charity), ensuring consistency as we grow. Local protocols continue to provide clarity for staff at each of our settings.

Following completion of the support staff pay review at Victoria School in March 2024, a Job Evaluation project was launched to ensure consistency and equity across roles. This work is continuing and will inform strategic workforce planning in the longer term.

Cross-directorate collaboration and robust self-evaluation processes will underpin future planning at our school and colleges.

Corporate Improvements

The Charity has made outstanding progress in its fundamental performance metrics through its turnaround activities; it has reached a stage of solid consolidation.

Staff continue to negotiate and re-negotiate contracts to ensure our services are fairly priced. During the audited year, these uplifts totalled more than £1m. Uplifts arise from a) annual inflationary uplifts and b) fee improvement where commissioners are not paying a fair price for the provision of a service. Care Plans and Education Care Plans are fully costed.

The charity saved more than £750k per annum by moving out of its London-based office. We intend to find another London-based office which offers better value. In the meantime, our registered address has changed to its Gateshead office.

The organisation has won new disability social care contracts in the North East of England over the past two years. Similarly, the numbers of students and pupils in education settings have increased year-on-year; this continues to be projected for the next two years, albeit at a slightly lower rate.

Recruitment practices across the organisation have become more sophisticated and more efficient. These improvements have provided more consistency for the children and adults we support and have saved significant amounts of money through a reduction in the use of agency staff.

Staff work with local authority commissioners to establish the need (for disability social care, for complex care and for special education) in the geographic areas where services exist. In line with commissioners' requests the organisation will continue, where appropriate, to move from residential care services to supported living services.

We will also focus on further cohorts of pupils and students with social emotional mental health (SEMH) challenges.

The organisation is now well on its way to receiving its Cyber Essentials+ accreditation. This provides enhanced IT security and will enable a greater number of applications for new business to be realised. Further projects, to rationalise and reduce the costs of the charity's mobile telephony and landline telephony have also begun.

In the next 12 months the charity will purchase and implement a new HR & Payroll system and a new Finance system. These will provide increased efficiency and agility for each function.

Capex projects are being costed and considered by the board of trustees; trustees are keen to improve the condition of service buildings in the charity's portfolio.

Pay and employment

Shaftesbury gender pay gap

As per the Equality and Human Rights Commission regulations, on 5 April 2024, Shaftesbury's payroll 'snapshot date' report showed the mean hourly rate was £15.10 for male and £14.80 for female; the differential figure has decreased to 1.97% compared to last year 6.12%.

The median hourly rate has increased to £12.60 for male and £12.55 for female in 2024 compared to £11.26 for male and £11.45 for female in 2023. Our median pay gap is 0.37%, compared to -1.69% in 2023.

The difference in mean and median bonus pay remains at 0%, as our charity does not pay bonuses to staff.

Pay quartiles

The number of paid male and female in the four pay quartiles (upper, upper middle, lower middle and lower quartile) for the 2024 snapshot date and the 2023 snapshot date are as follows:

Upper quartile in 2024 was 26% (male) and 74% (female) and 26% (male) and 74% (female) for 2023. This shows no movement compared to the last report.

Upper middle quartile in 2024 was 22% (male) and 78% (female) and 17% (male) and 83% (female) for 2023. This shows there is a 5 percentage point increase in males and a 5 percentage point decrease in females in this category, compared to the last report.

Lower middle quartile in 2024 was 23% (male) and 77% (female) and 19% (male) and 81% (female) for 2023. This shows there is a 4 percentage point increase in males and a 4 percentage point decrease in females in this category, compared to the last report.

Lower quartile in 2024 was 22% (male) and 78% (female) and 27% (male) and 73% (female) for 2023. This shows a 5 percentage point decrease in males and a 5 percentage point increase of females in this category compared to the last report.

Shaftesbury continues to monitor its employment and remuneration to ensure that pay is based on fairness.

Employment of people with disabilities

Currently 1.84% of Shaftesbury employees have declared themselves to have a disability, a decrease from last year when 2.24% of the workforce declared a disability. We are working to increase the number of people with disabilities who work for us. As a Disability Confident Employer, we commit to making adjustments to meet the needs of job applicants with disabilities. We work with our staff and volunteers who have disabilities to ensure that they are fully supported during their employment and volunteer time. We do, however, have more work to do to promote employment of people with disabilities in the charity.

Senior executive pay

Senior pay levels reflect the size and complexity of the organisation and the range of work carried out in health and social care, with clinical and nursing services, teaching staff, special education independent academy trusts and professional support services. In 2023, the Nomination, Remuneration & Governance sub-committee of the Board reiterated the policy of the charity to set pay levels in line with pay rates for both sectors. Note 6 to the accounts shows the numbers of employees earning more than £60,000 in bands of £10,000.

Our approach to pay as an organisation is as follows:

Our key priority is to pay staff the highest possible wage in frontline service settings; we pay an hourly rate which is above the National Living Wage. Our uplifts to office staff salaries are dependent on our level of income and projected costs, however we will always seek to provide fair uplifts. We give priority to our frontline staff on our lowest pay rates. A significant proportion of our staff earn rates of pay that are set nationally and in relation to which we have little control. We mirror the national terms and conditions for teachers where we are able so to do.

We implement recruitment and retention initiatives for hard-to-fill roles in our frontline services and are working to encourage the return of the older workforce into suitable roles. We remain committed partners to the Age Friendly Recruitment Pledge.

Our charity does not pay bonuses.

Modern slavery statement

This statement is published on our website:

<https://www.shaftesburygroup.org/download/modern-slavery-statement/>

Fundraising

Our gross fundraising income for 2024/25 reached £6.86m, an increase from £6.38m achieved in 2023/24.

We are incredibly thankful to everyone who supported Shaftesbury, whether through donations, time, or prayer. Here are some fundraising highlights from the year:

London Marathon success

A record 79 inspiring runners joined #TeamShaftesbury for the TCS 2024 London Marathon. Not only did they show determination, passion, and commitment to training but also fundraising, raising more than £146,000.

Supporter Appeals

Our Christmas appeal, The Gift of Care, focused on Shaftesbury Treetops, raising more than £87,000 and Shaftesbury News, our supporter focused newsletter filled with inspiring stories of people we support, raised more than £70,000.

Despite economic challenges, our dedicated individual supporters contributed more than £592,000 which is a testament to their unwavering support, for which we are truly grateful. In

November we launched our regular giving campaign and recruited more than 300 new regular supporters. We hope to recruit a further 1,200 into the Shaftesbury family over the next year.

Celebration Events

Over 160 supporters gathered at the prestigious Drapers' Hall in London, joining some of the people we support to celebrate Shaftesbury's past, present and future. The event was generously gifted by the Master of Drapers' Hall and was hosted by our vice-president Pam Rhodes.

A private supper, hosted by HRH The Princess Royal at St James's Palace, marked the launch of our new Shaftesbury Ambassador programme - an exciting initiative that brings together influential supporters to help expand our network and our reach. We remain hugely appreciative of ambassadors' time, expertise and support as we begin a new chapter in our story.

Philanthropic support

We were fortunate to receive several generous donations from individual supporters this year. Thanks to their kindness and commitment, we delivered a range of projects, including:

- The installation of a wet room at Shaftesbury Nash College, improving accessibility and personal care.
- A new playground and independent living flat at Shaftesbury Victoria School, creating spaces for learning, play, and the development of life skills.
- Continued investment in horticulture and other enrichment projects at Shaftesbury Millie College, supporting outdoor learning and wellbeing.
- The purchase of multiple ceiling hoists across our services, enhancing mobility, comfort and independence for the people we support.

Corporate partners

We were proud to secure a multi-year corporate partnership worth £460,000 to support our new Learning Skills Academy. This significant investment will help us create a leading learning academy to empower both Shaftesbury staff and the people we support. Through high-quality, inclusive, accessible education and skills development, the Learning Skills Academy will provide the tools, confidence, and opportunities for individuals to thrive and achieve their full potential.

Community partners

Over the year we were again supported by several community trusts, foundations, churches, groups and individuals. We received over £44,000 in community trust donations that enabled us to deliver practical improvements and innovative support across our services to help transform lives.

The Suffolk Community Foundation and Sizewell C (through the Sizewell C Community Fund) funded the purchase of a state-of-the-art virtual reality rehabilitation headset for Shaftesbury Icanho, enhancing neurorehabilitation sessions through immersive, personalised therapy. They also funded our Carers Café, providing support for people recovering from brain injury, their friends and families.

A donation from Colchester Catalyst Charity funded the installation of ceiling track hoists at Shaftesbury Treetops, significantly improving accessibility and personal care for residents to make a real difference to their everyday lives.

The B&Q Foundation funded the installation of kitchenettes in individual rooms at Shaftesbury New Court Place, giving residents greater independence and control over their daily routines.

Inspired by their visit to Shaftesbury Netteswell Rectory, the Fowler Smith and Jones Trust made a generous gift to support the service after witnessing the warmth, quality of care, and strong sense of community first hand.

Churches across the country donated more than £11,000 to support our work. Individual fundraisers raised £7,265 through abseils, sponsored walks, and community events - not only generating vital income for Shaftesbury Icanho but also raising awareness of the life-changing impact of neuro-rehabilitation.

We would also like to thank our Shaftesbury Friends groups who continue their support of our services by raising income through events like Christmas Fairs, car shows and by providing activities for the people we support.

Trusts and Foundations

Funding enabled the creation of new sensory rooms at Shaftesbury New Court Place and Shaftesbury Anvil House, providing calming, stimulating spaces that support emotional regulation and wellbeing.

More than £43,000 was donated to install ceiling and manual hoists across multiple services, allowing people to move more freely and promoting greater dignity, comfort, and independence.

A generous gift of £15,900 from the London Marathon Foundation funded sports equipment, gym items, and an ability swing to encourage physical activity for people we support at Shaftesbury Next Steps.

The Talbot Village Trust gave a total of £53,000 to support projects across our Dorset services. This included the refurbishment of polytunnels at Shaftesbury Millie College, enhancing horticulture and outdoor learning, and the creation of an independent living flat at Shaftesbury Victoria School, supporting young people to develop life skills in a safe and supportive environment.

Gifts in wills

We are deeply grateful to all those who have chosen to leave a gift to Shaftesbury in their will. These generous and thoughtful legacies make a lasting impact, enabling us to continue to grow our vital services, both now and for generations to come. We offer our heartfelt condolences and sincere thanks to the families and loved ones of those who have supported us in this remarkable way. We remain humbled by such generosity.

Our fundraising approach

At Shaftesbury, fundraising is not just about generating income, it is about building long-term relationships with our supporters and putting them at the centre of our communications. Each supporter is a vital part of our mission "*All together better for disability*", and we are grateful for their generosity and loyalty in what remains a challenging economic climate. Many supporters have maintained their levels of giving, but we are seeing a gradual decline in the number of active supporters. Individual giving remains our biggest fundraising stream, and we are keen to expand our reach to talk to a more diverse community of people who share our values.

Following our name change last year, we combined our fundraising and communications teams to create a more cohesive approach and to use our rich, inspiring history, and

experience to raise our profile and funds.

Voluntary income plays a crucial role in delivering Shaftesbury's organisational strategy. It is what enables us to support children, young people and adults with disabilities in ways that promote independence, wellbeing, opportunity and inclusion. Raising unrestricted income gives us the flexibility to cover essential running costs and respond quickly to emerging needs. Restricted funds allow us to target specific projects or services that deliver tangible, life-changing outcomes. Our capital projects allow us to deliver transformational change that have long-term impact.

Our fundraising portfolio uses a variety of fundraising methods from individual one-off donations from direct mail, email, social media, online communications, and our supporters' magazine, Shaftesbury News; regular donations by direct debit and standing orders; sports and challenge events, community fundraising, philanthropists, trusts and foundations, payroll giving and gifts in wills. From a community cake sale to the offer of expertise and sponsorship, every contribution helps our work to see people take part, contribute and be valued.

Supporter experience and choice

We are proud of our commitment to providing an outstanding supporter experience. Whether someone gives a one-off gift, takes part in a marathon, or leaves a gift in their will, we treat every supporter with warmth, care, and respect.

Supporters have full control over how they hear from us. We monitor all fundraising activities, whether in-house or with external partners, to ensure compliance with the Charities Act 2016, General Data Protection Regulation (GDPR), and best practice. We are registered with the Fundraising Preference Service, allowing individuals to opt out of communications easily. In 2024/25, we actioned nine requests.

We also welcome and act on feedback. During 2024/25, we received eight fundraising complaints which were all resolved by our supporter services team. We regularly share supporter feedback across team to inform our work, and no complaint is ever disregarded.

Standards and compliance

We are committed to the highest standards of ethical fundraising and are a paid member of the Fundraising Regulator and adhere to the Code of Fundraising Practice and Fundraising Promise.

We are registered with the Information Commissioner's Office and our fundraising activity fully complies with GDPR requirements. We provide in-house training on GDPR and its use.

Our fundraising ensures we never place undue pressure on people in vulnerable circumstances to give, and our fundraisers place this at the heart of all they do. Our Supporter Privacy, Cookies, and Complaints Policies are available on our website for complete transparency and are regularly reviewed.

We also work with carefully selected partners to support fundraising such as payroll giving and to recruit new regular givers. This year we have engaged with the Free Wills Network, and Payroll Giving in Action who are both registered with the Fundraising Regulator. We also worked with Angel, who comply with relevant regulations set by the Fundraising Regulator but are not registered as part of the voluntary scheme.

Looking ahead

Our fundraising strategy is full of passion and aspiration. Through collaboration and innovation, we aim to increase fundraised revenue and deliver campaigns that are resonate and are grounded in our values. Together with our supporters we want to deliver the greatest possible impact for the children, young people and adults with disabilities we support.

Strategic report

Financial review

Overview

The financial performance for the year reflects a strong operational outcome and continued progress in strengthening the Charity's financial position.

Group Results

For the year ended 31 March 2025, the Group reported total income of £66.4m, representing an increase of £6.0m (10%) compared to the prior year (£60.4m). The growth was primarily driven by an uplift in income from charitable activities, which rose by £5.9m, reflecting increased service delivery volumes and inflationary adjustments in contract income. Donations and legacies also increased by £0.5m, supported by continued community engagement and fundraising efforts.

Total expenditure increased by £2.3m to £61.2m, mainly due to higher staff costs and increased activity levels. After accounting for expenditure, the Group achieved an operating surplus of £5.3m, compared to £1.6m in the previous year.

In addition, the year included a revaluation gain of £1.6m on property assets, reflecting market adjustments, and an actuarial gain of £0.2m arising from movements in the defined benefit pension scheme.

Demerger of Kingsley Hall Church & Community Centre (KHCCC)

During the year, the Group completed the demerger of Kingsley Hall Church & Community Centre (KHCCC), which transferred out of the Group structure as an independent charity. This transaction resulted in a one-off reduction of £5.8m, representing the net assets of KHCCC at the date of transfer. Whilst this has reduced the Group's overall surplus for the year, it reflects a planned and strategic restructuring decision aimed at allowing KHCCC to operate independently while continuing to serve its community objectives.

After accounting for this one-off adjustment, the Group reported a total surplus of £1.4m, compared to a deficit of £0.1m in the prior year, bringing the total fund balance to £42.5m.

Charity Results

The Charity (excluding subsidiaries) recorded total income of £64.2m, an increase of £5.8m (10%) from 2023/24. Expenditure rose by £1.9m to £58.4m, resulting in an operating surplus of £5.7m, compared to £1.8m in the previous year. Including revaluation and actuarial gains, the Charity achieved a total surplus of £7.7m, increasing the fund balance to £42.5m (2023/24: £34.7m).

The improved financial results demonstrate strong operational management, effective cost control, and the positive impact of strategic investments. Despite the demerger, the Charity remains in a robust financial position, with healthy reserves to support its ongoing commitments and long-term sustainability.

Going concern

The Trustees of Shaftesbury have assessed the charity's financial position and performance, including the current economic environment, available resources, and future cash flow projections. Based on this assessment, the trustees believe that Shaftesbury has adequate financial resources to continue operating for the foreseeable future, and that there are no material uncertainties about its ability to continue as a going concern. Trustees have thanked the members of the executive team for the drive and dedication they have shown in producing such a transformation of charity business.

The financial statements have been prepared on a going concern basis, as the trustees and management are confident that the charity will be able to meet its liabilities as they fall due within the next 12 months from the date the accounts are signed.

Trustees acknowledges that there are risks and uncertainties in the sectors in which Shaftesbury operates. Based on the hugely successful current year together with currently available information Shaftesbury remains a financially viable entity with a bright future.

Financial outlook

For the 2024/25 financial year, Shaftesbury reported an operational surplus of £5.3m. This shows a continued and significant improvement compared with a surplus of £1.6m during the previous year. This £3.7m turnaround reflects the positive impact of the corporate transformation programme.

Shaftesbury income includes legacy donations of £4.9m.

The organisation is very well-positioned to build on these improvements during the next reporting period.

Key performance indicators for the group

	2024/25	2023/24
Key performance indicators	£'000	£'000
Total income	66,413	60,423
Operating costs	61,157	58,839
Operating Surplus for the year (before investment gains/losses)	5,256	1,584

Reserves policy

The Board of Trustees has considered the level of reserves which should be maintained within the Group and this is reviewed annually. Such reserves are needed to cover, for example, working capital, future property repairs and the risk of possible shortfall in charitable income.

At the year ended 31 March 2025, Shaftesbury held a total of £42.5m in reserves (2024: £41.1m).

Of these total reserves including the pension reserve, £34.1m (2024: £28m) are unrestricted.

In addition, the trustees have considered and set a reserves policy which requires that unrestricted funds equivalent to a range of eight to twelve weeks of total organisational expenditure is held.

The group's unrestricted reserve at the end of the year was £34.1m. This represents 34 weeks of total unrestricted organisational expenditure, which is better than the range determined by our reserves policy. (Based on an average weekly expenditure of £1.17m)

We have also considered our free reserves. We have calculated these using the broad guidelines set out by the Charity Commission. Effectively, we have taken our Group net assets and deducted restricted and endowed funds. As we are an organisation that actively uses properties, we have also deducted unrestricted fixed assets unless they are subject to sale in future years (and as such, are not required for ongoing operations). This provides us with negative free reserves of (£0.25m) 2024:(£7.8m). This considerable reduction in negative reserves has been achieved through various steps taken to improve the underlying financial performance of the organisation over the last few years.

Investment policy

At the year ended 31 March 2025, Shaftesbury held a total of £5.9m in Social and Financial Investments of which £4m is permanently endowed. In accordance with the objective set out in investment policy, these are invested in a way that does not conflict with the charity's aims and objectives and minimises risk.

Free reserves calculation

	31/03/2025	31/03/2024
	£'000	£'000
Group net assets	42,485	41,071
Less: Restricted funds	(2,037)	(4,827)
Less: Endowed funds	(6,338)	(8,150)
Subtotal	34,110	28,095
Less: Fixed assets (asset reliant organisation)	(35,197)	(38,294)
Add back: Pension Liability 'reserve'	261	1,840
Subtotal	(826)	(8,359)
Add back: Functional fixed assets to be sold in following years	579	579
Free reserves	(247)	(7,780)

S172 Working with our stakeholders

This is a mandatory statement reporting how Directors have complied with their duty to have regard to the matters in section 172 (1) (a)-(f) of the Companies Act 2006 ('the Act').

The children, young people and adults we support, their families and representatives

In our education settings, surveys are a vital tool for gathering feedback from students, staff, parents, and other stakeholders to inform continuous improvement. We use platforms such as Edurio to conduct structured surveys that capture insights on safeguarding, teaching quality, wellbeing and engagement. Responses are carefully analysed to identify trends, strengths, and areas requiring attention. Key findings are shared with leadership teams and relevant departments, and action plans are developed to address concerns or enhance practice.

Collaborative partnerships with local schools and colleges have strengthened our relationships with host Local Authorities, resulting in improved learner referrals and enhanced quality development initiatives

In our Care Operations settings, we issue a twice-yearly stakeholder survey to the people we support, to families and to carers and to the health and social care professionals involved in the support of the people who use our services. We operate a 'You Said, We Did' response to findings from the surveys and publish our findings.

We hold regular residents' and tenants' meetings with the people we support. The Care Operations Directorate endorses the 'nothing about me, without me' initiative. This ensures that the people we support are central to any decision made about their care preferences and choices. The Quality, Compliance and Innovation Team ensures this methodology is central to our co-production work.

Our Safeguarding & Service Quality Committee reviews, scrutinises and protects our relationship with the children, young people and adults we support.

We write to the people we support when we make changes that might impact on them and to keep them up to date and welcome feedback.

Services produce bi-monthly newsletters for the families providing an update on what been happening and plans for the coming months.

Services have social events and invite families to participate and feedback about their experience.

Our Changes for the Future Forum comprises representatives from all the people we support in Care Operations. It is co-chaired by two of its members.

Our staff

Our Staff Wellbeing and Engagement Forum 'champions' foster a culture of openness, in line with our corporate values. The focus of the forums has evolved to include the employee experience. We are further enhancing the dialogue with our staff by redefining the Wellbeing and Engagement events by Directorate. We have offered our wellbeing support package to external social media followers.

We continue to sign up to the Mindful Employer charter, ensuring that our staff have a place to turn to. We are committed to ensuring our staff have a good work-life balance.

Members of our Quality, Compliance and Innovation team visit services on a regular basis and seek to gain staff members' experiences of working in services. Regular visits from Trustees and senior Care Operation leaders take place on a regular basis.

The charity is an Age Friendly Employer and has signed up to the charter to improve recruitment and opportunities for older people. We often find that older people have spent a significant proportion of their lives using caring skills and so a new career caring for others in a more formal environment can work well.

We continue to work with staff teams to ensure the culture in the services is built around our values of open, enabling, inclusive and courageous.

We have issued a staff survey to our frontline staff and made changes as a result of their feedback.

Each year we issue two surveys to our frontline, completing a "you said, we did" for each service. We then pick 6 themes for the feedback and set up working groups to see how we can improve things for our staff teams.

We trained 21 staff members to be Mental Health First Aiders across a range of our services and colleges.

Our trustees

Trustees receive regular updates from each Executive Director. Our committees provide scrutiny and strategic oversight across our business activities.

For example, the Safeguarding & Service Quality Committee considers regulatory ratings and inspections, case studies, recruitment and retention rates, and safeguarding incidents. This committee also monitors the contribution of our Local Advisory Boards in our education settings.

Our Strategic Business Committee focuses on financial performance, budgets and plans, capital expenditure and our subsidiary and corporate trustee responsibilities. Fundraising performance is also scrutinised through the Strategic Business Committee.

Our supporters

We were honoured to be supported by our Patron, HRH The Princess Royal during the year. She hosted a private supper at St James's Palace to celebrate the renaming of the charity, reflecting on our history and discussing future plans and ambitions. In December 2024 the Princess Royal was welcomed into the homes of the people who live at Shaftesbury Netteswell Rectory in a small cul-de-sac in Essex. She listened intently to the pastime and hobbies of the people we support and engaged them in conversation. She also met two volunteers who received the volunteer of the year award.

We were very pleased to welcome more than 160 supporters to the prestigious Drapers' Hall in London together with some of the people we support. We reflected on Shaftesbury's past, celebrated the present and looked to the future. The event was generously gifted by the Master of Drapers' Hall and was hosted by our vice-president Pam Rhodes.

We are incredibly grateful to our individual and corporate supporters and volunteers. We recognise that there are competing demands for people's hard-won cash.

We would like to extend our thanks to OrchLab, an inclusive project which shares music-making through the orchestral sound of the London Philharmonic Orchestra. They make it possible for adults whose disabilities prevent them from using most traditional musical instruments to create music with members of the orchestra, using assistive technology, iPad apps, percussion instruments and adapted instruments.

Our regulators

Our regulatory bodies include the Care Quality Commission, the Regulation and Improvement Authority, Care Inspectorate Cymru, Ofsted, the Department for Education and the Charity Commission. We continue to build on our strong relationships with our regulators to ensure we deliver good-quality support to all who use our services.

In the reporting period, a significant change to the regulatory landscape occurred with the closure of the Education and Skills Funding Agency (ESFA). From October 2024, its functions were reintegrated into the Department for Education (DfE), with the full transfer completed by 31 March 2025. As a result, the DfE now directly oversees funding and assurance.

Compliance with regulatory frameworks and performance against those are scrutinised at the Safeguarding and Services Committee with each of the education Local Advisory Boards (LABs).

Our local communities

With our support, the people who use our services are better able to access the wider community and to participate more fully in being an active citizen in their community. We continue to support people to volunteer in their local community.

Environmental commitment

Since the Covid-19 pandemic, we have minimised staff travel to reduce emissions. More staff now work from home at least part of the week, also reducing emissions.

When carrying out repair and maintenance work, we made responsible decisions about the impact on the environment. We changed the lighting in our registered office to be LEDs which reduced energy usage.

We took the decision to purchase most of our consumables to a supplier who uses a fleet of electric vehicles.

Energy usage

North Office

Double-glazed doors have been fitted to the main entrance at the front of the building. Additionally, a second set of double-glazed doors have been installed internally between the main entrance and the reception area, creating a foyer-style space. Both sets of doors are flush-fitting to eliminate draughts and heat loss.

Two exterior windows have been added to the ground floor office, allowing more natural light to permeate through the working area. Overgrown bushes which were blocking exterior windows have been trimmed back, again allowing more natural light into the ground floor office space.

Main office lighting has been replaced by LED lighting panels, each controlled by a dimmer switch.

Peninsula Campus

The building meets the highest benchmarks for energy performance and the building's energy strategy delivers a reduction in the building's carbon emissions: BREEAM Excellent EPC B:47 High level of passive energy control. This results in reduced heating, cooling and lighting demands. Intelligent building controls allowing energy savings by providing high levels of energy conservation and recovery. Ground-source energy systems exist to further reduce building energy requirements. The building uses low carbon ground-source cooling, heating and domestic hot water.

Water conservation measures include rainwater harvesting for flushing toilets. A building management unit enables comprehensive reporting and management of energy and water use.

SECR Executive Summary

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 (also known as SECR) require large unquoted companies and limited liability partnerships to disclose their annual energy use and greenhouse gas (GHG) emissions, and related information on energy efficiency measures undertaken and an energy efficiency ratio.

1.1 SECR Energy Use and Carbon Emissions Disclosure

Shaftesbury discloses its energy use and greenhouse gas emissions that Shaftesbury is responsible for in line with the requirements of the Companies Act 2006 (Strategic and Directors' Reports) Regulations 2013 and latest 2018 regulations.

	2024/25 Consumption kWh	2023/24 Consumption kWh	2024/25 Emissions (TCO2e)	2023/24 Emissions (TCO2e)
Electricity	2,445,551	2,573,434	506.35	579.00
Gas	5,838,952	5,976,282	1,067.94	1,093.23
Transport Fuels	367,933	312,895	88.78	75.86
Gross Annual Total	8,652,436	8,862,611	1,663.07	1,748.09
Intensity Metric (EBTIA)(£M)			7.411	1.503
Total TCO2e/EBTIA			224.41	1,163.07
Qualifying Green Tariffs	-.00	-.00	-.00	-.00
Net Annual Total	8,652,436	8,862,611	1,663.07	1,748.09

Table 1: Primary Statement for Shaftesbury

The above reported carbon emissions translate to Scope 1, 2 and 3 emissions as follows:

	2024/25 Consumption kWh	2023/24 Consumption kWh	2024/25 Emissions (TCO2e)	2023/24 Emissions (TCO2e)
Scope 1*	5,901,647	6,005,934	1,083.07	1,100.42
Scope 2 (location based)	2,445,551	2,573,434	506.35	532.89
Scope 2 (market based)	2,445,551	2,573,434	506.35	532.89
Scope 3	305,238	283,243	73.65	114.78
Total (location based)	8,652,436	8,862,611	1,663.07	1,748.09
Total (market based)	8,652,436	8,862,611	1,663.07	1,748.09

Table 2: Greenhouse Gas Emissions for Shaftesbury

* transport fuel consumption and mains gas included, no fugitive emissions recorded

1.2 Baseline year

This is the sixth year of GHG reporting and is aligned with the financial year, 01/04/2024 to 31/03/2025. The first year's report forms the baseline year which runs from 01/04/2019 to 31/03/2020.

Targets

Shaftesbury has not developed any carbon targets for the current reporting period.

1.3 Intensity measurement

Shaftesbury has chosen the EBTIA figure as their intensity metric. This figure is used to divide the organisation's carbon emissions by an appropriate activity metric. The benefits of an intensity metric allow the comparison of normalised carbon emissions over time and against similar organisations.

1.4 Carbon offset

Shaftesbury had no qualifying carbon offsets during this financial period.

1.5 Energy efficiency narrative

This year, the organisation has taken the following measures to reduce their energy and carbon consumption across their sites:

- The white goods at 9 sites have been updated and replaced with higher efficiency models.
- Made heating system upgrades including underfloor heating installation, BMS upgrades and general upgrades of outdated units.
- 27 sites have seen varying degrees of LED lighting upgrades; these include single or emergency light replacements to several light replacements at a single site.

Principal risks and uncertainties

Shaftesbury's work with vulnerable people means that inherent risks are ever-present. We produce safeguarding policies and procedures which are regularly reviewed and ensure that concerns are effectively identified, reported, and responded to. These policies are reviewed by trustees. We work in partnership with regulators and statutory organisations as required.

Our risks fall into five major categories:

a) Reputation

Our reputation is critical to our status as a trusted provider. This risk is managed through a robust set of performance indicators and assurance controls in safeguarding, financial and regulatory frameworks. Policies and Standard Operating Procedures are upheld through the Quality and Practice frameworks covering both Care Operations and Education settings. Cyber security is provided through our part-accreditation (shortly to be full accreditation) as a Cyber Essentials+ employer.

b) Operating margins – price vs cost

As our business is provided on behalf of public-sector commissioners (local authorities, NHS and ICBs), there is an ongoing risk of failure to receive a fair price for our services. This may affect our ability to invest in the improvement and expansion of our services. In recent years, we have been resolute in achieving a fair price through our care setting costing model and our education costing model.

c) Pensions – Shaftesbury's three closed defined-benefit pension schemes

These schemes are subject to risks outside of our charity's control. The continued requirement to fund the deficits has a material impact on Shaftesbury's ability to invest in the growth and expansion of its services. Shaftesbury works with industry experts to ensure needs are balanced with current beneficiaries of the charity with those of its current and future pensioner populations. Pension deficits continue to decrease and the charity has recently undertaken a third-party review of its schemes; it is currently working to implement the recommendations. Shaftesbury is liable to nil premium payments for its JG Pension and Assurance Scheme for the next three years.

d) Cash availability

Battles with commissioners to maintain operating margins, alongside mandatory funding requirements (such as premium payments for the closed pension schemes), can negatively affect monthly cash balances. Recent turnaround progress, however, means that the charity's cash balance no longer presents the risk it once did.

e) Recruitment and retention

There are known workforce shortages affecting the wider health, education and social care sectors. Shaftesbury is becoming recognised as an employer of choice to attract and retain the workforce needed to sustain high standards across its businesses. A two-year initiative has reduced social care vacancies to manageable levels. It has also reduced the associated costs of agency staff by a significant margin.

The Board and Executive Leadership Team (ELT) monitor the performance of the charity under a) to e) above through a KPI dashboard.

Statement of trustees' responsibilities for the Financial Statements

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' Annual Report, incorporating the strategic report, and the financial statements, in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year, in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and charity and of the incoming resources and application of resources, including the income and expenditure, of the Group and charity 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 Statement of Recommended Practice (SORP)
- make judgements and accounting 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
- 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 adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

Each of the members of the Board of Trustees has confirmed that:

- so far as he or she is aware, there is no relevant audit information of which Shaftesbury's auditors are not aware

- he or she has taken all the steps that he or she ought to have taken as a member of the Board to make himself or herself aware of any relevant audit information and to establish that Shaftesbury's auditors are aware of that information.

The report of the Board, incorporating the Strategic Report, was approved by the Board on 12 December 2025 and signed on its behalf on 12 December 2025 by

A handwritten signature in black ink, appearing to read 'T. O'Connor'.

Tom O'Connor, Chair

Independent Auditor's Report to members of Shaftesbury

Opinion

We have audited the financial statements of Livability for the year ended 31 March 2025 which comprise Group and Charity Statement of Financial Activities, Group and Charity Balance Sheets, Group and Charity Statement of Cashflows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2025 and of the group's and parent charitable company's net movement in funds, including the 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 group 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 group'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. The other information comprises the information included in the Message from Shaftesbury's Chair, Message from Shaftesbury's Chief Executive and Trustees' 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.

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' Report (which includes the strategic report and 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 strategic report 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 the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the strategic report and the directors' 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 accounting records have not been kept by the parent charitable company; or
- the parent charitable company 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 for the financial statements

As explained more fully in the trustees' responsibilities statement set out on pages 34 and 35, 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 group's and the parent 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 group or the parent 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.

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:

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to compliance with the regulations of the Care Quality Commission, Ofsted, Health and Safety regulation, GDPR, employment law and Charity Law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as Companies Act 2006, Charities Act 2011, Charities SORP (FRS 102) and consider other factors such as payroll tax and VAT.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to manipulation of accounting estimates and judgements and the posting of inappropriate journals to income. Audit procedures performed by the engagement team included:

- Enquiries of management regarding correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Reviewing and testing journal entries made in the year, particularly those made as part of the yearend financial reporting process; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

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



Tracey Young (Senior Statutory Auditor)
For and on behalf of HaysMac LLP, Statutory Auditor
Date 18 December 2025

10 Queen Street Place
London
EC4R 1AG

Primary Statements

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2025

Group	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	6,566	300	-	6,866
Charitable Activities	2	57,462	739	-	58,201
Other Trading Activities	2	1,151	-	-	1,151
Investments	3	195	-	-	195
Total Income		65,374	1,039	-	66,413
Expenditure on:					
Raising Funds	5	1,179	177	-	1,356
Charitable Activities	5	58,610	1,103	77	59,790
Other	5	1	-	-	1
Loss on Disposal of Fixed Assets	4	10	-	-	10
Total Expenditure		59,800	1,280	77	61,157
Net Income/(Expenditure)		5,574	(241)	(77)	5,256
Transfer between funds	14	468	(468)	-	-
Transfer assets to KHCCC	18	(2,021)	(2,081)	(1,735)	(5,837)
Actuarial gain	13	245	-	-	245
Net gain/(loss) on revaluation of properties		1,636	-	-	1,636
Net gain/(loss) on revaluation of investments	3	114	-	-	114
Net Movement in funds		6,016	(2,790)	(1,812)	1,414
Reconciliation of funds					
Total funds brought forward		28,094	4,827	8,150	41,071
Total funds carried forward		34,110	2,037	6,338	42,485

Results in the statement of financial activities derive from continuing operations. The notes on pages 47-90 form part of these financial statements

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2024

Group	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	5,797	590	-	6,387
Charitable Activities	2	52,013	316	-	52,329
Other Trading Activities	2	1,468	-	-	1,468
Investments	3	239	-	-	239
Total Income		59,518	905	-	60,423
Expenditure on:					
Raising Funds	5	1,261	33	-	1,294
Charitable Activities	5	55,576	602	46	56,222
Other	5	438	270	-	708
Loss on Disposal of Fixed Assets	4	613	-	-	613
Total Expenditure		57,888	905	46	58,839
Net Income/(Expenditure)		1,630	-	(46)	1,584
Transfer between funds	14	34	(34)	-	-
Actuarial (losses)	13	(1,803)	-	-	(1,803)
Net gain/(loss) on revaluation of investments	3	(32)	-	130	98
Net Movement in funds		(171)	(34)	84	(121)
Reconciliation of funds					
Total funds brought forward		28,265	4,861	8,066	41,192
Total funds carried forward		28,094	4,827	8,150	41,071

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2025

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	6,326	37	-	6,363
Charitable Activities	2	56,316	370	-	56,686
Other Trading Activities	2	993	-	-	993
Investments	3	117	-	-	117
Total Income		63,752	407	-	64,159
Expenditure on:					
Raising Funds	5	1,179	177	-	1,356
Charitable Activities	5	56,690	368	-	57,058
Other	5	0	-	-	0
Loss on Disposal of Fixed Assets	4	10	-	-	10
Total Expenditure		57,879	545	-	58,424
Net Income/(Expenditure)		5,873	(138)	-	5,735
Actuarial Gains	13	245	-	-	245
Net gain/(loss) on revaluation of properties		1,636	-	-	1,636
Net gain/(loss) on revaluation of investments	3	115	-	-	115
Net Movement in funds		7,869	(138)	-	7,731
Reconciliation of funds					
Total funds brought forward		26,250	2,173	6,295	34,718
Total funds carried forward		34,119	2,035	6,295	42,449

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2024

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	5,569	460	-	6,029
Charitable Activities	2	50,907	-	-	50,907
Other Trading Activities	2	1,264	-	-	1,264
Investments	3	170	-	-	170
Total Income		57,910	460	-	58,370
Expenditure on:					
Raising Funds	5	1,261	33	-	1,294
Charitable Activities	5	54,057	275	-	54,332
Other	5	331	-	-	331
Net Loss on Disposal of Fixed Assets	4	613	-	-	613
Total Expenditure		56,262	308	-	56,570
Net Income/(Expenditure)		1,648	152	-	1,800
Actuarial (loss)		(1,803)	-	-	(1,803)
Net (loss) / gain on revaluation of investments	3	(34)	-	130	96
Net Movement in funds		(189)	152	130	93
Reconciliation of funds					
Total funds brought forward		26,439	2,021	6,165	34,625
Total funds carried forward		26,250	2,173	6,295	34,718

Balance Sheet – Livability Group and Charity as at 31 March 2025					
	Note	Group		Charity	
		2025 £'000	2024 £'000	2025 £'000	2024 £'000
Fixed Asset:					
Intangible Assets	7	10	-	10	-
Tangible Assets	8	37,435	41,641	37,435	35,859
Financial Investments	9	1,859	1,846	1,830	1,816
Social Investment	10	4,084	3,982	4,084	3,982
Total Fixed Assets		43,378	47,469	43,349	41,657
Current Assets:					
Debtors	11	6,008	5,988	6,117	5,945
Cash at Bank		6,363	5,235	6,252	4,243
Total Current Assets		12,371	11,223	12,369	10,188
Liabilities					
Creditors: Amounts falling due in 1 year	12	(4,834)	(6,555)	(4,839)	(6,745)
Net Current Assets		7,537	4,668	7,530	3,443
Total Asset less Current Liabilities		50,925	52,137	50,889	45,100
Creditors: Amounts falling beyond one year	12	(8,179)	(9,226)	(8,179)	(8,542)
Net Assets excluding Pension Liability		42,746	42,911	42,710	36,558
Defined Benefit Pension Liability	13	(261)	(1,840)	(261)	(1,840)
Total Net Assets		42,485	41,071	42,449	34,718
The Funds of the Charity					
Permanent Endowment Funds	14	6,338	8,150	6,295	6,295
Restricted Funds	14	2,037	4,827	2,035	2,173
Unrestricted Funds	14	34,371	29,934	34,380	28,090
Pension Reserve	14	(261)	(1,840)	(261)	(1,840)
		42,485	41,071	42,449	34,718

The report was approved by the Board and signed in its behalf on 12 December 25:

T.O.W.

Chair: Tom O'Connor

Peter Woodall

Trustee: Peter Woodall

Statement of Cashflows for the year ended 31 March 2025

		Group		Charity	
		2025	2024	2025	2024
		£'000	£'000	£'000	£'000
Cashflows from Operating activities					
Net cash provided by operating activities	C1	3,676	502	3,774	891
Cashflows from Investing activities					
Dividends, Interest and rent from Investments		195	239	117	170
Proceeds from the sales of property, plant and equipment		-	746	-	746
Purchase of Property, Plant and Investment		(955)	(1,565)	(793)	(1,111)
Purchase of Intangible assets		(12)	-	(12)	-
Proceeds from sales of investments		-	74	-	74
Net cash used in investing activities		(772)	(505)	(688)	(120)
Cash flows from financing activities					
Interest on financing activities		(751)	(767)	(751)	(707)
Repayments of borrowings		(1,025)	(282)	(326)	(268)
		-	-	-	-
Net cash (used in) financing activities		(1,776)	(1,049)	(1,077)	(974)
Change in cash and cash equivalents in the period		1,128	(1,052)	2,009	(204)
Cash and cash equivalents at the start of the period		5,235	6,286	4,243	4,447
Cash and cash equivalents at the end of the period		6,363	5,235	6,252	4,243

Notes to the statement of cashflows

C1: Reconciliation of net income to net cash flow from operations

Net income for the year as stated in the

	Group		Charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Statement of Financial Activities	5,256	1,584	5,735	1,800
Adjustments for:				
Depreciation	987	895	852	819
Amortisation	3	-	3	-
Revaluation/(Impairment) of functional assets	-	258	-	258
Revaluation/(Impairment) of social investment	-	(21)	-	(21)
(Gain)/Losses on investments	-	69	-	69
Interest on financing activities	751	767	751	707
Dividend, interest and rent from investments	(195)	(239)	(117)	(170)
Non-cash movements in defined benefit pension scheme	(1,334)	13	(1,334)	13
Losses on the disposal of fixed assets	-	613	-	613
(Increase) in debtors	(20)	(2,839)	(173)	(2,675)
(Decrease) in creditors	(1,772)	(597)	(1,943)	(522)
Net cash flow provided by Operations	3,676	502	3,774	891

C2: Analysis of cash and cash equivalents

	Group		Charity	
	At 31	At 31	At 31	At 31
	March	March	March	March
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Cash at bank and in hand	6,363	5,535	6,252	4,243
Total cash and cash equivalents	6,363	5,535	6,252	4,243

C3: Analysis of changes in net debts

Group	At start of year	Cashflow	Other non cash changes	At year end
	£'000	£'000	£'000	£'000
Cash	5,235	1,128	-	6,363
Loans falling due with one year	(335)	-	(22)	(357)
Loans falling due after one year	(9,226)	1,025	22	(8,179)
Total	(4,326)	2,153	-	(2,173)

Charity	At start of year	Cashflow	Other non cash changes	At year end
	£'000	£'000	£'000	£'000
Cash	4,243	2,009	-	6,252
Loans falling due within one year	(320)	-	(37)	(357)
Loans falling due after one year	(8,542)	326	37	(8,179)
Total	(4,619)	2,335	-	(2,283)

Notes to the Primary Statements

Note 1 Accounting Policies

The policies below set out the bases of recognition and measurement used by Shaftesbury and its subsidiary charities and companies for material items in the financial statements.

Basis of preparation

The consolidated financial statements have been prepared on a going concern basis, in accordance with applicable accounting standards, under the historical cost convention, as modified by the inclusion of investments and functional property at fair value. They have also been prepared in accordance with the Charities SORP (FRS 102), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 as applied to charitable companies.

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

The consolidated financial statements include the income, expenditure, assets, liabilities and funds of Shaftesbury and its subsidiary charities and companies. These amounts are included on each line in the financial statements with investments, transactions and balances between the members of the Shaftesbury charity group eliminated so that the consolidated financial statements report the interactions between the Shaftesbury group and external parties.

Going Concern

The Trustees of Shaftesbury have assessed the charity's financial position and performance, including the current economic environment, available resources, and future cash flows. Based on this assessment, the trustees believe that Shaftesbury has adequate financial resources to continue operating for the foreseeable future, and that there are no significant doubts about its ability to continue as a going concern.

The financial statements have been prepared on a going concern basis, as the trustees and management are confident that the charity will be able to meet its liabilities as they fall due within the next 12 months from the balance sheet date.

Trustees acknowledges that there are risks and uncertainties in the business environment; however, based on available information and the significant turnaround of the charity over the past 30 months, Shaftesbury remains financially viable.

A. Funds

Unrestricted funds

Unrestricted funds arise from income donated to or earned by the charity in pursuit of its charitable objectives and may be applied in any way that meets those charitable objectives.

Designated funds

Designated funds are those unrestricted funds that the Trustees have identified and set aside to meet particular purposes or to segregate them from the General Fund. A more detailed description of these funds is available at note 14.

General Fund

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

Restricted funds

Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objectives of Shaftesbury. Restricted funds arise from conditions attached to them by the donor or the activity generating the funds, by deliberate requests for such funds by the Charity. Subsidiary charities whose objectives are consistent with, but more narrowly drawn than those of Shaftesbury are also reported within restricted funds.

Permanent endowment funds

Restricted endowment funds represent assets that are specified by their donor for the capital to be retained and for any derived income to be used by the Charity to pursue its objectives, unless the donor specifies otherwise.

Income

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

Donations, legacies and grants

Income from donations, legacies and grants is recorded in the financial statements when entitlement to the income is established, it is more likely than not that the income will be received and the amount to be received can be reliably estimated and any conditions required to receive the funds have been met or are within the control of the charity. In practice, most donations income is recognised when received.

The recognition of income from legacies is dependent on the following

- Probate is Granted
- Copy of Will is received
- Assets and Liabilities or equivalent measurement received
- When it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured

Where a life interest in an estate exists, no income is recognised other than from distributions from that estate to Shaftesbury.

Where Shaftesbury is notified about residuary legacies that are expected to be received in future years, these legacies are not included in the financial statements where the amounts cannot be quantified with reasonable certainty.

Grants are included in the consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant restricted funds on the Balance sheet. Where income is received in advance of entitlement of

receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

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

Income from charitable activities

Where Shaftesbury provides services or goods in return for payment, the income from these items is recognised when Shaftesbury completes its part of the agreement by delivering the services or goods.

Grants related to performance of contractual obligations are recognised when Shaftesbury has entitlement to the income, it is probable that income will be received and the amount of income can be measured reliably.

Interest receivable

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

Income tax recoverable

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

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

B. Expenditure and allocation of support costs

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been listed in such a way as to accumulate all the charity's costs of employees, goods and services relating to a particular activity of the charity under that activity heading. Direct costs, including attributable salaries and associated costs are allocated on an actual basis to the key areas of activities. Indirect costs (support costs), primarily comprising staff costs of employees based at the charity's National Office in London, are allocated to each activity heading using a number of identified cost drivers, including expenditure as a proxy measure for usage of resources and staff numbers.

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

All expenditure is inclusive of irrecoverable VAT.

C. Fundraising Costs

Expenditure on raising funds comprise salary costs and other associated expenditure relating to the generation of voluntary income.

D. Tangible fixed assets

Tangible fixed assets are significant physical items of property, plant and equipment held for continuing use by the charity in delivering its charitable objectives.

Recognition

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Shaftesbury's policy is to revalue functional freehold and long leasehold property assets in current use on a quinquennial basis to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date. An exception to this policy is when the current trade is being or has been discontinued.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, the charity estimates fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of Funds note.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the Charity assesses whether there is any indication of impairment. If such an indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Separate components

The charity holds freehold buildings with significant components that have materially different useful lives from the rest of the building. These components are depreciated separately over their individual lives at the following rates:

Main Fabric	- 100 years
Pitched Roof	- 70
Flat Roof	- 40
Windows and Doors	- 40
Boilers and Heaters	- 15
Mechanical systems	- 30
Bathrooms	- 30
Kitchens	- 20
Lifts	- 25
Electrics	- 40
Alarms and Security	- 15

Freehold land and assets in the course of construction are not depreciated.

Other Fixed Assets

Assets are depreciated evenly to their estimated residual values over their estimated useful lives as follows:

Leasehold buildings	over the lease term
Horticultural buildings	over 25 years
Equipment, fittings and furniture	over 5 years
Plant and machinery	over 20 years
Cars	over 4 years
Minibuses and coaches	over 6 years
Computers and software	over 3 years
Chalets and mobile homes	over between 10 and 30 years

The residual value of all assets is assumed to be zero.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Consolidated statement of financial activities.

E. Financial Investments

Investments are items of property and other assets held to generate income and capital growth for the Charity.

Listed and other financial investments

Investments that have a ready market where the value can be determined by reference to published data are valued at the bid price. Where no market is available in the investments, they are valued at cost less impairment.

Investment properties

Investment properties are initially measured at cost and subsequently at fair value with any change therein recognised in the statement of financial activities. Shaftesbury's valuation methodology is to obtain external revaluation of its investment properties on an annual basis. In the period where an external valuation is not received, the charity has obtained pre-market advice on projected sales. More recent property disposals support the trustees view that the book values are not materially misstated.

Investments in group entities

Investments in group entities are held at their cost less any identified impairment.

Gains and losses

All gains and losses are taken to the Statement of Financial Activities as arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value. Unrealised gains and losses are calculated as the difference between fair value at year end and their carrying value. Realised and unrealised gains and losses are combined in the Statement of Financial Activities.

F. Social investments

Programme-related investments

Programme-related properties are properties that are held by the charity and provided to individuals or organisations in delivering charitable objects which are in line with Shaftesbury's own charitable objects. This type of fixed asset is held without seeking to make a return, other than one which is incidental.

Properties held in trust by Shaftesbury are held at historical transfer costs.

G. Financial Instruments

Financial instruments are contracts that give rise to a financial asset for one party to the contract and a financial liability or equity instrument for the other party.

Basic Financial Instruments

Shaftesbury and its group entities have basic financial instruments that are recognised when the provisions of the contract are met and for which the accounting policies are as follows:

Cash at bank and in hand

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

Trade debtors and other amounts receivable

Trade debtors and other amounts receivable are recognised at the value defined by the contract, agreement or legislation giving rise to the amount receivable. Impairment of receivable amounts is recognised as expenditure in the Statement of Financial Activities.

Trade creditors and other amounts payable

Trade creditors and other amounts payable are recognised at the value defined by the contract, agreement or legislation giving rise to the liability.

Bank loans

Bank loans are recognised at the present value of the cash flows under the loan agreement, discounted at the effective interest rate for each bank loan.

Other Financial Instruments

The accounting policies for other financial instruments are as follows:

H. Leases

Operating leases

Where Shaftesbury acts as the lessee, the cost of operating leases is recognised by spreading the total payments under the lease, including lease premiums paid, evenly over the lease term. Lease incentives that reduce the rent payable under the lease are taken as part of the total payments.

Where Shaftesbury acts as the lessor, income is recognised by spreading the total receipts under the lease evenly over the lease term. Lease incentives paid and premiums received are treated as part of the total receipts. Costs of arranging the lease of an asset are added to the cost of the leased asset and recognised over the lease term in the same way as the lease income.

I. Short-term employee benefits

The liability to pay short-term employee benefits, which are mainly salary, the entitlement to paid leave and related employment taxes, is recognised as the employees earn entitlement to pay and paid leave under the terms of their employment contract, with a corresponding expense recognised in expenditure. Amounts paid are deducted from the liability when paid.

J. Redundancy and termination payments

Redundancy and termination payments are recognised in the Statement of Financial Activities when they become due for payment as a result of notice given to staff or agreement between the charity and the employee.

K. Pensions

Defined contribution pension schemes

Contributions to defined contribution pension schemes are recognised in the Statement of Financial Activities when entitlement to the contributions has been earned by the member of staff. The cost is allocated to the activity within which the staff member has worked and the fund that is resourcing the activity.

Defined benefit pension schemes – single employer schemes

As the principal employer in such schemes, Shaftesbury has a duty to fund the schemes to enable them to pay the benefits due to the scheme members. A liability equal to the net present value of future

liabilities payable under the schemes net of the fair value of the assets of the scheme is recognised at the date of the accounts.

The net present value of the future liabilities is calculated for each scheme by a qualified actuary using the project unit credit method, taking account of expected changes to future benefits arising from salary changes and changes in pension payments from inflation and other effects. The discount rate applied to the future liabilities is set by reference to the return rate from high-quality corporate bonds with the same currency and similar maturity as the pension payments.

An interest charge equal to the unwinding of the discount on the net liability is recognised each year. The costs of administration of the schemes are recognised as an expense each year.

Changes to the net liability from changes to actuarial assumptions underlying the valuation and the difference between the actual return on assets and that included in the annual interest charge are recorded as actuarial changes and presented in the SOFA within other recognised gains and losses.

Where a scheme is determined to be in a surplus position, a surplus is recognised as an asset only to the extent that this can be recovered in future years through reductions in employer contributions or through a specific refund/reimbursement from the scheme.

Defined benefit pension schemes – multi-employer schemes

The multi-employer defined benefit pension scheme is accounted for as a defined contribution scheme, due to insufficient information available from the actuary, to split the assets and liabilities of the scheme by employer, to enable the scheme to be accounted for as a defined benefit scheme.

Contributions made towards the scheme are charged to the Statement of Financial Activities when they become payable.

Where Shaftesbury has a liability to pay deficit reduction payments to multi-employer schemes, the present value of the agreed payments are discounted using the corporate bond rate as an appropriate discount rate. The discount is unwound annually with the unwinding effect charged to the Statement of Financial Activities.

L. Cash flows

The consolidated cash flows of Shaftesbury and its subsidiary companies are shown and reported using the indirect method of calculating cash flows, eliminating flows between the entities in the Shaftesbury group.

M. Properties held for Sale

Properties held for sale are stated at the lower of carrying value and net realisable value (NRV).

NRV is based on the actual or estimated selling price less all further costs to completion.

N. Taxation Status

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The subsidiary companies make qualifying donations of all taxable profit to Shaftesbury.

O. Judgements and Uncertainties

In preparing these financial statements, the directors have made judgements to determine whether there are indicators of impairment of the charity's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability, expected future financial performance of the asset and valuation of investment and fixed assets.

The other key source of estimated uncertainty is in relation to the depreciation of tangible fixed assets (see note 8).

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Fixed assets and investments are annually valued to assess and recognise any change in values. (see accounting policy note 1.D for further details)

Estimates of the net pension position depend on a number of complex judgements relating to the discount rate used, changes in retirement ages and mortality rates. The group engages a firm of actuaries to provide expert advice about the assumptions made and the effect on the pension liability of the changes in these assumptions (see accounting policy note K for further details). The Trustees' judgement is that the surplus on the John Grooms Pension and Assurance Scheme which is a JPAS defined benefit pension scheme as at 31 March 2025 is not recoverable and therefore has not been recognised in the accounts.

Legacies - The recognition and valuation of legacy income also requires significant judgement. See Accounting policy A for further details.

Note 2 Analysis of Income for the year ended 31 March 2025

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,560	37	-	1,597
Income from Charitable events	48	-	-	48
Legacies	4,907	-	-	4,907
Grants from government and other public bodies	51	263	-	314
Total Donations and Legacies	6,566	300	-	6,866
Charitable Activities				
Residential and Community	40,690	247	-	40,937
Education and Care	16,755	123	-	16,878
Community Engagement	17	27	-	44
Trusts	-	342	-	342
Total Charitable Activities	57,462	739	-	58,201
Other Trading	1,151	-	-	1,151

Note 2 Analysis of Income for the year ended 31 March 2024

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endow ment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,094	460	-	1,554
Income from Charitable events	56	-	-	56
Legacies	4,487	-	-	4,487
Grants from government and other public bodies	160	130	-	290
Total Donations and Legacies	5,797	590	-	6,387
Charitable Activities				
Residential and Community	38,632	-	-	38,632
Education and Care	13,163	1	-	13,164
Community Engagement	23	315	-	338
Trusts	195	-	-	195
Total Charitable Activities	52,013	316	-	52,329
Other Trading	1,468	-	-	1,468

Note 2 Analysis of Income for year ended 31 March 2025

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,419	37	-	1,456
Legacies	4,907	-	-	4,907
Total Donations and Legacies	6,326	37	-	6,363
Charitable Activities				
Residential and Community	39,561	247	-	39,808
Education and Care	16,755	123	-	16,878
Total Charitable Activities	56,316	370	-	56,686
Other Trading	993	-	-	993

Note 2 Analysis of Income for year ended 31 March 2024

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,081	460	-	1,541
Legacies	4,487	-	-	4,487
Total Donations and Legacies	5,569	460	-	6,029
Charitable Activities				
Residential and Community	37,743	-	-	37,743
Education and Care	13,164	-	-	13,164
Total Charitable Activities	50,907	-	-	50,907
Other Trading	1,264	-	-	1,264

Note 2a Grants receivable from government and other public bodies for the year ended March 2025

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds Total Funds £'000	Total Funds £'000
Grant Income				
Non-London Local Authorities	51	263	-	314
	51	263	-	314

Note 2a Grants receivable from government and other public bodies for the year ended March 2024

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds Total Funds £'000	Total Funds £'000
Grant Income				
Non-London Local Authorities	160	130	-	290
	160	130	-	290

Note: 3 Income from Investments for the year ended 31 March 2025

	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Group				
Analysis of Income from Investments				
Property Rental	165	-	-	165
Interest Receivable	30	-	-	30
Total Investment income	195	-	-	195
Analysis of gain from Investment Revaluation				
Listed Investment	13	-	-	13
Investment Property	-	-	-	-
Social Investment	101	-	-	101
Total gain from Investment Revaluations	114	-	-	114

Note: 3 Income from Investments for the year ended 31 March 2024

	Unrestricted Fund	Restricted Fund	Endowment Fund	Total
Group	£'000	£'000	£'000	£'000
Analysis of Income from Investments				
Property Rental	151	-	-	151
Interest Receivable	88	-	-	88
Total Investment income	239	-	-	239
Analysis of gain from Investment Revaluation				
Listed Investment	22	-	-	22
Investment Property	(75)	-	130	55
Social Investment	21	-	-	21
Total (loss) from Investment Revaluations	(32)	-	130	98

Note: 3 Income from Investments for the year ended 31 March 2025

	Unrestricted Fund	Restricted Fund	Endowment Fund	Total
Charity	£'000	£'000	£'000	£'000
Analysis of Income from Investments				
Property Rental	100	-	-	100
Interest Receivable	17	-	-	17
Dividends from Investments	-	-	-	-
Total Investment income	117	-	-	117
Analysis of gain/(loss) from Investment Revaluation				
Listed Investment	14	-	-	14
Investment Property	-	-	-	-
Social Investment	101	-	-	101
Total gain from Investment Revaluations	115			115

Note: 3 Income from Investments for the year ended 31 March 2024

	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Charity				
Analysis of Income from Investments				
Property Rental	82	-	-	82
Interest Receivable	88	-	-	88
Other Investment income				
Total Investment income	170	-	-	170
Analysis of gain/(loss) from Investment Revaluation				
Listed Investment	20	-	-	20
Investment Property	(75)	-	130	55
Social Investment	21	-	-	21
Total gain/(loss) from investment revaluations	(34)	-	130	96

Note: 4 Profit/(Loss) on Disposal of Fixed assets

	Group		Charity	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Functional Property				
Disposal Proceeds net of costs	-	746	-	746
Net book value of disposal assets	(10)	(1,381)	(10)	(1,381)
(Losses) on Disposal	(10)	(635)	(10)	(635)
Investment Property				
Disposal Proceeds net of costs	-	74	-	74
Net book value of disposal assets	-	(52)	-	(52)
Gain/(Losses) on Disposal	-	22	-	22

Note: 4 Profit/(Loss) on Disposal of Fixed assets summary

	Group		Charity	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Disposal Proceeds net of costs	-	821	-	821
Net book value of disposal assets	(10)	(1,434)	(10)	(1,434)
(Losses) on Disposal	(10)	(613)	(10)	(613)

Note 5 Expenditure Analysis for the year ended 31 March 2025

Group	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,179	177	-	1,356
Total Raising Funds	1,179	177	-	1,356
Costs of Charitable activities				
Residential and Community	43,779	264	-	44,043
Education	14,076	496	-	14,572
Community Engagement	755	343	77	1,175
Total Charitable activities	58,610	1,103	77	59,790
Other	1	-	-	1

Note 5 Expenditure Analysis for the year ended 31 March 2024

Group	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,261	33	-	1,294
Total Raising Funds	1,261	33	-	1,294
Costs of Charitable activities				
Residential and Community	42,385	171	-	42,556
Education	12,561	404	-	12,966
Community Engagement	630	26	46	701
Total Charitable activities	55,576	602	46	56,222
Other	438	270	-	708

Note 5 Expenditure Analysis for the year ended 31 March 2025

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,179	177	-	1,356
Total Raising Funds	1,179	177	-	1,356
Costs of Charitable activities				
Residential and Community	42,615	264	-	42,879
Education	14,075	104	-	14,179
Total Charitable activities	56,690	368	-	57,058
Other	-	-	-	-

Note 5 Expenditure Analysis for the year ended 31 March 2024

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,261	33	-	1,294
Total Raising Funds	1,261	33	-	1,294
Costs of Charitable activities				
Residential and Community	41,496	171	-	41,667
Education	12,561	104	-	12,665
Total Charitable activities	54,057	275	-	54,332
Other	331	-	-	331

Group Only				2024/25
Allocation of Support Costs	Raising Funds	Residential & Communication	Education	Total
	£'000	£'000	£'000	£'000
Senior Management	75	556	222	853
Human Resources	40	299	119	458
Finance	199	1,466	584	2,249
Information Technology	183	1,354	540	2,077
Corporate Services	3	24	10	37
Marketing and Communications	35	256	102	393
Bad Debts	-	-	-	-
	536	3,955	1,577	6,067

Group Only				2023/24
Allocation of Support Costs	Raising Funds	Residential & Communication	Education	Total
	£'000	£'000	£'000	£'000
Senior Management	28	208	72	308
Human Resources	56	415	145	615
Finance	219	1,613	563	2,395
Information Technology	166	1,227	428	1,821
Corporate Services	136	1,000	349	1,485
Marketing and Communications	30	221	77	328
Bad Debts	(1)	(5)	(2)	(7)
	634	4,679	1,632	6,945

Group Only Analysis of Direct and Support Costs	Direct Costs	Support Costs	Total
	£'000	£'000	2024/25 £'000
Fundraising costs	820	536	1,356
Costs of Charitable activities			
Residential & Community	40,088	3,955	44,043
Education	12,996	1,576	14,572
Community Engagement	1,175	-	1,175
Total Charitable Activities	54,259	5,531	59,790
Other	1	-	1

Group Only Analysis of Direct and Support Costs	Direct Costs	Support Costs	Total
	£'000	£'000	2023/24 £'000
Fundraising costs	658	635	1,293
Costs of Charitable activities			
Residential & Community	37,877	4,679	42,556
Education	11,334	1,632	12,966
Community Engagement	701	-	701
Total Charitable Activities	49,912	6,311	56,224
Other	708	-	708

Net income/(expenditure) is stated after charging		
	2025 £'000	2024 £'000
Depreciation	747	895
Audit	65	65
Interest payable	751	767
Operating lease charges:		
Land and Buildings	1,338	1,939
Other equipment	39	39

Note: 6 Staff and Staffing costs				
	Group 2025 Number	2025 FTE	Group 2024 Number	2024 FTE
Education Services	346	281	308	269
Residential and Community Services	812	749	792	656
Community Engagement	1	1	1	1
Raising Funds	9	9	9	9
Support Function	47	46	102	95
Total	1,215	1,086	1,212	1,030

Analysis of staff costs				
	2025 £'000	Group 2024 £'000	Charity 2025 £'000	2024 £'000
Wages and Salaries	36,214	30,708	34,626	29,409
Social Security costs	3,253	2,595	3,117	2,486
Employer contributions to defined contribution pension schemes	1,262	1,001	1,229	968
Operating Costs of defined benefit pension	192	156	192	156
Redundancy and Termination Payments	331	64	331	64
Agency staff	4,032	8,103	3,892	8,103
Total staff cost	45,284	42,627	43,387	41,186

For the Group, redundancy payments were £174k (2024 £0k) and the termination payments were £157k (2024 £63k).

Higher paid staff - Group

The number of staff with remuneration excluding employer pension contribution of £60,000 or above, split into bands of £10,000 was:

	2025	2024
£60,000 - £69,999	9	4
£70,000 - £79,999	3	7
£80,000 - £89,999	2	-
£90,000 - £99,999	1	2
£100,000 - £109,999	2	1
£160,000 - £169,999	1	1

Remuneration of key management personnel (Executive Leadership team)

	2025 £'000	2024 £'000
Wages and salaries	483	486
Contributions to defined contribution pension schemes	47	44
Employers national Insurance	55	62
Total	<u>585</u>	<u>592</u>

Note 7 : Intangible Assets

	2025 £'000	2025 £'000
	Group	Charity
Cost at 1 April 2024	-	-
Additions	12	12
Transfer	1,868	1,868
Disposals	-	-
At 31 March 2025	1,880	1,880
Depreciation at 1 April 2024	-	-
Charged in the year	(3)	(3)
Transfers	(1,867)	(1,867)
At 31 March 2025	(1,870)	(1,870)
Net book value at 31 March 2025	10	10
Net book value at 31 March 2024	-	-

Note: 8 Tangible Fixed Assets

Group	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2025	40,720	326	1,033	11,763	53,842
Additions	279	351	7	318	955
Transfer	521	(521)	-	-	-
Revaluation/ Impairment	1,396	-	-	-	1,396
Transfers due to demerger	(6,278)	-	-	(116)	(6,394)
Transfer to intangible assets	-	-	-	(1,868)	(1,868)
At 31 March 2025	36,638	156	1,040	10,097	47,931
Depreciation at 1 April 2024	(1,305)	-	(192)	(10,704)	(12,201)
Charged in the year	(578)	-	(20)	(389)	(987)
Revaluation/ Impairment	240	-	-	-	240
Transfers due to demerger	503	-	-	82	585
Transfer to intangible assets	-	-	-	1,867	1,867
At 31 March 2025	(1,140)	-	(212)	(9,144)	(10,496)
Net book value at 31 March 2025	35,498	156	828	953	37,435
Net book value at 31 March 2024	39,415	326	841	1,059	41,641

Note: 8 Tangible Fixed Assets (cont.)

Charity	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2024	34,580	326	1,033	11,673	47,612
Additions	141	352	8	293	794
Transfer	521	(521)	-	-	-
Revaluation/ Impairment	1,396	-	-	-	1,396
Transfer to intangible Assets	-	-	-	(1,868)	(1,868)
At 31 March 2025	36,638	157	1,041	10,098	47,934
Depreciation at 1 April 2024	(929)	-	(192)	(10,633)	(11,754)
Charged in the year	(450)	-	(20)	(382)	(852)
Revaluation/ Impairment	240	-	-	-	240
Transfer to intangible Assets	-	-	-	1,867	1,867
At 31 March 2025	(1,139)	-	(212)	(9,148)	(10,499)
Net book value at 31 March 2025	35,499	157	829	950	37,435
Net book value at 31 March 2024	33,651	326	841	1,040	35,859

Charity fixed assets include assets with carrying values of £31m (2024: £28m) which have been pledged as security for bank loans disclosed in note 12.

Note: 8 Tangible Fixed Assets (cont.)

Group	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2023	41,080	21	1,792	11,621	54,514
Additions	703	305	-	557	1,565
Disposals	(1,063)	-	(759)	(415)	(2,237)
At 31 March 2024	40,720	326	1,033	11,763	53,842
Depreciation at 1 April 2023	(813)	-	(380)	(10,733)	(11,926)
Charged in the year	(492)	-	(27)	(375)	(894)
Release on disposal	-	-	215	404	619
At 31 March 2024	(1,305)	-	(192)	(10,704)	(12,201)
Net book value at 31 March 2024	39,415	326	841	1,059	41,641
Net book value at 31 March 2023	40,267	21	1,413	888	42,589

Note: 8 Tangible Fixed Assets (cont.)					
Charity	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2023	35,393	21	1,792	11,532	48,738
Additions	251	305	-	555	1,111
Disposals	(1,063)	-	(759)	(415)	(2,237)
At 31 March 2024	34,581	326	1,033	11,672	47,612
Depreciation at 1 April 2023	(508)	-	(380)	(10,666)	(11,554)
Charged in the year	(421)	-	(27)	(370)	(818)
Release on disposal	-	-	215	404	619
At 31 March 2024	(929)	-	(192)	(10,633)	(11,753)
Net book value at 31 March 2024	33,652	326	841	1,040	35,859
Net book value at 31 March 2023	34,885	21	1,412	866	37,184

Charity Fixed assets include assets with carrying values of £28m (2023: £28m) which have been pledged as security for bank loans disclosed in note 12.

Note: 9 Financial Investments

	Group		Charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Analysis of changes in investment values				
Investments at start of year	1,846	1,891	1,816	1,863
Disposals	-	(175)	-	(175)
Gains on revaluation	13	130	14	130
Investments at the year end	1,859	1,846	1,830	1,816
Analysis of Investments				
Investment Properties	1,060	1,060	1,060	1,060
Cash and Equivalents	208	208	208	208
Listed investments	583	571	554	540
Investments in subsidiary entities	8	8	8	8
Total Investments	1,859	1,846	1,830	1,816

Note: 10 Social Investments

	Group		Charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Analysis of changes in investment values				
Investments at start of year	3,982	3,962	3,982	3,962
Additions	-	-	-	-
Disposals	-	-	-	-
Gains/(Losses) on revaluation	102	21	102	21
Social Investments at the year end	4,084	3,982	4,084	3,982

Note: 11 Debtors

	Group		Charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Trade Receivables	2,442	1,496	2,442	1,467
Prepayments and Accrued Income	3,091	3,668	3,091	3,625
Other Debtors	475	825	475	825
Amounts due from Subsidiary undertaking	-	-	109	28
	6,008	5,988	6,117	5,945

Note: 12 Creditors

	Group		Charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Amounts falling due within 1 year				
Trade Payables	828	2,461	828	2,454
Accrued charges and Deferred income	1,556	2,278	1,523	2,278
Taxation and Social Security	751	677	751	692
Bank Loans	357	335	357	320
Other Creditors	1,342	804	1,342	778
Amounts due to Group Entities	-	-	38	223
	4,834	6,555	4,839	6,745

	Group		Charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Amount falling due after more than 1 year:				
Bank loans	8,179	9,226	8,179	8,542
	8,179	9,226	8,179	8,542

The Bank Loans are repayable by instalments falling due in the following periods:

	Group		Charity	
	2025	2024	2025	2024
	£'000	£'000	£'000	£'000
Within 1 year	357	335	357	320
Within 1 - 2 years	388	364	388	349
Within 2 - 5 years	7,791	1,429	7,791	1,386
After 5 years	-	7,433	-	6,807
	8,536	9,561	8,536	8,862

The lenders, principle terms of borrowing are set out in the table below:

Facility Provider:	Interest Basis	Margin %	31 March 25 £'000	Repayable by
Metro Bank Term Loan	Metro Bank base rate	3.25%	4,908	15/03/2029
Metro Bank Term Loan	Metro Bank base rate	3.75%	3,137	15/03/2029
Charity Bank Term Loan (Group - KHCC)	Bank of England	3.25%	491	20/06/2043

Note 13 Pensions

The Charity contributes to seven staff pension schemes, which are:

A Group Personal Pension Plan defined contribution scheme operated by **Aegon** which all permanent non-bank employees of Shaftesbury, who have successfully completed their probationary period of employment, were eligible to join until October 2013.

A Group Personal Pension Plan defined contribution scheme operated by the **People's Pension** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator.

A Group Personal Pension Plan defined contribution scheme operated by **Legal and General** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator

The Livability Final Salary Pension Scheme ("Shaftesbury DB scheme"), a defined benefit scheme which was closed to new members and further service accrual in June 2007. This scheme is administered by The Pensions Trust.

The John Grooms Pension and Assurance Scheme ("JGPAS"), a defined benefit scheme, which had been closed to new members some years ago, was closed to further service accrual in June 2007. This scheme is administered by XPS.

The Teachers' Pension Scheme (a multi-employer defined benefit scheme) in which teaching staff are eligible to be members, and to which the Charity contributes at a rate fixed by the Fund actuaries.

The Pensions Trust Growth Plan (a multi-employer defined benefit scheme). There only 1 active member of this scheme which is closed to further benefit accrual; contributions are made at the minimum level required to maintain membership of the scheme and for reduction of the deficit in the scheme. Withdrawal from the scheme would trigger a liability estimated at 31 March 2025 at £28,514 (2024: £11,000). There is no intention to withdraw from the scheme and therefore this liability is not recognised in the Accounts at 31 March 2025.

Kingsley Hall Church and Community Centre contributes to a defined contribution scheme operated by the Pensions Trust for one member of staff.

The Shaftesbury DB scheme and JGPAS were closed to new members and benefit accrual in June 2007; members employed at the closure date retain a link between their salary and benefits payable until their retirement or their earlier date of leaving employment.

The cost of employer contributions to the defined contribution plans was £192,000 in the year (2024: £131,000). There are no prepaid contributions in respect of any of the schemes at the balance sheet date.

The defined benefit schemes are both contracted-out of the State Second Pension Scheme (S2P) and their assets are held separately from those of the Charity. Contributions to the schemes were agreed with the schemes' Trustees, in accordance with the agreed technical provisions and recovery periods agreed for each scheme.

Shaftesbury DB (TPT)

The Scheme closed to future accrual with effect from 28 June 2007, but has retained the salary link for active members. An actuarial valuation is being carried out as at 30 September 2024 and the preliminary results of this have been updated to 31 March 2025 by a qualified actuary, independent of the Scheme's sponsoring employer.

The last completed actuarial valuation as at 30 September 2021 showed a deficit of £5,893,000. The Employer agreed with the Trustee that it will aim to eliminate the deficit by 30 June 2026.

1 April 2024 to 31 March 2025, the Employer paid contributions of £1,312,000 for the year. From 1 April 2025, the Employer will pay contributions of £1,218,939 per annum (payable monthly), increasing by 2.6% on 1 April 2026, with contributions ceasing from 30 June 2026.

In addition, the Employer agreed to pay contributions of £124,070 per annum (payable monthly) from 1 April 2024, and £127,792 per annum (payable monthly) from 1 April 2025 to 30 June 2026 in respect of Scheme expenses, increasing by 3% on 1 April 2026, with contributions ceasing from 30 June 2026. These include an allowance to cover the Pension Protection Fund levy.

JGPAS

An actuarial valuation of JGPAS was carried out as of 31 March 2024 by an independent qualified actuary. The scheme is revealed that the Statutory Funding objective was met. The recovery contribution made to the Scheme by the employer in the year 1 April 2025 to 3 March 2025 was £198,750.

The market value of the Scheme's assets as at 31 March 2025 has also been taken from the unaudited draft Trustee Report and Accounts. They have been calculated as the sum of the invested assets held with BlackRock and Legal and General Investment Management, of £13,423,564, plus the value of the net current assets of £93,490. This gives a total asset value at 31 March 2024 of £13,517,054.

Scheme Assets and liabilities

	2025	2024
	£'000	£'000
Shaftesbury DB		
Fair value of Scheme assets	26,640	28,885
Interest income	1,288	1,371
Expenses	(192)	(156)
Experience on plan assets (excluding amounts included in interest income) - gain (loss)	(2,533)	(2,137)
Employer contributions	1,312	120
Benefits paid	(1,493)	(1,443)
Fair value of Scheme assets at end of year	25,022	26,640
 Present value of the defined benefit obligation	 28,469	 28,586
Interest expense	1,351	1,357
Actuarial losses (gains) due to scheme experience	201	227
Actuarial losses (gains) due to changes in demographic assumptions	3	(169)
Actuarial losses (gains) due to changes in financial assumptions	(3,277)	(89)
Benefits paid	(1,493)	(1,443)
Benefit obligation at end of year	25,254	28,469

Scheme Assets and liabilities

JGPAS	2025	2024
	£'000	£'000
Fair value of Scheme assets		
Fair value of Scheme assets at beginning of year	14,735	15,263
Interest income on Scheme assets	712	719
Return on assets, excluding interest income	(1,558)	(666)
Employer's contribution	199	11
Benefits paid	(571)	(592)
Fair value of Scheme assets at end of year	13,517	14,735

Present value of the defined benefit obligation

Benefit obligation at beginning of year	13,470	13,702
Interest cost	645	644
Actuarial (gains)/losses	(1,375)	(284)
Benefits paid	(571)	(592)
Benefit obligation at end of year	12,169	13,470

The assets in the schemes were:

	Shaftesbury DB	JGPAS	Growth Plan	Total
	2025	2025	2025	2025
	£000	£000	£000	£000
Equity	641	4,520	—	5,161
Bonds	8,122	5,204	—	13,326
Property	1,924	—	—	1,924
Other	3,733	—	—	3,733
LDI	8,197	2,583	—	10,780
Liquid Alternatives	1,262	—	—	1,262
Private Credit	694	—	—	694
Cash and current liabilities	449	1,210	—	1,659
Fair value of scheme assets	25,022	13,517	—	38,539
Present value of scheme liabilities	(25,254)	(12,169)	(29)	(37,452)
Effect of asset ceiling	-	(1,348)	-	(1,348)
Pension liability disclosed in the financial statements	(232)	-	(29)	(261)
The actual return on scheme assets over the period was:	(1,245)	(846)	—	(2,091)

The assets in the schemes were:

	Shaftesbury DB	JGPAS	Growth Plan	Total
	2024	2024	2024	2024
	£000	£000	£000	£000
Equity	894	4,307	–	5,201
Bonds	7,572	5,574	–	13,146
Property	1,981	–	–	1,981
Other	2,256	–	–	2,256
LDI	10,729	3,618	–	14,347
Liquid Alternatives	1,485	–	–	1,485
Private Credit	880	–	–	880
Cash and current liabilities	843	1,236	–	2,079
Fair value of scheme assets	26,640	14,735	–	41,375
Present value of scheme liabilities	(28,469)	(13,470)	(11)	(41,950)
Effect of asset ceiling	-	(1,265)	-	(1,265)
Pension liability disclosed in the financial statements	(1,829)	–	(11)	(1,840)
The actual return on scheme assets over the period was:	766	53	–	819

	2025	2024
Expenses	343	156
Past service cost	-	-
Net interest cost	(4)	(88)
Included in net (income) / expenditure	339	68
Actuarial (gains) / losses	(245)	1,803

Total recognised (gains) and losses reported in the SOFA	94	1,871

Contributions and administration fees payable in the year ending 31 March 2026:

	£000
The Shaftesbury DB Scheme	1,378
The Pensions Trust Growth Plan	10
John Grooms Pension and Assurance Scheme	11
	1,399

Financial assumptions – Shaftesbury DB scheme

Financial assumptions	31 March 2025	31 March 2024
Discount rate	5.78% p.a.	4.87% p.a.
Inflation (RPI)	3.11% p.a.	3.14% p.a.
Inflation (CPI)	2.74% p.a.	2.93% p.a.
Earnings Growth	3.00% p.a.	2.93% p.a.
Deferred revaluation: Final Salary RPI max 5% p.a.	3.11% p.a.	3.14% p.a.
Pension increases in payment: CPI max 5% p.a.	2.69% p.a.	2.85% p.a.
Pension increases in payment: CPI max 2.5% p.a.	1.94% p.a.	2.01% p.a.
Pension increases in payment: CPI max 3% p.a.	2.19% p.a.	2.28% p.a.

Assumed life expectancies on retirement at age 65 are:	As at 31/03/2025	As at 31/03/2024
Retiring today - Males	21.3	21.3
Retiring today - Females	23.6	23.9
Retiring in 20 years' time - Males	22.9	22.9
Retiring in 20 years' time - Females	25.1	25.3

Financial assumptions – JGPAS

The major assumptions used by the actuary were (in nominal terms) as follows:

	As at 31/03/2025	As at 31/03/2024
Discount rate	5.79%	4.89%
Inflation assumption (RPI)	3.07%	3.14%
Rate of increase in salaries	3.07%	3.14%
Pension increases in payment: - RPI up to 5%	2.97%	3.02%

Assumed life expectancies on retirement at age 65 are:	As at 31/03/2025	As at 31/03/2024
Retiring today - Males	21.5	21.8
Retiring today - Females	23.9	24.2
Retiring in 20 years' time - Males	22.8	23.1
Retiring in 20 years' time - Females	25.4	25.6

Note: 14 (Group) Funds

	Balance at 31 March 2024 £'000	Income £'000	Expenditure £'000	Unrealised gains (losses) £'000	Transfers £'000	KHCCC Transfers £'000	Balance at 31 March 2025 £'000
Designated Funds							
Maintenance reserves - Designated	9,653	-	-	-	-	-	9,653
Revaluation fund	14,617	-	-	1,636	-	-	16,253
Total Designated funds	24,270	-	-	1,636	-	-	25,906
Unrestricted Funds							
General fund	5,664	65,371	(59,456)	114	(1,207)	(2,021)	8,465
Unrestricted Funds before Pension Liability	29,934	65,371	(59,456)	1,750	(1,207)	(2,021)	34,371
Pension Reserve	(1,840)	3	(344)	245	1,675	-	(261)
Total Unrestricted Funds	28,094	65,374	(59,800)	1,995	468	(2,021)	34,110
Restricted Funds							
Education	226	123	(104)	-	-	-	245
Residential & Community Services	855	248	(264)	-	-	-	839
Community Engagement	645	37	(177)	-	-	-	505
Giving by Lending	57	-	-	-	-	-	57
F Clements Will Trust	30	-	-	-	-	-	30
Kingsley Hall Church & Community Hall	2,653	631	(735)	-	(468)	(2,081)	-
Prospects	60	-	-	-	-	-	60
Holton Lee	301	-	-	-	-	-	301
Total Restricted Funds	4,827	1,039	(1,280)	-	(468)	(2,081)	2,037
Permanent Endowment Funds							
Chiswick	476	-	-	-	-	-	476
Highway	2,667	-	-	-	-	-	2,667
Marsh St	954	-	-	-	-	-	954
Coney Hill Will	48	-	-	-	-	-	48
Welcome	1,200	-	-	-	-	-	1,200
Kingsley Hall, Dagenham	1,812	-	(77)	-	-	(1,735)	-
SHBEF	28	-	-	-	-	-	28
Shaftesbury Development	874	-	-	-	-	-	874
Beddington	91	-	-	-	-	-	91
Total Permanent Endowment Funds	8,150	-	(77)	-	-	(1,735)	6,338
Total Funds	41,071	66,413	(61,157)	1,995	-	(5,837)	42,485

Note: 14 (Charity) Funds

	Balance at 31 March 2024 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2025 £'000
Designated Funds						
Maintenance reserves - Designated	9,653	-	-	-	-	9,653
Revaluation fund	14,617	-	-	1,636	-	16,253
Total Designated funds	24,270	-	-	1,636	-	25,906
Unrestricted Funds						
General fund	3,820	63,748	(57,536)	115	(1,673)	8,474
Unrestricted Funds before Pension Liability	28,090	63,748	(57,536)	1,751	(1,673)	34,380
Pension Reserve	(1,840)	4	(343)	245	1,673	(261)
Total Unrestricted Funds	26,250	63,752	(57,879)	1,996	-	34,119
Restricted Funds						
Education	226	123	(104)	-	-	245
Residential & Community Services	855	247	(264)	-	-	838
Community Engagement	645	37	(177)	-	-	505
Giving by Lending	57	-	-	-	-	57
F Clements Will Trust	29	-	-	-	-	29
Prospects	60	-	-	-	-	60
Holton Lee	301	-	-	-	-	301
Total Restricted Funds	2,173	407	(545)	-	-	2,035
Permanent Endowment Funds						
Chiswick	476	-	-	-	-	476
Highway	2,667	-	-	-	-	2,667
Marsh St	954	-	-	-	-	954
Coney Hill Will	48	-	-	-	-	48
Welcome	1,200	-	-	-	-	1,200
Shaftesbury Development	859	-	-	-	-	859
Beddington	91	-	-	-	-	91
Total Permanent Endowment Funds	6,295	-	-	-	-	6,295
Total Funds	34,718	64,159	(58,424)	1,996	-	42,449

Note: 14 (Group) Funds

	Restated Balance at 31 March 2023 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2024 £'000
Designated Funds						
Maintenance reserves - Designated	9,653	-	-	-	-	9,653
Revaluation fund	14,617	-	-	-	-	14,617
Total Designated funds	24,270	-	-	-	-	24,270
Unrestricted Funds						
General fund	4,018	59,431	(57,732)	(32)	(21)	5,664
Unrestricted Funds before Pension Liability	28,288	59,431	(57,732)	(32)	(21)	29,934
Pension Reserve	(24)	88	(156)	(1,803)	55	(1,840)
Total Unrestricted Funds	28,264	59,519	(57,888)	(1,835)	34	28,094
Restricted Funds						
Education	330	-	(104)	-	-	226
Residential & Community Services	1,026	-	(171)	-	-	855
Community Engagement	218	460	(33)	-	-	645
Giving by Lending	57	-	-	-	-	57
F Clements Will Trust	30	-	-	-	-	30
Kingsley Hall Church & Community Hall	2,840	444	(597)	-	(34)	2,653
Kingsley Hall, Dagenham	-	-	-	-	-	-
Prospects	60	-	-	-	-	60
Holton Lee	301	-	-	-	-	301
Total Restricted Funds	4,862	904	(905)	-	(34)	4,827
Permanent Endowment Funds						
Chiswick	476	-	-	-	-	476
Highway	2,546	-	-	121	-	2,667
Marsh St	954	-	-	-	-	954
Coney Hill Will	48	-	-	-	-	48
Welcome	1,200	-	-	-	-	1,200
Kingsley Hall, Dagenham	1,858	-	(46)	-	-	1,812
SHBEF	26	-	-	2	-	28
Shaftesbury Development	874	-	-	-	-	874
Beddington	84	-	-	7	-	91
Total Permanent Endowment Funds	8,066	-	(46)	130	-	8,150
Total Funds	41,192	60,423	(58,839)	(1,705)	-	41,071

Note: 14 (Charity) Funds

	Restated Balance at 31 March 2023 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2024 £'000
Designated Funds						
Maintenance reserves - Designated	9,653	-	-	-	-	9,653
Revaluation fund	14,617	-	-	-	-	14,617
Total Designated funds	24,270	-	-	-	-	24,270
Unrestricted Funds						
General fund	2,193	57,822	(56,106)	(34)	(55)	3,820
Unrestricted Funds before Pension Liability	26,463	57,822	(56,106)	(34)	(55)	28,090
Pension Reserve	(24)	88	(156)	(1,803)	55	(1,840)
Total Unrestricted Funds	26,439	57,910	(56,262)	(1,837)	-	26,250
Restricted Funds						
Education	330	-	(104)	-	-	226
Residential & Community Services	1,026	-	(171)	-	-	855
Community Engagement	218	460	(33)	-	-	645
Giving by Lending	57	-	-	-	-	57
F Clements Will Trust	29	-	-	-	-	29
Prospects	60	-	-	-	-	60
Holton Lee	301	-	-	-	-	301
Total Restricted Funds	2,021	460	(308)	-	-	2,173
Permanent Endowment Funds						
Chiswick	476	-	-	-	-	476
Highway	2,546	-	-	121	-	2,667
Marsh St	954	-	-	-	-	954
Coney Hill Will	48	-	-	-	-	48
Welcome	1,200	-	-	-	-	1,200
Shaftesbury Development	857	-	-	2	-	859
Beddington	84	-	-	7	-	91
Total Permanent Endowment Funds	6,165	-	-	130	-	6,295
Total Funds	34,625	58,370	(56,570)	(1,707)	-	34,718

Note 14 Funds (Group)

A maintenance reserve and a revaluation reserve funds were created in line with the new reserve policy adopted by the trustees during the year 2021-22.

Restricted Funds: Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objects of Shaftesbury.

Name of Fund	Description, nature and purpose of Fund
Unrestricted Funds	
Revaluation Fund	Represents the difference between depreciated historical cost and carrying value of the charity's property and investment assets resulting from revaluation
General Funds	Represents undesignated monies retained to provide the working capital to enable the charity to carry out its activities
Pension Reserve	Represents the deficit in the charity's defined benefit pension schemes, as calculated under FRS 102
Restricted Funds	
Education	Various funds received to support individual educational establishments
Residential and Community Services	Various funds received to support individual adult support establishments and holidays, lifestyle and other operations
Supporting People funding	Included in Residential and Community services are funds received in relation to Supporting people funding.
Community Engagement fund	Various Donations received to support specific projects across the Charity.
Giving by Lending	Monies received from individuals
F Clements Trust Fund	Income from this fund is to support the charity's general activities
Kingsley Hall Church and Community Centre	Represents the net assets of Kingsley Hall Church and Community Centre prior to demerger on 31 March 2025
Holton Lee	Various funds supporting the work at Holton Lee
Prospects	Various funds brought in and maintained as part of the merger with Prospects

Permanent Endowment Funds	Commonly Known as	Objects
Chiswick Mission	Chiswick	To promote local mission purposes
Highway Evangelical Church (Stratford)	Highway	To promote local church and mission purposes
Marsh Street Mission (Walthamstow)	Marsh Street	To promote local mission purposes
The Coney Hill Will	Coney Hill Will	To promote the education and welfare of children and young persons
The Shaftesbury Welcome Mission (Battersea)	Welcome	To promote local mission and community purposes
Kingsley Hall, Dagenham	Kingsley Hall	To promote social, education and religious nature for the benefit of local residents
Samuel Hale Bibby Endowment Fund	SHBEF	To advance the education of children and young persons with physical disabilities
The Shaftesbury Development Fund	Shaftesbury Development	To apply income to the general purposes of Shaftesbury
The Beddington Fund	Beddington	To benefit children and young persons by ministering to their needs; aiding their advancement in life; establishing, taking over and maintaining homes; generally promoting their education and welfare

Note: 15 Analysis of Net Assets by Funds for year ended 31 March 2025

Group	General £'000	Designated £'000	Pension £'000	Restricted £'000	Permanent Endowment £'000	Total £'000
Tangible Fixed Assets	9,282	25,906	-	791	1,456	37,435
Intangible Assets	10	-	-	-	-	10
Financial Investments	351	-	-	-	1,508	1,859
Social Investments	1,459	-	-	-	2,625	4,084
Cash	6,363	-	-	-	-	6,363
Other current assets	4,013	-	-	1,246	749	6,008
Current liabilities	(4,834)	-	-	-	-	(4,834)
Long-term liabilities	(8,179)	-	(261)	-	-	(8,440)
Funds at 31 March 2025	8,465	25,906	(261)	2,037	6,338	42,485

Note: 15 Analysis of Net Assets by Funds for year ended 31 March 2024

Group	General £'000	Designated £'000	Pension £'000	Restricted £'000	Permanent Endowment £'000	Total £'000
Tangible Fixed Assets	10,072	28,222	-	1,891	1,456	41,641
Financial Investments	807	-	-	-	1,039	1,846
Social Investments	-	1,337	-	-	2,645	3,982
Cash	3,271	-	-	1,964	-	5,235
Other current assets	2,006	-	-	972	3,010	5,988
Current liabilities	(6,555)	-	-	-	-	(6,555)
Long-term liabilities	(3,937)	(5,289)	(1,840)	-	-	(11,066)
Funds at 31 March 2024	5,664	24,270	(1,840)	4,827	8,150	41,071

Note: 15 Analysis of Net Assets by Funds for year ended 31 March 2025

Charity	General £'000	Designated £'000	Pension £'000	Restricted £'000	Permanent Endowment £'000	Total £'000
Tangible Fixed Assets	9,281	25,906	-	792	1,456	37,435
Intangible Assets	10	-	-	-	-	10
Financial Investments	352	-	-	-	1,478	1,830
Social Investments	1,459	-	-	-	2,625	4,084
Cash	6,252	-	-	-	-	6,252
Other current assets	4,138	-	-	1,243	736	6,117
Current liabilities	(4,839)	-	-	-	-	(4,839)
Long-term liabilities	(8,179)	-	(261)	-	-	(8,440)
Funds at 31 March 2025	8,474	25,906	(261)	2,035	6,295	42,449

Note: 15 Analysis of Net Assets by Funds for year ended 31 March 2024

Charity	General £'000	Designated £'000	Pension £'000	Restricted £'000	Permanent Endowment £'000	Total £'000
Tangible Fixed Assets	9,341	24,270	-	792	1,456	35,859
Financial Investments	337	-	-	-	1,479	1,816
Social Investments	1,357	-	-	-	2,625	3,982
Cash	4,243	-	-	-	-	4,243
Other current assets	3,829	-	-	1,381	735	5,945
Current liabilities	(6,745)	-	-	-	-	(6,745)
Long-term liabilities	(8,542)	-	(1,840)	-	-	(10,382)
Funds at 31 March 2024	3,820	24,270	(1,840)	2,173	6,295	34,718

Note: 16 Obligations under Operating Leases

Group and Charity	2025			2024		
	£'000 Land & Building	£'000 Other Equipment	£'000 Total	£'000 Land & Building	£'000 Other Equipment	£'000 Total
Within 1 year	1,215	3	1,218	1,335	3	1,338
In 2 - 5 years	4,141	6	4,147	3,838	6	3,844
Over 5 years	10,691	-	10,691	11,067	-	11,067
	16,047	9	16,056	16,240	9	16,249

Note 17 Related Parties

Travel and other out of pocket expenses were reimbursed to Trustees in the year to the value of £3,407 (2024: £4,541) and cost of providing training to Trustees in relation to their duties was £Nil (2024:Nil).

Shaftesbury received donations of £195 (2024: £360) from the Trustees.

2025	Shaftesbury Society	Shaftesbury Icanho Ltd	Kingsley Church and Community Centre	Livability Contract Services Ltd	East Holton Charity	Holton Lee Ltd	Prospects for People with Learning Disabilities
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Balance sheet amounts							
Amounts due to Parent undertaking	-	70	-	-	-	71	-
Amounts due from Parent undertaking	17	-	-	19	-	-	8
Income							
Donation from Parent Charity	-	-	-	-	-	-	-
Expenditure							
Charitable Donation paid	-	-	-	-	-	-	-
2024							
Balance sheet amounts							
Amounts due to Parent undertaking	-	-	-	19	-	71	-
Amounts due from Parent undertaking	18	2	195	-	-	-	8
Income							
Donation from Parent Charity	-	-	-	-	-	-	-
Expenditure							
Charitable Donation paid	-	-	-	-	-	-	-

Note 18 KHCCC

On 31 March 2025. The charity completed the demerger of KHCCC from the Shaftesbury group. The net asset transferred were as follows:

- Tangible Fixed Assets: £5,808,476
- Cash £ 554,792
- Net Assets £5,836,630

Note 19: Subsidiary Undertaking				
Name	Note Function	Company Registration	Registered Charity number	Financial Year end
Shaftesbury Icanho Limited	Brain injury rehabilitation Services	2167304	N/A	31st March
Livability Contracting Services Limited	Construction and housing management related services to the Shaftesbury group	3594964	N/A	31st March
East Holton Charity a company limited by guarantee	Dormant	2717228	1011867	31st March
Holton Lee Limited	Dormant	2871759	N/A	31st March
The Shaftesbury Society, a company limited by guarantee	Predecessor charity to Shaftesbury	38751	221948	31st March
Prospects for People with learning disabilities, a company limited by guarantee	Dormant	3305658	1060571	31st March
At Home in the Community Limited, a company limited by guarantee	Dormant	2470260	803280	31st March
John Grooms, a company limited by guarantee	Dormant	113685	212463	31st March
Prospects Trading Limited	Dormant	3222851	N/A	31st March
A Cause for Concern	Dormant	N/A	271600	31st March
Livability Trading Limited	Dormant	3232362	N/A	31st March
Shaftesbury Care Limited	Dormant	3232329	N/A	31st March

Note 19: Subsidiary Undertaking	Turnover	Operating profit or net incoming/ (outgoing) resources	Transfer to the charity	Aggregate Assets	Aggregate Liabilities	Net Asset/ (Liabilities)
John Groom	-	-	-	-	-	-
The Shaftesbury Society	1	(1)	-	47	-	47
Shaftesbury Icanho	1,151	(13)	-	92	(103)	(11)
Livability Contracting Services Ltd	-	-	-	19	(20)	(1)
East Holton Charity	-	-	-	-	-	-
Holton Lee Ltd	-	-	-	-	-	-
Prospects for People with Learning disabilities	-	-	-	-	-	-
At Home in the Community	-	-	-	-	-	-
A Cause for Concerns	-	-	-	-	-	-
Livability Trading Ltd	-	-	-	-	-	-
Shaftesbury Care Ltd	-	-	-	-	-	-
	1,152	(14)	(13)	158	(123)	35

Linked Charities

Name	Registered Charity number
Highway Evangelical Church	1116530-8
The Coney Hill School Will Trusts	1116530-1
The Shaftesbury Welcome Mission	1116530-6
The Shaftesbury Development Fund	1116530-4
The Beddington Fund	1116530-7
Chiswick Mission	1116530-3
Marsh Street Mission	1116530-2

Trusts and Supporters 2024-25

As well as our supporters listed below, we also extend our thanks to those who wished to remain anonymous, the families of those who remembered Shaftesbury in their Wills, and the thousands of generous individuals who contribute to make lives add up for people with disabilities who we support.

Trusts and Foundations

Audrey V Knowles Charitable Trust
Baily Thomas Charitable Fund
The Beatrice Laing Trust
Dudley and Geoffrey Cox Charitable Trust
Homelands Charitable Trust
London Marathon Foundation
The Princess Anne's Charities Trust
Talbot Village Trust
The Thomson-Bree Charitable Trust
Suffolk Community Foundation
Colchester Catalyst Charity
B&Q Foundation
Geoffrey Watling Charity
Colchester Catalyst Charity
Suffolk Community Foundation through their Fonnereau Health Foundation Fund and Suffolk Carers Fund
Fowler Smith & Jones Trust

Supporters

Mrs Linda Kjelgaard
David Smith & Julia Stanton
Mr John Robinson CBE

Organisational details

Patron: Her Royal Highness, The Princess Royal

Vice-Patrons: The Rt Hon The Earl of Shaftesbury, Nicholas Ashley-Cooper

Vice-Presidents

Lord Donald Curry of Kirkharle CBE

Roy McCloughry

The Rt Hon Lord McColl of Dulwich CBE

Sarah Omond

Pamela Rhodes

The Revd Canon Roger Royle

Revd Michael Shaw

Trustees

Tom O'Connor, Chair of Trustees

The Rt Revd Richard Frith

Duncan Ingram, Vice Chair and Chair of Strategic Business Committee

Canon Sue Johns, Chair of Safeguarding and Services Quality Committee

Lisa Quinlan-Rahman

John Weaving

Andrew Wilson

Peter Woodall, Chair of Audit Committee

Senior officers

Chief Executive Officer – Sally Chivers

Executive Director for Education - Adele Audin

Acting Finance Director – Siva Gopalakrishnan

Executive Director of Care Operations – Jane Percy

Executive Director of Fundraising and Communications – Emma Smith

Principal solicitors: Anthony Collins LLP, 134 Edmund Street, Birmingham, B3 2ES

Principal bankers: Metro Bank plc, One Southampton Row, WC1B 5HA

Auditors: HaysMac LLP, 10 Queen St Pl, London EC4R 1AG

Registered office: Coburg House, 1 Coburg Street, Gateshead, NE8 1NS

www.shaftesburygroup.org

LIVABILITY

England & Wales - Charity number 1116530

Accounts

Livability Annual Report and Financial Statements for the year ended 31 March 2024

Registered Charity 1116530

Company Registration Number 5967087

Letter from our Patron



BUCKINGHAM PALACE

In the period covered by this Annual Report, Livability has developed its ambitious programme for growth and transformation, whilst continuing to provide excellent care, support and education for children, young people and adults with disabilities. In this year, we are encouraged by further adult care services receiving an Ofsted 'good' rating, in acknowledgement of the high standards of care provided.

The charity's north-east region launched a short-break service which provides support and respite care for children and their families. This move came in response to an expressed need from local authorities, with whom Livability had already built strong working relationships. The popular service supports children with complex disabilities, in their home, through play, care or other help that will enable the family to flourish.

Growth can be seen in many areas of Livability's work; the charity's latest education centre, Livability Millie College, which opened in 2022, was soon oversubscribed. The post-16 further education college is looking to expand the number of classrooms and places on offer and to provide additional therapeutic learning opportunities. When I visited in autumn 2023, I was pleased to hear from students about how much they are benefiting from the wide curriculum, with its emphasis on employment skills.

In January, I attended a service to celebrate Livability's 180th year, marking the date when Lord Shaftesbury became President of the Ragged School Union, the forerunner of Livability. This provided an opportunity to reflect on how the charity's work has developed over the decades, always passing on the baton of dedicated care and support for those who can be marginalised by society.

I saw this care in action when I visited Livability New Court Place, a residential care home which prioritises independence and choice for those who live there. Many residents' independence has been improved by the recent expansion of 'smart tech' in the home, allowing people to carry out everyday tasks without assistance.

There has been much to celebrate this year at Livability. I thank and congratulate all staff, volunteers and supporters on everything they have achieved.

A handwritten signature in dark ink, appearing to read 'Anne', with a long horizontal flourish underneath.

A message from Shaftesbury's Chair

Welcome to the Livability Annual Report for 2023/24.

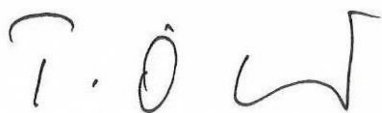
The need to provide care, rehabilitation and education services for people living with disabilities continues to increase, whilst securing sustainable levels of funding remains challenging. Our local authority partners face budget constraints of their own, and the environment for fundraising is difficult across the sector as many people continue to struggle with ongoing economic uncertainty.

In this context major transformation work was undertaken throughout the last year to deliver long term resilience and growth for our service provision. This included careful negotiations with funders to ensure that contracts reflect actual costs for the delivery of services. Excellent progress has been made which is demonstrated in the positive financial result and in our improved outlook going forward.

As we look to the future with increased confidence, we remain inspired by the Christian values of our founder, the 7th Earl of Shaftesbury. He was one of the greatest visionaries of the nineteenth century for legislation and practical action in support of vulnerable children and adults. During 2023/24 we made plans to change the name of Livability to Shaftesbury reflecting our commitment to the values on which we were founded and which now guide our preparations for the future. We remain convinced that every person has profound dignity and should be treated with the utmost respect, and we have a particular responsibility to ensure that those living with disabilities of any kind can lead a life that adds up for them. I am delighted to report that subsequent to the 2023/24 year end this change of name was successfully implemented.

It is my privilege to have succeeded John Robinson as Chair. I would like to express grateful thanks to my colleagues on the Board of Trustees and to staff across the organisation for their dedication and commitment.

Thanks finally, and most importantly, to all of you who support our work. Whether you are a donor, a funder, a volunteer, or an advocate your contribution is much appreciated.

A handwritten signature in dark ink, appearing to read 'T. O'Connor', with a stylized flourish at the end.

Tom O'Connor, Chair of Trustees

A message from Shaftesbury's Chief Executive

If I had to pick a phrase to define the accounting period, it would probably be “a year of positive endeavour and achievement”.

To care for a thousand individuals each day, we rely on a remarkable workforce, many of whom go the extra mile for those they support, teach or heal. The financial year began with the presentation of Team Awards. I presented one such award to our staff at Icanho (our acquired brain injury centre) and another was awarded by our Vice-Patron, Nick Ashley-Cooper, to our staff at Millie College.

The Executive Team demonstrated its own aspirations through a programme of significant transformation, beginning with a focus on receiving a fair price from its commissioners. At the heart of this transformation is our desire to support more children, young people and adults with disabilities as we recognise the huge societal need.

Our Changes for the Future Forum comprises representatives from all the disabled people we support. Members of the forum joined forces with our Nash College Student Body and spent a morning with HRH The Princess Royal, discussing their hopes and challenges relating to health, the cost of living, employment and enterprise. The Forum members were also chosen to work with our President, the Archbishop of Canterbury in his national “Re-imagining Care” project; we wholeheartedly acknowledge their impact in this social research and its proposals for the future of care.

In October, our Education Directorate took centre-stage as we celebrated the first year of Millie College in Dorset and again, we did so with the help and support of our fabulous Patron. Ours is a charity that needs no excuse for a party, and in 2024 we had every justification as we reached our 180th year of service. Rising from the Ragged School Union in 1844, our founder, the 7th Earl of Shaftesbury, set in play the charitable objects that remain today. It set the scene for a plethora of festivities in our settings across England, Wales and Northern Ireland. We took the opportunity to champion each of our composite charities: John Grooms; The Shaftesbury Society; Prospects; and At Home in the Community.



Sally Chivers, Chief Executive

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Trustees' report

Purpose of the charity

Shaftesbury is established for the public benefit and for charitable purposes, according to the laws of England and Wales. The objects of the charity are to:

- assist or educate any person in charitable need, and in particular but without limitation, any disabled person and the parents, guardians and carers of such people by whatever means, and
- provide facilities, support, advice and assistance for Christian congregations, other Christian groupings and community groups seeking to alleviate charitable needs.
- In each case, these objects are pursued in a manner which authenticates the Christian faith and its moral principles, in a spirit of love and practical Christian service.

Public benefit summary

Trustees have complied with their duty to have regard to the public benefit guidance published by the Charity Commission, in exercising their powers and duties. In preparing this report and the accounts, trustees have demonstrated their compliance with the requirements set out in the guidance by:

- Providing a review of the significant activities of the charity and demonstrating how it has carried out its purpose for the public benefit.
- Providing details of the charity's purpose and objectives.
- Providing details of the strategies adopted and the activities undertaken to achieve the charity's purpose and objectives.

Structure, governance and management

Shaftesbury is the operating name of Livability, a charity registered in England, number 1116530, and a company limited by guarantee registered in England and Wales, number 5967087. It is governed by its Articles of Association, dated 7 November 2013. In the event of winding up, each member's liability is limited to £1.

Livability was established in 2007 by a merger of The Shaftesbury Society and John Grooms. It changed its name from Grooms-Shaftesbury to Shaftesbury in 2010.

In 2024 it changed its operating name to Shaftesbury.

Group structure

Shaftesbury is the parent charity of a group of charities, operating companies and dormant companies. Operating subsidiary charitable companies in the group are:

- **Kingsley Hall Church and Community Centre**, providing community services in Dagenham, East London.
- **The Shaftesbury Society**, an inactive disability charity with investment income.

The active trading subsidiaries in the group are:

- **Livability Icanho Limited**, providing acquired brain injury rehabilitation services.
- **Livability Contracting Services Limited**, providing construction and property services.

Shaftesbury's accounts include the assets, liabilities, funds, income and expenditure of a number of charitable trusts that are linked to charitable companies in the group, through linking directions from the Charity Commission. These charities are set out in Note 7 to the accounts.

The Board of Trustees

The Board of Trustees is responsible for the governance of Shaftesbury and for ensuring that its activities are within its charitable objects. The Board sets the strategic direction for the charity and delegates responsibility for its implementation to the Executive Leadership Team, led by the Chief Executive Officer (CEO). The Board and its committees rigorously monitor and scrutinise the performance of the charity and the Executive.

All of our trustees are non-executive directors, and they usually serve a maximum of three terms of three years. Trustees are appointed initially by the Board of Trustees, and then reappointed at the charity's Annual General Meeting (AGM).

Each trustee gives his or her time voluntarily and as such, receives no benefits from Shaftesbury other than reasonable expenses. Occasionally a trustee may provide professional or other services to the charity on normal commercial terms. This is only permitted where it is in the best interests of the charity and subject to certain governance arrangements being satisfied, in compliance with Charity Commission guidance and the requirements of the Charities Act.

The Board ensures its trustees provide the experience and skills required to perform its critical role effectively. The Board held a residential away-day in October 2023 to enable matters of strategic significance to be considered and discussed in depth.

Chief Executive Officer

The CEO is responsible for the delivering the strategy set by the Board and ensuring the performance and activities of Shaftesbury further its charitable objectives and meet the strategic goals set by the trustees.

The Executive Leadership Team (ELT) is responsible for strategic oversight and leadership of the charity; it comprises the CEO, and the Executive Directors for Care Operations, for Finance, and for Education.

Our Strategic Aims – Achievements, Performance and Future Plans

Our heritage

Created by a merger of three charities, The Shaftesbury Society, John Grooms and Prospects, Shaftesbury is building on a track record of ground-breaking disability care that dates from 1844.

Our charity's earliest founders, John Grooms and Lord Shaftesbury, were pioneers of social change in their day. Today at Shaftesbury we are inspired by their story and, our merger with Prospects to deliver impactful and relevant services that meet the needs of society today.

Shaftesbury's services - in a nutshell

Our 1500-plus staff team support 1000 individuals across the UK delivering services including:

- Residential and nursing homes
- Supported living and extra care services
- Day activities and learning opportunities
- Outreach support (domiciliary care)
- A special school and two post-16 special education colleges
- Independent and supported living programmes for people with disabilities



Wellbeing-focussed

We will provide flexible, adaptive, exceptional services for the people we support as measured by how effectively we enable fulfilling life outcomes, promoted positive wellbeing and form meaningful community connections.

Shaftesbury Care Operations

Shaftesbury Care Operations Support provided

- Delivered 141,128 hours across the year
- Support 498 adults with either a physical or learning disability
- 16 Residential Services, supporting 208 adults of which 81 are supported in nursing services
- 1 Acquired Brain Injury rehabilitation centre for adults
- 2 days services, supporting 41 adults
- 249 people supported in either supported living or community support

Mental Health First Aiders Training: We have trained 21 staff members as Mental Health First Aiders to support our staff.

Mindful Employer Charter: We continue our commitment to the Mindful Employer Charter ensures our dedication to staff mental health.

Wellbeing Support: A wide range of tools, tips and training courses are offered to our staff to enhance their wellbeing.

Service Model Changes: Several service models have been revised so that the people we support have choice and control over their lives - ensuring they live a life that adds up for them.

Value Based Recruitment: Our Value-Based Recruitment initiative has been developed to attract staff who best align with Shaftesbury's values.

Shaftesbury Education

Shaftesbury Education Support provided

Shaftesbury Education includes settings with the following education classifications:

- 1 x Non-Maintained Special School (NMSS)
- 2 x Specialist Post-16 Institution (SPI)

As at 31.03.24 we had the following number of students on roll:

- Victoria School (NMSS) – 116 pupils (111.2 FTE) aged 3-19
- Nash College (SPI) – 68 (65.8 FTE) students
- Millie College (SPI) – 34 (33 FTE) students

Victoria School and Nash College were in receipt of Education & Skills Funding Agency (ESFA) funds during the year to 31.03.24, in accordance with their ESFA funding agreements for August 2023 - July 2024.

During the year, our education settings continued to include a focus on wellness. Alongside the promotion of our core values, we offered a variety of targeted interventions, such as therapeutic mentoring, WRAP (Wellbeing Resilience Action Planning), and at Millie College provided emotional management resources, including art therapy, woodland wellbeing, zones of regulation, yoga, and mindfulness techniques.

In our school, we have built on our existing rewards initiative with a new house system. School ambassadors were recruited in December 2023 via a process involving the sharing of manifestos and a subsequent election.

Within our student council, ambassador and advocacy groups, our students have had opportunities to share ideas for improvements to their wellbeing across all aspects of their lives at school and college.

For our staff, there has been a keen focus on supporting the wellness of our teams through a range of local setting initiatives such as a staff elected Employee of the Month award, a colleague nominated Colleague Compliment (with a small gift for the complimented colleague) a scheme whereby staff can have a free breakfast on 2 mornings a week before work, plus an open and active Staff Forum.

At Nash College, the newly restructured Pastoral Team has developed a keener focus on debriefing staff to support staff more actively across the college. Two more colleagues have successfully completed a Mental Health First Aider qualification.

Meaningful collaboration

We will build mutually beneficial partnerships with those who share our values, particularly with the Christian church, in order to grow our combined impact in making community more livable for disabled people.

Shaftesbury Care Operations

Co-Production Development: Our continued efforts in co-production ensure we build on our “Nothing about me without me” endorsement.

Inclusive Recruitment: As part of the value-based recruitment initiative, the people we support are now included in the interview process.

Re-imagining Care Project: Our Changes for the Future forum participated in the Archbishop of Canterbury’s re-imagining care project.

Feedback Mechanisms: QR codes have been developed to allow staff, families and the people we support to provide feedback more easily.

Voice Inclusion: Numerous opportunities are offered for people’s voices to be included in our strategy and delivery. This is achieved through staff and people we support forums, project groups, and team meetings.

Housing Partners: We have developed strong relationships with our housing partners.

Shaftesbury Education

During the year, the use of technology for collaboration within our settings has become embedded. Across all settings, internal collaboration has strengthened beyond leadership

roles. This has enabled a more efficient approach to directorate wide use and deployment of resources and business procedures.

Increased external partnerships, both informal and formal, have also begun to enhance cross service working and opportunities. Partnership work has included local schools and colleges and a renewed focus on developing closer working relationships with host Local Authorities. Some of these links have focused on improving learner referrals and quality development work. Collaborative training sessions across settings have begun. External links have been refreshed with local police colleagues and the PREVENT Team.

At Shaftesbury Millie College, stakeholder partnerships increased to 14 in the last year. A Future Pathways model has been developed to support students' progress in developing work-related skills.

Work has been undertaken with teams from RSPB and Natural England on a landscape recovery pilot program. This will enable development of the "Millie College Site Access Offer" and potentially replace the current Countryside Management Agreement. It will enable more control over how we steward our local SSSI with key experts.

Our open day events in all settings have continued to gain traction. Millie College feedback identifies high satisfaction with the community engagement groups that have run throughout the year. The College welcomed HRH, Princess Anne in October 2023.

Going deep

We will develop our services, programmes and relationships with the view that being deeply involved in a locality in multiple ways is better than being too thinly spread across disconnected geographical areas.

Shaftesbury Care Operations

Service Closures: Some services were closed due to financial viability issues, allowing the organisation to improve efficiency and focus on sustainable services.

New Services: Continued efforts have been made to open new services and prioritise those in our main location clusters, such as Bournemouth and the North-East of England.

Fee Calculator Development: A fee calculator has been developed to ensure full cost recovery for placements.

Service Audits: Comprehensive audits of all our services have been conducted to learn lessons and share best practices.

Business Development: We continue to build on our business development strategy.

Children and Young People: The development of our children and young people services in the North-East of England is showing progress.

Shaftesbury Education

Across our education settings we have consolidated our plans and milestones for quality assurance and improvement. Embedded reporting systems now provide performance criteria for Trustee scrutiny across the directorate.

Our curriculum offers within our settings have been considered as part of an in-depth provision review beginning towards the end of the 2023/24 financial year.

At Nash College, extensive work has taken place to enhance our employability pathway, including the creation of an additional campus where students will be able to learn, develop and practice employability skills leading to increased employment outcomes for students.

Within our school and at Nash College, middle leaders have been appointed to support the quality of delivery across the settings.

Engaging with stakeholders has been identified as a priority with an amendment to the Local Advisory Board Terms of Reference creating a link role to support stakeholder engagement at local levels.

Well organised

We will have robust systems and processes in place to be able to work in more agile and responsive ways in a rapidly changing environment.

Shaftesbury Care Operations

Good Ratings: Our continued efforts have led to achieving “good” ratings with local authorities and regulators, with 96% being rated good or above.

Digital Enablement: Significant strides have been made to become more digitally enabled, including the development of cloud-based options. For example, our Log My Care “app” allows staff to update Care Plans and daily notes digitally in supported living settings.

Project Management: A robust project management process is in place for the development and review of key projects. This process facilitates operational upgrades, functional training, and logistical or estates support issues in a systematic and efficient manner.

System Streamlining: Systems and processes have been streamlined, and directorate performance is tracked with a KPI dashboard.

Shaftesbury Education

Both Millie College and Nash College secured Section 41 status in August 2023. Millie College continued to work through the DfE Due Diligence process to contract with the ESFA for 2024 admissions.

Our student occupancy saw a steady increase with student numbers increasing across the directorate and by 50% within Millie College.

At Millie College, an increase in placements offered was possible due to a review of the use of the site to increase available learning accommodation. Fundraising bids to support expansion were submitted in December 2023 and were successful on a match-funding basis. The fundraising activity for the enterprise work at Millie College was effective, securing over £90k over the fiscal year.

The work with Unions and support staff on the support staff pay review was completed in March 2024.

Future plans

Shaftesbury Care Operations

We plan to launch our Learning Academy, which is designed to upskill our staff and enhance retention rates by providing comprehensive development opportunities for staff using career pathways. Additionally, the Learning Academy will be available to the people we support, helping to promote independence and life skills. We are hoping to secure funding to launch this in early 2025.

We plan to remodel some services, creating opportunities for growth and new initiatives across three of our existing services.

Shaftesbury Education

By the end of summer 2023/24, Shaftesbury Education as a directorate had begun to consolidate its identity with a consistent vision based on improving the life sum of all who learn with us. There is increasing clarity about the aims of the Directorate and greater understanding

of the challenges and risks. Following the opening of Millie College and the successful inspection of Nash College as well as the beginning of growth at Victoria School (with the introduction of an additional class in Early Years), we are in a process of consolidation. The Directorate has plans for growth at Nash College through a satellite campus in North Greenwich. The next period of strategic development will focus the Directorate on establishing and embedding quality and systems of practice, sustainability of our current settings, reporting and provision prior to a structured consideration for growth.

The Charity has made significant progress in its fundamental business operations and is in a stage of consolidation.

It continues to negotiate and renegotiate contracts to make services more financially viable. During the audited year, these uplifts totalled more than £1m.

The charity also saved more than £650k as a result of moving out of its London-based office.

The organisation has won new disability social care contracts in the North East in the past two years. Similarly, the numbers of students and pupils in education settings has increased year-on-year; this continues to be projected for the next two years.

Trustees have underlined this trend by asking the Executive Team to continue to win contracts and expand the business.

Staff are working with local authority commissioners to establish the need (for disability social care, for complex care, and for special education) in the geographic areas where our services already exist. In line with commissioners' requests the organisation will continue, where appropriate, to switch from residential care to supported living services.

The organisation is reducing its risk of cyber-related issues following an incident two years ago. It is now on its way to receiving a Cyber Essentials accreditation. In turn, this will enable more business to be secured.

Pay and employment

Shaftesbury gender pay gap

As per the Equality and Human Rights Commission regulations, on 5 April 2023, Shaftesbury's payroll 'snapshot date' report showed the mean hourly rate was £14.88 for male and £13.97 for female; the differential figure has decreased to 6.12% compared to last year 9.79%.

The median hourly rate has increased to £11.26 for male and £11.45 for female in 2023 compared to £10.85 for male and £10.40 for female in 2022. Our median pay gap is -1.69%.

The difference in mean and median bonus pay remains at 0%, as our charity does not pay bonuses to staff.

Pay quartiles

The number of paid male and female in the four pay quartiles (upper, upper middle, lower middle and lower quartile) for the 2023 snapshot date and the 2022 snapshot date are as follows:

Upper quartile in 2023 was 26% (male) and 74% (female) and 28% (male) and 72% (female) for 2022. This shows there is a 2% decrease in males and a 2% increase in females in this category, compared to the last report.

Upper middle quartile in 2023 was 17% (male) and 83% (female) and 19% (male) and 81% (female) for 2022. This shows there is a 2% decrease in males and a 2% increase in females in this category, compared to the last report.

Lower middle quartile in 2023 was 19% (male) and 81% (female) and 17% (male) and 83% (female) for 2022. This shows there is a 2% increase in males and a 2% decrease in females in this category, compared to the last report.

Lower quartile in 2023 was 27% (male) and 73% (female) and 23% (male) and 77% (female) for 2022. This shows a 4% increase in males and a 4% decrease of females in this category compared to the last report.

Shaftesbury continues to monitor its employment and remuneration to ensure that pay is based on fairness.

Employment of people with disabilities

Currently 2.24% of Shaftesbury employees have declared themselves to have a disability, a slight decrease from last year when 2.54% of the workforce declared a disability. We are working to increase the number of people with disabilities who work for us. As a Disability Confident Employer, we commit to making adjustments to meet the needs of job applicants with disabilities. We work with our staff and volunteers who have disabilities to ensure that they are fully supported during their employment and volunteer time. We do however have more work to do to promote employment of people with disabilities in the charity.

Senior executive pay

Senior pay levels reflect the size and complexity of the organisation and the range of work carried out in health and social care, with clinical and nursing services, special education provision and professional support services. Shaftesbury has noted the recommendations of the report of the National Council for Voluntary Organisations (NCVO) into senior executive pay. The Nomination, Remuneration & Governance sub-committee of the Board has reiterated the policy of the charity to set pay levels in line with median pay rates for the sector. Note 6 to the accounts shows the numbers of employees earning more than £60,000 in bands of £10,000.

Our approach to pay as an organisation is as follows:

Our key priority is to pay staff the highest possible wage in line with income to service locations and to the charity. We give priority to our frontline staff on our lowest pay rates.

We implement recruitment and retention initiatives for hard-to-fill roles in our frontline services and are working to encourage the return of the older workforce into suitable roles.

We mirror the national terms and conditions for teachers where we are able.

We apply the Hay Method of Job Evaluation and the Croner Job Evaluation Process for other roles to ensure pay is reflective of role requirements and pay is equitable and fair.

Modern slavery statement

This statement is published on our website:

<https://www.shaftesburygroup.org/download/modern-slavery-statement/>

Fundraising

Fundraising highlights

We are very grateful to all those who feel inspired to make a difference in people's lives and choose to support our work. The generous donations, time and prayers of our supporters help bring our vision to life, enabling people with disabilities to live a life that adds up to them. Some of our fundraising highlights include:

- Two successful Individual Giving appeals focusing on our rehabilitation service at Shaftesbury Icanho, and our Christmas appeal featuring five-year-old Oliver, a student at Victoria School who is autistic and non-verbal. This appeal highlighted the school's early years programme as a lifeline for autistic children who receive tailored support, therapies and sensory equipment that makes a huge difference to their lives.
- We produced two newsletters featuring the incredible stories of the people we support. These newsletters help us raise vital funds and illuminate the transformative impact of our services. They provide an opportunity to showcase the resilience and achievements of individuals with disabilities. Through compelling narratives, we shared stories of triumph, shedding light on the challenges faced and the victories achieved. These stories fostered a deeper understanding of the lives we touch and inspired our supporters to continue supporting us with their regular gifts.
- Collectively, these efforts culminated in a remarkable achievement, with over £550,000 raised from our Individual Giving activities in support of Shaftesbury's initiatives. This significant sum is a testament to the generosity and compassion of our supporters, whose unwavering commitment fuels our work.
- The incredible supporters who chose to leave gifts in their Wills to support our work.

What our fundraised income has helped us achieve:

- We replaced the two old, outdated kitchens at Shaftesbury Wall Street with brand new, fully accessible kitchens to allow the residents to cook for themselves, each other and friends with the maximum independence
- We were able to provide a number of Digital Tables across many Shaftesbury services. Digital Tables are a large version of a computer tablet that allow people with disabilities to access the internet, play games and join in activities together.
- A lasting impact donation to Shaftesbury John Grooms Court was granted for various projects including a sensory garden.
- Ceiling hoists and manual hoists have been provided and an audit conducted so that we can fundraise for more hoists where they are needed across Shaftesbury
- Shaftesbury Martello Road cleared their outdoor space and now plan to install a log cabin for relaxation, prayer and meetings.
- Several trusts enjoyed tours of Shaftesbury Millie College this year and we enjoy welcoming trusts to our services
- 59 runners formed #Team Shaftesbury and took the challenge of The TCS London Marathon raising over £121,000 on Sunday 23 April 2023.
- Our fundraising efforts demonstrated creativity, community engagement, and collaboration, driving support and participation across a variety of events and initiatives. For example:
 - We designed Christmas and Easter Activity Packs, free resources for use by schools, churches and other supporters which included arts and crafts activities, games, recipes and inspirational stories from around Shaftesbury. These activity packs provided a tangible way for people to connect with our mission while also enjoying quality time with family and friends.
 - Individual supporters raised funds for Shaftesbury and awareness of the charity by running, boxing, partying and much more!
- We are deeply grateful for the ongoing support from our church supporters, schools, and community groups. Their commitment and enthusiasm have made our fundraising efforts a success and have had a meaningful impact.

Our approach

This year has remained a challenging one for fundraising in the current climate, and we're hugely grateful to our supporters for their continued generosity and commitment. On average, our supporters have continued their giving at the same level, however we are gradually seeing a decrease in the number of supporters. We will be looking to address this in the new financial year and beyond.

Our approach to fundraising puts the supporter at the heart of everything we do, seeking to build long-term relationships and ensuring supporters have control over how they hear from us.

Generating voluntary income is important to the delivery of Shaftesbury's organisational strategy and business goals. Unrestricted income is vital for our charity's financial health and is needed to help cover running costs. Restricted income enables us to add value to the lives of

the people we support, delivering on tangible projects and items that enhance people's wellbeing and independence. Capital income enables us to deliver on transformational and high impact projects to individuals and community and strengthens our charity finances.

Our voluntary income comes from a wide range of sources. Individuals support us through regular or one-off cash gifts. Companies offer their expertise, partnership, gift in kind and cash gifts. Trusts and foundations give valuable gifts to make a real difference to the lives of the people we support. Challengers take on London Marathons or skydives for us. Others make gifts in their Wills.

Fundraising standards

Our commitment to high fundraising standards is demonstrated by our charity's membership of the Fundraising Regulator, who set and maintain the standard for charitable giving. We have also signed up to the Fundraising Preference Service, where supporters can manage the communications and fundraising requests they receive from charities.

We vigilantly adhere to regulation standards and General Data Protection Regulation (GDPR), both generally and in our fundraising practices. Our governance extends to how we protect vulnerable people in the context of fundraising. Our People in Vulnerable Circumstances (PIVC) Policy makes sure that there is no undue pressure to give in the course of, or in connection with, fundraising for Shaftesbury.

We work with approved partners for activities such as value exchange lead generation and our payroll-giving programme enables supporters to give as they earn through their salary if they choose to. To ensure a good supporter experience, we monitor fundraisers acting on our behalf, with our payroll giving agencies sending regular training logs and reports. We provide guidelines, policies and dedicated support to fundraisers acting for us in communities.

We ensure volunteers and interns acting on our behalf in our office and within the community represent our charity in the best way, by providing policies, guidelines and dedicated support. We aim for everyone to have a positive fundraising experience and are pleased to have a low level of fundraising complaints. During the year we received two complaints, both of which were speedily resolved, to an outcome that both supporters were satisfied with. We are very proud of our outstanding supporter experience and customer service in this field.

When complaints arise, we follow Shaftesbury's complaint procedure. In the event that complaints are escalated to the Fundraising Regulator we will follow their procedure for handling complaints. We continue to strive for excellence and monitor the number of complaints we have against communication touch-points in our key performance indicators. We listen to the views of our supporters through surveys to gauge the feedback on the frequency of our mailings. We ensure supporters can clearly opt-out of receiving communications and train our fundraisers on the GDPR regulations and on our policies and guidelines.

Strategic report

Financial review

Overview

The consolidated financial statements for the year show an operational surplus of £1.5m, a marked turnaround from the previous year.

Going concern

The Trustees of Shaftesbury have assessed the charity's financial position and performance, including the current economic environment, available resources, and future cash flows. Based on this assessment, the trustees believe that Shaftesbury has adequate financial resources to continue operating for the foreseeable future, and that there are no material uncertainties about its ability to continue as a going concern.

The financial statements have been prepared on a going concern basis, as the trustees and management are confident that the charity will be able to meet its liabilities as they fall due within the next 12 months from the date the accounts are signed.

Trustees acknowledges that there are risks and uncertainties in the business environment; however, based on available information and strategies implemented to mitigate these risks, Shaftesbury remains financially viable.

Financial outlook

For the 2023/24 financial year, Shaftesbury reported an operational surplus of £1.5m, a significant improvement compared with a deficit of £4.3m in the previous year. This £5.8m turnaround reflects the positive impact of the corporate transformation programme undertaken alongside increase in legacy donations over the last two years.

Shaftesbury income includes legacy donations worth £4.5m of which £3.4m refers to a single estate.

The organisation is well-positioned to build on these improvements during the next reporting period.

Key performance indicators for the group

	2023/24	2022/23
Key performance indicators	£'000	£'000
Total income	60,423	49,843
Operating costs	58,839	54,131
Operating Surplus (deficit) for the year (before investment gains/losses)	1,584	(4,288)

Reserves policy

The Board of Directors has considered the level of reserves which should be maintained within the Group and this is reviewed annually. Such reserves are needed to cover, for example, working capital, future property repairs and the risk of possible shortfall in charitable income.

At the year ended 31 March 2024, Shaftesbury held a total of £41.1m in reserves (2023: £41.1m).

Of these total reserves including the pension reserve, £28.0m (2023: £28.3m) are unrestricted.

In addition, the trustees have considered and set a reserves policy which requires that unrestricted funds equivalent to a range of eight to 12 weeks of total organisational expenditure is held.

The group's unrestricted reserve at the end of the year was £29.9m. This represents 29 weeks of total unrestricted organisational expenditure, which is better than the range determined by our reserves policy. (Based on an average weekly expenditure of £1m)

We have also considered our free reserves. We have calculated these using the broad guidelines set out by the Charity Commission. Effectively, we have taken our Group net assets and deducted restricted and endowed funds. As we are an organisation that actively uses properties, we have also deducted unrestricted fixed assets unless they are subject to sale in future years (and as such, are not required for ongoing operations). This provides us with negative free reserves of £7.8m (2023: (£8.6m)). As noted elsewhere in the report, there are various steps that have been and will be taken to improve the underlying financial performance of the organisation, during the financial year under review, and going forward.

Investment policy

At the year ended 31 March 2024, Shaftesbury held a total of £5.8m in Social and Financial Investments of which £4m is permanently endowed. In accordance with the objective set out in investment policy, these are invested in a way that does not conflict with the charity's aims and objectives and minimises risk.

Free reserves calculation

	31/03/2024	31/03/2023
	£'000	£'000
Group net assets	41,071	41,191
Less: Restricted funds	(4,827)	(4,861)
Less: Endowed funds	(8,150)	(8,067)
Subtotal	28,095	28,263
Less: Fixed assets (asset reliant organisation)	(38,294)	(37,913)
Add back: Pension Liability 'reserve'	1,840	24
Subtotal	(8,359)	(9,626)
Add back: Functional fixed assets to be sold in following years	579	1,048
Free reserves	(7,780)	(8,578)

S172 Working with our stakeholders

This is a mandatory statement reporting how Directors have complied with their duty to have regard to the matters in section 172 (1) (a)-(f) of the Companies Act 2006 ('the Act').

The children, young people and adults we support, their families and representatives

We issue a twice-yearly stakeholder survey to the people we support, to families and to carers and to the health and social care professionals involved in the support of the people who use our services. We operate a 'You Said, We Did' response to findings from the surveys and publish our findings.

We hold regular residents' and tenants' meetings with the people we support.

The Care Operations Directorate endorses the 'nothing about me, without me' initiative. This ensures that the people we support are central to any decision made about their care preferences and choices. The Quality Team ensures this methodology is central to our co-production work.

Our Safeguarding & Service Quality Committee reviews, scrutinises and protects our relationship with the children, young people and adults we support.

We write to the people we support when we make changes that might impact on them and to keep them up to date and welcome feedback.

Services produce bi-monthly newsletters for the families providing an update on what been happening and plans for the coming months.

Services have social events and invite families to participate and feedback about their experience.

Our Changes for the Future Forum comprises representatives from all the people we support in Care Operations. It is co-chaired by two of its members. This year, members of the forum met personally and individually with our Patron and explored issues surrounding mental and physical health, and the current cost of living challenges. The Forum members were joined by our Nash College Student Body representatives who explored the subject of employment opportunities.

We held events within each of our services to celebrate the Coronation of King Charles III.

In Education, collaborative working with local schools and colleges has led to closer working relationships with host Local Authorities, improving learner referrals and quality development work.

Our staff

Our Staff Wellbeing and Engagement Forum 'champions' foster a culture of openness, in line with our corporate values. The focus of the forums has evolved to include the employee experience. We are further enhancing the dialogue with our staff by redefining the Wellbeing and Engagement events by Directorate. We have offered our wellbeing support package to external social media followers.

We continue to sign up to the Mindful Employer charter, ensuring that our staff have a place to turn to, 365 days a year. We are committed to ensuring our staff have a good work-life balance.

Members of our quality team visit services on a regular basis and seek to gain staff members' experiences of working in services. Regular visits from Trustees and senior Care Operation leaders take place on a regular basis.

We continue to work with staff teams to ensure the culture in the services is built around our values of open, enabling, inclusive and courageous.

We have issued a staff survey to our frontline staff and made changes as a result of their feedback.

Each year we issue to surveys to our frontline, completing a 'you said' 'we did' for each service. We then pick 6 themes for the feedback and set up working groups to see how we can improve things for our staff teams.

We trained 21 staff members to be Mental Health First Aiders across a range of our services and colleges.

Our trustees

Our usual annual trustees' visits to Adult Care Services and Education Services continue to take place.

Trustees receive regular updates from each Executive Director. Our Committees provide scrutiny and strategic oversight across our business activities. For example, the Safeguarding & Service Quality Committee considers staff matters, demographics, recruitment and retention rates, diversity, training and safeguarding matters, whilst our Strategic Business Committee focuses on financial performance, budgets and plans, capital expenditure and our subsidiary and corporate trustee responsibilities.

Our supporters and volunteers

Students from Victoria School participated in services at St Aldhelm's Church and worked with several external Performing Arts groups through the year. Bournemouth Symphony Orchestra visited in the Autumn Term.

We were honoured to be supported by our Patron, HRH Princess Anne, four times during the year, including April 2023 where she held discussions with our Changes for the Future Forum and Nash College students. She also joined us to mark the first anniversary of opening Shaftesbury Millie College in October 2023. This was followed by a very special Thanksgiving service at All Hallows-by-the Tower in London in January 2024 to launch our 180th anniversary year and celebrate Shaftesbury's past, present and future. Finally, in March 2024, the Princess Royal was warmly welcomed into the home of the people who live at Shaftesbury New Court Place. Her Royal Highness heard from the residents about the committed support they receive from the staff team and watched a demonstration of the enhanced smart technology that provides increased independence for those that live at New Court Place.

Our regulators

Our regulatory bodies include the Care Quality Commission, the Regulation and Improvement Authority, Care Inspectorate Cymru, Ofsted, the Education and Skills Funding Agency and the Charity Commission. We continue to build on our strong relationships with our regulators to ensure we deliver good-quality support to all who use our services.

Compliance with regulatory frameworks and performance against those are scrutinised at the Safeguarding and Services Committee with each of the education Local Advisory Boards (LABs).

Our local communities

With our support, the people who use our services are better able to access the wider community and to participate more fully in being an active citizen in their community. We continue to support people to volunteer in their local community.

Environmental commitment

Since Covid, we have minimised staff travel to reduce emissions. More staff now work from home, reducing emissions

When carrying out repair and maintenance work, we made responsible decisions about the impact on the environment. We changed the lighting in the registered office to be LEDs which reduced energy usage.

We took the decision to purchase the majority of our consumables to a supplier who uses an electric fleet of vehicles.

Energy usage – National Office

The building meets the highest benchmarks for energy performance and the building's energy strategy delivers a reduction in the building's carbon emissions: BREEAM Excellent EPC B:47 High level of passive energy control. This results in reduced heating, cooling and lighting demands. Intelligent building controls allowing energy savings by providing high levels of energy conservation and recovery. Ground-source energy systems exist to further reduce building energy requirements. The building uses low carbon ground-source cooling, heating and domestic hot water.

Water conservation measures include rainwater harvesting for flushing toilets. A building management unit enables comprehensive reporting and management of energy and water use.

SECR Executive Summary

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 (also known as SECR) require large unquoted companies and limited liability partnerships to disclose their annual energy use and greenhouse gas (GHG) emissions, and related information on energy efficiency measures undertaken and an energy efficiency ratio.

1.1 SECR Energy Use and Carbon Emissions Disclosure

Shaftesbury discloses its energy use and greenhouse gas emissions that Shaftesbury is responsible for in line with the requirements of the Companies Act 2006 (Strategic and Directors' Reports) Regulations 2013 and latest 2018 regulations.

	2023/24 Consumption kWh	2023/24 Emissions (TCO2e)	2022/23 Consumption kWh	2022/23 Emissions (TCO2e)	Change (%)
Electricity	2,573,434	579.00	2,844,763	640.04	-10%
Gas	5,976,282	1,093.23	9,907,275	1,812.33	-40%
Transport Fuels	312,895	75.86	126,145	30.58	148%
Gross Annual Total	8,862,611	1,748.09	12,878,183	2,482.95	-30%
Intensity Metric (EBTIA)(£M)		1.503		4.088	-63%
Total TCO2e/EBTIA		1163.07		607.38	91%
Qualifying Green Tariffs	0.00	0.00	0.00	0.00	-
Net Annual Total	8,862,611	1,748.09	12,878,183	2,482.95	-30%

Table 1: Primary Statement for Shaftesbury

The above reported carbon emissions translate to Scope 1, 2 and 3 emissions as follows:

	2023/24 Consumption kWh	2023/24 Emissions (TCO2e)	2022/23 Consumption kWh	2022/23 Emissions (TCO2e)	Change (%)
Scope 1*	6,005,934	1,100.42	9,990,288	1,812.23	-39%
Scope 2 (location based)	2,573,434	532.89	2,844,763	589.08	-10%
Scope 2 (market based)	2,573,434	532.89	2,844,763	589.08	-10%
Scope 3	283,243	114.78	43,132	61.42	87%
Total (location based)	8,862,611	1,748.09	12,878,183	2,462.83	-29%
Total (market based)	8,862,611	1,748.09	12,878,183	2,462.83	-29%

Table 2: Greenhouse Gas Emissions for Shaftesbury

* transport fuel consumption and mains gas included, no fugitive emissions recorded

1.2 Baseline year

This is the fifth year of GHG reporting and is aligned with the financial year, 01/04/2023 to 31/03/2024. The first years' report forms the baseline year which runs from 01/04/2019 to 31/03/2020. It is worth noting that the baseline year was formed during the tail end of the Covid-19 pandemic and as such comparisons to this and future years may be skewed. Shaftesbury may re-baseline once operations are less volatile due to Covid-19.

1.3 Targets

Shaftesbury has not developed any carbon targets for the current reporting period.

1.4 Intensity measurement

Shaftesbury have chosen the EBTIA figure as their intensity metric. This figure is used to divide the organisations carbon emissions by an appropriate activity metric. The benefits of an intensity metric allow the comparison of normalised carbon emissions over time and against similar organisations.

1.5 Carbon offset

Shaftesbury had no qualifying carbon offsets during this financial period.

1.6 Energy efficiency narrative

Over the course of the financial year Shaftesbury replaced 180 emergency lights with LED equivalents.

Principal risks and uncertainties

Shaftesbury's work with vulnerable people means that inherent risks are ever-present. We have safeguarding policies and procedures which are regularly reviewed and ensure that concerns are effectively identified, reported, and responded to. We work in partnership with regulators and statutory organisations as required.

Our risks fall into five major categories:

1. Reputational – the risk of damaging our reputation through regulatory and other failings associated with the delivery of our services

Our reputation is critical to our status as a trusted provider. This risk is managed through a robust set of performance indicators and allied to assurance controls in safeguarding, financial and operational settings, fraud prevention and detection controls, and the wider policies and procedures upheld through the Quality and Practice frameworks covering both Care Operations and Education settings.

2. Operating margins – pressure from limited income growth and increasing cost

In common with other providers of public sector-funded services, there is an ongoing risk of failure to uplift our income. This affects our ability to invest in the improvement and expansion of our services. We seek to mitigate this risk with an extensive cost reduction plan.

3. Pensions – Shaftesbury's three closed defined-benefit pension schemes are subject to risks around their funding, outside the control of Shaftesbury

The continued requirement to fund the deficits has a material impact on Shaftesbury's ability to invest in the growth and development of its services and facilities. Shaftesbury works with industry experts to ensure needs are balanced with current beneficiaries of the charity with those of its current and future pensioner populations.

4. Cash availability – the low operating margins, alongside significant funding requirements such as recovery payments for the closed pension schemes, means that cash availability is an ongoing risk. The risk is tightly monitored and reported to the Board.

5. Recruitment and retention – the risk of workforce shortages

There are known workforce shortages affecting the wider health, education and social care sectors. Shaftesbury is committed to becoming recognised as an employer of choice to attract and retain the workforce needed to sustain high standards across the service portfolio. Shaftesbury has also set a strategic goal to lower the sickness absence rate and has initiatives to foster staff engagement, employee wellbeing and to support the development of all.

The Board and Executive Leadership Team monitor the financial performance of the charity and associated risks through a dashboard spreadsheet and staff meetings.

Statement of trustees' responsibilities for the Financial Statements

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' Annual Report, incorporating the strategic report, and the financial statements, in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year, in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and charity and of the incoming resources and application of resources, including the income and expenditure, of the Group and charity 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 Statement of Recommended Practices (SORP)
- make judgements and accounting 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
- 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 adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

Each of the members of the Board of Trustees has confirmed that:

- so far as he or she is aware, there is no relevant audit information of which Shaftesbury's auditors are not aware

- he or she has taken all the steps that he or she ought to have taken as a member of the Board to make himself or herself aware of any relevant audit information and to establish that Shaftesbury's auditors are aware of that information.

The report of the Board, incorporating the Strategic Report, was approved by the Board on 11 December 2024 and signed on its behalf on 11 December 2024 by

A handwritten signature in black ink, appearing to read 'T. O'Connor', with a stylized flourish at the end.

Tom O'Connor, Chair

Independent Auditor's Report to members of Shaftesbury

Opinion

We have audited the financial statements of Livability for the year ended 31 March 2024 which comprise Group and Charity Statement of Financial Activities, Group and Charity Balance Sheets, Group Statement of Cashflows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2024 and of the group's and parent charitable company's net movement in funds, including the 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 group 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 group'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. The other information comprises the information included in the Message from Shaftesbury's Chair, Message from Shaftesbury's Chief Executive and Trustees' 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.

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' Report (which includes the strategic report and 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 strategic report 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 the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the strategic report and the directors' 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 accounting records have not been kept by the parent charitable company; or
- the parent charitable company 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 for the financial statements

As explained more fully in the trustees' responsibilities statement [set out on page 29], 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 group's and the parent 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 group or the parent 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.

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:

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to compliance with the regulations of the Care Quality Commission, Ofsted, Health and Safety regulation, GDPR, employment law and Charity Law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as Companies Act 2006, Charities Act 2011, Charities SORP (FRS 102) and consider other factors such as payroll tax and VAT.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to manipulation of accounting estimates and judgements and the posting of inappropriate journals to income. Audit procedures performed by the engagement team included:

- Enquiries of management regarding correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Reviewing and testing journal entries made in the year, particularly those made as part of the yearend financial reporting process; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

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

A handwritten signature in black ink, reading "Tracey Young". The signature is written in a cursive, flowing style with a large initial 'T' and 'Y'.

Tracey Young (Senior Statutory Auditor)
For and on behalf of HaysMac LLP, Statutory Auditor
10 Queen Street
London
EC4R 1AG

Date: 18 December 2024

Primary Statements

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2024

Group	2023/24	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
			£'000	£'000	£'000	£'000
Donations and Legacies	2		5,797	590	0	6,387
Charitable Activities	2		52,013	316	0	52,329
Other Trading Activities	2		1,468	0	0	1,468
Investments	3		239	0	0	239
Total Income			59,518	905	0	60,423
Expenditure on:						
Raising Funds	5		1,261	33	0	1,294
Charitable Activities	5		55,576	602	46	56,222
Other	5		438	270	0	708
Loss on Disposal of Fixed Assets	4		613	0	0	613
Total Expenditure			57,888	905	46	58,839
Net Income/(Expenditure)			1,630	0	(46)	1,584
Transfer between funds	14		34	(34)	0	0
Actuarial (loss)	13		(1,803)	0	0	(1,803)
Net gain/(loss) on revaluation of Investment	3		(32)	0	130	98
Net Movement in funds			(171)	(34)	84	(121)
Reconciliation of funds			28,265	4,861	8,066	41,192
Total funds carried forward			28,094	4,827	8,150	41,071

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2023

Group	2022/23	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
			£'000	£'000	£'000	£'000
Donations and Legacies	2		2,878	631	0	3,509
Charitable Activities	2		43,516	299	0	43,815
Other Trading Activities	2		1,028	0	0	1,028
Investments	3		191	0	0	191
Gain on Disposal of Fixed Assets	4		0	0	1,300	1,300
Total Income			47,613	930	1,300	49,842
Expenditure on:						
Raising Funds	5		1,249	14	0	1,263
Charitable Activities	5		51,397	366	46	51,808
Other	5		378	386	0	764
Loss on Disposal of Fixed Assets	4		295	0	0	295
Total Expenditure			53,319	766	46	54,131
Net Income/(Expenditure)			(5,706)	164	1,254	(4,289)
Transfer between funds	14		1,809	(2,020)	211	0
Actuarial Gains/(loss)			(1,625)	0	0	(1,625)
Net gain/(loss) on revaluation of Investment	3		(184)	0	0	(184)
Net Movement in funds			(5,706)	(1,856)	1,465	(6,098)
Reconciliation of funds			33,971	6,717	6,601	47,289
Total funds carried forward			28,264	4,861	8,066	41,191

Results in the statement of financial activities derive from continuing operations. The notes on pages 42-77 form part of these financial statements.

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2024

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	5,569	460	0	6,029
Charitable Activities	2	50,907	0	0	50,907
Other Trading Activities	2	1,264	0	0	1,264
Investments	3	170	0	0	170
Total Income		57,910	460	0	58,370
Expenditure on:					
Raising Funds	5	1,261	33	0	1,294
Charitable Activities	5	54,057	275	0	54,332
Other	5	331	0	0	331
Net Loss on Disposal of Fixed Assets	4	613	0	0	613
Total Expenditure		56,262	308	0	56,570
Net Income/(Expenditure)		1,648	152	0	1,800
Transfer between funds	14				
Actuarial (loss)		(1,803)	0	0	(1,803)
Net (loss) / gain on revaluation of Investment	3	(34)	0	130	96
Net Movement in funds		(189)	152	130	93
Reconciliation of funds		26,439	2,021	6,165	34,625
Total funds carried forward		26,250	2,173	6,295	34,718

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2023

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	2,550	367	0	2,917
Charitable Activities	2	42,705	0	0	42,705
Other Trading Activities	2	795	0	0	795
Investments	3	134	0	0	134
Total Income		46,184	367	0	46,551
Expenditure on:					
Raising Funds	5	1,249	14	0	1,263
Charitable Activities	5	50,204	120	0	50,324
Other	5	178	0	0	178
Net Loss on Disposal of Fixed Assets	4	295	0	0	295
Total Expenditure		51,926	134	0	52,060
Net Income/(Expenditure)		(5,742)	234	0	(5,508)
Transfer between funds	14	663	(843)	180	0
Actuarial Gains/(losses)		(1,625)	0	0	(1,625)
Net gain/(loss) on revaluation of Investment	3	(185)	0	0	(185)
Net Movement in funds		(6,889)	(609)	180	(7,318)
Reconciliation of funds		33,328	2,630	5,985	41,943
Total funds carried forward		26,439	2,021	6,165	34,625

Results in the statement of financial activities derive from continuing operations. The notes on pages 42-77 form part of these financial statements

Balance Sheet – Livability Group and Charity for year ended 31 March 2024

		Group		Charity	
	Note	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Fixed Asset:					
Tangible Assets	8	41,641	42,589	35,859	37,184
Financial Investments	9	1,846	1,891	1,816	1,863
Social Investment	10	3,982	3,962	3,982	3,962
Total Fixed Assets		47,469	48,442	41,657	43,009
Current Assets:					
Debtors and Stocks	11	5,988	3,149	5,945	3,270
Cash at Bank		5,235	6,286	4,243	4,447
Total Current Assets		11,223	9,435	10,188	7,717
Liabilities					
Creditors: Amounts falling due in 1 year	12	(6,555)	(7,191)	(6,745)	(7,301)
Net Current Assets		4,668	2,244	3,443	416
Total Asset less Current Liabilities		52,137	50,686	45,100	43,425
Creditors: Amounts falling beyond one year	12	(9,226)	(9,471)	(8,542)	(8,776)
Net Assets excluding Pension Liability		42,911	41,215	36,558	34,649
Defined Benefit Pension Liability	13	(1,840)	(24)	(1,840)	(24)
Total Net Assets		41,071	41,191	34,718	34,625
The Funds of the Charity					
Permanent Endowment Funds	14	8,150	8,067	6,295	6,165
Restricted Funds	14	4,827	4,861	2,173	2,021
Unrestricted Funds	14	29,934	28,287	28,090	26,463
Pension Reserve	14	(1,840)	(24)	(1,840)	(24)
		41,071	41,191	34,718	34,625

The report was approved by the Board and signed in its behalf on 11 December 2024:



Chair: Tom O'Connor



Trustee: Peter Woodall

Statement of Cashflows for the year ended 31 March 2024

		Group		Charity	
		2024	2023	2024	2023
		£'000	£'000	£'000	£'000
Cashflows from Operating activities					
Net cash provided by/ (used in) by operating activities	C1	502	(2,976)	891	(1,873)
Cashflows from Investing activities					
Dividends, Interest and rent from Investments		239	190	170	134
Proceeds from the sales of property, plant and equipment		746	1,835	746	535
Purchase of Property, Plant and Investment		(1,565)	(747)	(1,111)	(748)
Proceeds from sales of investments		74	1,111	74	1,111
Purchase of Investments		-	-	-	-
Net cash provided by/(used in) investing activities		(505)	2,389	(120)	1,032
Cash flows from financing activities					
Interest on financing activities		(767)	(546)	(707)	(503)
Repayments of borrowings		(282)	(414)	(268)	(370)
Cash inflow from borrowing		-	-	-	-
Net cash provided by /(used in) financing activities		(1,049)	(960)	(974)	(873)
Change in cash and cash equivalents in the period		(1,052)	(1,547)	(204)	(1,713)
Cash and cash equivalents at the start of the period		6,286	7,833	4,447	6,160
Cash and cash equivalents at the end of the period		5,235	6,286	4,243	4,447

Notes to the statement of cashflows

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
C1: Reconciliation of net income /(expenditure) to net cash flow from operations				
Net income/(expenditure) for the year as stated in the Statement of Financial Activities	1,584	(4,288)	1,800	(5,508)
Adjustments for:				
Depreciation	895	811	819	736
Disposal of other assets	258	0	258	0
Revaluation/(Impairment) of functional assets	0	(146)	0	(145)
Revaluation/(Impairment) of social investment	(21)	(105)	(21)	(105)
(Gain)/Losses on investments	69	79	69	80
Interest on financing activities	767	546	707	503
Dividend, interest and rent from investments	(239)	(190)	(170)	(134)
(Gain)/Losses on the disposal of fixed assets	613	(1,004)	613	296
Defined benefit pension scheme cost less contributions payable	13	(1,625)	13	(1,625)
(Increase)/Decrease in debtors	(2,839)	2,055	(2,675)	3,365
Increase/(Decrease) in creditors	(597)	892	(521)	665
Net cash flow provided by/(used in) Operations	502	(2,976)	890	(1,873)

C2: Analysis of cash and cash equivalents

	Group		Charity	
	At 31	At 31	At 31	At 31
	March	March	March	March
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Cash at bank and in hand	5,235	6,286	4,243	4,447
Total cash and cash equivalents	5,235	6,286	4,243	4,447

C3: Analysis of changes in net debts

Group	At start of year	Cashflow	Other non cash changes	At year end
	£'000	£'000	£'000	£'000
Cash	6,286	(1,051)	-	5,235
	6,286	(1,051)		5,235
Loans falling due with one year	(371)	-	36	(335)
Loans falling due after one year	(9,471)	281	(36)	(9,226)
Finance obligations	-	-		-
Total	(3,556)	(770)	-	(4,326)

Charity	At start of year	Cashflow	Other non cash changes	At year end
	£'000	£'000	£'000	£'000
Cash	4,447	(204)	-	4,243
	4,447	(204)		4,243
Loans falling due within one year	(354)	-	34	(320)
Loans falling due after one year	(8,776)	267	(34)	(8,542)
Finance obligations	-	-		-
Total	(4,683)	63	-	(4,620)

Notes to the Primary Statements

Note 1 Accounting Policies

The policies below set out the bases of recognition and measurement used by Shaftesbury and its subsidiary charities and companies for material items in the financial statements.

Basis of preparation

The consolidated financial statements have been prepared on a going concern basis, in accordance with applicable accounting standards, under the historical cost convention, as modified by the inclusion of investments and functional property at fair value. They have also been prepared in accordance with the Charities SORP (FRS 102), Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 as applied to charitable companies.

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

The consolidated financial statements include the income, expenditure, assets, liabilities and funds of Shaftesbury and its subsidiary charities and companies. These amounts are included on each line in the financial statements with investments, transactions and balances between the members of the Shaftesbury charity group eliminated so that the consolidated financial statements report the interactions between the Shaftesbury group and external parties.

Going Concern

The Trustees of Shaftesbury have assessed the charity's financial position and performance, including the current economic environment, available resources, and future cash flows. Based on this assessment, the trustees believe that Shaftesbury has adequate financial resources to continue operating for the foreseeable future, and that there are no significant doubts about its ability to continue as a going concern.

The financial statements have been prepared on a going concern basis, as the trustees and management are confident that the charity will be able to meet its liabilities as they fall due within the next 12 months from the balance sheet date.

Trustees acknowledges that there are risks and uncertainties in the business environment; however, based on available information and strategies implemented to mitigate these risks, Shaftesbury remains financially viable.

A. Funds

Unrestricted funds

Unrestricted funds arise from income donated to or earned by the charity in pursuit of its charitable objectives and may be applied in any way that meets those charitable objectives.

Designated funds

Designated funds are those unrestricted funds that the Trustees have identified and set aside to meet particular purposes or to segregate them from the General Fund. A more detailed description of these funds is available at note 14.

General Fund

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

Restricted funds

Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objectives of Shaftesbury. Restricted funds arise from conditions attached to them by the donor or the activity generating the funds, by deliberate requests for such funds by the Charity. Subsidiary charities whose objectives are consistent with, but more narrowly drawn than those of Shaftesbury are also reported within restricted funds.

Permanent endowment funds

Restricted endowment funds represent assets that are specified by their donor for the capital to be retained and for any derived income to be used by the Charity to pursue its objectives, unless the donor specifies otherwise.

Income

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

Donations, legacies and grants

Income from donations, legacies and grants is recorded in the financial statements when entitlement to the income is established, it is more likely than not that the income will be received and the amount to be received can be reliably estimated and any conditions required to receive the funds have been met or are within the control of the charity. In practice, most donations income is recognised when received.

The recognition of income from legacies is dependent on the following

- Probate is Granted
- Copy of Will is received
- Assets and Liabilities or equivalent measurement received
- When it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured

Where a life interest in an estate exists, no income is recognised other than from distributions from that estate to Shaftesbury.

Where Shaftesbury is notified about residuary legacies that are expected to be received in future years, these legacies are not included in the financial statements where the amounts cannot be quantified with reasonable certainty.

Grants are included in the consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant restricted funds on the Balance sheet. Where income is received in advance of entitlement of

receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

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

Income from charitable activities

Where Shaftesbury provides services or goods in return for payment, the income from these items is recognised when Shaftesbury completes its part of the agreement by delivering the services or goods.

Grants related to performance of contractual obligations are recognised when Shaftesbury has entitlement to the income, it is probable that income will be received and the amount of income can be measured reliably.

Interest receivable

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

Income tax recoverable

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

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

B. Expenditure and allocation of support costs

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been listed in such a way as to accumulate all the charity's costs of employees, goods and services relating to a particular activity of the charity under that activity heading. Direct costs, including attributable salaries and associated costs are allocated on an actual basis to the key areas of activities. Indirect costs (support costs), primarily comprising staff costs of employees based at the charity's National Office in London, are allocated to each activity heading using a number of identified cost drivers, including expenditure as a proxy measure for usage of resources and staff numbers.

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

All expenditure is inclusive of irrecoverable VAT.

C. Fundraising Costs

Expenditure on raising funds comprise salary costs and other associated expenditure relating to the generation of voluntary income.

D. Tangible fixed assets

Tangible fixed assets are significant physical items of property, plant and equipment held for continuing use by the charity in delivering its charitable objectives.

Recognition

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, the charity estimates fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of Funds note.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the Charity assesses whether there is any indication of impairment. If such an indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Separate components

The charity holds freehold buildings with significant components that have materially different useful lives from the rest of the building. These components are depreciated separately over their individual lives at the following rates:

Main Fabric	- 100 years
Pitched Roof	- 70
Flat Roof	- 40
Windows and Doors	- 40
Boilers and Heaters	- 15
Mechanical systems	- 30
Bathrooms	- 30
Kitchens	- 20
Lifts	- 25
Electrics	- 40
Alarms and Security	- 15

Freehold land and assets in the course of construction are not depreciated.

Other Fixed Assets

Assets are depreciated evenly to their estimated residual values over their estimated useful lives as follows:

Leasehold buildings	over the lease term
Horticultural buildings	over 25 years
Equipment, fittings and furniture	over 5 years
Plant and machinery	over 20 years
Cars	over 4 years
Minibuses and coaches	over 6 years
Computers and software	over 3 years
Chalets and mobile homes	over between 10 and 30 years

The residual value of all assets is assumed to be zero.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Consolidated statement of financial activities.

E. Financial Investments

Investments are items of property and other assets held to generate income and capital growth for the Charity.

Listed and other financial investments

Investments that have a ready market where the value can be determined by reference to published data are valued at the bid price. Where no market is available in the investments, they are valued at cost less impairment.

Investment properties

Investment properties are initially measured at cost and subsequently at fair value with any change therein recognised in the statement of financial activities. Shaftesbury's valuation methodology is to obtain external revaluation of its investment properties on an annual basis. In the period where an external valuation is not received, the charity has obtained pre-market advice on projected sales. More recent property disposals support the trustees view that the book values are not materially misstated.

Investments in group entities

Investments in group entities are held at their cost less any identified impairment.

Gains and losses

All gains and losses are taken to the Statement of Financial Activities as arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value. Unrealised gains and losses are calculated as the difference between fair value at year end and their carrying value. Realised and unrealised gains and losses are combined in the Statement of Financial Activities.

F. Social investments

Programme-related investments

Programme-related properties are properties that are held by the charity and provided to individuals or organisations in delivering charitable objects which are in line with Shaftesbury's own charitable objects. This type of fixed asset is held without seeking to make a return, other than one which is incidental.

Properties held in trust by Shaftesbury are held at historical transfer costs.

G. Financial Instruments

Financial instruments are contracts that give rise to a financial asset for one party to the contract and a financial liability or equity instrument for the other party.

Basic Financial Instruments

Shaftesbury and its group entities have basic financial instruments that are recognised when the provisions of the contract are met and for which the accounting policies are as follows:

Cash at bank and in hand

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

Trade debtors and other amounts receivable

Trade debtors and other amounts receivable are recognised at the value defined by the contract, agreement or legislation giving rise to the amount receivable. Impairment of receivable amounts is recognised as expenditure in the Statement of Financial Activities.

Trade creditors and other amounts payable

Trade creditors and other amounts payable are recognised at the value defined by the contract, agreement or legislation giving rise to the liability.

Bank loans

Bank loans are recognised at the present value of the cash flows under the loan agreement, discounted at the effective interest rate for each bank loan.

Other Financial Instruments

The accounting policies for other financial instruments are as follows:

H. Leases

Operating leases

Where Shaftesbury acts as the lessee, the cost of operating leases is recognised by spreading the total payments under the lease, including lease premiums paid, evenly over the lease term. Lease incentives that reduce the rent payable under the lease are taken as part of the total payments.

Where Shaftesbury acts as the lessor, income is recognised by spreading the total receipts under the lease evenly over the lease term. Lease incentives paid and premiums received are treated as part of the total receipts. Costs of arranging the lease of an asset are added to the cost of the leased asset and recognised over the lease term in the same way as the lease income.

I. Short-term employee benefits

The liability to pay short-term employee benefits, which are mainly salary, the entitlement to paid leave and related employment taxes, is recognised as the employees earn entitlement to pay and paid leave under the terms of their employment contract, with a corresponding expense recognised in expenditure. Amounts paid are deducted from the liability when paid.

J. Redundancy and termination payments

Redundancy and termination payments are recognised in the Statement of Financial Activities when they become due for payment as a result of notice given to staff or agreement between the charity and the employee.

K. Pensions

Defined contribution pension schemes

Contributions to defined contribution pension schemes are recognised in the Statement of Financial Activities when entitlement to the contributions has been earned by the member of staff. The cost is allocated to the activity within which the staff member has worked and the fund that is resourcing the activity.

Defined benefit pension schemes – single employer schemes

As the principal employer in such schemes, Shaftesbury has a duty to fund the schemes to enable them to pay the benefits due to the scheme members. A liability equal to the net present value of future

liabilities payable under the schemes net of the fair value of the assets of the scheme is recognised at the date of the accounts.

The net present value of the future liabilities is calculated for each scheme by a qualified actuary using the project unit credit method, taking account of expected changes to future benefits arising from salary changes and changes in pension payments from inflation and other effects. The discount rate applied to the future liabilities is set by reference to the return rate from high-quality corporate bonds with the same currency and similar maturity as the pension payments.

An interest charge equal to the unwinding of the discount on the net liability is recognised each year. The costs of administration of the schemes are recognised as an expense each year.

Changes to the net liability from changes to actuarial assumptions underlying the valuation and the difference between the actual return on assets and that included in the annual interest charge are recorded as actuarial changes and presented in the SOFA within other recognised gains and losses.

Where a scheme is determined to be in a surplus position, a surplus is recognised as an asset only to the extent that this can be recovered in future years through reductions in employer contributions or through a specific refund/reimbursement from the scheme.

Defined benefit pension schemes – multi-employer schemes

The multi-employer defined benefit pension scheme is accounted for as a defined contribution scheme, due to insufficient information available from the actuary, to split the assets and liabilities of the scheme by employer, to enable the scheme to be accounted for as a defined benefit scheme.

Contributions made towards the scheme are charged to the Statement of Financial Activities when they become payable.

Where Shaftesbury has a liability to pay deficit reduction payments to multi-employer schemes, the present value of the agreed payments are discounted using the corporate bond rate as an appropriate discount rate. The discount is unwound annually with the unwinding effect charged to the Statement of Financial Activities.

L. Cash flows

The consolidated cash flows of Shaftesbury and its subsidiary companies are shown and reported using the indirect method of calculating cash flows, eliminating flows between the entities in the Shaftesbury group

M. Properties held for Sale

Properties held for sale are stated at the lower of carrying value and net realisable value (NRV). NRV is based on the actual or estimated selling price less all further costs to completion.

N. Taxation Status

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The subsidiary companies make qualifying donations of all taxable profit to Shaftesbury.

O. Judgements and Uncertainties

In preparing these financial statements, the directors have made judgements to determine whether there are indicators of impairment of the charity's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability, expected future financial performance of the asset and valuation of investment and fixed assets.

The other key source of estimated uncertainty is in relation to the depreciation of tangible fixed assets (see note 8).

Tangible fixed assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Fixed assets and investments are annually valued to assess and recognise any change in values. (see accounting policy note 1.D for further details)

Estimates of the net pension position depend on a number of complex judgements relating to the discount rate used, changes in retirement ages and mortality rates. The group engages a firm of actuaries to provide expert advice about the assumptions made and the effect on the pension liability of the changes in these assumptions (see accounting policy note 1.M for further details). The Trustees' judgement is that the surplus on the John Grooms Pension and Assurance Scheme which is a JPAS defined benefit pension scheme as at 31 March 2024 is not recoverable and therefore has not been recognised in the accounts.

Note 2 Analysis of Income for the year ended 31 March 2024

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,094	460	0	1,554
Income from Charitable events	56	0	0	56
Legacies	4,487	0	0	4,487
Grants from government and other public bodies	160	130	0	290
Total Donations and Legacies	5,797	590	0	6,387
Charitable Activities				
Residential and Community	38,632	0	0	38,632
Education and Care	13,163	1	0	13,164
Community Engagement	24	314	0	338
Trusts	195	0	0	195
Total Charitable Activities	52,013	315	0	52,329
Other Trading	1,468	0	0	1,468

Note 2 Analysis of Income for the year ended 31 March 2023

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,291	604	0	1,895
Legacies	1,358	27	0	1,386
Grants from government and other public bodies	228	0	0	228
Total Donations and Legacies	2,878	631	0	3,509
Charitable Activities				
Residential and Community	33,653	0	0	33,653
Education and Care	9,848	0	0	9,848
Community Engagement	16	299	0	315
Total Charitable Activities	43,516	299	0	43,816
Other Trading	1,028	0	0	1,028
Investment Income	191	0	0	191

Note 2 Analysis of Income for year ended 31 March 2024

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,081	460	0	1,541
Legacies	4,487	0	0	4,487
Total Donations and Legacies	5,569	460	0	6,029
Charitable Activities				
Residential and Community	37,743	0	0	37,743
Education and Care	13,164	0	0	13,164
Total Charitable Activities	50,907	0	0	50,907
Other Trading	1,264	0	0	1,264

Note 2 Analysis of Income for year ended 31 March 2023

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	963	340	0	1,304
Legacies	1,358	27	0	1,386
Grant from Government & Other public bodies- Note 2a	228	0	0	228
Total Donations and Legacies	2,550	367	0	2,917
Charitable Activities				
Residential and Community	32,857	0	0	32,857
Education and Care	9,848	0	0	9,848
Total Charitable Activities	42,705	0	0	42,705
Other Trading	795	0	0	795

Note 2a Grants receivable from government and other public bodies for the year ended March 2024

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Grant Income				
Non-London Local Authorities	160	130	0	290
	160	130	0	290

Note 2a Grants receivable from government and other public bodies for the year ended March 2023

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds Total Funds £'000	Total Funds £'000
Grant Income				
Coronavirus Job Retention Scheme (CJRS)	154	0	0	154
Non-London Local Authorities	74	0	0	74
	228	0	0	228

Note: 3 Income from Investments for the year ended 31 March 2024

Group	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
				0
Analysis of Income from Investments				
Property Rental	151	0	0	151
Interest Receivable	88	0	0	88
Total Investment income	239	0	0	239
Analysis of gain from Investment Revaluation				
Listed Investment	22	0	0	22
Investment Property	(75)	0	130	55
Social Investment	21	0	0	21
Total (loss)/gain from Investment Revaluations	(32)	0	130	98

Note: 3 Income from Investments for the year ended 31 March 2023

Group	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Analysis of Income from Investments				
Property Rental	75	0	0	75
Interest Receivable	59	0	0	59
Other Investment income	56	0	0	56
Total Investment income	191	0	0	191
Analysis of gain/(loss) from Investment Revaluation				
Listed Investment	(79)	0	0	(79)
Investment Property	(105)	0	0	(105)
Social Investment	0	0	0	0
Total gain/(loss) from Investment Revaluations	(184)	0	0	(184)

Note: 3 Income from Investments for the year ended 31 March 2024

Charity	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Analysis of Income from Investments				
Property Rental	82	0	0	82
Interest Receivable	88	0	0	88
Other Investment income				
Total Investment income	170	0	0	170
Analysis of gain/(loss) from Investment Revaluation				
Listed Investment	20	0	0	20
Investment Property	(75)	0	130	55
Social Investment	21	0	0	21
Total (gain)/loss from Investment Revaluations	(34)	0	130	96

Note: 3 Income from Investments for the year ended 31 March 2023

	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Charity				
Analysis of Income from Investments				
Property Rental	75	-	-	75
Interest Receivable	59	-	-	59
Total Investment income	134	0	0	134
Analysis of (loss) from Investment Revaluation				
Listed Investment	(80)	0	0	(80)
Investment Property	(105)	0	0	(105)
Total (loss) from Investment Revaluations	(185)	0	0	(185)

Note: 4 Profit/(Loss) on Disposal of Fixed assets

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Functional Property				
Disposal Proceeds net of costs	746	535	746	535
Net book value of disposal assets	(1,381)	(665)	(1,381)	(665)
(Losses) on Disposal	(635)	(130)	(635)	(130)
Investment Property				
Disposal Proceeds net of costs	74	1,111	74	1,111
Net book value of disposal assets	(52)	(1,276)	(52)	(1,276)
Gain/(Losses) on Disposal	22	(166)	22	(166)
Endowment Property				
Disposal Proceeds net of costs	0	1,300	0	0
Net book value of disposal assets	0	0	0	0
Gain on Disposal	0	1,300	0	0

Note: 4 Profit/(Loss) on Disposal of Fixed assets summary				
	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Disposal Proceeds net of costs	821	2,646	821	1,646
Net book value of disposal assets	(1,434)	(1,942)	(1,434)	(1,942)
(Losses) on Disposal	(613)	(295)	(613)	(295)

Income from Trust £1.3m refers to income from the sale of land owned by Kingsley Hall Trust for the development and use of KHCC. The same value has been as treated as endowment fund.

Note 5 Expenditure Analysis for the year ended 2024

Group	Unrestricted Funds	Restricted Fund	Endowment Funds	Total Funds
	£'000	£'000	£'000	£'000
Analysis of Expenditure				
Raising Funds	1,261	33	0	1,294
Total Raising Funds	1,261	33	0	1,294
Costs of Charitable activities				
Residential and Community	42,385	171	0	42,556
Education	12,561	404	0	12,966
Community Engagement	630	26	46	701
Total Charitable activities	55,576	602	46	56,224
Other	438	270	0	708

Note 5 Expenditure Analysis for the year ended 2023

Group	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	632	14	0	646
Support Costs	617	0	0	617
Total Raising Funds	1,249	14	0	1,263
Costs of Charitable activities				
Residential and Community	39,485	110	0	39,594
Education	11,516	241	0	11,757
Community Engagement	396	15	46	457
Total Charitable activities	51,396	366	46	51,808
Other	378	386	0	764

Note 5 Expenditure Analysis for the year ended 31 March 2024

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,261	33	0	1,294
Total Raising Funds	1,261	33	0	1,294
Costs of Charitable activities				
Residential and Community	41,496	171	0	41,667
Education	12,561	104	0	12,665
Total Charitable activities	54,057	275	0	54,332
Other	331	0	0	331

Note 5 Expenditure Analysis for the year ended 31 March 2023

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	632	14	0	646
Support Costs	617	0	0	617
Total Raising Funds	1,249	14	0	1,263
Costs of Charitable activities				
Residential and Community	39,485	110	0	39,594
Education	10,719	10	0	10,730
Total Charitable activities	50,204	120	0	50,324
Other	178	0	0	178

Group Only				2023/24
Allocation of Support Costs	Raising Funds	Residential & Communication	Education	Total
	£'000	£'000	£'000	£'000
Senior Management	28	208	72	308
Human Resources	56	415	145	615
Finance	219	1,613	563	2,395
Information Technology	166	1,227	428	1,821
Corporate Services	136	1,000	349	1,485
Marketing and Communications	30	221	77	328
Bad Debts	(1)	(5)	(2)	(7)
	635	4,679	1,632	6,945

Group Only		2022/23		2022/23
Allocation of Support Costs	Raising Funds	Residential & Communication	Education	Total
	£'000	£'000	£'000	£'000
Senior Management	26	238	70	334
Human Resources	37	336	98	470
Finance	187	1,703	498	2,389
Information Technology	146	1,332	390	1,868
Corporate Services	195	1,774	519	2,488
Marketing and Communications	26	241	71	339
	617	5,625	1,646	7,888

Group Only			
Analysis of Direct and Support Costs			
	Direct Costs	Support Costs	Total
	£'000	£'000	2023/24 £'000
Fundraising costs	658	635	1,293
Costs of Charitable activities			
Residential & Community	37,877	4,679	42,556
Education	11,334	1,632	12,966
Community Engagement	701	0	701
Trusts			-
Total Charitable Activities	48,022	6,311	56,224
Other	708	-	708

Group Only			
Analysis of Direct and Support Costs			
	Direct Costs	Support Costs	Total 2022/23
	£'000	£'000	£'000
Raising funds	658	617	1,263
Support costs	-	-	-
Total Raising Funds	646	617	1,263
Residential & Community	33,969	5,625	39,594
Education	10,111	1,646	11,757
Community Engagement	457	0	457
Total Charitable Activities	44,537	7,271	51,808
Other	764	-	764

Net income/(Expenditure) is stated after charging		
	Group	
	2024	2023
	£'000	£'000
Depreciation	895	737
Audit current year	65	65
Interest payable	767	546
Operating lease charges:		
Land and Buildings	1,939	1,510
Other equipment	39	39

Note: 6 Staff and Staffing costs				
	Group		Group	
	2024	2024	2023	2023
	Number	FTE	Number	FTE
Education Services	308	269	303	295
Residential and Community Services	792	656	888	781
Community Engagement	1	1	1	1
Generating Funds	9	9	13	13
Support Function	102	95	145	150
Total	1,211	1,029	1,350	1,240

Analysis of staff costs	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Wages and Salaries	30,708	28,193	29,409	27,120
Social Security costs	2,595	2,388	2,486	2,308
Employer contributions to defined contribution pension schemes	1,001	981	968	924
Operating Costs of defined benefit pension	156	178	156	178
Redundancy and Termination Payments	64	86	64	86
Agency staff	8,103	9,307	8,103	9,307
Total staff cost	42,626	41,133	41,185	39,924

For the Group, redundancy payments were £0k (2023 £45k) and the termination payments were £63k (2023 £41k).

High paid staff - Group

The number of staff with remuneration excluding employer pension contribution of £60,000 or above, split into bands of £10,000 was:

	2024	2023
£60,000 - £69,999	4	8
£70,000 - £79,999	7	2
£80,000 - £89,999	0	1
£90,000 - £99,999	2	1
£100,000 - £109,999	1	2
£160,000 - £169,999	1	1

Remuneration of key management personnel (Executive Leadership team)		
	2024 £'000	2023 £'000
Wages and salaries	486	491
Contributions to defined contribution pension schemes	44	44
Employers national Insurance	62	66
Total	592	601

Note 7: Subsidiary Undertaking				
Name	Function	Company Registration	Registered Charity number	Financial Year end
Shaftesbury Icanho Limited	Brain injury rehabilitation Services	2167304	N/A	31st March
Kingsley Hall Church and Community Centre, a company limited by guarantee.	Social and religious services to the Becontree Estate	6129881	1120001	31st March
Livability Contracting Services Limited	Construction and housing management related services to the Shaftesbury group	3594964	N/A	31st March
East Holton Charity a company limited by guarantee	Dormant	2717228	1011867	31st March
Holton Lee Limited	Dormant	2871759	N/A	31st March
The Shaftesbury Society, a company limited by guarantee	Predecessor charity to Shaftesbury	38751	221948	31st March
Prospects for People with learning disabilities, a company limited by guarantee	Dormant	3305658	1060571	31st March
At Home in the Community Limited, a company limited by guarantee	Dormant	2470260	803280	31st March
John Grooms, a company limited by guarantee	Dormant	113685	212463	31st March
Prospects Trading Limited	Dormant	3222851	N/A	31st March
A Cause for Concern	Dormant	N/A	271600	31st March
Livability Trading Limited	Dormant	3232362	N/A	31st March
Shaftesbury Care Limited	Dormant	3232329	N/A	31st March

	Turnover	Operating profit or net incoming/ (outgoing) resources	Transfer to the charity	Aggregate Assets	Aggregate Liabilities	Net Asset/ (Liabilities)
John Groom	0	0	0	0	0	0
The Shaftesbury Society	0	3	0	46	0	46
Shaftesbury Icanho	889	7	7	1	1	0
Kingsley Hall Church and Community Centre	1,093	(214)	0	7,035	731	6,304
Livability Contracting Services Ltd	72	0	0	20	20	0
East Holton Charity	0	0	0	0	0	0
Holton Lee Ltd	0	0	0	0	0	0
Prospects for People with Learning disabilities	0	0	0	0	0	0
At Home in the Community	0	0	0	0	0	0
A Cause for Concerns	0	0	0	0	0	0
Livability Trading Ltd	0	0	0	0	0	0
Shaftesbury Care Ltd	0	0	0	0	0	0
	2,054	(205)	7	7,102	752	6,349

Linked Charities

Name	Registered Charity number
Highway Evangelical Church	1116530-8
The Coney Hill School Will Trusts	1116530-1
The Shaftesbury Welcome Mission	1116530-6
The Shaftesbury Development Fund	1116530-4
The Beddington Fund	1116530-7
Chiswick Mission	1116530-3
Marsh Street Mission	1116530-2

Note: 8 Tangible Fixed Assets

Group	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2023	41,080	21	1,792	11,621	54,514
Additions	703	305	0	557	1,565
Disposals	(1,063)	0	(759)	(415)	(2,237)
At 31 March 2024	40,720	326	1,033	11,763	53,842
Depreciation at 1 April 2023	(813)	0	(380)	(10,734)	(11,927)
Charged in the year	(492)	0	(27)	(375)	(895)
Release on disposal	0	0	215	404	619
At 31 March 2024	(1,305)	0	(192)	(10,704)	(12,201)
Net book value at 31 March 2024	39,415	326	841	1,059	41,641
Net book value at 31 March 2023	40,267	21	1,413	888	42,589

Charity Fixed assets include assets with carrying values of £28m (2023: £28m) which have been pledged as security for bank loans disclosed in note 12.

Note: 8 Tangible Fixed Assets (cont.)

	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Charity					
Cost at 1 April 2023	35,392	21	1,792	11,532	48,738
Additions	251	305	0	555	1,111
Disposals	(1,063)	0	(759)	(415)	(2,237)
At 31 March 2024	34,580	326	1,033	11,673	47,612
Depreciation at 1 April 2023	(508)	0	(380)	(10,666)	(11,555)
Charged in the year	(421)	0	(27)	(370)	(819)
Release on disposal	0	0	215	404	619
At 31 March 2024	(929)	0	(192)	(10,633)	(11,754)
Net book value at 31 March 2024	33,651	326	841	1,040	35,859
Net book value at 31 March 2023	34,883	21	1,412	866	37,184

Charity Fixed assets include assets with carrying values of £28m (2023: £28m) which have been pledged as security for bank loans disclosed in note 12.

Note: 9 Financial Investments

	Group		Charity	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Analysis of changes in investment values				
Investments at start of year	1,891	3,195	1,863	3,165
Disposals	(175)	(1,325)	(175)	(1,325)
Gains on revaluation	130	21	130	21
Investments at the year end	1,846	1,891	1,816	1,863
Analysis of Investments				
Investment Properties	1,060	1,057	1,060	1,057
Cash and Equivalents	208	190	208	190
Listed investments	571	636	540	608
Investments in subsidiary entities	8	8	8	8
Total Investments	1,846	1,891	1,816	1,863

Note: 10 Social Investments

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Analysis of changes in investment values				
Investments at start of year	3,962	4,067	3,962	4,067
Additions	0	0	0	0
Disposals	0	0	0	0
Gains/(Losses) on revaluation	21	(105)	21	(105)
Social Investments at the year end	3,982	3,962	3,982	3,962

Note: 11 Debtors

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Trade Receivables	1,496	1,067	1,467	1,027
Prepayments and Accrued Income	3,668	1,723	3,625	1,679
Other Debtors	825	359	825	334
Amounts due from Subsidiary undertaking	0	0	28	232
	5,988	3,149	5,945	3,270

Note: 12 Creditors

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Amounts falling due within 1 year				
Trade Payables	2,461	3,206	2,454	3,202
Accrued charges and Deferred income	2,278	1,685	2,278	1,649
Taxation and Social Security	677	573	692	573
Bank Loans	335	371	320	354
Other Creditors	804	1,355	778	1,344
Amounts due to Group Entities	0	0	223	180
	6,555	7,191	6,745	7,301

	Group		Charity	
	2024	2023	2024	2023
		£'000		£'000
Amount falling due after more than 1 year:				
Bank loans	9,226	9,471	8,542	8,776
	9,226	9,471	8,542	8,776

The Bank Loans are repayable by instalments falling due in the following periods:

	Group		Charity	
	2024	2023	2024	2023
	£'000	£'000	£'000	£'000
Within 1 year	335	371	320	354
Within 1 - 2 years	364	1,141	349	446
Within 2 - 5 years	1,429	1,433	1,386	1,433
After 5 years	7,433	6,897	6,807	6,897
	9,561	9,843	8,863	9,131

The lenders, principle terms of borrowing and the security given for the borrowings are set out in the table below:

Facility Provider:	Interest Basis	Margin %	31 March 24 £'000	Repayable by
Metro Bank Term Loan	Metro Bank base rate	3.25%	5,111	15/03/2029
Metro Bank Term Loan	Metro Bank base rate	3.75%	3,751	15/03/2029
Charity Bank Term Loan (Group - KHCC)	Bank of England	3.25%	698	20/06/2043

Note 13 Pensions

The Charity contributes to seven staff pension schemes, which are:

A Group Personal Pension Plan defined contribution scheme operated by **Aegon** which all permanent non-bank employees of Shaftesbury, who have successfully completed their probationary period of employment, were eligible to join until October 2013.

A Group Personal Pension Plan defined contribution scheme operated by the **People's Pension** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator.

A Group Personal Pension Plan defined contribution scheme operated by **Legal and General** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator

The Shaftesbury Final Salary Pension Scheme ("Shaftesbury DB scheme"), a defined benefit scheme which was closed to new members and further service accrual in June 2007. This scheme is administered by The Pensions Trust.

The John Grooms Pension and Assurance Scheme ("JGPAS"), a defined benefit scheme, which had been closed to new members some years ago, was closed to further service accrual in June 2007. This scheme is administered by XPS.

The Teachers' Pension Scheme (a multi-employer defined benefit scheme) in which teaching staff are eligible to be members, and to which the Charity contributes at a rate fixed by the Fund actuaries.

The Pensions Trust Growth Plan (a multi-employer defined benefit scheme). There only 1 active member of this scheme which is closed to further benefit accrual; contributions are made at the minimum level required to maintain membership of the scheme and for reduction of the deficit in the scheme. Withdrawal from the scheme would trigger a liability estimated at 31 March 2024 at £11,000 (2023: £24,000). There is no intention to withdraw from the scheme and therefore this liability is not recognised in the Accounts at 31 March 2024.

Kingsley Hall Church and Community Centre contributes to a defined contribution scheme operated by the Pensions Trust for one member of staff.

The Shaftesbury DB scheme and JGPAS were closed to new members and benefit accrual in June 2007; members employed at the closure date retain a link between their salary and benefits payable until their retirement or their earlier date of leaving employment.

The cost of employer contributions to the defined contribution plans was £131,000 in the year (2023: £1,278,000). There are no prepaid contributions in respect of any of the schemes at the balance sheet date.

The defined benefit schemes are both contracted-out of the State Second Pension Scheme (S2P) and their assets are held separately from those of the Charity. Contributions to the schemes were agreed with the schemes' Trustees, in accordance with the agreed technical provisions and recovery periods agreed for each scheme.

The last triennial valuation of the Shaftesbury DB scheme was carried out as at 30 September 2020 and has been updated to 31 March 2021 by an independent qualified actuary, in accordance with FRS 102.

The last actuarial valuation as at 30 September 2021 showed a deficit of £5,893,000. The Employer agreed with the Trustee that it will aim to eliminate the deficit by 30 June 2026 by the payment of contributions of £1,157,943.60 per annum (payable monthly) prior to 1 April 2023. No contributions are payable from 1 April 2023 to 31 March 2024. From 1 April 2024 to 31 March 2025, the Employer will pay contributions of £594,025 per annum (payable monthly). From 1 April 2025, the Employer will pay contributions of £1,218,939 per annum (payable monthly), increasing by 2.6% on 1 April 2026, with contributions ceasing from 30 June 2026. In addition, the Employer agreed to pay contributions of £115,000 per annum (payable monthly) prior to 1 April 2023, and £120,456 per annum (payable monthly) from 1 April 2023 in respect of Scheme expenses. These include an allowance to cover the Pension Protection Fund levy. Payments will increase at each 1 April by 3% p.a. with the first increase on 1 April 2024

An actuarial valuation of JGPAS was carried out as of 31 March 2015 and updated to 31 March 2021 by an independent qualified actuary. The recovery contribution made to the Scheme by the employer in the year was £11,000.

The market value of the Scheme's assets as at 31 March 2024 has also been taken from the unaudited draft Trustee Report and Accounts. They have been calculated as the sum of the invested assets held with BlackRock and Legal and General Investment Management, of £14,417,939, plus the value of the net current assets of £317,533. This gives a total asset value at 31 March 2024 of £14,735,472.

The assets in the schemes were:

	Shaftesbury DB 2024 £000	JGPAS 2024 £000	Growth Plan 2024 £000	Total 2024 £000
Equity	894	4,307	–	5,201
Bonds	7,572	5,574	–	13,146
Property	1,981	–	–	1,981
Other	2,256	–	–	2,256
LDI	10,729	–	–	10,729
Liquid Alternatives	1,485	–	–	1,485
Private Credit	880	–	–	880
Cash and current liabilities	843	4,854	–	5,697
Fair value of scheme assets	26,640	14,735	–	41,375
Present value of scheme liabilities	(28,469)	(13,470)	(11)	(41,950)
Effect of asset ceiling	-	(1,265)	-	(1,265)
Pension liability disclosed in the financial statements	(1,829)	–	(11)	(1,840)
The actual return on scheme assets over the period was:	766	53	–	819

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total
	2023	2023	2023	2023
	£000	£000	£000	£000
Equity	590	3,650	-	4,240
Bonds	2,087	8,801	-	10,888
Property	2,476	-	-	2,476
Other	3,896	-	-	22,300
LDI	12,439	-	-	12,439
Liquid Alternatives	2,860	-	-	2,860
Private Credit	3,105	-	-	3,105
Cash and current liabilities	1,432	2,812	-	4,244
Fair value of scheme assets	28,885	15,263	-	44,148
Present value of scheme liabilities	(28,586)	(13,702)	(24)	(42,312)
Effect of asset ceiling	(299)	(1,561)	-	(1,860)
Pension liability disclosed in the financial statements	-	-	(24)	(24)
The actual return on scheme assets over the period was:	(10, 576)	(4,941)	-	(15,517)

	2024	2023
Expenses	156	178
Past service cost	0	0
Net interest cost	(88)	(59)
Included in net (income) / expenditure	68	119
Actuarial (gains) / losses	1,803	1,625
Total recognised (gains) and losses reported in the SOFA	1,871	1,743

Contributions and administration fees payable in the year ending 31 March 2025:

	£000
The Shaftesbury Final Salary Pension Scheme	594
The Pensions Trust Growth Plan	13
John Grooms Pension and Assurance Scheme	265
	872

Financial assumptions – Shaftesbury DB scheme

Financial assumptions	31 March 2024	31 March 2023
Discount rate	4.87% p.a.	4.87% p.a.
Inflation (RPI)	3.14% p.a.	3.20% p.a.
Inflation (CPI)	2.93% p.a.	2.93% p.a.
Earnings Growth	2.93% p.a.	3.60% p.a.
Deferred revaluation: Final Salary RPI max 5% p.a.	3.14% p.a.	3.20% p.a.
Pension increases in payment: CPI max 5% p.a.	2.85% p.a.	2.85% p.a.
Pension increases in payment: CPI max 2.5% p.a.	2.01% p.a.	2.01% p.a.
Pension increases in payment: CPI max 3% p.a.	2.28% p.a.	2.28% p.a.

Assumed life expectancies on retirement at age 65 are:	As at 31/03/2024	As at 31/03/2023
Retiring today - Males	21.3	21.5
Retiring today - Females	23.9	24.0
Retiring in 20 years' time - Males	22.9	23.2
Retiring in 20 years' time - Females	25.3	25.4

Financial assumptions – JGPAS

The major assumptions used by the actuary were (in nominal terms) as follows:

	As at 31/03/2024	As at 31/03/2023
Discount rate	4.89%	4.80%
Inflation assumption (RPI)	3.14%	3.20%
Rate of increase in salaries	3.14%	3.20%
Pension increases in payment: - RPI up to 5%	3.02%	3.05%

Assumed life expectancies on retirement at age 65 are:	As at 31/03/2024	As at 31/03/2023
Retiring today - Males	21.8	21.9
Retiring today - Females	24.2	24.2
Retiring in 20 years' time - Males	23.1	23.2
Retiring in 20 years' time - Females	25.6	25.6

Note: 14 (Group) Funds

	Restated Balance at 31 March 2023 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2024 £'000
Designated Funds						
Maintenance reserves - Designated	9,653	0	0	0	0	9,653
Revaluation fund	14,617	0	0	0	0	14,617
Total Designated funds	24,270	0	0	0	0	24,270
Unrestricted Funds						
General fund	4,017	59,431	(57,732)	(32)	(21)	5,664
Unrestricted Funds before Pension Liability	28,287	59,431	(57,732)	(32)	(21)	29,934
Pension Reserve	(24)	88	(156)	(1,803)	55	(1,840)
Total Unrestricted Funds	28,264	59,519	(57,888)	(1,835)	34	28,094
Restricted Funds						
Education	330	0	(104)	0	0	226
Residential & Community Services	1,027	0	(171)	0	0	856
Community Engagement	218	460	(33)	0	0	645
Giving by Lending	57	0	0	0	0	57
F Clements Will Trust	30	0	0	0	0	30
Kingsley Hall Church & Community Hall	2,840	444	(597)	0	(34)	2,653
Kingsley Hall, Dagenham	0	0	0	0	0	0
Prospects	60	0	0	0	0	60
Holton Lee	301	0	0	0	0	301
Total Restricted Funds	4,861	904	(905)	0	(34)	4,827
Permanent Endowment Funds						
Chiswick	476	0	0	0	0	476
Highway	2,546	0	0	121	0	2,668
Marsh St	954	0	0	0	0	954
Coney Hill Will	48	0	0	0	0	48
Welcome	1,200	0	0	0	0	1,200
Kingsley Hall, Dagenham	1,857	0	(46)	0	0	1,812
SHBEF	28	0	0	2	0	30
Shaftesbury Development	874	0	0	0	0	874
Beddington	84	0	0	7	0	91
Total Permanent Endowment Funds	8,067	0	(46)	130	0	8,150
Total Funds	41,191	60,423	(58,838)	(1,705)	0	41,071

Note: 14 (Group) Funds

	Restated Balance at 31 March 2022 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2023 £'000
Designated Funds						
Maintenance reserves -						
Designated	9,653	0	0	0	0	9,653
Revaluation fund	14,617	0	0	0	0	14,617
Total Designated funds	24,270	0	0	0	0	24,270
Unrestricted Funds						
General fund	9,738	47,552	(53,325)	0	52	4,017
Unrestricted Funds before Pension Liability	34,008	47,552	(53,325)	0	52	28,287
Pension Reserve	(37)	59	(178)	(1,625)	1,757	(24)
Total Unrestricted Funds	33,971	47,611	(53,503)	(1,625)	1,809	28,264
Restricted Funds						
Education	347	4	(9)	0	(12)	330
Residential & Community Services	1,668	158	(114)	0	(686)	1,027
Community Engagement	25	207	(9)	0	(4)	218
Giving by Lending	57	0	(0)	0	(0)	57
F Clements Will Trust	30	0	0	0	0	30
Kingsley Hall Church & Community Hall	3,463	563	(632)	0	(553)	2,840
Kingsley Hall, Dagenham	765	0	0	0	(765)	0
Prospects	61	0	(1)	0	0	60
Holton Lee	301	0	0	0	0	301
Total Restricted Funds	6,717	931	(766)	0	(2,020)	4,861
Permanent Endowment Funds						
Chiswick	475	0	0	0	1	476
Highway	2,503	0	0	0	43	2,547
Marsh St	922	0	0	0	32	954
Coney Hill Will	26	0	0	0	22	48
Welcome	986	0	0	0	214	1,200
Kingsley Hall, Dagenham	570	1,300	(46)	0	33	1,857
SHBEF	34	0	0	0	(6)	28
Shaftesbury Development	1,017	0	0	0	(143)	874
Beddington	68	0	0	0	16	84
Total Permanent Endowment Funds	6,601	1,300	(46)	0	211	8,067
Total Funds	47,289	49,842	(54,314)	(1,625)	(0)	41,191

A maintenance reserve and a revaluation reserve funds were created in line with the new reserve policy adopted by the trustees during the year 2021-22.

Restricted Funds: During the year, there were transfers from restricted funds to unrestricted funds of £34k. Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objects of Shaftesbury.

Permanent Endowment Funds: As of March 2024, £1.8m included in endowment funds pertains to Kingsley Hall.

Note 14 Funds (Group)

Name of Fund	Description, nature and purpose of Fund
Unrestricted Funds	
Property Fund	Represents the total amount (at cost less depreciation, impairment, unamortised government grants, mortgages and secured bank loans) invested in freehold and leasehold properties used for the functional purpose of the charity
Revaluation Fund	Represents the difference between depreciated historical cost and carrying value of the charity's property and investment assets resulting from revaluation
Equipment Fund	Represents the total amount at cost of valuation, less depreciation and unamortised government grants and direct borrowing, invested in fixtures and fittings and motor vehicles used for the functional purposes of the charity
General Funds	Represents undesignated monies retained to provide the working capital to enable the charity to carry out its activities
Pension Reserve	Represents the deficit in the charity's defined benefit pension schemes, as calculated under FRS 102
Restricted Funds	
Education	Various funds received to support individual educational establishments
Residential and Community Services	Various funds received to support individual adult support establishments and holidays, lifestyle and other operations
Giving by Lending	Monies received from individuals
F Clements Trust Fund	Income from this fund is to support the charity's general activities
Kingsley Hall Church and Community Centre	Represents the net assets of Kingsley Hall Church and Community Centre
Kingsley Hall, Dagenham	To promote social, educational and religious nature for the benefit of local residents
Holton Lee	Various funds supporting the work at Holton Lee
Prospects	Various funds brought in and maintained as part of the merger with Prospects

Note 14 Funds (Group)(Cont'd)

Permanent Endowment Funds	Commonly Known as	Objects
Chiswick Mission	Chiswick	To promote local mission purposes
Highway Evangelical Church (Stratford)	Highway	To promote local church and mission purposes
Marsh Street Mission (Walthamstow)	Marsh Street	To promote local mission purposes
The Coney Hill Will	Coney Hill Will	To promote the education and welfare of children and young persons
The Shaftesbury Welcome Mission (Battersea)	Welcome	To promote local mission and community purposes
Kingsley Hall, Dagenham	Kingsley Hall	To promote social, education and religious nature for the benefit of local residents
Samuel Hale Bibby Endowment Fund	SHBEF	To advance the education of children and young persons with physical disabilities
The Shaftesbury Development Fund	Shaftesbury Development	To apply income to the general purposes of Shaftesbury
The Beddington Fund	Beddington	To benefit children and young persons by ministering to their needs; aiding their advancement in life; establishing, taking over and maintaining homes; generally promoting their education and welfare

Note: 15 Analysis of Net Assets by Funds for year ended 31 March 2024

Group	General £'000	Designated £'000	Pension £'000	Restricted £'000	Permanent Endowment £'000	Total £'000
Tangible Fixed Assets	10,072	28,222	-	1,891	1,456	41,641
Financial Investments	807	-	-	-	1,039	1,846
Social Investments	-	1,337	-	-	2,645	3,982
Cash	3,271	-	-	1,964	-	5,235
Other current assets	2,006	-	-	972	3,010	5,988
Current liabilities	(6,555)	-	-	-	-	(6,555)
Long-term liabilities	(3,936)	(5,289)	(1,840)	-	-	(9,226)
Funds at 31 March 2024	5,664	24,270	(1,840)	4,826	8,150	41,071

Note: 15 Analysis of Net Assets by Funds for year ended 31 March 2023

Group	General £'000	Designated £'000	Pension £'000	Restricted £'000	Permanent Endowment £'000	Total £'000
Tangible Fixed Assets	9,691	28,222	-	2,617	2,059	42,589
Financial Investments	548	-	-	57	1,286	1,891
Social Investments	-	1,337	-	-	2,625	3,962
Cash	4,324	-	-	1,962	-	6,286
Other current assets	828	-	-	226	2,096	3,150
Current liabilities	(7,191)	-	-	-	-	(7,191)
Long-term liabilities	(4,182)	(5,289)	(24)	-	-	(9,495)
Funds at 31 March 2023	4,018	24,270	(24)	4,861	8,066	41,191

Note: 16 Obligations under Operating Leases

Group and Charity	2024			2023		
	£'000 Land & Building	£'000 Other Equipment	£'000 Total	£'000 Land & Building	£'000 Other Equipment	£'000 Total
Within 1 year	1,335	3	1,338	1,517	28	1,545
In 2 - 5 years	3,838	6	3,844	4,214	9	4,223
Over 5 years	11,067	-	11,067	10,746	-	10,746
	16,240	9	16,249	16,477	37	16,514

Note 17 Related Parties

One Trustee received £4,687 for providing consulting services. This agreement ended in June 2023. No other Trustee received remuneration in respect of their services as Trustees of Shaftesbury. Travel and other out of pocket expenses were reimbursed to Trustees in the year to the value of £4,541. 2023: (£5,251) and cost of providing training to Trustees in relation to their duties was £Nil (2023:Nil).

Shaftesbury received donations of £360 (2023: £360) from the Trustees.

2024	Shaftesbury Society	Shaftesbury Icanho Ltd	Kingsley Church and Community Centre	Livability Contracting Services Ltd	East Holton Charity	Holton Lee Ltd	Prospects for People with Learning Disabilities
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Balance sheet amounts							
Amounts due to Parent undertaking	0	0	0	20	0	71	0
Amounts due from Parent undertaking	18	2	195	0	0	0	8
Income							
Donation from Parent Charity	0	0	0	0	0	0	0
Expenditure							
Charitable Donation paid	0	7	0	0	0	0	0
2023							
Balance sheet amounts							
Amounts due to Parent undertaking	0	0	0	232	0	0	8
Amounts due from Parent undertaking	18	2	0	160	0	0	0
Income							
Donation from Parent Charity	0	0	0	0	0	0	0
Expenditure							
Charitable Donation paid	2	7	0	0	0	0	0

Trusts and supporters 2023-24

As well as the organisations listed below for their contributions towards our work, we also extend our thanks to those organisations who wished to remain anonymous, the families of those who remembered Shaftesbury in their Wills, and the thousands of generous individuals whose support makes such a huge difference to our work and the people we support.

Trusts and Foundations

The Rowlands Trust

Talbot Village Trust

The Hobson Charity

Hospital Saturday Fund

Dudley and Geoffrey Cox Charitable Trust

The Edith Murphy Foundation

Audrey V Knowles Charitable Trust

Homelands Charitable Trust

Joan Ainslie Charitable Trust

Miss Patricia Ann Herberts Charitable Trust

The Thomson-Bree Charitable Trust

The Valentine Charitable Trust

Women's World Day of Prayer

Edgar Lee Foundation

Supporters

David Smith and Julia Stanton

Linda Kjelgaard

Geoff and Gillian Hale, made in memory and honour of Howard Page-Clark (1953-2023)

Thanks to all of our Friends groups who continue their support of Shaftesbury's services by raising income through events like Christmas Fairs, car shows and by providing activities for the people we support such as Bingo, nature visits, arts, crafts, cooking sessions and singing.

Organisational details

Patron: Her Royal Highness, The Princess Royal

Vice-Patrons: The Rt Hon The Earl of Shaftesbury, Nicholas Ashley-Cooper

President: The Most Revd and Rt Hon Justin Welby, Archbishop of Canterbury

Senior Vice-President: Baroness Valerie Howarth of Breckland OBE

Vice-Presidents

Lord Donald Curry of Kirkharle CBE

David Harmer

Roy McCloughry

The Rt Hon Lord McColl of Dulwich CBE

Sarah Omond

Pamela Rhodes

The Revd Canon Roger Royle

Revd Michael Shaw

Trustees

Tom O'Connor, current Chair of Trustees (appointed as Chair on 18 April 2024)

John Robinson CBE, Chair of Trustees during the year 2023-24 (retired on 18 April 2024)

Anne Anketell (resigned 11 April 2023)

The Rt Revd Richard Frith

Duncan Ingram, Chair of Strategic Business Committee

Canon Sue Johns, Chair of Safeguarding and Services Quality Committee

Lisa Quinlan-Rahman

John Weaving

Andrew Wilson

Peter Woodall, Chair of Audit Committee

Senior officers

Chief Executive Officer – Sally Chivers

Executive Director for Education - Adele Audin

Acting Finance Director – Siva Gopalakrishnan

Executive Director of Care Operations – Jane Percy

Executive Director of Fundraising, Marketing and Communications – Emma Smith (appointed 4 November 2024)

Principal solicitors: Anthony Collins LLP, 134 Edmund Street, Birmingham, B3 2ES

Principal bankers: Metro Bank plc, One Southampton Row, WC1B 5HA

Auditors: HaysMac, 10 Queen St Pl, London EC4R 1AG

Registered office: Coburg House, 1 Coburg Street, Gateshead, NE8 1NS

www.shaftesburygroup.org.uk

LIVABILITY

England & Wales - Charity number 1116530

Accounts



Annual Report and Financial Statements for the year ended 31 March 2023

Registered Charity 1116530

Company Registration Number 5967087

Letter from our Patron



BUCKINGHAM PALACE

This Annual Report covers Livability's emergence from the pandemic, and acknowledges its resilience and flexibility throughout this period, both in terms of keeping the people the charity supports safe and also for its agile working initiatives. This agility was at its greatest in its frontline residential care and special education settings but pervaded all of the support functions.

Even during this difficult period, Livability has not just marked time. The charity's new post-16 education setting, Livability Millie College, is up and running. This vibrant centre caters for young adults with a wide range of needs linked to social and emotional challenges, autistic spectrum disorders and profound and multiple learning disabilities. It takes its cues from the Shaftesbury Society Ragged Schools Union some 180 years ago and demonstrates the continued unmet educational need of current times.

Another highlight of the year was Livability's engagement with the Archbishop of Canterbury's Commission, drawing on the experience of those who use Livability's services. The Commission provided an opportunity for members of Livability's Changes for the Future Forum to contribute to a new vision for care and support in England, drawing on Christian values and ethics. This contribution of Livability's children, young people and adults to shape their own agendas and their own lives is an area of continuing policy development and one I follow with interest.

After the last few years it is more important than ever to plan for the future. I was pleased to hear about the charity's strong vision for the coming years at the afternoon tea event I attended in the City of London. I would like to thank all those working for the charity and on behalf of those it helps.

A handwritten signature in black ink, appearing to read 'Anne', with a long horizontal flourish extending to the right.

A message from Livability's Chair

Welcome to our 2022/2023 Annual Report.

Life has been tough in the health and social care sector and in the charity sector. We continue to face a shortage of staff; we have been exploring numerous ways to improve our recruitment and retention of staff so that we can reduce our use of agency staff.

We are also feeling the impact of increased energy costs, and the high rates of general inflation that we saw during the year. Of course, these increased costs need to be paid for, and we have found ourselves in some complex negotiations with our local authority funders, many of whom have financial challenges of their own.

The Care Operations side of our business delivers much-needed residential care and supported living services across England, Wales and Northern Ireland. These services have been hit particularly hard by the external factors I refer to above.

Conversely, our education services have fared much better. In the past two years, we have progressed to a position where our education settings are performing really well. The academic year commencing August 2022 saw the first intake of students at our new Millie College in Dorset, which had only been announced in April. Millie College is situated on a wonderful site of scientific interest, and we are proud to see it going from strength to strength!

Much has changed since my appointment as a trustee in 2014. In March 2022 I was delighted to become Chair, as we said a fond farewell to outgoing Chair, Kate Clare. As I approach the end of my term, I look forward to handing over these responsibilities to Tom O'Connor, who joined us as a trustee in April 2022.

A handwritten signature in black ink, appearing to read 'J.H. Robinson', with a horizontal line underneath the name.

John Robinson, Chair of Trustees

A message from Livability's Chief Executive

The 2022-23 year began with a huge 'One Livability' celebratory event at Drapers' Hall in the City of London. Inspirational speeches from our patron and vice-patron, together with songs from our fabulous Makaton Choir, bid farewell to the Covid-19 pandemic and lockdown years.

In our Care Operations and Education Directorates, there is always an activity or event for our children, young people and adults to enjoy and learn from; in June 2022, the Diamond Jubilee events across the organisation provided the perfect focus.

July 2022 saw the appointment of a headteacher and new staff for our start-up venture – Millie College in Dorset – as we prepared for the start of the academic year in September.

In addition to rising prices, rising interest rates and rising staff turnover, our business also saw increased costs from the onset of rail strikes and (counter-intuitively, perhaps) from two extra public holidays. Of course, these factors do not deter our versatile frontline staff who place the people we support at the heart of all that we do. Care and compassion are evident at every turn. Our back-office staff enable further quality of life for the people we support through the application of specialist people skills and financial expertise. During 2022, our IT team progressed a major project to enhance connectivity and security, with upgraded broadband facilities in our services, and with the introduction of multi-factor authentication. A communications team project brought a long-awaited and much-needed corporate intranet – LivNet - to life.

The year ended as it had begun - with Livability Top Team Awards being presented by our vice-patron, the Earl of Shaftesbury, and another cause for celebration!



Sally Chivers, Chief Executive

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Trustee report

Purpose of the charity

Livability is established for the public benefit and for charitable purposes, according to the laws of England and Wales. The objects of the charity are to:

- assist or educate any person in charitable need, and in particular but without limitation, any disabled person and the parents, guardians and carers of such people by whatever means, and
- provide facilities, support, advice and assistance for Christian congregations, other Christian groups and community groups seeking to alleviate charitable needs.
- In each case, these objects are pursued in a manner which authenticates the Christian faith and its moral principles, in a spirit of love and practical Christian service.

Public benefit summary

Trustees have complied with their duty to have regard to the public benefit guidance published by the Charity Commission, in exercising their powers and duties. In preparing this report and the accounts, trustees have demonstrated their compliance with the requirements set out in the guidance by:

- Providing a review of the significant activities of the charity and demonstrating how it has carried out its purpose for the public benefit.
- Providing details of the charity's purpose and objectives.
- Providing details of the strategies adopted and the activities undertaken to achieve the charity's purpose and objectives.

Structure, governance and management

Livability is a charity registered in England, number 1116530, and a company limited by guarantee registered in England and Wales, number 5967087. It is governed by its Articles of Association, dated 7 November 2013. In the event of winding up, each member's liability is limited to £1.

Livability was established in 2007 as a merger of The Shaftesbury Society and John Grooms.

Group structure

Livability is the parent charity of a group of charities, operating companies and dormant companies. Operating subsidiary charitable companies in the group are:

- **Kingsley Hall Church and Community Centre**, providing community services in Dagenham, East London.
- **The Shaftesbury Society**, an inactive disability charity with investment income.

The active trading subsidiaries in the group are:

- **Livability Icanho Limited**, providing acquired brain injury rehabilitation services.
- **Livability Contracting Services Limited**, providing construction and property services.

Livability's accounts include the assets, liabilities, funds, income and expenditure of a number of charitable trusts that are linked to charitable companies in the group, through linking directions from the Charity Commission. These charities are set out in Note 7 to the accounts.

The Board of Trustees

The Board of Trustees is responsible for the governance of Livability and for ensuring that its activities are within its charitable objects. The Board sets the strategic direction for the charity and delegates responsibility for its implementation to the Executive Leadership Team, led by the Chief Executive Officer (CEO). The Board and its committees rigorously monitor and scrutinise the performance of the charity and the Executive.

All of our trustees are non-executive directors who usually serve a maximum of three terms of three years. Trustees are appointed initially by the Board of Trustees, and then reappointed at the charity's Annual General Meeting (AGM).

Each trustee gives his or her time voluntarily and as such, receives no benefits from Livability other than reasonable expenses. Occasionally a trustee may provide professional or other services to the charity on normal commercial terms. This is only permitted where it is in the best interests of the charity and subject to certain governance arrangements being satisfied, in compliance with Charity Commission guidance and the requirements of the Charities Act.

The Board ensures its trustees provide the experience and skills required to perform its critical role effectively. The Board held a residential away-day during the year to enable matters of strategic significance to be considered and discussed in depth.

Chief Executive Officer

The CEO is responsible for the delivering the strategy set by the Board and ensuring the performance and activities of Livability further its charitable objectives and meet the strategic goals set by the trustees.

The Executive Leadership Team (ELT) is responsible for strategic oversight and leadership of the charity; it comprises the CEO, and the Executive Directors for Care Operations, for Finance, and for Education.

Strategic Aims - Achievements and Performance

Livability Care Operations

Wellbeing-focussed

Wellbeing-focussed

We will provide flexible, adaptive, exceptional services for the people we support as measured by how effectively we enable fulfilling life outcomes, promote positive wellbeing and form meaningful community connections.

We improve the 'life sum' of all the people we support. We do this by recognising and acknowledging the individual needs, aspirations and skills of each person. Life sums articulate the activities that make life livable for those we support.

During this year, we have improved our safeguarding processes and launched our safeguarding 'app'. This enables our services' staff to raise safeguarding concerns in real-time.

We also made changes to our service models to enable greater freedom, choice and outcomes for the people we support.

Meaningful collaboration

Meaningful collaboration

We will build mutually beneficial partnerships with those who share our values, particularly with the Christian church, in order to grow our combined impact in making community more livable for disabled people.

During 2022-23, we worked on the ethos of 'co-production' to ensure the people we support are at the centre of decision-making, not just about themselves, but about policy and practices across the directorate.

We have developed strong relationships with our housing delivery partners.

We have developed a number of activity resources and refreshed our corporate information, to improve its accessibility for people with learning difficulties or visual impairment.

Livability's digital chaplaincy service holds a weekly prayer circle, to celebrate the Christian faith and bring the people we support together in prayer. The Christian faith is important to many of the people we support, but their disabilities often act as a barrier to social inclusion. Our digital service is accessible and enables every supported person to share their world, including 1-1 sessions for pastoral care or end of life care.

We held a 2022 online Christmas carol service that was accessible for all the people we support; the event was co-produced by the people we support.

Going deep

Going deep

We will develop our services, programmes and relationships with the view that being deeply involved in a locality in multiple ways is better than being too thinly spread across disconnected geographical areas.

We have taken an honest view of what is working and what is not. We have learned lessons where things that have gone wrong. We have made it simpler for staff to provide feedback to us when things have gone wrong, or they have suggestion for ways we can improve.

We have closed services, such as St Ronans Road and Oak View, that were not financially viable so that the organisation could improve its efficiency and focus on viable services; we have responded to a social need for supported and independent living programmes.

We continued to open new services and to prioritise services in our main location clusters, for example Bournemouth, the north-east of England and Essex.

Well Organised

Well organised

We will have robust systems and processes in place to be able to work in more agile and responsive ways in a rapidly changing environment.

We have continued to achieve good ratings with local authorities and regulators, with 94% being rated good or above.

We have worked hard to become more digitally enabled and develop more cloud-based options; for example, our Log My Care app allows staff to update care plans and daily notes digitally in supported living settings.

We have a robust project management process in place for development and review of key projects. This allows the Directorate to facilitate operational upgrades, functional training and logistical or estates support issues in a systematic and efficient manner.

We have streamlined our systems and processes, and we track our directorate performance with a KPI dashboard.

Livability Education

Wellbeing-focussed

Wellbeing-focussed

We will provide flexible, adaptive, exceptional services for the people we support as measured by how effectively we enable fulfilling life outcomes, promote positive wellbeing and form meaningful community connections.

Learners choose to come to Livability Education settings to find and fulfil their potential and to lead a flourishing life. We are passionate in our desire to reduce social, employment and health inequalities and are aspirational for our learners, our staff and our services.

Staff wellbeing remained a key topic in staff meetings. Initiatives included free breakfasts, an onsite parking raffle and a monthly “Final Friday” event. The ‘You Said, We Did’ approach maintained an authentic approach to this work.

We continued to improve the ‘life sum’ of all pupils and students who are part of our close family of schools and colleges. We did this by recognising and acknowledging the individual needs, aspirations and skills of each learner.

Meaningful collaboration

Meaningful collaboration

We will build mutually beneficial partnerships with those who share our values, particularly with the Christian church, in order to grow our combined impact in making community more livable for disabled people.

Our programmes of study are based on enabling learners to develop their skills for adult life and extend their friendship groups. We provide opportunities for personal development, and to contribute to the communities we share. We work closely within our wider organisation to benefit from the skills and experience of our Care Operations Directorate.

During the financial year, leaders at Livability Victoria School responded to a request from a commissioning partner to open an Early Years Autism Spectrum Class (ASC) class. We invested in a new classroom and resources for this business and successfully recruited a new team of experienced staff. Following the launch, students settled well with families offering positive feedback.

Accountability through reporting was strengthened through the review of the terms of reference for Local Advisory Boards. This strengthened the impact of local advisors and increased leadership collaboration with the advisory group. Stakeholder engagement was improved through the appointment of link advisors for discrete areas of the regulatory body framework and planned activities for quality judgement triangulation.

Going deep

Going deep

We will develop our services, programmes and relationships with the view that being deeply involved in a locality in multiple ways is better than being too thinly spread across disconnected geographical areas.

Our new education setting, Livability Millie College, opened its doors in September 2022. Set in 350 acres of outstanding natural beauty in Dorset, this site adds weight to the Livability portfolio in the area. The college supports young people aged 16+ with special educational needs and offers a range of curriculum activities to enhance understanding and care of the environment, horticulture and animals. The setting provides links with Livability Victoria School (30 minutes away) and provides a pipeline of students from that setting. Millie College staff have facilitated relationships with local agencies and businesses such as Natural England, Dorset Wildlife Trust and Birds of Poole Harbour.

Livability also provides two residential care services in the local area.

One hundred percent occupancy was maintained at Livability Nash College and occupancy was increased at Livability Victoria School. Consultations for the following year of admission remained consistent.

Well Organised

Well organised

We will have robust systems and processes in place to be able to work in more agile and responsive ways in a rapidly changing environment.

As a result of the collaboration and growth described above, Livability Education services are becoming more agile. Our ability to adapt our provision to meet the needs of changing cohorts of students has been strengthened with an emphasis on personalised provision and clear curriculum intent. This means we have prepared ourselves for a greater proportion of students with Autism Spectrum Disorders (ASD) and Social & Emotional Mental Health (SEMH) issues. Staff have been recruited with appropriate skills to implement these changes. Similarly, the school and college physical environments have needed to change accordingly to meet pupil and student needs.

New reporting systems have facilitated decision-making across the whole directorate, which has increased efficiency and quality of delivery, for example.

Livability Nash College achieved an upgraded inspection judgement in May 2022 and is now graded as 'Good' with an additional grading of Good for the leadership function. Livability Victoria School has Ofsted-Good status.

The next stage of strategic development for Livability Education will focus the Directorate on consolidating and embedding quality and systems of practice, ensuring sustainability of our current settings and further refining reporting and recording prior to a structured consideration for growth. The appointment of a Directorate-specific business manager was made during the reporting period. This improved the management of local finance teams and provided a direct link to the national finance team.

Pay and employment

Livability gender pay gap

As per the Equality and Human Rights Commission regulations, on 5 April 2022, Livability's payroll 'snapshot date' report showed the mean hourly rate was £14.36 for male and £12.95 for female; the differential figure has slightly increased to 9.79% compared to last year 7.62%.

The median hourly rate has increased to £10.85 for male and £10.40 for female in 2022 compared to £10.25 for male and £10.11 for female in 2021. Our median pay gap is 4.15%.

The difference in mean and median bonus pay remains at 0%, as our charity does not pay bonuses to staff.

Pay quartiles

The number of paid male and female in the four pay quartiles (upper, upper middle, lower middle and lower quartile) for the 2022 snapshot date and the 2021 snapshot date are as follows:

Upper quartile in 2022 was 29% (male) and 71% (female) and 26% (male) and 74% (female) for 2021. This shows there is a 3% increase in males and a 3% decrease in females in this category, compared to the last report.

Upper middle quartile in 2022 was 19% (male) and 81% (female) and 20% (male) and 80% (female) for 2021. This shows there is a 1% decrease in males and a 1% increase in females in this category, compared to the last report.

Lower middle quartile in 2022 was 17% (male) and 83% (female) and 19% (male) and 81% (female) for 2021. This shows there is a 2% decrease in males and a 2% increase in females in this category, compared to the last report.

Lower quartile in 2022 was 23% (male) and 77% (female) and 21% (male) and 79% (female) for 2021. This shows a 2% increase in males and a 2% decrease of females in this category compared to the last report.

Livability will continue to monitor its employment and remuneration to ensure that pay is based on fairness.

Employment of people with disabilities

Currently 2.54% of Livability employees have declared themselves to have a disability, a slight increase from last year when 2.39% of the workforce declared a disability. We are working to increase the number of people with disabilities who work for us. As a Disability Confident Employer, we commit to making adjustments to meet the needs of job applicants with disabilities. We work with our staff and volunteers who have disabilities to ensure that they are

fully support during their employment and volunteer time. We do however have more work to do to promote employment of people with disabilities in the charity.

Senior executive pay

Senior pay levels reflect the size and complexity of the organisation and the range of work carried out in health and social care, with clinical and nursing services, special education provision and professional support services. Livability has noted the recommendations of the report of the National Council for Voluntary Organisations (NCVO) into senior executive pay. The Nomination, Remuneration & Governance sub-committee of the Board has reiterated the policy of the charity to set pay levels in line with median pay rates for the sector. Note 6 to the accounts shows the numbers of employees earning more than £60,000 in bands of £10,000.

Our approach to pay as an organisation is as follows:

Our key priority is to pay staff the highest possible wage in line with income to service locations and to the charity. We give priority to our frontline staff on our lowest pay rates.

We implement recruitment and retention initiatives for hard-to-fill roles in our frontline services and are working to encourage the return of the older workforce into suitable roles.

We mirror the national terms and conditions for teachers where we are able (but not all terms). Again, this is based on affordability.

We apply the Hay Method of Job Evaluation for all other roles, to ensure pay is reflective of role requirements and pay is equitable and fair.

Modern slavery statement

This statement is published on our website:

<https://www.livability.org.uk/about-us/modern-slavery-statement/>

Fundraising

Fundraising highlights

We are incredibly grateful to all those who feel inspired to make a difference in people's lives and choose to support our work. The generous donations, time and prayers of our supporters help bring our vision to life, enabling people with disabilities to live a life that adds up to them. Some of our fundraising highlights include:

- A Christmas appeal that raised over £55,000 and featured four-year-old Ella, a student at Livability's Victoria School. The appeal highlighted how sensory toys are essential to student's cognitive development, helping them to improve motor skills such as hand function, body strength and posture, as well as interaction and communication
- Livability's 11 volunteer-led Friends Groups, who continue to raise funds to benefit their local Livability services
- 61 runners joined Team Livability for the London Marathon in October 2022, raising £128,252
- The incredible supporters who chose to leave gifts in their Wills to support our work
- Fundraised to provide a new sensory room at Nash College
- Raised funds to train a Makaton tutor and funded a woodland-themed library for Victoria School
- Completed fundraising for an accessible kitchen at Brookside House
- Raised funds for a digital table for people at Beaumont Court to enjoy
- With the support of our corporate partner LNER, enabled the sensory gardens at York House Ossett, Bradbury Court and New Court Place to be developed to enhance sensory experiences for people we support
- Launched a fundraising appeal for Millie College in October 2023, including providing a new wheelchair buggy for the students
- Completed fundraising to provide upgraded internet and wifi across our residential care homes
- Hosted a special afternoon tea in the presence of our royal patron, HRH The Princess Royal, to celebrate and thank people we support, staff and supporters for all their dedicated support during the pandemic

Our approach

This year has remained a challenging one for fundraising in the current climate, and we're hugely grateful to our supporters for their continued generosity and commitment at this time.

Our approach to fundraising puts the supporter at the heart of everything we do, seeking to build long-term relationships and ensuring supporters have control over how they hear from us.

Fundraising to generate voluntary income is important to the delivery of Livability's organisational strategy and business goals. Unrestricted income is vital for our charity's financial health and is needed to help cover running costs. Restricted income enables us to add value to the lives of the people we support, delivering on tangible projects and items that enhance people's wellbeing and independence. Capital income enables us to deliver on transformational and high-impact projects to individuals and community and strengthens our charity finances.

Our voluntary income comes from a wide range of sources. Individuals support us through regular or one-off cash gifts. Companies offer their expertise, partnership, gift in kind and cash gifts. Trusts and foundations give valuable gifts to make a real difference to the lives of the

people we support. 'Challengers' take on anything from marathons to skydives to fundraise for us. Others make gifts in their wills.

Fundraising standards

Our commitment to high fundraising standards is demonstrated by our individual staff membership of the Institute of Fundraising (IOF) and organisational membership of the Fundraising Regulator, who set and maintain the standard for charitable giving. We have also signed up to the Fundraising Preference Service, where supporters can manage the communications and fundraising requests they receive from charities.

We vigilantly adhere to regulation standards and General Data Protection Regulation (GDPR), both generally and in our fundraising practices. Our governance also extends to how we protect vulnerable people in the context of fundraising. Our People in Vulnerable Circumstances (PIVC) policy makes sure that there is no undue pressure applied in the course of, or in connection with, fundraising for Livability.

We work with approved partners and our payroll-giving programme enables supporters to give as they earn through their salary, if they choose to. To ensure a good supporter experience, we monitor fundraisers acting on our behalf. We provide guidelines, policies and dedicated support to fundraisers acting for us in communities.

We ensure volunteers and interns acting on our behalf, in our office and within the community, represent our charity in the best way, by providing policies, guidelines and dedicated support.

We aim for everyone to have a positive fundraising experience and are pleased to have a low level of fundraising complaints. In 2022-23 we received two complaints and both were resolved speedily and to an outcome both supporters were happy with. We are very proud of our outstanding supporter experience and customer service in this field.

When complaints arise, we follow Livability's complaint procedure. If complaints are escalated to the Fundraising Regulator, we will follow their procedure for handling complaints. We continue to strive for excellence and monitor the number of complaints we have against communication touchpoints in our key performance indicators. We listen to the views of our supporters, through surveys to gauge the feedback on the frequency of our mailings. We ensure supporters can clearly opt out of receiving communications and train our fundraisers on the GDPR regulations and on our policies and guidelines.

Strategic report

Financial outlook

For a charity operating in the social care and special education sectors, financial challenges will undoubtedly persist. The organisation is funded through local authority commissioners in England, Wales and Northern Ireland; it is also funded through the NHS and Integrated Care Boards. Each part of the public sector is struggling to balance its books. Livability works with the most vulnerable children, young people and adults and it is hoped that funding will be found for Livability to cover its costs.

Livability continues to focus on a range of change and transformation activities in each part of the organisation.

Financial review

Overview

2022/23 has been a challenging financial year. Net expenditure for the Group was £4.3m, an adverse movement of £7.5m caused by several factors.

Income was lower by £3.7m with donations and legacies contributing £2.4m of that reduction because of an end to Covid-related grants and a one-off grant from the Greater London Authority in 2021/22 relating to a development project at Kingsley Hall. Other trading activities reduced by £1.7m to £1.0m because of the completion of the development project at Kingsley Hall, with an equivalent reduction in expenditure noted below. The net gain on property disposals was lower by £1.3m due to reduced disposal activity in the year. Offsetting these reductions was a £1.7m increase in income from charitable activities, demonstrating the improvement in operational income.

Expenditure increased by £3.8m, with the main element being an increase of £5.9m in charitable activities, partly offset by reductions in costs of raising funds and other expenditure (the latter being £1.6m lower arising on the Kingsley Hall development project, in line with the reduced income noted above). The main factors behind the increases in charitable activities expenditure have been a rise in employment costs for employed staff of £2.3m, at the same time as a significant increase in the utilisation and cost of agency staff to fill contracted hours (increase of £3.4m,) together with a rise in the employer contributions to defined contribution schemes by £0.9m to £1.8m in the year.

There were actuarial losses of £1.6m in the year (2022: increase £1.9m) on the two main defined benefit schemes, notwithstanding that the movement on the balance sheet was nil because of the effect of the asset ceiling. There was no impact arising on revaluation of

properties (2022: increase £8.0m) and a £0.2m reduction in valuation of investments (2022: increase £0.9m).

Overall, the net movement in funds for the year was a reduction of £6.1m to £41.2m, compared with an increase in 2022 of £14.1m to £47.3m.

Going concern

As set out in the Financial Review, the environment in which Livability has been operating has been very challenging. This continues the trends noted in previous years and it has been well- documented in the national press that social care has been hit hard on the recruitment front. As noted in the Financial Review, the most significant impact regarding the financial performance has been increased costs from impaired recruitment and retention in the care sector, in particular the significantly increased agency costs. These factors were the reason behind the development of the improvement plan described in this section of the trustees' report last year.

Projects described at that time were: the desire to move to open book arrangements to ensure full cost recovery from commissioners; to agree fee increases in Care and Education to compensate for rising costs more generally; to increase the recruitment of own staff through a number of approaches; and to take advantage of capacity for increased student numbers in the Education business, particularly at Millie College.

In addition, action has been taken on overhead costs, the two defined benefit pension schemes have provided their support and several property disposals have been completed. An initial receipt has also been received in the June 2023 from the major legacy highlighted in last year's report.

The actions taken are bearing fruit in the current financial year and there has been a consequent improvement in financial performance. The focus continues to be on ensuring financial stability whilst delivering quality services and trustees regularly monitor progress with the improvement plan.

It was noted in last year's report that flexibility would be sought from Metro Bank with regard to the financial covenant. Whilst that flexibility was offered, Livability's progress enabled the covenant to be met. Should a period of flexibility around the financial covenant be required, then the Executive will hold discussions with Metro Bank.

Trustees agreed that the actions noted above must be addressed for Livability to be financially sustainable and, as such, the conditions noted above indicate the existence of a material uncertainty that may cast significant doubt upon the entity's ability to continue as a going concern.

Whilst acknowledging the uncertainties that could impact on cash flow, namely revenue growth, cost reduction and the timing of legacy receipts, having considered the charity's forecasted cash flow projections covering a period of at least 12 months from the date of signing of the financial statements, the trustees have concluded that it is appropriate to adopt the going concern basis in the preparation of these financial statements.

Key performance indicators for the group

	2022/23	2021/22
Key performance indicators	£'000	£'000
Total income	49,843	53,516
Operating costs	54,131	50,287
Operating deficit for the year (before investment gains/losses)	(4,288)	3,229

As was the case last year, the challenging macro and operating conditions faced by charities in the disability and care sector mean that financial constraints are now part of the operating environment, with no realistic prospect of this lessening.

We have made good progress over the course of the year with the implementation of a comprehensive transformation plan which aims to:

1. Increase operating contribution
2. Increase net fundraising revenue
3. Reduce central support costs
4. Rationalising the property portfolio

During the year under review, the charity continued its programme of engaging with our local authority commissioners to ensure that fee levels are appropriate for the changing needs of the people we care for.

Reserves policy

The Board of Directors has considered the level of reserves which should be maintained within the Group and this is reviewed annually. Such reserves are needed to cover, for example, working capital, future property repairs and the risk of possible shortfall in charitable income.

At the year ended 31 March 2023, Livability held a total of £41.2m in reserves (2022: £47.3m).

Of these total reserves including the pension reserve, £28.3m (2022: £34.1m) are unrestricted.

In addition, the trustees have considered and set a reserves policy which requires that unrestricted funds equivalent to a range of eight to 12 weeks of total organisational expenditure is held.

The group's unrestricted reserve at the end of the year was £28.3m. This represents 28 weeks of total unrestricted organisational expenditure, which is better than the range determined by our reserves policy. (Based on an average weekly expenditure of £1m)

We have also considered our free reserves. We have calculated these using the broad guidelines set out by the Charity Commission. Effectively, we have taken our Group net assets and deducted restricted and endowed funds. As we are an organisation that actively uses properties, we have also deducted unrestricted fixed assets unless they are subject to sale in future years (and as

such, are not required for ongoing operations). This provides us with negative free reserves of £8.6m. As noted elsewhere in the report, there are various steps that have been and will be taken to improve the underlying financial performance of the organisation, during the financial year under review, and going forward.

Free reserves calculation

	31/03/2023	31/03/2022
	£'000	£'000
Group net assets	41,191	47,383
Less: Restricted funds	(4,861)	(6,717)
Less: Endowed funds	(8,067)	(6,601)
Subtotal	28,263	34,065
Less: Fixed assets (asset reliant organisation)	(37,913)	(40,547)
Add back: Pension Liability 'reserve'	24	37
Subtotal	(9,626)	(6,445)
Add back: Functional fixed assets to be sold in following years	1,048	3,661
Free reserves	(8,578)	(2,784)

Considering the stance outlined in the financial review and the sections addressing the going concern, the attention is now centred on securing sufficient liquidity for the charity to sustain its operations during the execution of the transformation plan. Regular cash flow forecasts are prepared, and necessary measures are implemented to guarantee the adequacy of liquidity levels. The executive team and the board of trustees consistently scrutinize and assess these forecasts

Investment policy

In line with Livability reserves policy, at any point in time we may hold cash and other assets that are surplus to immediate requirements. The policy of the Board of Trustees is to invest surplus funds to meet the following objectives:

- To match the risk and maturity of the investments with the requirement for available funds.
- To invest in liquid assets which can be converted to cash quickly, although it is recognised that the majority of surplus funds are currently held in fixed assets.
- To invest in a way that does not conflict with the charity's aims and objectives and which is prudently risk-free. Most of Livability's surplus funds are currently held in fixed assets, funds held for long-term investment that form the endowed funds and a low value of shareholdings that have been donated to the charity. Other surplus funds are held in cash.

- To invest in our staff, which is crucial for our continuing provision of high-quality services and avoids any quality, safety or reputational risks.

S172 Working with our stakeholders

This is a mandatory statement reporting how Directors have complied with their duty to have regard to the matters in section 172 (1) (a)-(f) of the Companies Act 2006 ('the Act').

The children, young people and adults we support, their families and representatives

We issue a twice-yearly stakeholder survey to the people we support, to families and to carers and to the health and social care professionals involved in the support of the people who use our services. We operate a 'You Said, We Did' response to findings from the surveys and publish our findings.

We hold regular residents' and tenants' meetings with the people we support.

Our Changes for the Future Forum comprises representatives from all the people we support in Care Operations. It is co-chaired by two of its members and is continuing to develop. The Forum gives a strong user voice into the work we do and our strategy for the future.

At the start of the reporting period, we held a celebration in the City of London to mark the end of lockdown. The event was attended by staff, students, our Makaton choir, members of the Changes for the Future Forum, our vice-presidents, our patron and our vice-patron.

The Care Operations Directorate endorses the 'nothing about me, without me' initiative. This ensures that the people we support are central to any decision made about their care preferences and choices. The Quality Team ensures this methodology is central to our co-production work.

Our Safeguarding and Services Committee reviews, scrutinises and protects our relationship with the children, young people and adults we support.

Livability Education conducted surveys amongst families, staff and students across each setting in the autumn term. Results were presented to the Safeguarding and Services Committee with follow-up actions, including the implementation of evening webinars for families.

Staff forums within Livability Education have resulted in changes to policy and practice including dress codes, local equality and diversity policy and learner voice strategy, as well as curriculum design and content.

Monthly newsletters are published in each Livability Education setting.

Annual reviews in our settings consider the views of every member of the circle of support for each learner.

Our staff

During this reporting period, Livability launched its new intranet service – LivNet. The platform provides a document repository service and search function which permits easier access to policies and procedures. It also provides a news and chat forum which houses weekly corporate messages and a separate message from the chief executive. These posts can be commented on by all staff, encouraging more interaction and dialogue.

Throughout this reporting period, Board members reviewed decisions that helped keep the people we support and our staff safe. Whilst many of these decisions related to strategic and financial issues, most related to the safeguarding and health and safety of all those we support.

Our Staff Wellbeing and Engagement Forum ‘champions’ foster a culture of openness, in line with our corporate values. The focus of the forums has evolved to include the employee experience. We are further enhancing the dialogue with our staff by a) redefining the Wellbeing and Engagement events by Directorate and b) we have offered our wellbeing support package to external social media followers.

During this reporting period, we made two Livability Team Awards to staff teams who had excelled in their respective contributions during the previous six months.

We have signed up to the Mindful Employer charter, ensuring that our staff have a place to turn to, 365 days a year. We are committed to ensuring our staff have a good work-life balance.

Members of our quality team visit services on a regular basis and seek to gain staff members’ experiences of working in services. Regular visits from members of the Board of Trustees and senior Care Operation leaders take place on a regular basis.

We continue to work with staff teams to ensure the culture in the services is built around our values of open, enabling, inclusive and courageous.

Bournemouth, Christchurch and Poole Council (BCP), Dorset, Southampton and Hackney local authorities placed learners in Millie College, our new education setting in Holton Lee, Dorset. Ongoing engagement with existing commissioners resulted in new intakes in each setting.

Staff in our new college were involved in weekly wellbeing sessions. They received induction that focussed on team building and engagement via seasonal celebrations, access to the site and professional development.

Staff within our support functions continued to work in a hybrid model of working in an office and remotely. This has helped staff adapt to the changing canvas post pandemic.

We have issued a staff survey to our frontline staff and made changes as a result of their feedback.

Our trustees

Trustees re-established a framework for visiting care and education settings and our corporate events.

Our usual annual trustees' visits to Adult Care Services and Education Services have continued to take place.

Trustees received regular updates from each Executive Director. The Safeguarding and Services Committee considered employee matters, demographics, staff recruitment and retention rates, diversity, whistleblowing, learning and development and safeguarding matters.

Our supporters and volunteers

This year we again joined together with the people we support, our staff, stakeholders and our volunteers for a live, online Christmas concert.

We produced an online Christmas recipe book with contributions from staff and people in the public eye.

At the beginning of the financial year, we held an afternoon tea for large numbers of stakeholders such as subscribers, donors, staff, volunteers and the young people and adults we support.

A regular newsletter was sent out to our vice-presidents.

Our CEO participated in HRH The Princess Royal's Charities Forum.

We have mapped our supporter journey so that we can offer the best possible products and campaigns in line with a supporter's preferences and interests.

Regular newsletters are sent out to supporters to keep them up to date with our work.

We are committed to supporting those who volunteer for us. Volunteers are allocated a named person as a point of contact, to ensure that they are getting the best possible experience while they volunteer with us. We do this by offering training and one-to-one coaching and mentoring sessions.

Our regulators

Our regulatory bodies include the Care Quality Commission, the Regulation and Improvement Authority, Care Inspectorate Cymru, Ofsted, the Education and Skills Funding Agency and the Charity Commission. We continue to build on our strong relationships with our regulators to ensure we deliver good-quality support to all who use our services.

Compliance with regulatory frameworks and performance against those are scrutinised at the Safeguarding and Services Committee with each of the education Local Advisory Boards (LABs).

Our local communities

Our LABs include a community member who is chosen specifically to represent their community. The Boards include members from a range of commissioning local authorities to scrutinise the quality of our work and the impact and outcomes for those we support.

During the year, we continued to partner locally with Barclays Digital Eagles to receive training in cyber awareness, protection and prevention.

We continue to support the people who use our services to access the community and to participate in being an active citizen in their community. We also continue to support people to volunteer in the local community.

Our new college rapidly established community partnerships:

Birds of Poole Harbour <i>Part of Wareham Arc</i>
Birds of BARI The Bird and Recreation Initiative
RSPB <i>Part of Wareham Arc</i>
Amphibian and Reptile Conservation
Natural England <i>Part of Wareham Arc</i>
Forestry England <i>Part of Wareham Arc</i>
Wild Woodbury Rewilding Project (Dorset Wildlife Trust)
Dorset Wildlife Trust
Dorset Butterfly and Moth Conservation
Woodland Trust
NHBS Wildlife, ecology & Conservation equipment

Environment commitment

Energy usage – Livability National Office

The building meets the highest benchmarks for energy performance and the building's energy strategy delivers a reduction in the building's carbon emissions: BREEAM Excellent EPC B:47 High level of passive energy control. This results in reduced heating, cooling and lighting demands. Intelligent building controls allowing energy savings by providing high levels of energy conservation and recovery. Ground-source energy systems exist to further reduce building energy requirements. The building uses low carbon ground-source cooling, heating and domestic hot water.

Water conservation measures include rainwater harvesting for flushing toilets. A building management unit enables comprehensive reporting and management of energy and water use.

SECR Executive Summary

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 (also known as SECR) introduce requirements for large unquoted companies and limited liability partnerships to disclose their annual energy use and greenhouse gas (GHG) emissions, and related information on energy efficiency measures undertaken and an energy efficiency ratio.

Whilst the regulations set out a legal requirement to report on emissions, many organisations, clients and investors are increasingly finding that there is an ethical and social requirement to act on these emissions so that the amount that is reported each year is reduced. We would urge Livability to continue to take proactive and urgent action to reduce its emissions and are able to support them in doing so.

The annual carbon reporting statement for inclusion within the Directors' and Trustees' Annual Report is detailed below (as the remainder of the Executive Summary, including footnotes).

1.1 SECR Energy Use and Carbon Emissions Disclosure

Livability discloses its energy use and greenhouse gas emissions in line with the requirements of the Companies Act 2006 (Strategic and Directors' Reports) Regulations 2013 and latest 2018 regulations.

	2022/23 Consumption kWh	2022/23 Emissions (TCO2e)	2019/20 Emissions (TCO2e)	Change (%)
Electricity	2,844,763	640.04	730.00	-12%
Gas	9,907,275	1,812.33	1,332.80	36%
Transport Fuels	126,145	30.58	174.70	-82%
Gross Annual Total	12,878,183	2,482.95	2,237.50	11%
Intensity Metric (EBTIA)		-4.088	1.966	-308%
Total TCO2e/EBTIA		-607.37582	1138.09766	-153%
2023 Intensity Metric (FTE)		839.7	942.30	-11%
2023 Total TCO2e/FTE		2.95695	2.37451	25%
Qualifying Green Tariffs	0.00	0.00	0.00	-
Net Annual Total	12,878,183	2,482.95	2,237.50	11%

Table 1: Primary Statement for Financial Year ending 31st of March 2023

The above reported carbon emissions translate to Scope 1, 2 and 3 emissions as follows:

	2022/23 Consumption kWh	2022/3 Emissions (TCO2e)	2019/20 Emissions (TCO2e)	Change (%)
Scope 1*	9,990,288	1,812.33	1,379.30	31%
Scope 2 (location based)	2,844,763	589.08	730.00	-19%
Scope 2 (market based)	2,844,763	589.08	730.00	-19%
Scope 3	43,132	61.42	128.20	-52%
Total (location based)	12,878,183	2,462.83	2,237.50	10%
Total (market based)	12,878,183	2,462.83	2,237.50	10%

Table 2: Greenhouse Gas Emissions for Financial Year ending 31st of March 2023

*transport fuel consumption, mains gas, LPG and oil included; no fugitive emissions recorded.

1.2 Baseline year

This is the fourth year of GHG reporting and is aligned with the financial year 01/04/2022 to 31/03/2023. The first year's report forms the baseline year which runs from 01/04/2019 to 31/03/2020. It is worth noting that the baseline year was formed during the tail-end of the Covid-19 pandemic and as such, comparisons to this and future years may be skewed. Livability may re-baseline once operations are less volatile due to Covid-19.

1.3 Targets

Livability has not developed any carbon targets for the current reporting period

1.4 Intensity measurement

Livability has chosen the EBITDA figure as their intensity metric. This figure is used to divide the organisation's carbon emissions by an appropriate activity metric. The benefits of an intensity metric allow the comparison of normalised carbon emissions over time and against similar organisations. Due to the nature of this intensity metric, there is a risk of substantial fluctuations between reporting periods. For this reason, as Livability have recorded a negative EBITA for this year, Livability has chosen to also include their Full Time Equivalent (FTE) figure for comparison against the baseline year, as this provides a clearer comparison for this year.

1.5 Carbon offset

Livability has no qualifying carbon offsets during this financial period.

1.6 Energy efficiency narrative

As business is returning to normal after the Covid-19 pandemic, this year sees a continued return to normal working conditions, and therefore carbon emissions.

The surveys and associated reports completed as part of Phase 3 ESOS should provide a route map for which energy conservation measures can be implemented cost-effectively. To reduce energy consumption, cost, and carbon emissions, Livability is encouraged to continue their

existing good work and implement further energy conservation measures in the next 12-month period, and as the changing Covid-19 situation allows.

Principal risks and uncertainties

Livability's work with vulnerable people means that inherent risks are ever-present. We have safeguarding policies and procedures which are regularly reviewed and ensure that concerns are effectively identified, reported, and responded to. We work in partnership with regulators and statutory organisations as required.

Our risks fall into five major categories:

1. Reputational – the risk of damaging our reputation through regulatory and other failings associated with the delivery of our services

Our reputation is critical to our status as a trusted provider. This risk is managed through a robust set of performance indicators and allied to assurance controls in safeguarding, financial and operational settings, fraud prevention and detection controls, and the wider policies and procedures upheld through the Quality & Practice frameworks covering both Care Operations and Education settings.

2. Operating margins – pressure from limited income growth and increasing cost

In common with other providers of public sector-funded services, there is an ongoing risk of failure to uplift our costs. This affects our ability to invest in the improvement and expansion of our services. We seek to mitigate this risk with an extensive cost reduction plan.

3. Pensions – Livability's three closed defined-benefit pension schemes are subject to risks around their funding, outside the control of Livability

The continued requirement to fund the deficits has a material impact on Livability's ability to invest in the growth and development of its services and facilities. Livability works with industry experts to ensure needs are balanced with current beneficiaries of the charity with those of its current and future pensioner populations.

4. Cash availability – the low operating margins, alongside significant funding requirements such as recovery payments for the closed pension schemes, means that cash availability is an ongoing risk. The risk is tightly monitored and reported to the Board.

5. Recruitment and retention – the risk of workforce shortages

There are known workforce shortages affecting the wider health, education and social care sectors. Livability is committed to becoming recognised as an employer of choice to attract and retain the workforce needed to sustain high standards across the service portfolio. Livability has also set a strategic goal to lower the sickness absence rate and has initiatives to foster staff engagement, employee wellbeing and to support the development of all.

The Board and Executive Leadership Team monitor the financial performance of the charity and associated risks through a dashboard spreadsheet and staff meetings.

Statement of trustees' responsibilities for the Financial Statements

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' Annual Report, incorporating the strategic report, and the financial statements, in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year, in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and charity and of the incoming resources and application of resources, including the income and expenditure, of the Group and charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and accounting 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; 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 adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

Each of the members of the Board of Trustees has confirmed that:

- so far as he or she is aware, there is no relevant audit information of which Livability's auditors are not aware
- he or she has taken all the steps that he or she ought to have taken as a member of the Board in order to make himself or herself aware of any relevant audit information and to establish that Livability's auditors are aware of that information.

The report of the Board was approved by the Board on 8 February 2024 and signed on its behalf on 8 February 2024 by

A handwritten signature in black ink, appearing to read 'J. H. Robinson', with a horizontal line drawn under the name.

John Robinson, Chair.

Independent Auditor's Report to members of Livability

Opinion

We have audited the financial statements of Livability (the “charitable company”) and its subsidiaries (the “group”) for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, the Charitable Company Statement of Financial Activities, the Group and Charitable Company Balance Sheets, the Group and Charitable Company 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 group's and the charitable company's affairs as at 31 March 2023 and of the group's and charitable company's 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 group 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.

Material uncertainty relating to going concern

We draw attention to Note 1 in the financial statements, which indicates that whilst Trustees consider the going concern basis to be appropriate, there are a number of uncertain factors in the forecasts used to consider going concern. The principal uncertainties are the timing of cash receipts of a significant legacy, the effectiveness of plans to increase operating contributions, increase fundraising revenue and reduce central costs and obtaining scheme approval to reduce pension payments due to asset position. In addition, the forecasts predict a need for a loan covenant waiver for December 2024 which at this time has not been agreed with the lender. Therefore, at the date of signing these financial statements there are plausible but not remote scenarios whereby the plans are not delivered in line with the forecast resulting in a cash deficit. As stated in Note 1, these events or conditions, indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern.

Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our responsibilities and the responsibilities of the directors 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 and the strategic 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 strategic report 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 strategic report or 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:

- the parent company has not kept adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company 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.

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:

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 including internal specialists. 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 and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, together with the Charities SORP (FRS 102). 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 fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were Care Quality Commission and OfSTED Standards, General Data Protection Regulation, employment legislation and health and safety legislation.

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 identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit Committee about their own identification and assessment of the risks of irregularities, sample testing revenue items, including local authority agreements and contracts to ensure the fees charged are in line with the terms of the agreement, and agree to bank, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, CQC and Ofsted, 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.

A further description of our responsibilities for the audit of the financial statements is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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



Julia Poulter

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

London, United Kingdom

8 February 2024

Primary Statements

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2023

Group	2022/23	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
			£'000	£'000	£'000	£'000
Donations and Legacies	2		2,878	631	0	3,509
Charitable Activities	2		43,516	299	0	43,815
Other Trading Activities	2		1,028	0	0	1,028
Investments	3		191	0	0	191
Gain on Disposal of Fixed Assets	4		0	0	1,300	1,300
Total Income			47,613	930	1,300	49,842
Expenditure on:						
Raising Funds	5		1,249	14	0	1,263
Charitable Activities	5		51,397	366	46	51,808
Other	5		378	386	0	764
Loss on Disposal of Fixed Assets	4		295	0	0	295
Total Expenditure			53,319	766	46	54,131
Net Income/(Expenditure)			(5,706)	164	1,254	(4,289)
Transfer between funds	14		1,809	(2,020)	211	0
Actuarial Gains/(losses)	13		(1,625)	0	0	(1,625)
Net gain/(loss) on revaluation of properties	3		0	0	0	0
Net gain/(loss) on revaluation of Investment	3		(184)	0	0	(184)
Net Movement in funds			(5,706)	(1,856)	1,465	(6,098)
Reconciliation of funds			33,971	6,717	6,601	47,289
Total funds carried forward			28,264	4,861	8,066	41,191

Results in the statement of financial activities derive from continuing operations. The notes on pages 43- 78 form part of these financial statements

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2022

Group	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2a	4,398	1,563	-	5,961
Charitable Activities	2	41,769	376	-	42,145
Other Trading Activities	2	2,784	-	-	2,784
Investments	2	48	-	-	48
Gain on Disposal of Fixed Assets	4	2,578	-	-	2,578
Total Income		51,577	1,939	-	53,516
Expenditure on:					
Raising Funds	5	1,648	27	-	1,675
Charitable Activities	5	45,373	485	62	45,920
Other	5	1,848	844	-	2,692
Loss on Disposal of Fixed Assets	4	-	-	-	-
Total Expenditure		48,869	1,356	62	50,287
Net Income/(Expenditure)		2,708	583	(62)	3,229
Transfer between funds	14	32	(32)	-	-
Actuarial Gains/(losses)	13	1,930	-	-	1,930
Net gain/(loss) on revaluation of properties	3	8,045	-	-	8,045
Net gain/(loss) on revaluation of Investment	3	926	5	-	931
Net Movement in funds		13,641	556	(62)	14,135
Reconciliation of funds		20,330	6,161	6,663	33,154
Total funds carried forward		33,971	6,717	6,601	47,289

Results in the statement of financial activities derive from continuing operations. The notes on pages 43- 78 form part of these financial statements.

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2023

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	2,550	367	0	2,917
Charitable Activities	2	42,705	0	0	42,705
Other Trading Activities	2	795	0	0	795
Investments	3	134	0	0	134
Net gain on Disposal of Fixed Assets	4	0	0	0	0
Total Income		46,184	367	0	46,551
Expenditure on:					
Raising Funds	5	1,249	14	0	1,263
Charitable Activities	5	50,204	120	0	50,324
Other	5	178	0	0	178
Net Loss on Disposal of Fixed Assets	4	295	0	0	295
Total Expenditure		51,926	134	0	52,060
Net Income/(Expenditure)		(5,742)	234	0	(5,508)
Transfer between funds	14	663	(843)	180	0
Actuarial Gains/(losses)	13	(1,625)	0	0	(1,625)
Net gain/(loss) on revaluation of properties	3	0	0	0	0
Net gain/(loss) on revaluation of Investment	3	(185)	0	0	(185)
Net Movement in funds		(6,889)	(609)	180	(7,318)
Reconciliation of funds		33,328	2,630	5,985	41,943
Total funds carried forward		26,439	2,021	6,165	34,625

Results in the statement of financial activities derive from continuing operations. The notes on pages 43- 78 form part of these financial statements

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2022

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	4,180	1,270	-	5,450
Charitable Activities	2	41,765	-	-	41,765
Other Trading Activities	2	78	-	-	78
Investments	3	9	-	-	9
Net gain on Disposal of Fixed Assets	4	2,578	-	-	2,578
Total Income		48,610	1,270	-	49,880
Expenditure on:					
Raising Funds	5	1,645	27	-	1,672
Charitable Activities	5	44,871	137	-	45,008
Other	5	-	844	-	844
Net Loss on Disposal of Fixed Assets	4	-	-	-	-
Total Expenditure		46,516	1,008	-	47,524
Net Income/(Expenditure)		2,094	262	-	2,356
Transfer between funds	14	32	(32)	-	-
Actuarial Gains/losses	13	1,930	-	-	1,930
Net gain/(loss) on revaluation of properties	3	8,045	-	-	8,045
Net gain/(loss) on revaluation of Investment	3	924	5	-	929
Net Movement in funds		13,025	235	-	13,260
Reconciliation of funds		20,303	2,395	5,985	28,683
Total funds carried forward		33,328	2,630	5,985	41,943

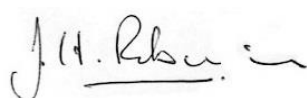
Results in the statement of financial activities derive from continuing operations. The notes on pages 43- 78 form part of these financial statements

Company Registration Number 5967087

Balance Sheet – Livability Group and Charity for year ended 31 March 2023

		Group		Charity	
	Note	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Fixed Asset:					
Tangible Assets	8	42,589	43,172	37,184	37,693
Financial Investments	9	1,891	3,195	1,863	3,165
Social Investment	10	3,962	4,067	3,962	4,067
Total Fixed Assets		48,442	50,434	43,009	44,925
Current Assets:					
Debtors and Stocks	11	3,149	5,154	3,270	6,618
Cash at Bank		6,286	7,833	4,447	6,160
Total Current Assets		9,435	12,987	7,717	12,778
Liabilities					
Creditors: Amounts falling due in 1 year	12	(7,191)	(6,299)	(7,301)	(6,637)
Net Current Assets		2,244	6,688	416	6,141
Total Asset less Current Liabilities		50,686	57,122	43,425	51,066
Creditors: Amounts falling beyond one year	12	(9,471)	(9,796)	(8,776)	(9,086)
Net Assets excluding Pension Liability		41,215	47,326	34,649	41,980
Defined Benefit Pension Liability	13	(24)	(37)	(24)	(37)
Total Net Assets		41,191	47,289	34,625	41,943
The Funds of the Charity					
Permanent Endowment Funds	14	8,067	6,601	6,165	5,985
Restricted Funds	14	4,861	6,717	2,021	2,630
Unrestricted Funds	14	28,287	34,008	26,463	33,365
Pension Reserve	14	(24)	(37)	(24)	(37)
		41,191	47,289	34,625	41,943

The report was approved by the Board and signed in its behalf on 8 February 2024.



Chair: John Robinson



Trustee: Peter Woodall

Statement of Cashflows for the year ended 31 March 2023					
		Group		Charity	
		2023	2022	2023	2022
Cashflows from Operating activities		£'000	£'000	£'000	£'000
Net cash provided by/ (used in) by operating activities	C1	(2,976)	(381)	(1,873)	(1,015)
Cashflows from Investing activities					
Dividends, Interest and rent from Investments		190	-	134	-
Proceeds from the sales of property, plant and equipment		1,835	7,940	535	7,940
Purchase of Property, Plant and Investment		(747)	(322)	(748)	(322)
Proceeds from sales of investments		1,111	-	1,111	-
Purchase of Investments		-	-	-	-
Net cash provided by/(used in) investing activities		2,389	7,618	1,032	7,618
Cash flows from financing activities					
Interest on financing activities		(546)	(393)	(503)	(393)
Repayments of borrowings		(414)	(254)	(370)	(254)
Cash inflow from borrowing		-	(2,826)	-	(2,759)
Net cash provided by /(used in) financing activities		(960)	(3,473)	(873)	(3,406)
Change in cash and cash equivalents in the period		(1,547)	3,764	(1,713)	3,197
Cash and cash equivalents at the start of the period		7,833	4,069	6,160	2,963
Cash and cash equivalents at the end of the period		6,286	7,833	4,447	6,160

Notes to the statement of cashflows

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
C1: Reconciliation of net income /(expenditure) to net cash flow from operations				
Net income/(expenditure) for the year as stated in the Statement of Financial Activities	(4,288)	4,160	(5,508)	3,285
Adjustments for:				
Depreciation	811	523	736	712
Revaluation/(Impairment) of functional assets	(146)	5,110	(145)	5,110
Revaluation/(Impairment) of social investment	(105)	(224)	(105)	(224)
(Gain)/Losses on investments	79	(931)	80	(929)
Dividends, interest and rent from investments	(190)	-	(134)	-
Interest on financing activities	546	421	503	393
Non-cash movements in defined benefit pension scheme	(1,625)	1,930	(1,625)	1,930
(Gain)/Losses on the disposal of fixed assets	(1,004)	(2,578)	296	(2,578)
(Increase)/Decrease in debtors	2,055	(3,095)	3,365	(3,492)
Increase/(Decrease) in creditors	892	(5,697)	665	(5,222)
Net cash flow provided by/(used in) Operations	(2,976)	(381)	(1,873)	(1,015)

C2: Analysis of cash and cash equivalents

	Group		Charity	
	At 31 March 2023 £'000	At 31 March 2022 £'000	At 31 March 2023 £'000	At 31 March 2022 £'000
Cash at bank and in hand	6,286	7,833	4,447	6,160
Notice of deposits	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
Total cash and cash equivalents	6,286	7,833	4,447	6,160

C3: Analysis of changes in net debts

Group	At start of year £'000	Cashflow £'000	Other non cash changes £'000	At year end £'000
Cash	7,833	(1,547)	-	6,286
Cash equivalents	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
	7,833	(1,547)	-	6,286
Loans falling due with one year	(437)	-	66	(371)
Loans falling due after one year	(9,820)	414	(66)	(9,471)
Finance obligations	-	-	-	-
Total	(2,424)	(1,133)	-	(3,557)

Charity	At start of year £'000	Cashflow £'000	Other non cash changes £'000	At year end £'000
Cash	6,160	(1,713)	-	4,447
Cash equivalents	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
	6,160	(1,713)	-	4,447
Loans falling due within one year	(414)	-	60	(354)
Loans falling due after one year	(9,086)	370	(60)	(8,776)
Finance obligations	-	-	-	-
Total	(3,340)	(1,343)	-	(4,683)

Notes to the Primary Statements

Note 1 Accounting Policies

The policies below set out the bases of recognition and measurement used by Livability and its subsidiary charities and companies for material items in the financial statements.

Basis of preparation

The consolidated financial statements have been prepared on a going concern basis, in accordance with applicable accounting standards, under the historical cost convention, as modified by the inclusion of investments and functional property at fair value. They have also been prepared in accordance with the Charities SORP (FRS 102)

Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 as applied to charitable companies.

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line-by-line basis.

The consolidated financial statements include the income, expenditure, assets, liabilities and funds of Livability and its subsidiary charities and companies. These amounts are included on each line in the financial statements with investments, transactions and balances between the members of the Livability charity group eliminated so that the consolidated financial statements report the interactions between the Livability group and external parties.

Going Concern

As set out in the Financial Review, the environment in which Livability has been operating has been very challenging. This continues the trends noted in previous years and it has been well documented in the national press that social care has been hit hard on the recruitment front. As noted in the Financial Review, the most significant impact regarding the financial performance has been the increased costs from impaired recruitment and retention in the care sector, particularly the significantly increased agency costs. These factors were the reason behind the development of the improvement plan described in this section of the Trustees Report last year.

Projects described at that time were: the desire to move to open book arrangements to ensure full cost recovery from commissioners; to agree fee increases in Care and Education to compensate for rising costs more generally; to increase the recruitment of own staff through a number of approaches; and to take advantage of capacity for increased student numbers in the Education business and, particularly, at Millie College.

In addition, action has been taken on overhead costs, the two defined benefit pension schemes have provided their support and several property disposals have been completed. An initial receipt has also been received in June 2023 from the major legacy highlighted in last year's report.

The actions taken are bearing fruit in the current financial year and there has been a consequent improvement in financial performance. The focus continues to be on ensuring financial stability whilst delivering quality services and Trustees regularly monitor progress with the improvement plan.

It was noted in last year's report that flexibility would be sought from Metro Bank with regard to the financial covenant. Whilst that flexibility was offered, Livability's progress enabled the covenant to be met. Should a period of flexibility around the financial covenant be required, then the Executive will hold discussions with Metro Bank.

Trustees agreed that the actions noted above must be addressed for Livability to be financially sustainable and, as such, the conditions noted above indicate the existence of a material uncertainty that may cast significant doubt upon the entity's ability to continue as a going concern.

Whilst acknowledging the uncertainties that could impact on cash flow, namely revenue growth, cost reduction and the timing of legacy receipts, having considered the charity's forecasted cash flow projections covering a period of at least 12 months from the date of signing of the financial statements, the trustees have concluded that it is appropriate to adopt the going concern basis in the preparation of these financial statements.

A. Funds

Unrestricted funds

Unrestricted funds arise from income donated to or earned by the charity in pursuit of its charitable objectives and may be applied in any way that meets those charitable objectives.

Designated funds

Designated funds are those unrestricted funds that the Trustees have identified and set aside to meet particular purposes or to segregate them from the General Fund. A more detailed description of these funds is available at note 14.

General Fund

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

Restricted funds

Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objectives of Livability. Restricted funds arise from conditions attached to them by the donor or the activity generating the funds, by deliberate requests for such funds by the Charity. Subsidiary charities whose objectives are consistent with, but more narrowly drawn than those of Livability are also reported within restricted funds.

Permanent endowment funds

Restricted endowment funds represent assets that are specified by their donor for the capital to be retained and for any derived income to be used by the Charity to pursue its objectives, unless the donor specifies otherwise.

Income

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

Donations, legacies and grants

Income from donations, legacies and grants is recorded in the financial statements when entitlement to the income is established, it is more likely than not that the income will be received and the amount to be received can be reliably estimated and any conditions required to receive the funds have been met or are within the control of the charity. In practice, most donations income is recognised when received.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy is recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured. Where a life interest in an estate exists, no income is recognised other than from distributions from that estate to Livability.

Livability was notified prior to 31 March 2023 of a number of residuary legacies expected to be received in future years. These legacies are not included in the financial statements as the amount cannot be quantified with reasonable certainty.

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

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

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

Income from charitable activities

Where Livability provides services or goods in return for payment, the income from these items is recognised when Livability completes its part of the agreement by delivering the services or goods.

Grants related to performance of contractual obligations are recognised when Livability has entitlement to the income, it is probable that income will be received and the amount of income can be measured reliably.

Interest receivable

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

Income tax recoverable

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

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

B. Expenditure and allocation of support costs

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been listed in such a way as to accumulate all the charity's costs of employees, goods and services relating to a particular activity of the charity under that activity heading. Direct costs, including attributable salaries and associated costs, are allocated on an actual basis to the key areas of activities. Indirect costs (support costs), primarily comprising staff costs of employees based at the charity's National Office in London, are allocated to each activity heading using a number of identified cost drivers, including expenditure as a proxy measure for usage of resources and staff numbers.

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

All expenditure is inclusive of irrecoverable VAT.

C. Fundraising Costs

Expenditure on raising funds comprise salary costs and other associated expenditure relating to the generation of voluntary income.

D. Tangible fixed assets

Tangible fixed assets are significant physical items of property, plant and equipment held for continuing use by the charity in delivering its charitable objectives.

Recognition

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, the charity estimates fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of Funds note.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the Charity assesses whether there is any indication of impairment. If such an indication exists, the recoverable amount of the asset is determined to be the higher of its fair value

less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Separate components

The charity holds freehold buildings with significant components that have materially different useful lives from the rest of the building. These components are depreciated separately over their individual lives at the following rates:

Main Fabric	- 100 years
Pitched Roof	- 70
Flat Roof	- 40
Windows and Doors	- 40
Boilers and Heaters	- 15
Mechanical systems	- 30
Bathrooms	- 30
Kitchens	- 20
Lifts	- 25
Electrics	- 40
Alarms and Security	- 15

Freehold land and assets in the course of construction are not depreciated.

Other Fixed Assets

Assets are depreciated evenly to their estimated residual values over their estimated useful lives as follows:

Leasehold buildings	over the lease term
Horticultural buildings	over 25 years
Equipment, fittings and furniture	over 5 years
Plant and machinery	over 20 years
Cars	over 4 years
Minibuses and coaches	over 6 years
Computers and software	over 3 years
Chalets and mobile homes	over between 10 and 30 years

The residual value of all assets is assumed to be zero.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Consolidated statement of financial activities

E. Financial Investments

Investments are items of property and other assets held to generate income and capital growth for the Charity.

Listed and other financial investments

Investments that have a ready market where the value can be determined by reference to published data are valued at the bid price. Where no market is available in the investments, they are valued at cost less impairment.

Investment properties

Investment properties are initially measured at cost and subsequently at fair value with any change therein recognised in the statement of financial activities. Livability's valuation methodology is to obtain external revaluation of its investment properties on a five-year rolling basis. The properties were externally revalued in 2022. In the intervening period between the 5 years, the charity has obtained pre-market advice on projected sales. More recent property disposals support the trustees view that the book values are not materially misstated.

Investments in group entities

Investments in group entities are held at their cost less any identified impairment.

Gains and losses

All gains and losses are taken to the Statement of Financial Activities as arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value. Unrealised gains and losses are calculated as the difference between fair value at year end and their carrying value. Realised and unrealised gains and losses are combined in the Statement of Financial Activities.

F. Social investments

Programme-related investments

Programme-related properties are properties that are held by the charity and provided to individuals or organisations in delivering charitable objects which are in line with Livability's own charitable objects. This type of fixed asset is held without seeking to make a return, other than one which is incidental.

Properties held in trust by Livability are held at historical transfer costs.

G. Financial Instruments

Financial instruments are contracts that give rise to a financial asset for one party to the contract and a financial liability or equity instrument for the other party.

Basic Financial Instruments

Livability and its group entities have basic financial instruments that are recognised when the provisions of the contract are met and for which the accounting policies are as follows:

Cash at bank and in hand

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

Trade debtors and other amounts receivable

Trade debtors and other amounts receivable are recognised at the value defined by the contract, agreement or legislation giving rise to the amount receivable. Impairment of receivable amounts is recognised as expenditure in the Statement of Financial Activities.

Trade creditors and other amounts payable

Trade creditors and other amounts payable are recognised at the value defined by the contract, agreement or legislation giving rise to the liability.

Bank loans

Bank loans are recognised at the present value of the cash flows under the loan agreement, discounted at the effective interest rate for each bank loan.

Other Financial Instruments

The accounting policies for other financial instruments are as follows:

Derivative financial assets and liabilities

Livability carries derivative financial assets and liabilities at their fair value and accounts for changes in fair value through the Statement of Financial Activities. Interest rate collars, which are a combination of a put and a call interest rate option, are valued at the option value using standard tools for the calculation of such items. Amounts payable or receivable under loan contracts for the purchase of property made to or by the charity that vary with the price of the related property are recognised separately from the loan itself and changes in the value are recognised in the Statement of Financial Activities. The loan is accounted for as a basic financial instrument as set out above.

H. Entity combinations

Entity combinations are the effect on the accounts of Livability and the Livability group of changes to the structure of the charity and the group that arise from the purchase of businesses and companies, the gift of charities and mergers between charities. In accounting for entity combinations, Livability applies the requirements of FRS 102 s19 and section PBE34.75 – PBE34.86.

Unless the requirements for merger accounting are met, an acquiring entity is identified in an entity combination, being the dominant party in a charity merger or the contractual acquirer of a business or company.

In all combinations the assets and liabilities of the entity joining the group that exist at the date of combination are included in the group accounts. These assets and liabilities may include Intangible assets such as brand value, customer lists and order books that are not recognised in the individual financial statements of an acquired entity. All assets and liabilities in the combination are initially recognised at their fair values. After that date, the accounting policies set out in this note are applied to recognition, de-recognition and valuation of the assets and liabilities.

When the transaction is in substance a gift from the Trustees or members of an existing charity, a gift with the value of the net asset value of the assets and liabilities of the gifted charity is recorded and an investment with the same value is recorded in the books of the charity. Transaction costs associated with the combination are recognised in the statement of financial activities (SOFA) as incurred.

When a business or company is purchased, the cost of the investment is recognised as the fair value of the consideration payable, including transaction costs.

I. Impairment of assets

At each accounts date, the recoverable amounts of assets are assessed to determine whether they have fallen below their carrying values. When the recoverable amount of an asset falls below its carrying amount, the value of the asset is said to be impaired. The carrying amount is reduced to the recoverable amount with the loss in value reported in income and expenditure.

The recoverable amount of an asset is the higher of the amount that can be generated by using the asset or by selling it. When assessing the recoverable amount of purchased goodwill, the cash flows arising from the group of assets that make up the cash-generating unit in an entity combination are used to assess the amount generated by using the assets. The amount attributable to goodwill is taken to be the excess of the recoverable amount of the cash-generating unit over the fair values of the individual assets in the cash-generating unit.

J. Leases

Operating leases

Where Livability acts as the lessee, the cost of operating leases is recognised by spreading the total payments under the lease, including lease premiums paid, evenly over the lease term. Lease incentives that reduce the rent payable under the lease are taken as part of the total payments.

Where Livability acts as the lessor, income is recognised by spreading the total receipts under the lease evenly over the lease term. Lease incentives paid and premiums received are treated as part of the total receipts. Costs of arranging the lease of an asset are added to the cost of the leased asset and recognised over the lease term in the same way as the lease income.

K. Short-term employee benefits

The liability to pay short-term employee benefits, which are mainly salary, the entitlement to paid leave and related employment taxes, is recognised as the employees earn entitlement to pay and paid leave under the terms of their employment contract, with a corresponding expense recognised in expenditure. Amounts paid are deducted from the liability when paid.

L. Redundancy and termination payments

Redundancy and termination payments are recognised in the Statement of Financial Activities when they become due for payment as a result of notice given to staff or agreement between the charity and the employee.

M. Pensions

Defined contribution pension schemes

Contributions to defined contribution pension schemes are recognised in the Statement of Financial Activities when entitlement to the contributions has been earned by the member of staff. The cost is allocated to the activity within which the staff member has worked and the fund that is resourcing the activity.

Defined benefit pension schemes – single employer schemes

As the principal employer in such schemes, Livability has a duty to fund the schemes to enable them to pay the benefits due to the scheme members. A liability equal to the net present value of future liabilities payable under the schemes net of the fair value of the assets of the scheme is recognised at the date of the accounts.

The net present value of the future liabilities is calculated for each scheme by a qualified actuary using the project unit credit method, taking account of expected changes to future benefits arising from salary changes and changes in pension payments from inflation and other effects. The discount rate applied to the future liabilities is set by reference to the return rate from high-quality corporate bonds with the same currency and similar maturity as the pension payments.

An interest charge equal to the unwinding of the discount on the net liability is recognised each year. The costs of administration of the schemes are recognised as an expense each year.

Changes to the net liability from changes to actuarial assumptions underlying the valuation and the difference between the actual return on assets and that included in the annual interest charge are recorded as actuarial changes and presented in the SOFA within other recognised gains and losses.

Defined benefit pension schemes – multi-employer schemes

The multi-employer defined benefit pension scheme is accounted for as a defined contribution scheme, due to insufficient information available from the actuary, to split the assets and liabilities of the scheme by employer, to enable the scheme to be accounted for as a defined benefit scheme.

Contributions made towards the scheme are charged to the Statement of Financial Activities when they become payable.

Where Livability has a liability to pay deficit reduction payments to multi-employer schemes, the present value of the agreed payments are discounted using the corporate bond rate as an appropriate discount rate. The discount is unwound annually with the unwinding effect charged to the Statement of Financial Activities.

N. Cash flows

The consolidated cash flows of Livability and its subsidiary companies are shown and reported using the indirect method of calculating cash flows, eliminating flows between the entities in the Livability group

O. Properties held for Sale

Properties held for sale are stated at the lower of carrying value and net realisable value (NRV). NRV is based on the actual or estimated selling price less all further costs to completion.

P. Taxation Status

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The subsidiary companies make qualifying donations of all taxable profit to Livability.

Q. Judgements and Uncertainties

In preparing these financial statements, the directors have made judgements to determine whether there are indicators of impairment of the charity's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability, expected future financial performance of the asset and valuation of investment and fixed assets.

The other key source of estimated uncertainty is in relation to the depreciation of tangible fixed assets (see note 8).

Tangible fixed assets, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Fixed assets and investments are annually valued to assess and recognise any change in values. (see accounting policy note 1.D for further details)

Estimates of the net pension liability depend on a number of complex judgements relating to the discount rate used, changes in retirement ages and mortality rates. The group engages a firm of actuaries to provide expert advice about the assumptions made and the effect on the pension liability of the changes in these assumptions (see accounting policy note 1.M for further details).

Note 2 Analysis of Income for the year ended 31 March 2023

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,291	604	0	1,895
Income from Charitable events	0	0	0	0
Legacies	1,358	27	0	1,386
Grants from government and other public bodies	228	0	0	228
Total Donations and Legacies	2,878	631	0	3,509
Charitable Activities				
Residential and Community	33,653	0	0	33,653
Education and Care	9,848	0	0	9,848
Community Engagement	16	299	0	315
Trusts	0	0	0	0
Total Charitable Activities	43,517	299	0	43,816
Other Trading	1,028	0	0	1,028
Investment Income	191	0	0	191

Note 2 Analysis of Income for the year ended 31 March 2022

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,026	405	-	1,431
Income from Charitable events	20	-	-	20
Legacies	2,264	21	-	2,285
Grants from government and other public bodies	1,088	1,137	-	2,225
Total Donations and Legacies	4,398	1,563	-	5,961
Charitable Activities				
Residential and Community	33,268	-	-	33,268
Education and Care	8,477	376	-	8,853
Community Engagement	-	-	-	-
Trusts	24	-	-	24
Total Charitable Activities	41,769	376	-	42,145
Other Trading	2,784	-	-	2,784

Note 2 Analysis of Income for year ended 31 March 2023

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	963	340	0	1,304
Income from Charitable events	0	0	0	0
Legacies	1,358	27	0	1,386
Grant from Government & Other public bodies- Note 2a	228	0	0	228
Total Donations and Legacies	2,550	367	0	2,917
Charitable Activities	0			
Residential and Community	32,857	0	0	32,857
Education and Care	9,848	0	0	9,848
Community Engagement	0	0	0	0
Trusts	0	0	0	0
Total Charitable Activities	42,705	0	0	42,705
Other Trading	795	0	0	795

Note 2 Analysis of Income for the year ended 31 March 2022

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	916	405	-	1,321
Income from Charitable events	-	-	-	-
Legacies	2,264	21	-	2,285
Grant from Government & Other public bodies Note 2a	1,000	844	-	1,844
Total Donations and Legacies	4,180	1,270	-	5,450
Charitable Activities				
Residential and Community	33,268	-	-	33,268
Education and Care	8,473	-	-	8,473
Community Engagement	-	-	-	-
Trusts	24	-	-	24
Total Charitable Activities	41,765	-	-	41,765
Other Trading	78	-	-	78

Note 2a Grants receivable from government and other public bodies for the year ended March 2023

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Grant Income				
Greater London Authority	0	0	0	0
Rural Payment Agency	0	0	0	0
Coronavirus Job Retention Scheme (CJRS)	154	0	0	154
Inner and Outer London Authorities	0	0	0	0
Non-London Local Authorities	74	0	0	74
	228	0	0	228

Note 2a Grants receivable from government and other public bodies for the year ended March 2022

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds Total Funds £'000	Total Funds £'000
Grant Income				
Greater London Authority	-	844	-	844
Rural Payment Agency	-	-	-	-
Coronavirus Job Retention Scheme (CJRS)	162	-	-	162
Inner and Outer London Authorities	240	-	-	240
Non-London Local Authorities	686	293	-	979
	1,088	1,137	-	2,225

Grant income from London and Non London local Authorities received for Covid 19 related control measures including PPE

Note: 3 Income from Investments for the year ended 31 March 2023

Group	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Analysis of Income from Investments				
Property Rental	75	-	-	75
Interest Receivable	59	0	0	59
Other Investment income	56	0	0	56
Total Investment income	191	0	0	191
Analysis of gain/(loss) from Investment Revaluation				
Listed Investment	(79)	0	0	(79)
Investment Property	(105)	0	0	(105)
Social Investment	0	0	0	0
Total gain/(loss) from Investment Revaluations	(184)	0	0	(184)

Note: 3 Income from Investments for the year ended 31 March 2022

	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Group				

Analysis of Income from Investments

Property Rental	39	-	-	39
Interest Receivable	-	-	-	-
Other Investment income	9	-	-	9
Total Investment income	48	-	-	48

Analysis of gain/(loss) from Investment Revaluation

Listed Investment	11	5	-	16
Investment Property	1,139	-	-	1,139
Social Investment	(224)	-	-	(224)
Total gain/(loss) from Investment Revaluations	924	5	-	929

Note: 3 Income from Investments for the year ended 31 March 2023

	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Charity				

Analysis of Income from Investments

Property Rental	75	-	-	75
Interest Receivable	59	-	-	59
Other Investment income	0	-	-	0
Total Investment income	134	0	0	134

Analysis of **gain/(loss)** from Investment Revaluation

Listed Investment	(80)	0	0	(80)
Investment Property	(105)	0	0	(105)
Social Investment	0	-	-	0
Total (gain)/loss from Investment Revaluations	(185)	0	0	(185)

Analysis of **gain/(loss)** from Property Revaluation

Functional Property	0	0	0	0
Total (gain)/loss from Investment Revaluations	0	0	0	0

Note: 3 Income from Investments for the year ended 31 March 2022

	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Charity				
Analysis of Income from Investments				
Property Rental	-	-	-	-
Interest Receivable	-	-	-	-
Other Investment income	9	-	-	9
Total Investment income	9	-	-	9
Analysis of gain/(loss) Investment Revaluation				
Listed Investment	11	5	-	16
Investment Property	1,139	-	-	1,139
Social Investment	(224)	-	-	(224)
Total (gains)/loss from Investment Revaluations	926	5	-	929
Analysis of gain/loss from Property Revaluation				
Functional Property	8,045	-	-	8,045
Total (gains)/loss/ from Investment Revaluations	8,045	-	-	8,045

Note: 4 Profit/(Loss) on Disposal of Fixed assets

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Functional Property				
Disposal Proceeds net of costs	535	7,940	535	7,940
Net book value of disposal assets	(665)	(5,362)	(665)	(5,362)
Gain/(Losses) on Disposal	(130)	2,578	(130)	2,578
Investment Property				
Disposal Proceeds net of costs	1,111	0	1,111	0
Net book value of disposal assets	(1,276)	0	(1,276)	0
Gain/(Losses) on Disposal	(166)	0	(166)	0
Endowment Property				
Disposal Proceeds net of costs	1,300	0	0	0
Net book value of disposal assets	-	0	0	0
Gain/(Losses) on Disposal	1,300	0	0	0

Income from Trust £1,3m refers to income from the sale of land owned by Kingsley Hall Trust for the development and used of KHCC. The same value has been as treated as endowment fund.

Note 5 Expenditure Analysis for the year ended 2023

Group	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	632	14	0	646
Internal Fundraising Costs	0	0	0	0
Support Costs	617	0	0	617
Total Raising Funds	1,249	14	0	1,263
Costs of Charitable activities				
Residential and Community	39,485	110	0	39,594
Education	11,516	241	0	11,757
Community Engagement	396	15	46	457
Trusts	0	0	0	0
Total Charitable activities	51,396	366	46	51,808
Other	378	386	0	764

Note 5 Expenditure Analysis for the year ended 2022

Group	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,648	27	-	1,675
Internal Fundraising Costs	-	-	-	-
Support Costs	-	-	-	-
Total Raising Funds	1,648	27	-	1,675
Costs of Charitable activities	-	-	62	62
Residential and Community	36,924	116	-	37,040
Education	8,417	369	-	8,786
Community Engagement	32	-	-	32
Total Charitable activities	45,373	485	62	45,920

Note 5 Expenditure Analysis for the year ended 31 March 2022

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,645	27	-	1,672
Internal Fundraising Costs	-	-	-	-
Support Costs	-	-	-	-
Total Raising Funds	1,645	27	-	1,672
Costs of Charitable activities				
Residential and Community	36,422	116	-	36,538
Education	8,417	21	-	8,438
Community Engagement	32	-	-	32
Trusts	-	-	-	-
Total Charitable activities	44,871	137	-	45,008
Other	-	844	-	844
Other	1,848	844	-	2,692

Note 5 Expenditure Analysis for the year ended 31 March 2023

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	632	14	0	646
Internal Fundraising Costs	0	0	0	0
Support Costs	617	0	0	617
Total Raising Funds	1,249	14	0	1,263
Costs of Charitable activities				
Residential and Community	39,485	110	0	39,594
Education	10,719	10	0	10,730
Community Engagement	(0)	0	0	(0)
Trusts	0	-	-	0
Total Charitable activities	50,204	120	0	50,324
Other	178			178

Allocation of Support Costs for year ended 31 March 2023

	Raising Funds	Residential & Communication	Education	Community Engagement	Total 2023
	£'000	£'000	£'000	£'000	£'000
Senior Management	26	238	70	0	334
Human Resources	37	336	98	0	470
Finance	187	1,703	498	0	2,389
Information Technology	146	1,332	390	0	1,868
Corporate Services	195	1,774	519	0	2,488
Marketing and Communications	26	241	71	0	339
	617	5,625	1,646	0	7,888

Group Only

Analysis of Direct and Support Costs

	Direct Costs	Support Costs	Total 2022/23
	£'000	£'000	£'000
Internal Fundraising cost			
Bought in services	646	617	1,263
Support costs	-	-	-
Total Raising Funds	646	617	1,263
Costs of Charitable activities	-	-	-
Residential & Community	33,969	5,625	39,594
Education	10,111	1,646	11,757
Community Engagement Trusts	457	(0)	457
Total Charitable Activities	44,537	7,271	51,808
Other	764	-	764

Group Only Analysis of Direct and Support Costs	Direct Costs	Support Costs	Total 2021/22
	£'000	£'000	£'000
Internal Fundraising cost			
Bought in services	1,422	253	1,675
Support costs	-	-	-
Total Raising Funds	1,422	253	1,675
Costs of Charitable activities	30,820	6,282	37,102
Residential & Community	7,391	1,395	8,786
Education	21	11	32
Community Engagement Trusts	-	-	-
Total	38,232	7,688	45,920
Other	2,692	-	2,692

Note: 6 Staff and Staffing costs	Group 2023 Number	2023 FTE	Group 2022 Number	2022 FTE
Education Services	303	295	281	250
Residential and Community Services	888	781	963	866
Community Engagement	1	1	1	1
Generating Funds	13	13	6	9
Support Function	145	150	123	135
Total	1,350	1,240	1,374	1,261

Net income/(Expenditure) is stated after charging	Group 2023 £'000	2022 £'000
Depreciation	737	1,156
Audit current year	65	70
Other services	-	-
Other group auditors		
Interest payable	546	393
Operating lease charges:		
Land and Buildings	1,510	642
Other equipment	39	37

Analysis of staff costs	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Wages and Salaries	28,193	26,657	27,120	26,221
Social Security costs	2,388	2,155	2,308	2,125
Employer contributions to defined contribution pension schemes	981	885	924	875
Operating Costs of defined benefit pension	178	256	178	256
Redundancy and Termination Payments	86	117	86	117
Agency staff	9,307	5,877	9,307	5,877
Total staff cost	41,133	35,947	39,924	35,471

For the Group, redundancy payments were £45k (2022 £101k) and the termination payments were £41k (2022 £16k).

High paid staff - Group

The number of staff with remuneration excluding employer pension contribution of £60,000 or above, split into bands of £10,000 was:

	2023	2022
£60,000 - £69,999	8	8
£70,000 - £79,999	2	1
£80,000 - £89,999	1	1
£90,000 - £99,999	1	2
£100,000 - £109,999	2	-
£110,000 - £119,999	-	-
£120,000 - £129,999	-	-
£130,000 - £139,999	-	-
£140,000 - £149,999	-	-
£150,000 - £159,999	-	1
£160,000 - £169,999	1	-

Remuneration of key management personnel (Executive Leadership team)

	2023 £'000	2022 £'000
Wages and salaries	491	356
Contributions to defined contribution pension schemes	44	7
Termination payments	-	-
Employers national Insurance	66	45
Agency staff	-	162
Total	601	570

Note 7: Subsidiary Undertaking

Name	Function	Company Registration	Registered Charity number	Financial Year end
Livability Icanho Limited	Brain injury rehabilitation Services	2167304	N/A	31st March
Kingsley Hall Church and Community Centre, a company limited by guarantee.	Social and religious services to the Becontree Estate	6129881	1120001	31st March
Livability Contracting Services Limited	Construction and related services to the Livability group	3594964	N/A	31st March
East Holton Charity a company limited by guarantee	Dormant	2717228	1011867	31st March
Holton Lee Limited	Dormant	2871759	N/A	31st March
The Shaftesbury Society, a company limited by guarantee	Predecessor charity to Livability	38751	221948	31st March
Prospects for People with learning disabilities, a company limited by guarantee	Dormant	3305658	1060571	31st March
At Home in the Community Limited, a company limited by guarantee	Dormant	2470260	803280	31st March
John Grooms, a company limited by guarantee	Dormant	113685	212463	31st March
Prospects Trading Limited	Dormant	3222851	N/A	31st March
A Cause for Concern	Dormant	N/A	271600	31st March
Livability Trading Limited	Dormant	3232362	N/A	31st March
Shaftesbury Care Limited	Dormant	3232329	N/A	31st March

	Turnover	Operating profit or net incoming /(outgoing) resources	Transfer to the charity	Aggregate Assets	Aggregate Liabilities	Net Asset/ (Liabilities)
Shaftesbury Society	0	(1)	0	46	0	46
Livability Icanho	796	13	13	1	1	0
Kingsley Hall Church and Community Centre	2,319	1,221	0	7,244	(725)	6,519
Livability Contracting Services Ltd	176	(0)	0	272	(272)	(0)
	3,291	1,233	13	7,563	998	6,564

Note: 8 Tangible Fixed Assets

Group	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2022	38,806	2,827	1,685	10,624	53,942
Additions	257	21	16	454	748
Transfer	2,827	(2,827)	0	0	0
Disposals	(650)	0	0	(41)	(691)
Revaluation adjustments	(160)	0	92	584	516
At 31 March 2023	41,080	21	1,792	11,621	54,514
Depreciation at 1 April 2022	(892)	0	(300)	(9,578)	(10,770)
Charged in the year	(485)	0	(27)	(300)	(811)
Revaluation Adjustments	556	0	(53)	(873)	(370)
Release on disposal	8	0	0	17	25
At 31 March 2023	(813)	0	(380)	(10,734)	(11,927)
Net book value at 31 March 2023	40,267	21	1,413	888	42,589
Net book value at 31 March 2022	37,914	2,827	1,385	1,046	43,171

Group Fixed assets include assets with carrying values of £28m (2022: £28m) which have been pledged as security for bank loans disclosed in note 12.

Note: 8 Tangible Fixed Assets

Charity	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2022	35,512	0	1,700	11,193	48,405
Additions	257	21	16	454	747
Transfer	0	0	0	0	0
Disposals	(650)	0	0	(41)	(691)
Revaluation adjustments	273	0	77	(73)	277
At 31 March 2023	35,392	21	1,792	11,532	48,738
Depreciation at 1 April 2022	0	0	(324)	(10,389)	(10,712)
Charged in the year	(414)	0	(27)	(295)	(736)
Revaluation adjustments	(102)	0	(29)	(1)	(131)
Release on disposal	8	0	0	17	25
At 31 March 2023	(508)	0	(380)	(10,666)	(11,555)
Net book value at 31 March 2023	34,883	21	1,412	866	37,184
Net book value at 31 March 2022	35,512	0	1,376	805	37,693

Charity Fixed assets include assets with carrying values of £28m (2022: £28m) which have been pledged as security for bank loans disclosed in note 12.

Revaluation adjustment refers to presentation adjustment to align the register to the balance sheet. The net impact is £146k.

Note: 9 Financial Investments

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Analysis of changes in investment values				
Investments at start of year	3,195	2,017	3,165	1,998
Additions	0	-	0	-
Disposals	(1,325)	-	(1,325)	-
Gains on revaluation/Listed Investment	21	1,178	21	1,167
Impairment of Subsidiary investment	-	-	0	-
Investments at the year end	1,891	3,195	1,863	3,165

Analysis of Investments

Investment Properties	1,057	2,307	1,057	2,307
Cash and Equivalents	190	175	190	175
Listed investments	636	713	608	675
Investments in subsidiary entities	8	-	8	8
Total Investments	1,891	3,195	1,863	3,165

Note: 10 Social Investments

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Analysis of changes in investment values				
Investments at start of year	4,067	6,536	4,067	6,536
Additions	0	-	0	-
Disposals	0	(2,245)	0	(2,245)
Gains/(Losses) on revaluation	(105)	(224)	(105)	(224)
Social Investments at the year end	3,962	4,067	3,962	4,067

Note: 11 Debtors

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Trade Receivables	1,067	1,637	1027	1,630
Prepayments and Accrued Income	1,723	2,649	1,679	2,618
Other Debtors	359	868	334	707
Amounts due from Subsidiary undertaking	0	-	232	1,663
Investments at the year end	3,149	5,154	3,271	6,618

Note: 12 Creditors

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Amounts falling due within 1 year				
Derivative Financial Instrument Liabilities		0		0
Trade Payables	3,206	2,079	3,202	1,929
Accrued charges and Deferred income	1,685	1,790	1,649	1,753
Taxation and Social Security	573	587	573	587
Bank Loans within 1yr	371	437	354	414
Other Creditors	1,355	1,406	1,344	1,326
Amounts due to Group Entities	0	-	180	628
	7,191	6,299	7,301	6,637

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Amount falling due after more than 1 year:				
Accrued charge and Deferred income	-	-	-	-
Other loans	-	-	-	-
Bank loans	9,471	9,796	8,776	9,086
	9,471	9,796	8,776	9,086

The Bank Loans are repayable by instalments falling due in the following periods:

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Within 1 year	371	437	354	414
Within 1 - 2 years	1,141	450	446	426
Within 2 - 5 years	1,433	1,472	1,433	1,395
After 5 years	6,897	7,874	6,897	7,265
	9,843	10,233	9,131	9,500

The lenders, principle terms of borrowing and the security given for the borrowings are set out in the table below:

Facility Provider:	Interest Basis	Margin	31 March 23	Repayable by
		%	£'000	
Metro Bank Term Loan	Metro Bank base rate	3.25%	5,754	15/03/2029
Metro Bank Term Loan	Metro Bank base rate	3.75%	3,746	15/03/2029
Charity Bank Term Loan (Group - KHCC)	Bank of England	3.25%	733	20/06/2043

Note 13 Pensions

The Charity contributes to seven staff pension schemes, which are:

A Group Personal Pension Plan defined contribution scheme operated by **Aegon** which all permanent non-bank employees of Livability, who have successfully completed their probationary period of employment, were eligible to join until October 2013.

A Group Personal Pension Plan defined contribution scheme operated by the **People's Pension** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator.

A Group Personal Pension Plan defined contribution scheme operated by **Legal and General** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator

The Livability Final Salary Pension Scheme ("Livability DB scheme"), a defined benefit scheme which was closed to new members and further service accrual in June 2007. This scheme is administered by The Pensions Trust.

The John Grooms Pension and Assurance Scheme ("JGPAS"), a defined benefit scheme, which had been closed to new members some years ago, was closed to further service accrual in June 2007. This scheme is administered by XPS.

The Teachers' Pension Scheme (a multi-employer defined benefit scheme) in which teaching staff are eligible to be members, and to which the Charity contributes at a rate fixed by the Fund actuaries.

The Pensions Trust Growth Plan (a multi-employer defined benefit scheme). There only 1 active member of this scheme which is closed to further benefit accrual; contributions are made at the minimum level required to maintain membership of the scheme and for reduction of the deficit in the scheme. Withdrawal from the scheme would trigger a liability estimated at 31 March 2023 at £24,000 (2022:

£37,000). There is no intention to withdraw from the scheme and therefore this liability is not recognised in the Accounts at 31 March 2023.

Kingsley Hall Church and Community Centre contributes to a defined contribution scheme operated by the Pensions Trust for one member of staff.

The Livability DB scheme and JGPAS were closed to new members and benefit accrual in June 2007; members employed at the closure date retain a link between their salary and benefits payable until their retirement or their earlier date of leaving employment.

The cost of employer contributions to the defined contribution plans was £1,278,000 in the year (2022: £1,774,000). There are no prepaid contributions in respect of any of the schemes at the balance sheet date.

The defined benefit schemes are both contracted-out of the State Second Pension Scheme (S2P) and their assets are held separately from those of the Charity. Contributions to the schemes were agreed with the schemes' Trustees, in accordance with the agreed technical provisions and recovery periods agreed for each scheme.

The last triennial valuation of the Livability DB scheme was carried out as at 30 September 2020 and has been updated to 31 March 2021 by an independent qualified actuary, in accordance with FRS 102.

This most recent actuarial valuation as at 30 September 2018 showed a deficit of £6,140,000. The employer has agreed with the Trustee that it will aim to eliminate the deficit over a period of 3 years and 10 months from 1 April 2020 by the payment of annual contributions of £1,100,000, increasing at 2.6% per annum with first increase on 1 April 2021, in respect of the deficit. In addition, the employer will pay annual contributions of £115,000 in respect of scheme expenses.

The recovery contribution made to the Livability DB scheme by the Charity in the year was £1,278,000, as set out in the previous agreed deficit recovery plan, plus a contribution for administration expenses of £113,000.

Year	Description	Livability DB	JGPAS	Growth Plan	Total
2023	Fair value of scheme assets	28,885	15,263	–	44,148
	<u>Present value of scheme liabilities</u>	(28,586)	(13,702)	(24)	(42,312)
2022	Fair value of scheme assets	39,591	20,320	–	59,911
	<u>Present value of scheme liabilities</u>	(39,388)	(19,188)	(37)	(58,613)
2021	Fair value of scheme assets	38,086	20,155	–	58,241
	<u>Present value of scheme liabilities</u>	(40,988)	(20,674)	(204)	(61,866)
2020	Fair value of scheme assets	35,076	18,921	–	53,997
	<u>Present value of scheme liabilities</u>	(35,221)	(19,283)	(241)	(54,745)
2019	Fair value of scheme assets	33,457	18,612	–	52,069
	<u>Present value of scheme liabilities</u>	(36,456)	(20,068)	(293)	(56,817)

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total
	2023	2023	2023	2023
	£000	£000	£000	£000
Equity	590	3,650	–	4,240
Bonds	2,087	8,801	–	10,888
Property	2,476	–	–	2,476
Other	22,300	–	–	22,300
Cash and current liabilities	1,432	2,812	–	4,244
Fair value of scheme assets	28,885	15,263	–	44,148
Present value of scheme liabilities	(28,586)	(13,702)	(24)	(42,312)
Effect of asset ceiling	(299)	(1,561)	-	(1,860)
Pension liability disclosed in the financial statements	-	-	(24)	(24)
The actual return on scheme assets over the period was:	(10, 576)	(4,941)	–	(15,517)

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total
	2022	2022	2022	2022
	£000	£000	£000	£000
Equity	5,942	6,505	–	12,447
Bonds	18,260	11,092	–	29,352
Property	2,809	–	–	2,809
Other	12,087	–	–	12,087
Cash and current liabilities	493	2,723	–	3,216
Fair value of scheme assets	39,591	20,320	–	59,911
Present value of scheme liabilities	(39,388)	(19,188)	(37)	(58,613)
Effect of asset ceiling	(203)	(1,132)	-	(1,335)
Pension liability disclosed in the financial statements	-	-	(37)	(37)
The actual return on scheme assets over the period was:	1,626	372	–	1,998

An actuarial valuation of JGPAS was carried out as of 31 March 2015 and updated to 31 March 2021 by an independent qualified actuary. The recovery contribution made to the Scheme by the employer in the year was £530,000. The contributions for the year to 31st March 2023 are expected to be £Nil.

Amounts recognised in the Consolidated Statement of Financial Activities have been:

	2023	2022	2021	2020
	£000	£000	£000	£000
Expenses	178	113	116	120
Past service cost	0	—	—	—
Net interest cost	(59)	55	(1)	93
Included in net (income) / expenditure	119	168	115	213
Actuarial (gains) / losses	1,625	(1,930)	4,557	2,423

Total recognised (gains) and losses reported in the SOFA	1,744	(1,762)	4,672	2,636

Contributions and administration fees payable in the year ending 31 March 2022 are expected to be:

	£000
The Livability Final Salary Pension Scheme	1,244
The Pensions Trust Growth Plan	52
John Grooms Pension and Assurance Scheme	530
	1,826

Contributions and administration fees payable in the year ending 31 March 2023 are expected to be:

	£000
The Livability Final Salary Pension Scheme	1,440
The Pensions Trust Growth Plan	13
John Grooms Pension and Assurance Scheme	541
	1,994

Note: 14 (Group) Funds

	Restated Balance at 31 March 2022 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2023 £'000
Designated Funds						
Maintenance reserves - Designated	9,653	0	0	0	0	9,653
Revaluation fund	14,617	0	0	0	0	14,617
Total Designated funds	24,270	0	0	0	0	24,270
Unrestricted Funds						
General fund	9,738	47,552	(53,325)	0	52	4,017
Unrestricted Funds before Pension Liability	34,008	47,552	(53,325)	0	52	28,287
Pension Reserve	(37)	59	(178)	(1,625)	1,757	(24)
Total Unrestricted Funds	33,971	47,611	(53,503)	(1,625)	1,809	28,264
Restricted Funds						
Education	347	4	(9)	0	(12)	330
Residential & Community Services	1,668	158	(114)	0	(686)	1,027
Community Engagement	25	207	(9)	0	(4)	218
Giving by Lending	57	0	(0)	0	(0)	57
F Clements Will Trust	30	0	0	0	0	30
Kingsley Hall Church & Community Hall	3,463	563	(632)	0	(553)	2,840
Kingsley Hall, Dagenham	765	0	0	0	(765)	0
Prospects	61	0	(1)	0	0	60
Holton Lee	301	0	0	0	0	301
Total Restricted Funds	6,717	931	(766)	0	(2,020)	4,861
Permanent Endowment Funds						
Chiswick	475	0	0	0	1	476
Highway	2,503	0	0	0	43	2,547
Marsh St	922	0	0	0	32	954
Coney Hill Will	26	0	0	0	22	48
Welcome	986	0	0	0	214	1,200
Kingsley Hall, Dagenham	570	1,300	(46)	0	33	1,857
SHBEF	34	0	0	0	-6	28
Shaftesbury Development	1,017	0	0	0	(143)	874
Beddington	68	0	0	0	16	84
Total Permanent Endowment Funds	6,601	1,300	(46)	0	211	8,067
Total Funds	47,289	49,842	(54,314)	(1,625)	(0)	41,191

Note: 14 (Group) Funds

	Restated Balance at 31 March 2021 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2022 £'000
Designated Funds:						
Maintenance reserves - Designated	9,653	0	0	0		9,653
Revaluation fund	8,230	0	0	8,045	(1,658)	14,617
Total Designated funds	17,883	0	0	8,045	(1,658)	24,270
Unrestricted Funds						
General fund	6,072	51,577	(48,869)	926	32	9,738
Unrestricted Funds before Pension Liability	23,955	51,577	(48,869)	8,971	(1,626)	34,008
Pension Reserve	(3,625)	0	0	1,930	1,658	(37)
Total Unrestricted Funds	20,330	51,577	(48,869)	10,901	32	33,971
Restricted Funds						
Education	343	47	(36)	5	(12)	347
Residential & Community Services	1,694	368	(379)	0	(15)	1,668
Community Engagement	56	0	(27)	0	(4)	25
Giving by Lending	57	0	(0)	0	(0)	57
F Clements Will Trust	30	0	0	0	0	30
Kingsley Hall Church & Community Hall	2,863	1,513	(913)	0	0	3,463
Kingsley Hall, Dagenham	765	0	0	0	0	765
Prospects	61	2	(1)	0	(1)	61
Holton Lee	292	9	0	0	0	301
Total Restricted Funds	6,161	1,939	(1,356)	5	(32)	6,717
Permanent Endowment Funds						
Chiswick	475	0	0	0	0	475
Highway	2,503	0	0	0	0	2,503
Marsh St	922	0	0	0	0	922
Cloney Hill Will	26	0	0	0	0	26
Welcome	986	0	0	0	0	986
Kingsley Hall, Dagenham	632	0	(62)	0	0	570
SHBEF	34	0	0	0	0	34
Shaftesbury Development	1,017	0	0	0	0	1,017
Beddington	68	0	0	0	0	68
Total Permanent Endowment Funds	6,663		(62)			6,601
Total Funds	33,154	53,516	(50,287)	10,906	(0)	47,289

A maintenance reserve and a revaluation reserve funds were created in line with the new reserve policy adopted by the trustees during the prior year.

Restricted Funds: During the year, £2m was transferred from restricted funds to unrestricted funds. Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objects of Livability. All expenses were individually identified and satisfies the reason for the transfer from restricted to unrestricted funds.

Included in the transfers column is an opening balance adjustment to correct the fund balances of Kingsley Hall. The net effect is zero, but there are significant movements between the restricted funds and unrestricted funds.

Permanent Endowment Funds: As of March 2023, £1.8m included in endowment funds pertains to Kingsley Hall. Additionally, £1.3m of endowment funds are associated with the sale of land during the financial year.

At the year-end in March 2023, a transfer of £211k from unrestricted funds to Permanent Endowment funds has been made. Of this amount, £143k outflow is attributed to movement in investments for the Shaftsbury development funds, while £33k inflow relates to Kingsley Hall. A further transfer of £214k inflow relating to Welcome is as a result of prior year revaluation not reflected in accounts, at the end of the year.

Note 14 Funds (Group)

Name of Fund	Description, nature and purpose of Fund
Unrestricted Funds	
Property Fund	Represents the total amount (at cost less depreciation, impairment, unamortised government grants, mortgages and secured bank loans) invested in freehold and leasehold properties used for the functional purpose of the charity
Revaluation Fund	Represents the difference between depreciated historical cost and carrying value of the charity's property and investment assets resulting from revaluation
Equipment Fund	Represents the total amount at cost of valuation, less depreciation and unamortised government grants and direct borrowing, invested in fixtures and fittings and motor vehicles used for the functional purposes of the charity
General Funds	Represents undesignated monies retained to provide the working capital to enable the charity to carry out its activities
Pension Reserve	Represents the deficit in the charity's defined benefit pension schemes, as calculated under FRS 102
Restricted Funds	
Education	Various funds received to support individual educational establishments
Residential and Community Services	Various funds received to support individual adult support establishments and holidays, lifestyle and other operations
Giving by Lending	Monies received from individuals
F Clements Trust Fund	Income from this fund is to support the charity's general activities
Kingsley Hall Church and Community Centre	Represents the net assets of Kingsley Hall Church and Community Centre
Kingsley Hall, Dagenham	To promote social, educational and religious nature for the benefit of local residents
Holton Lee	Various funds supporting the work at Holton Lee
Prospects	Various funds brought in and maintained as part of the merger with Prospects

Note 14 Funds (Group)(Cont'd)

Permanent Endowment Funds	Commonly Known as	Objects
Chiswick Mission	Chiswick	To promote local mission purposes
Highway Evangelical Church (Stratford)	Highway	To promote local church and mission purposes
Marsh Street Mission (Walthamstow)	Marsh Street	To promote local mission purposes
The Coney Hill Will	Coney Hill Will	To promote the education and welfare of children and young persons
The Shaftesbury Welcome Mission (Battersea)	Welcome	To promote local mission and community purposes
Kingsley Hall, Dagenham	Kingsley Hall	To promote social, education and religious nature for the benefit of local residents
Samuel Hale Bibby Endowment Fund	SHBEF	To advance the education of children and young persons with physical disabilities
The Shaftesbury Development Fund	Shaftesbury Development	To apply income to the general purposes of Livability
The Beddington Fund	Beddington	To benefit children and young persons by ministering to their needs; aiding their advancement in life; establishing, taking over and maintaining homes; generally promoting their education and welfare

Note: 15 Analysis of Net Assets by Funds for year ended 31 March 2023

	General £'000	Designated £'000	Pension £'000	Restricted £'000	Permanent Endowment £'000	Total £'000
Tangible Fixed Assets	9,691	28,222	-	2,617	2,059	42,589
Financial Investments	548	-	-	57	1,286	1,891
Social Investments	-	1,337	-	-	2,625	3,962
Cash	4,324	-	-	1,962	-	6,286
Other current assets	828	-	-	226	2,096	3,150
Current liabilities	(7,191)	-	-	-	-	(7,191)
Long-term liabilities	(4,182)	(5,289)	(24)	-	-	(9,495)
Funds at 31 March 2023	4,018	24,270	(24)	4,861	8,066	41,191

Note: 15 Analysis of Net Assets by Funds for the year ended 31 March 2022

	General	Designated	Pension	Restricted	Permanent Endowment	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible Fixed Assets	15,981	24,566	-	-	2,625	43,172
Financial Investments	-	2,266	-	-	929	3,195
Social Investments	-	670	-	-	3,397	4,067
Cash	5,950	-	-	1,883	-	7,833
Other current assets	4,589	-	-	565	-	5,154
Current liabilities	(6,113)	-	-	(186)	-	(6,299)
Long-term liabilities	(3,192)	(5,754)	(37)	(850)	-	(9,833)
Funds at 31 March 2022	17,215	21,748	(37)	1,412	6,951	47,289

Note: 16 Obligations under Operating Leases

	2023			2022		
Group and Charity	£'000 Land & Building	£'000 Other Equipment	£'000 Total	£'000 Land & Building	£'000 Other Equipment	£'000 Total
Within 1 year	1,517	28	1,545	1,391	28	1,419
In 2 - 5 years	4,214	9	4,223	3,840	13	3,853
Over 5 years	10,746	-	10,746	10,075	-	10,075
	16,477	37	16,514	15,306	41	15,347

Note: 17 Financial Instruments

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Financial Assets at Fair Value through income & Expenditure				
Financial Investments	1,891	3,195	1,863	3,165
Social Investments	3,962	4,067	3,962	4,067
Financial Liabilities at Fair Value through income & Expenditure				
Interest rate options		-		-
Secured loans		-		-
Financial Liabilities measured at amortised cost				
Bank loans	(9,130)	(10,377)	(9,130)	(9,500)
Trade creditors	(3,206)	(2,079)	(3,202)	(1,929)
Amounts due to subsidiaries		- -	(180)	(628)

Note 18 Related Parties

One Trustee received £25,000 for providing consulting services. No other trustee received remuneration in respect of their services as Trustees of Livability. Travel and other out of pocket expenses were reimbursed to 4 Trustees in the year to the value of £8,154 (2022:£5,251) and cost of providing training to Trustees in relation to their duties was £Nil (2022:Nil).

Livability received donations of £0 (2022: £360) from the Trustees.

2023	Shaftesbury Society	Livability Icanho Ltd	Kingsley Church and Community Centre	Livability Contract Services Ltd	East Holton Charity	Holton Lee Ltd	Prospects for People with Learning Disabilities
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Balance sheet amounts							
Amounts due to Parent undertaking	0	0		232	0	0	8
Amounts due from Parent undertaking	18	2	0	160	0	0	0
Income							
Donation from Parent Charity	0	0	0	0	0	0	0
Expenditure							
Charitable Donation paid		13					
2022							
Balance sheet amounts							
Amounts due from Parent undertaking	18	-	-	-	-	-	8
Income							
Donation from Parent Charity							
Expenditure							
Charitable Donation paid		0					

Trusts and supporters 2022-23

As well as the organisations listed below for their contributions towards our work, we also extend our thanks to those organisations who wished to remain anonymous, the families of those who remembered Livability in their Wills, and the thousands of generous individuals whose support makes such an enormous difference to our work and the people we support.

Trusts and Foundations

The Alice Ellen Cooper-Dean Charitable Foundation

The Barbara Price Charitable Trust

Dudley and Geoffrey Cox Charitable Trust

The Edith Murphy Foundation

The G F Macauley Charitable Trust

The Haremead Trust

Homelands Charitable Trust

Joan Ainslie Charitable Trust

Miss Patricia Ann Herberts Charitable Trust

The Thomson-Bree Charitable Trust

The Valentine Charitable Trust

Lawson Trust

Supporters

Masks for NHS Heroes

#Willdoes

Roy and Audrey Bradford

LNER

Will and Maria Black

Friends of Victoria Education Centre

Friends of John Grooms Court

Friends of Netteswell Rectory

Organisational details

Patron: Her Royal Highness, The Princess Royal

Vice-Patrons: The Rt Hon The Earl of Shaftesbury, Nicholas Ashley-Cooper

President: The Most Revd and Rt Hon Justin Welby, Archbishop of Canterbury

Senior Vice-President: Baroness Valerie Howarth of Breckland OBE

Vice-Presidents

Lord Donald Curry of Kirkharle CBE

David Harmer

Roy McCloughry

The Rt Hon Lord McColl of Dulwich CBE

Sarah Omond

Pamela Rhodes

The Revd Canon Roger Royle

Revd Michael Shaw

Trustees

John Robinson CBE, Chair of Trustees (appointed as Chair on 29 March 2022)

Anne Anketell (resigned 11 April 2023)

The Rt Revd Richard Frith (appointed 15 April 2022)

Duncan Ingram, Chair of Strategic Business Committee (appointed 15 April 2022)

Canon Sue Johns, Chair of Safeguarding and Services Committee (appointed 16 January 2020)

Tom O'Connor, Deputy Chair (appointed 15 April 2022)

Lisa Quinlan-Rahman (appointed 22 June 2022)

John Weaving, Chair of Audit Committee until 27 October 2022 (appointed 16 January 2020)

Andrew Wilson (appointed 21 March 2018)

Peter Woodall, Chair of Audit Committee since 27 October 2022 (appointed 16 January 2020)

Senior officers

Chief Executive Officer – Sally Chivers (appointed 29 July 2019)

Executive Director for Education - Adele Audin (appointed 19 January 2021)

Finance Director – Ayodele Laleye (appointed 3 February 2022, resigned 31 January 2023)

Acting Finance Director – Siva Gopalakrishnan (appointed 3 February 2023)

Executive Director of Care Operations – Jane Percy (appointed 11 May 2019)

Principal solicitors: Anthony Collins LLP, 134 Edmund Street, Birmingham, B3 2ES

Principal bankers: Metro Bank plc, One Southampton Row, WC1B 5HA

Auditors: Crowe UK LLP, 55 Ludgate Hill, London EC4M 7JW

Registered office: Coburg House, 1 Coburg Street, Gateshead, NE8 1NS

www.livability.org.uk

LIVABILITY

England & Wales - Charity number 1116530

Accounts

It all adds up to

Livability

**Annual Report and Financial Statements for
the year ended 31 March 2022**

Registered Charity 1116530

Company Registration Number 5967087

Letter from our Patron



BUCKINGHAM PALACE

In whatever circumstances, Livability continues to provide dedicated, professional care and support to the children, young people and adults with disabilities who use its services. With almost 1,000 people in its care, Livability has had to grow and adapt to change, taking swift corporate decisions and implementing those decisions across a complex organisation.

As Patron of Livability, I am aware of the positive impact that the charity has had during the year, and the difference it made, and continues to make, for the people it supports, even through the introduction and application of necessary strict protective measures. The people that Livability serves were able to flourish by adapting activities, ensuring connections with loved ones were maintained. In fact, Livability's residential services went the extra mile to boost the confidence of those in their care, providing safe entertainment and exercise classes during restricted life.

In some respite from the ever-present pandemic, many of Livability's services came together to launch our first recipe book, with recipes from those we support and some celebrity chefs. During this year Livability launched a new Quality Forum, in which a group of people supported regularly come together to listen to others in our Adult Services to examine and discuss the support they receive. This is another example of Livability's commitment to inclusion and to raising standards.

In line with many charities, the year from April 2021 to March 2022 saw an increase in corporate agility for Livability, together with consolidation of its purpose and value in the sectors it inhabits. Board strategy away days were held digitally, and a number of new and experienced trustees were recruited to bolster this strategic development.

I look forward to visiting services again when this becomes possible. I thank and congratulate all staff, volunteers and supporters on their achievements as we emerge from what was a tough year.

A handwritten signature in black ink, appearing to read 'Anne', with a long horizontal flourish extending to the right.

A message from Livability's Chair

Welcome to the 2021/2022 Annual Report.

This has been another difficult year for all in the Care sector. We were emerging from Covid lockdowns towards the end of the year, however in some ways the problems worsened, as we saw significant staff shortages emerging, resulting in limits on service users in Care, and developing increased expensive Agency use.

Through all this, I am immensely proud of all our staff at every level. The demands on them have been greater than ever. Members should be reassured! I am particularly pleased that our Christian foundation is being demonstrated more at all levels.

For the first time in recent times, we are showing a net surplus. Our management team have made good progress on this - but there remains much to do, particularly coping with the increased Agency costs. There is still an underlying Operating loss in 2021/22, covered by property sales.

Livability was founded to do work that otherwise would not have been done. Today both our Care and Education services deliver care for children, young people and adults with disabilities to a depth and breadth that simply could not be done by the State.

A handwritten signature in black ink, appearing to read 'J. H. Robinson', with a horizontal line underneath the name.

John Robinson, Chair of Trustees

A message from Livability's Chief Executive

If the last year was a year like no other, this year set out for a replay. We were duped several times by the false dawn of potentially "normal" living. This was coupled with the added complexity of different lockdown rules and different testing regimes for each area of business.

Perhaps the lowest point in the year came from the compulsory termination of employment for our unvaccinated care staff. These government actions feel no more justifiable with hindsight, nor with the passage of time.

Societal change has been significant and the staffing crisis is in its sharpest focus in the care sector.

None of this, however, has dampened our spirits or reduced the quality of our carers and our educationists. Our greatest "normality" is that we put each child, young person and adult at the heart of all we do.



Sally Chivers, Chief Executive

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Trustee Report

Purpose of the Charity

Livability is established for the public benefit and for charitable purposes, according to the laws of England and Wales. The objects of the charity are to:

- To assist or educate any person in charitable need and, in particular but without limitation, any person with disabilities and the parents, guardians and carers of such people by whatever means.
- To provide facilities, support, advice and assistance for Christian congregations, other Christian groupings and community groups seeking to alleviate charitable needs.
- These objects are pursued in each case in a manner which authenticates the Christian faith and its moral principles, in a spirit of love and practical Christian service.

Public benefit summary

Trustees have complied with their duties to have regard to the public benefit guidance (published by the Charity Commission), in exercising powers and duties to which the guidance is relevant. In preparing this report and the accounts, Trustees have demonstrated their compliance with the requirements set out in the guidance by:

- Providing a review of the significant activities undertaken by the charity to carry out its purposes for the public benefit.
- Providing details of purposes and objectives.
- Providing details of the strategies adopted and activities undertaken to achieve the purposes and objectives.

Structure, governance and management

Livability is a charity registered in England, number 1116530, and a company limited by guarantee registered in England and Wales, number 5967087. It is governed by its Articles of Association dated 7 November 2013. In the event of winding up, each Member's liability is limited to £1. Livability was established in 2007 as a merger of The Shaftesbury Society and John Grooms.

Group structure

Livability is the parent charity of a group of charities and operating companies. Operating subsidiary charitable companies in the group are:

- **Kingsley Hall Church and Community Centre**, providing community services in Dagenham, East London.
- **The Shaftsbury Society** A disability charity with investment income.

The active subsidiary trading companies in the group are:

- **Livability Icanho Limited**, providing acquired brain injury rehabilitation services.
- **Holton Lee Limited**, providing venue hire on the Holton Lee site in Dorset.
- **Livability Contracting Services Limited**, providing construction services.

Livability and its subsidiary charities also include the assets, liabilities, funds, income and expenditure of a number of charitable trusts that are linked to the charitable companies in the group, through linking directions from the Charity Commission. These charities are set out in Note 7 to the accounts.

The Board of Trustees

The Board of Trustees is responsible for the governance of Livability and for ensuring that its activities are within its charitable objects. It sets the strategic direction for the charity but responsibility for the implementation is delegated to the Executive Leadership Team, led by the Chief Executive Officer (CEO). The Board rigorously monitors and scrutinises the performance of the charity and the executive.

All Trustees are non-executive directors who usually serve a maximum of three terms of three years. Trustees are appointed initially by the Board of Trustees, and then reappointed at the charity's Annual General Meeting (AGM).

Each Trustee gives their time voluntarily and as such receives no benefits from Livability other than reasonable expenses. However, a Trustee may provide professional or other services to the charity on normal commercial terms if this is deemed in its interest and subject to governance processes in line with guidance from the Charity Commission and the Charities Act.

The Board ensures its Trustees provide the experience and skills required to perform its critical role effectively.

There is a programme of training linked to Trustee appraisals and a formal Board review. There are two away-days in each annual governance cycle to ensure matters of strategic significance are considered in depth.

The Board's business meetings are held every two months. Monitoring of the performance of key areas of activity is delegated to Committees and to Local Advisory Boards.

Chief Executive Officer

The CEO is responsible to the Board for the direction of the activities and the performance of Livability in meeting the strategic goals set by the Trustees and in compliance with the policies set by the Board.

The Executive Leadership Team (ELT) is responsible for strategic oversight and leadership of the charity; it comprises the CEO, the Executive Directors for Care Operations, for Finance, and for Education.

Achievements and Performance

Livability Care Operations

Wellbeing-focussed

Wellbeing-focussed

We will provide flexible, adaptive, exceptional services for the people we support as measured by how effectively we enable fulfilling life outcomes, promote positive wellbeing and form meaningful community connections.

We continued to develop our safeguarding “app” – this allows staff to raise concerns in real-time.

We improve the ‘life sum’ of all the people we support. We do this by recognising and acknowledging the individual needs, aspirations and skills of each person.

Meaningful collaboration

Meaningful collaboration

We will build mutually beneficial partnerships with those who share our values, particularly with the Christian church, in order to grow our combined impact in making community more livable for disabled people.

We hold a weekly online meeting for every supported person to share their world with our Livability Chaplaincy Service.

We held a 2021 online Christmas Carol Service that was accessible for all the people we support; the event was co-produced by the people we support.

We set up a Makaton choir; the choristers use this special form of signing.

We developed a forum for the people we support: it is called Changes for the Future.

The Changes for the Future forum took part in the Archbishop of Canterbury's Reimagining Care Consultation; this has achieved national recognition.

Going deep

Going deep

We will develop our services, programmes and relationships with the view that being deeply involved in a locality in multiple ways is better than being too thinly spread across disconnected geographical areas.

We have continued to define and hone the efficiency of our services; during the year we have closed several services that were uneconomical and did not fit within this strategy.

Well Organised

Well organised

We will have robust systems and processes in place to be able to work in more agile and responsive ways in a rapidly changing environment.

We rolled out our Back to Basics training.

We launched our new Dementia Strategy.

We developed our Root Cause Analysis Tool Kit to help us establish and understand the lessons we have learnt.

We continued the rollout of Log My Care to help us manage people's care more effectively through an electronic platform.

We launched our new Clinical Governance Framework.

Livability Education

Our programmes of study are based on enabling learners to develop skills for adult life, extending friendships and providing opportunities for personal development, as well as the opportunity to contribute to the communities we share. We work closely within our wider organisation to benefit from the skills and experience of our Care Operations Directorate.

Learners choose to come to Livability Education settings to find and fulfil their potential and to lead a flourishing life. We are passionate in our desire to reduce social, employment and health inequalities and are aspirational for our learners, our staff and our services.

In the next phase we will develop our ability to support lifelong learning for all who live, learn and work with us as part of our Livability family.

Wellbeing-focussed

Wellbeing-focussed

We will provide flexible, adaptive, exceptional services for the people we support as measured by how effectively we enable fulfilling life outcomes, promote positive wellbeing and form meaningful community connections.

Staff wellbeing remained a key topic in staff meetings. Initiatives included free breakfasts, an onsite parking raffle and a monthly “Final Friday” event. The ‘You Said, We Did’ approach maintained an authentic approach to this work.

We improve the ‘life sum’ of all students and staff who are part of our close family of schools and colleges. We do this by recognising and acknowledging the individual needs, aspirations and skills of each learner.

Meaningful collaboration

Meaningful collaboration

We will build mutually beneficial partnerships with those who share our values, particularly with the Christian church, in order to grow our combined impact in making community more livable for disabled people.

Occupancy at Livability Victoria grew following a request from a Local Authority to open a new Early Years ASC class in February 2022. We invested in a new classroom and resources for this work and successfully recruited a new team of experienced staff. Following the launch, students settled well with families offering positive feedback.

Going deep

Going deep

We will develop our services, programmes and relationships with the view that being deeply involved in a locality in multiple ways is better than being too thinly spread across disconnected geographical areas.

Understanding of the local offer in our current geographical areas of business led to the feasibility study of a new project for a college for students requiring specialist placements in the South West. During early 2022 a business case for a third setting was approved with a small first year intake proposed for the following academic year.

Leadership capacity was strengthened across our settings with leadership restructuring and the appointment to substantive posts at senior level. This included to the post of Headteacher at Livability Victoria School following a rigorous recruitment process.

One hundred percent occupancy was maintained at Livability Nash College. Conversion rate from consultations during the admissions period increased by 20% on the previous year.

Well Organised

Well organised

We will have robust systems and processes in place to be able to work in more agile and responsive ways in a rapidly changing environment.

Education settings continued to manage the end of the pandemic. Students that needed additional support received tailored intervention and help from a variety of academic and therapy-based professionals.

As the year progressed, work-related learning and work experience resumed. Students became involved in a range of community events including the first open event in December since the start of the pandemic. All settings began to welcome back friends and families to a range of events and activities.

Settings continued to develop and refine virtual provisions with the provision of accessible learning activities becoming a standard part of the post-pandemic offer.

Livability Education increasingly developed with shared expertise supporting quality improvement work and growth.

Livability Gender Pay Gap

As per the Equality and Human Rights Commission regulations, on 5 April 2021, Livability's payroll 'snapshot date' report showed the mean hourly rate was £12.95 for Male and £11.96 for Female; this figure has decreased to 7.62% compared to last year 11.06%.

The median hourly rate has increased to £10.25 for Male and £10.11 for Female in 2021 from £9.22 for Male and £9.07 for Female in 2020.

Our median pay gap is 1.34%.

The difference in mean and median bonus pay remains at 0%, as our charity does not pay bonuses to staff.

Pay quartiles

The number of paid male and female in the four pay quartiles (upper, upper middle, lower middle and lower quartile) for the 2021 snapshot date and the 2020 snapshot date (5 April 2020) are as follows:

Upper quartile in 2021 was 26% (male) and 74% (female) and 26% (male) and 74% (female) for 2020. This shows there is no change in the number of females and in the number of males in this category, compared to last report.

Upper middle quartile in 2021 was 20% (male) and 80% (female) and 20% (male) and 80% (female) for 2020. This shows there is no change in the number of females and in the number of males in this category, compared to last report.

Lower middle quartile in 2021 was 19% (male) and 81% (female) and 19% (male) and 81% (female) for 2020.

Lower quartile in 2021 was 21% (male) and 79% (female) and 17% (male) and 83% (female) for 2020. This shows a 4% increase in the number of males in this

category, compared to 2020 figure and a 4% decrease of females in this category compared to 2020.

Livability will continue to monitor its employment and remuneration to ensure that pay is based on fairness.

Employment of people with disabilities

Currently, 2.39% of Livability employees have declared themselves to have a disability, a slight reduction from last year by 0.16%. We want to continue to increase the number of people with disabilities who work for us. As a Disability Confident Employer (level 2), we commit to making adjustments to meet the needs of job applicants with disabilities, employees and volunteers. We work with our staff with disabilities to ensure that they are fully supported during their employment.

However, we have more to do to promote employment of people with disabilities in the charity; we involve employees with disabilities, volunteers and the people who use our services, in making the charity an organisation that people want to work for. We support volunteering opportunities in a number of our services and offices across the organisation. We also provide services to support people with disabilities back into the workplace through specialist work skills development and work experience programmes.

Senior executive pay

Senior pay levels reflect the size and complexity of the organisation and the range of work carried out in health and social care with clinical and nursing services, special education provision and professional support services. Livability has noted the recommendations of the report of the National Council for Voluntary Organisations (NCVO) into senior executive pay. The Nomination, Remuneration & Governance sub-committee of the Board has reiterated the policy of the charity to set pay levels in line with median pay rates for the sector. Note 6 to the accounts shows the numbers of employees earning more than £60,000 in bands of £10,000.

Our approach to pay as an organisation is as follows:

Our key priority is to be a real living wage provider and as such, we give priority to having pay scales to reflect this for our lowest rate of pay.

We mirror the national terms and conditions for teachers where we are able (but not all terms). Again, this is based on affordability.

We implement recruitment and retention initiatives for hard-to-fill roles in our frontline services.

For growth-driven roles, such as Area Managers, we link pay to growth.

We apply the Hay Method of Job Evaluation for all other roles, to ensure pay is reflective of role requirements and pay is equitable and fair.

Modern Slavery Statement

Our Modern Slavery Statement is published on our website.

Fundraising

Our approach

This year has been a challenge for our fundraising.

Our approach to fundraising puts the supporter at the heart of everything we do, seeking to build long-term relationships and ensuring supporters have control over how they hear from us.

We work with approved partners and our payroll-giving programme enables supporters to give as they earn through their salary if they choose to. To ensure a good supporter experience, we monitor fundraisers acting on our behalf. We provide guidelines, policies and dedicated support to fundraisers acting for us in communities.

We ensure volunteers acting on our behalf in our office and within the community represent our charity in the best way, by providing policies, guidelines and dedicated support.

Fundraising standards

Our commitment to high fundraising standards is demonstrated by our individual staff membership of the Institute of Fundraising (IOF) and organisational membership of the Fundraising Regulator, who set and maintain the standard for charitable giving. We have also signed up to the Fundraising Preference Service, where supporters can manage the communications and fundraising requests they receive from charities, and in 2021-22 received five such requests.

We vigilantly adhere to regulation standards and General Data Protection Regulation (GDPR), both generally and in our fundraising practices. Our governance also extends to how we protect vulnerable people in the context of fundraising. Our People in Vulnerable Circumstances (PIVC) Policy makes sure that there is no undue pressure to give in the course of, or in connection with, fundraising for Livability.

We aim for everyone to have a positive fundraising experience and are pleased to have a low level of fundraising complaints. As in previous years, in 2021-22 we received no formal complaints; we are very proud of our outstanding supporter experience and customer service in this field.

Strategic Report

Financial outlook

The period under review continues to be challenging, negotiating the residual impacts of Brexit and Covid-19. This had a significant impact on the charity's finances but, as evidenced in later commentary, major steps forward were made over the course of the year as a result of the efforts of our Executive Team and all the staff. While much remains to be done, we have taken major strides forward.

Covid-19 funding

These financial statements include the financial benefits of accessing government/local authority funds to support the care sector during the period of the pandemic.

The Infection Control Fund (ICF) has taken centre stage in this regard. A total of £838,494 was received during the 2021-22 financial year to support infection control, rapid testing and workforce capacity due to Covid-19.

We also received £161,506 from the Coronavirus Job Retention Scheme (furlough) and the care worker's bonus scheme. These are accounted for within charitable income.

Going Concern

Going Concern

As has been documented in the national press, social care has been hit hard on the recruitment front. An almost perfect storm has been created through Brexit, the termination of contracts for non-vaccinated staff, poor levels of hourly pay from commissioners and a general malaise among the working public to undertake work involving personal care. This has led to a need to address shortfalls in labour with significantly more expensive agency staff with the consequent financial implications.

In recent years, Livability has made significant progress in delivering efficiency improvements which has helped to limit this impact and has additionally generated proceeds from property sales of £7.9m in the year ended 31 March 2022 to support the ongoing restructuring activity. In April 2022, Livability also reached an agreement with Metro Bank regarding long term funding arrangements replacing an expiring Revolving Credit Facility of £4m with an equivalent Term Loan which combined with existing term loan brings our total group borrowings to £10.2m.

In line with many in the sector, Livability is seeking to move to open book arrangements for its primary activities which will ensure the recovery of costs especially where, as with this year, those costs are driven by events outside the charity's control. In addition, fee rises in both Care Service Operations and Education are being negotiated with commissioners to reflect rising costs more generally, a licence has been obtained to employ EU nationals as an Authorised Sponsor, rates of pay are being reviewed and there is capacity to increase student numbers in the Education business particularly at the recently opened Millie College. Continuing action is being taken on the overhead base.

Outside of operational activity there are a small number of additional properties which will be placed on the market for sale (with estimated cash proceeds of £3.2m). There is also a large legacy (estimated value of £5.2m) due to the organisation and a commencement of the distribution of assets is anticipated during 2023. The Executive Team is discussing with Metro Bank the opportunity for a period of flexibility around the financial covenant whilst this remaining programme of property sales and the receipt of the major legacy are concluded.

Trustees agreed that the actions noted above must be addressed for Livability to be financially sustainable and, as such, the conditions noted above indicate the existence of a material uncertainty that may cast significant doubt upon the entity's ability to continue as a going concern,

Having considered the charity's forecasted cash flow projections covering a period of at least 12 months from the date of signing of the financial statements, the trustees have concluded that it is appropriate to adopt the going concern basis in the preparation of these financial statements.

Financial review

Overview

Though we continue to navigate the residual impact of Covid-19 and Brexit especially in relation to staffing to deliver our services, 2021/22 sees us returning to Surplus from previous years' deficits.

Our Operating Surplus is £3.3m before recognising additional benefits from Property, Investment and Pension revaluations amounting to £11m. Despite this positive turnaround, we continue to strive across all operational areas to improve efficiency and cost savings to mitigate the post Brexit and Covid-19 impact on our service delivery cost as grant support falls off.

Income for the year was £53.5m, an increase of £7.4m over 2021 (£46.1m) levels. This was driven by four factors: income from charitable activities increased by £3.1m, alongside increases in Other Trading activities £2.2m and Gains from Disposal of Fixed assets £2.5m while Donations decreased by £.6m

Total expenditure of £50.1m (2021: £48.4m) an increase of by £1.7m. This increase was driven by a growth in the cost of Raising funds £0.7m; £1.6m for Other expenditure cushioned by a reduction in Cost of Charitable activities of £0.7m.

Net Income was £3.3m compared with previous year's deficit of £2.3m, a £5m improvement.

Operational performance was further improved by actuarial gain on revaluation of the defined benefit pension fund of £1.9m (2021: £4.6m loss). Gains on property and investment revaluation were £8m and £0.9m respectively.

Key performance indicator for the group

	2021/22	2020/21
Key performance indicators	£'000	£'000
Total income	53,516	46,138
Operating costs	50,287	48,433
Operating surplus/(deficit) for the year (after investment gains/losses)	3,229	(2,295)

As was the case last year, the challenging macro and operating conditions faced by charities in the disability and care sector mean that financial constraints are now part of the operating environment, with no realistic prospect of this lessening.

We have made good progress over the course of the year with the implementation of our comprehensive transformation plan including:

1. Increasing operating contribution
2. Increasing net fundraising revenue
3. Reducing central support costs
4. Rationalising the property portfolio

During the year under review, the charity continued its programme of engaging with our local authority commissioners to ensure that fee levels are appropriate for the changing needs of the people we care for.

Reserves policy

The Board of Directors has considered the level of reserves which should be maintained within the Group and this is reviewed annually. Such reserves are needed to cover, for example, working capital, future property repairs and the risk of possible shortfall in charitable income.

At the year ended 31 March 2022, Livability held a total of £47.4m in reserves (2021: £33.1m).

Of these total reserves including the pension reserve, £34.1m (2021: £20.3m) are unrestricted.

In addition, the Trustees have considered and set a reserves policy which requires that unrestricted funds equivalent to a range of eight to 12 weeks of total organisational expenditure is held.

The charity's unrestricted general reserve at the end of the year was £34.1m. This represents 34 weeks of total unrestricted organisational expenditure, which is better than the range determined by our reserves policy. (Based on an average weekly expenditure of £1m)

We have also considered our free reserves. We have calculated our free reserves using the broad guidelines set out by the Charity Commission. Effectively, we have taken our Group net assets and deducted restricted and endowed funds. As we are an organisation that actively uses properties, we have also deducted unrestricted fixed assets unless they are subject to sale in future years (and as such aren't required for ongoing operations). This provides us with negative free reserves of £2.8m. As noted elsewhere in the report, there are various steps that have been and will be taken to improve the underlying financial performance of the organisation, during the financial year under review, and going forward.

Free reserve calculation

	31/03/2022	31/03/2021
	£'000	£'000
Group net assets	47,383	33,154
Less: Restricted funds	(6,717)	(6,161)
Less: Endowed funds	(6,601)	(6,663)
Subtotal	34,065	20,330
Less: Fixed assets (asset reliant organisation)	(40,547)	(33,090)
Add back: Pension Liability 'reserve'	37	3,625
Subtotal	(6,445)	(9,135)
Add back: Functional fixed assets to be sold in following years	3,661	11,710
Free reserves	(2,784)	2,575

Investment policy

In line with Livability reserves policy, at any point in time we may hold cash and other assets that are surplus to immediate requirements. The policy of the Board of Trustees is to invest surplus funds to meet the following objectives:

- To match the risk and maturity of the investments with the requirement for available funds.
- To invest in liquid assets which can be converted to cash quickly, although it is recognised that the majority of surplus funds are currently held in fixed assets.
- To invest in a way that does not conflict with the charity's aims and objectives and which is prudently risk-free. The majority of Livability's surplus funds is currently held in fixed assets, funds held for long-term investment that form the Endowed Funds and a low value of shareholdings that have been donated to the charity. Other surplus funds are held in cash.
- To invest in our staff, which is crucial for our continuing provision of high-quality services and avoids any quality, safety or reputational risks.

The charity uses the services of Royal London Cash Management to invest its surplus funds. A decision is taken on a case-by-case basis as to whether to retain or dispose of any donated investments.

S172 Working with our stakeholders

This is a mandatory statement reporting how Directors have complied with their duty to have regard to the matters in section 172 (1) (a)-(f) of the Companies Act 2006 ('the Act').

The children, young people and adults we support, their families and representatives

We issue a twice-yearly customer service survey to the people we support, to families and to carers. We operate a “You Said, We Did” response to findings from the surveys.

We hold regular residents’ and tenants’ meetings with the people we support.

We have developed a Changes for the Future forum; this comprises the people we support and is chaired by them. The Executive Team hears their voices and responds to their observations.

The Care Operations Directorate endorses the ‘nothing about me, without me’ initiative. This ensures that the people we support are central to any decision made about their care and to their preferences. The Quality Team ensures this methodology is central to our co-production work.

Our Safeguarding Board reviews, scrutinises and protects our relationship with the children, young people and adults we support.

We spend time getting to know our students and their families so that we can develop personalised programmes of study.

Our staff

Throughout this reporting period Board members reviewed decisions that helped keep the people we support and our staff safe. These decisions were examined against the requirement to work efficiently in the interest of the charity’s objects.

Our Staff Wellbeing & Engagement Forum Champions foster a culture of openness in line with our corporate values. The focus of the forums has evolved to include the employee experience.

Staff remained on the frontline in our Care Operations settings throughout further waves of Covid-19 and lockdowns, supported by local and national managers. Quality issues continued to be monitored and assessed. Individual services received virtual visits from executive Directors and Trustees, followed by in-person visits once this became appropriate.

Staff in our education centres also worked throughout the lockdown periods.

Bournemouth, Christchurch and Poole Council (BCP) provided a commitment to placing learners in our proposed new College. Ongoing engagement with BCP resulted in a request for places for a new cohort of learners at Victoria School.

Staff within our support functions continued to work remotely; they came together for virtual briefings from the Executive Leadership Team and business areas. A safe return to the workplace was implemented at offices in London and Gateshead.

Our Trustees

Our usual annual Trustees’ visits to Care Operations and Education Services were limited due to the restrictions this year; a few visits were made, however.

Trustees received regular updates from each Executive Director. The Services Quality & Performance Committee considered employee matters, demographics, staff recruitment and retention rates, diversity, whistleblowing, learning & development and pay issues.

Our supporters and volunteers

This year we joined together with almost 100 supporters and volunteers for a live, online Christmas Extravaganza.

A regular newsletter was sent out to our Vice Presidents.

Our CEO participated in HRH The Princess Royal's Charities Forum.

Our regulators

Our regulatory bodies include the Care Quality Commission, the Regulation and Improvement Authority, Care Inspectorate Cymru, Ofsted, the Education & Skills Funding Agency and the Charity Commission. We continue to build on our strong relationships with our regulators.

Compliance with regulatory frameworks and performance against those are scrutinised at the Services Quality & Performance Committee and the Livability Safeguarding Board together with each of the Education Local Advisory Boards (LABs).

Our local communities

Our LABs include a community member who is chosen specifically to represent their community. The Boards include members from a range of commissioning Local Authorities in order to scrutinise the quality of our work and the impact and outcomes for those we support.

During the year we partnered locally with Barclays Digital Eagles to receive training in relation to cyber awareness, protection and prevention.

Environment commitment

Energy Usage – Livability National Office

The building meets the highest benchmarks for energy performance and the building's energy strategy delivers a reduction in the building's carbon emissions: BREEAM Excellent EPC B:47 High level of passive energy control. This results in reduced heating, cooling and lighting demands. Intelligent building controls allowing energy savings by providing high levels of energy conservation and recovery. Ground-source energy systems exist to further reduce building energy requirements. The building uses low carbon ground-source cooling, heating and domestic hot water.

Water conservation measures include rainwater harvesting for flushing toilets. A building management unit enables comprehensive reporting and management of energy and water use.

SECR Executive Summary

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 (also known as SECR) requires us to disclose our annual energy use and greenhouse gas (GHG) emissions, and related information on energy efficiency measures undertaken and an energy efficiency ratio. We continue to take proactive and urgent action to reduce our emissions.

1.1 SECR Energy Use and Carbon Emissions Disclosure

	Current Reporting Year 2022	Current Reporting Year 2021	Change (%)
Energy Consumption Used to Calculate Emissions Heating Fuels (kWh)	7,502,448	8,913,971	(-)16%
Energy Consumption Used to Calculate Emissions Electricity (kWh)	2,628,376	3,632,319	(-)28%
Energy Consumption Used to Calculate Emissions Transport Fuels (kWh)	469,474	299,542	(+)57%
Scope 1 - Emissions Combustion from Heating Fuels (tCO ₂ e)	1,375.9	1,639.0	(-)16%
Scope 1 - Emissions Combustion from Transport Fuel (tCO ₂ e)	2.94	17.4	(-)83%
Scope 2 - Emissions from Purchased Electricity (tCO ₂ e)	558.10	846.8	(-)34%
Scope 3 - Emissions Consumption from Business Travel (tCO ₂ e)	79.4	52.0	(+)53%
Total Emissions (tCO₂e)	2,043	2,555.0	(-)20%
Intensity Ratio (EBITDA Figure)	3.225	1.168	(+)176%
Total tCO₂e / EBITDA Figure	633.42	2,187.64	(-)71%

1.2 Methodology

The Green House Gas (GHG) Reporting Protocol – Corporate Standard has been followed to allow easy comparison with equivalent organisational reporting. Carbon emissions are therefore reported as Scope 1, 2 and 3 emissions. The report has also used the 2021 UK Government's Conversion Factors for Company Reporting.

1.3 Benchmarking and Intensity Metrics

We selected the EBITDA figure as our intensity metric for SECR works. The carbon emissions have decreased by 20% however against the intensity metric the total TCO₂e/EBITDA has increased by 176%. This figure has increased dramatically as the EBITDA between the Baseline report and this FY has reduced by 71%.

1.4 Carbon Offset & Green Tariffs

We have no qualifying carbon offsets during this financial period nor do we have any qualifying green tariffs or sourced renewable energy contracts in place.

1.5 Energy Efficiency Actions

We have demonstrated our commitment to reducing their carbon emissions within this financial year by contracting an external provider, ESOS-Energy, to undertake preliminary decarbonisation reports across the property portfolio. These audits took place during the 2021 – 2022 financial year along with the development of a carbon reduction plan using the audits. Coupled with this, systems to better capture data (particularly property data would provide more accurate reporting in future and reduce the amount of estimation used to compile the results).

Principal risks and uncertainties

Livability's work with vulnerable people means that inherent risks are ever-present. We have safeguarding policies and procedures which are regularly reviewed and ensure that concerns are effectively identified, reported, and responded to. We work in partnership with regulators and statutory organisations as required.

Our risks fall into five major categories:

1. Reputational – the risk of damaging our reputation through regulatory and other failings associated with the delivery of our services

Our reputation is critical to our status as a trusted provider. This risk is managed through a robust set of performance indicators and allied to assurance controls in safeguarding, financial and operational settings, fraud prevention and detection controls, and the wider policies and procedures upheld through the Quality & Practice frameworks covering both Care Operations and Education settings.

2. Operating margins – pressure from limited income growth and increasing cost

In common with other providers of public sector-funded services, there is an ongoing risk of failure to uplift our costs. This affects our ability to invest in the improvement and expansion of our services. We seek to mitigate this risk with an extensive Cost Reduction Plan.

3. Pensions – Livability's three closed defined-benefit pension schemes are subject to risks around their funding, outside the control of Livability

The continued requirement to fund the deficits has a material impact on Livability's ability to invest in the growth and development of its services and facilities. Livability works with industry experts to ensure needs are balanced with current beneficiaries of the charity with those of its current and future pensioner populations.

4. Cash availability – the low operating margins alongside significant funding requirements such as recovery payments for the closed pension schemes means that cash availability is an ongoing risk. The risk is tightly monitored and reported to the Board.

5. Recruitment and retention – the risk of workforce shortages

There are known workforce shortages affecting the wider health, education and social care sectors. Livability is committed to becoming recognised as an employer of choice to attract and retain the workforce needed to sustain high standards across the service portfolio. Livability has also set a strategic goal to lower the sickness absence rate and has initiatives to foster staff engagement, employee wellbeing and to support the development of all.

The Board and Executive Leadership Team monitor the financial performance of the charity and associated risks through a dashboard spreadsheet and staff meetings.

Statement of Trustees' responsibilities for the Financial Statements

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Annual Report, incorporating the strategic report, and the financial statements, in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year, in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and charity and of the incoming resources and application of resources, including the income and expenditure, of the Group and charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and accounting 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; 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 adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

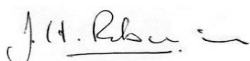
Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

Each of the members of the Board of Trustees has confirmed that:

- so far as he or she is aware, there is no relevant audit information of which Livability's auditors are not aware
- he or she has taken all the steps that he or she ought to have taken as a member of the Board in order to make himself or herself aware of any relevant audit information and to establish that Livability's auditors are aware of that information.

The report of the Board was approved by the Board on 18 January 2023 and signed on its behalf on 18 January 2023 by John Robinson, Chair.



Chair of Trustees

Independent Auditors' Report to members of Livability

Independent Auditor's Report to the Members of Livability

Opinion

We have audited the financial statements of Livability (the "charitable company") and its subsidiaries (the "group") for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities, the Charitable Company Statement of Financial Activities, the Group and Charitable Company Balance Sheets, the Group and Charitable Company 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 group's and the charitable company's affairs as at 31 March 2022 and of the group's and charitable company's 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 group 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.

Material uncertainty related to going concern

We draw attention to Note 1 in the financial statements, which indicates that whilst Trustees consider the going concern basis to be appropriate, there are a number of uncertain factors in the forecasts used to consider going concern. The principal uncertainties are the timing of cash receipts of a significant legacy and further property disposals and the operational effectiveness of plans to increase fee rates and reduce operational expenditure. In addition, the forecasts predict a need for a loan covenant waiver which at this time has not been agreed with the lender. Therefore, at the date of signing these financial statements there are plausible but not remote scenarios whereby the plans are not delivered in line with the forecast resulting in a cash deficit. As stated in Note 1, these events or conditions, indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our responsibilities and the responsibilities of the directors 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 and the strategic 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 strategic report 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 strategic report or 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:

- the parent company has not kept adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the parent company 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 25, 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.

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:

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 including internal specialists. 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 and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, together with the Charities SORP (FRS 102). 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 fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were Care Quality Commission and OfSTED Standards, General Data Protection Regulation, employment legislation and health and safety legislation.

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 identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit Committee about their own identification and assessment of the risks of irregularities, sample testing revenue items, including local authority agreements and contracts to ensure the fees charged are in line with the terms of the agreement, and agree to bank, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, CQC and Ofsted, 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.

A further description of our responsibilities for the audit of the financial statements is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

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



Julia Poulter

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

London, United Kingdom

18 January 2023

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2022

Group	2021/22	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
			£'000	£'000	£'000	£'000
Donations and Legacies	2		4,398	1,563	-	5,961
Charitable Activities	2		41,769	376	-	42,145
Other Trading Activities	2		2,784	-	-	2,784
Investments	2		48	-	-	48
Gain on Disposal of Fixed Assets	4		2,578	-	-	2,578
Total Income			51,577	1,939	-	53,516
Expenditure on:						
Raising Funds	5		1,648	27	-	1,675
Charitable Activities	5		45,373	485	62	45,920
Other	5		1,848	844	-	2,692
Loss on Disposal of Fixed Assets	4		-	-	-	-
Total Expenditure			48,869	1,356	62	50,287
Net Income/(Expenditure)			2,708	583	(62)	3,229
Transfer between funds	14		32	(32)	-	-
Actuarial Gains/(losses)	13		1,930	-	-	1,930
Net gain/(loss) on revaluation of properties	3		8,045	-	-	8,045
Net gain/(loss) on revaluation of Investment	3		926	5	-	931
Net Movement in funds			13,641	556	(62)	14,135
Reconciliation of funds			20,330	6,161	6,663	33,154
Total funds carried forward			33,971	6,717	6,601	47,289

Results in the statement of financial activities derive from continuing operations.

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2021

Group	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	3,715	2,842	-	6,557
Charitable Activities	2	38,962	32	-	38,994
Other Trading Activities	2	532	-	-	532
Investments	2	4	44	7	55
Gain on Disposal of Fixed Assets	4	-	-	-	-
Total Income		43,213	2,918	7	46,138
Expenditure on:					
Raising Funds	5	942	55	-	997
Charitable Activities	5	45,693	656	62	46,411
Other	5	366	588	-	954
Loss on Disposal of Fixed Assets	4	71	-	-	71
Total Expenditure		47,072	1,299	62	48,433
Net Income/(Expenditure)		(3,859)	1,619	(55)	(2,295)
Transfer between funds	14	453	(453)	-	-
Actuarial Gains/(losses)	13	(4,557)	-	-	(4,557)
Net gain/(loss) on revaluation of properties	3	-	-	-	-
Net gain/(loss) on revaluation of Investment	3	148	9	57	214
Net Movement in funds		(7,815)	1,175	2	(6,638)
Reconciliation of funds		28,145	4,986	6,661	39,792
Total funds carried forward		20,330	6,161	6,663	33,154

Results in the statement of financial activities derive from continuing operations.

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2022

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	4,180	1,270	-	5,450
Charitable Activities	2	41,765	-	-	41,765
Other Trading Activities	2	78	-	-	78
Investments	3	9	-	-	9
Net gain on Disposal of Fixed Assets	4	2,578	-	-	2,578
Total Income		48,610	1,270	-	49,880
Expenditure on:					
Raising Funds	5	1,645	27	-	1,672
Charitable Activities	5	44,871	137	-	45,008
Other	5	-	844	-	844
Net Loss on Disposal of Fixed Assets	4	-	-	-	-
Total Expenditure		46,516	1,008	-	47,524
Net Income/(Expenditure)		2,094	262	-	2,356
Transfer between funds	14	32	(32)	-	-
Actuarial Gains/(losses)	13	1,930	-	-	1,930
Net gain/(loss) on revaluation of properties	3	8,045	-	-	8,045
Net gain/(loss) on revaluation of Investment	3	924	5	-	929
Net Movement in funds		13,025	235	-	13,260
Reconciliation of funds		20,303	2,395	5,985	28,683
Total funds carried forward		33,328	2,630	5,985	41,943

Results in the statement of financial activities derive from continuing operations.

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2021

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	3,715	1,459	-	5,174
Charitable Activities	2	38,165	-	-	38,165
Other Trading Activities	2	7	-	-	7
Investments	3	4	-	6	10
Net gain on Disposal of Fixed Assets	4	-	-	-	-
Total Income		41,891	1,459	6	43,356
Expenditure on:					
Raising Funds	5	932	55	-	987
Charitable Activities	5	44,483	73	-	44,556
Other	5	306	588	-	894
Net Loss on Disposal of Fixed Assets	4	71	-	-	71
Total Expenditure		45,792	716	-	46,508
Net Income/(Expenditure)		(3,901)	743	6	(3,152)
Transfer between funds	14	453	(453)	-	-
Actuarial Gains/losses	13	(4,557)	-	-	(4,557)
Net gain/(loss) on revaluation of properties	3	-	-	-	-
Net gain/(loss) on revaluation of Investment	3	148	9	52	209
Net Movement in funds		(7,857)	299	58	(7,500)
Reconciliation of funds		28,160	2,096	5,927	36,183
Total funds carried forward		20,303	2,395	5,985	28,683

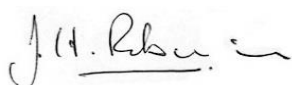
Results in the statement of financial activities derive from continuing operations.

Company Registration Number 5967087

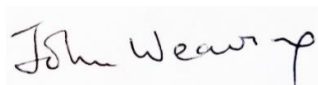
Balance Sheet – Livability Group and Charity for year ended 31 March 2022

		Group		Charity	
	Note	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Fixed Asset:					
Tangible Assets	8	43,172	38,575	37,693	35,244
Financial Investments	9	3,195	2,017	3,165	1,998
Social Investment	10	4,067	6,536	4,067	6,536
Total Fixed Assets		50,434	47,128	44,925	43,778
Current Assets:					
Debtors and Stocks	11	5,154	4,182	6,618	3,126
Cash at Bank		7,833	4,069	6,160	2,963
Total Current Assets		12,987	8,251	12,778	6,089
Liabilities					
Creditors: Amounts falling due in 1 year	12	(6,299)	(11,996)	(6,637)	(11,803)
Net Current Assets		6,688	(3,745)	6,141	(5,714)
Total Asset less Current Liabilities		57,122	43,383	51,066	38,064
Creditors: Amounts falling beyond one year	12	(9,796)	(6,604)	(9,086)	(5,755)
Net Assets excluding Pension Liability		47,326	36,779	41,980	32,308
Defined Benefit Pension Liability	13	(37)	(3,625)	(37)	(3,625)
Total Net Assets		47,289	33,154	41,943	28,683
The Funds of the Charity					
Permanent Endowment Funds	14	6,601	6,663	5,985	5,985
Restricted Funds	14	6,717	6,161	2,630	2,395
Unrestricted Funds	14	34,008	23,955	33,365	23,928
Pension Reserve	14	(37)	(3,625)	(37)	(3,625)
		47,289	33,154	41,943	28,683

The report was approved by the Board and signed in its behalf on 18 January 2023.



Chair: John Robinson



Trustee: John Weaving

Statement of Cashflows for the year ended 31 March 2022

	Note	Group		Charity	
		2022	2021	2022	2021
		£'000	£'000	£'000	£'000
Cashflows from Operating activities					
Net cash provided by/(used in) by operating activities	C1	(381)	2,419	(1,015)	1,681
Cashflows from Investing activities					
Dividends, Interest and rent from Investments		-	55	-	10
Proceeds from the sales of property, plant and equipment		7,940	626	7,940	626
Cash flows from investing activities					
Purchase of Property, Plant and Investment		(322)	(750)	(322)	(120)
Proceeds from sales of investments		-	630	-	630
Purchase of Investments			-		-
Net cash provided by/(used in) investing activities		7,618	561	7,618	1,146
Cash flows from financing activities					
Interest on financing activities		(393)	(351)	(393)	(326)
Repayments of borrowings		(254)	-	(254)	-
Cash inflow from borrowing		(2,826)	(2,419)	(2,759)	(2,419)
Net cash provided by /(used in) financing activities		(3,473)	(2,770)	(3,406)	(2,745)
Change in cash and cash equivalents in the period		3,764	210	3,197	82
Cash and cash equivalents at the start of the period		4,069	3,252	2,963	2,260
Cash and cash equivalents at the end of the period		7,833	3,462	6,160	2,342

Notes to the statement of cashflows

C1: Reconciliation of net income /(expenditure) to net cash flow from operations**Net income/(expenditure) for the year as stated in the**

Statement of Financial Activities

Adjustments for:

Depreciation

Revaluation/(Impairment) of functional assets

Revaluation/(Impairment) of social investment (Gain)/Losses on investments

Dividends, interest and rent from investments

Interest on financing activities

Non-cash movements in defined benefit pension scheme

(Gain)/Losses on the disposal of fixed assets

(Increase)/Decrease in debtors

Increase/(Decrease) in creditors

Net cash flow provided by/(used in) Operations

	Group		Charity	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
	4,160	(2,081)	3,285	(2,943)
Depreciation	523	1,406	712	1,306
Revaluation/(Impairment) of functional assets	5,110	-	5,110	(216)
Revaluation/(Impairment) of social investment	(224)	(125)	(224)	(125)
(Gain)/Losses on investments	(931)	-	(929)	-
Dividends, interest and rent from investments	-	(55)	-	(10)
Interest on financing activities	421	351	393	326
Non-cash movements in defined benefit pension scheme	1,930	(1,680)	1,930	(1,680)
(Gain)/Losses on the disposal of fixed assets	(2,578)	71	(2,578)	71
(Increase)/Decrease in debtors	(3,095)	1,329	(3,492)	1,761
Increase/(Decrease) in creditors	(5,697)	3,203	(5,222)	3,191
Net cash flow provided by/(used in) Operations	(381)	2,419	(1,015)	1,681

C2: Analysis of cash and cash equivalents

Cash at bank and in hand

Notice of deposits

Overdraft facility repayable on demand

Total cash and cash equivalents

	Group		Charity	
	At 31 March	At 31 March	At 31 March	At 31 March
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
Cash at bank and in hand	7,833	4,069	6,160	2,963
Notice of deposits	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
Total cash and cash equivalents	7,833	4,069	6,160	2,963

C3: Analysis of changes in net debts**Group**

	At start of year	Cashflow	Other non cash changes	At year end
	£'000	£'000	£'000	£'000
Cash	4,069	3,764	-	7,833
Cash equivalents	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
	4,069	3,764	-	7,833
Loans falling due with one year	(827)	-	390	(437)
Loans falling due after one year	(6,604)	(2,826)	(390)	(9,820)
Finance obligations	-	-	-	-
Total	(3,362)	938	-	(2,424)

Charity	At start of year	Cashflow	Other non cash changes	At year end
	£'000	£'000	£'000	£'000
Cash	2,963	3,197	-	6,160
Cash equivalents	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
	2,963	3,197	-	6,160
Loans falling due within one year	(826)		412	(414)
Loans falling due after one year	(5,755)	(2,759)	(412)	(8,926)
Finance obligations	-	-	-	-
Total	(3,618)	438	-	(3,180)

Note 1 Accounting Policies

The policies below set out the bases of recognition and measurement used by Livability and its subsidiary charities and companies for material items in the financial statements.

Basis of preparation

The consolidated financial statements have been prepared on a going concern basis, in accordance with applicable accounting standards, under the historical cost convention, as modified by the inclusion of investments at market value. They have also been prepared in accordance with the Charities SORP (FRS 102)

Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 as applied to charitable companies.

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis

The consolidated financial statements include the income, expenditure, assets, liabilities and funds of Livability and its subsidiary charities and companies. These amounts are included on each line in the financial statements with investments, transactions and balances between the members of the Livability charity group eliminated so that the consolidated financial statements report the interactions between the Livability group and external parties.

Going Concern

As has been documented in the national press, social care has been hit hard on the recruitment front. An almost perfect storm has been created through Brexit, the termination of contracts for non-vaccinated staff, poor levels of hourly pay from commissioners and a general malaise among the working public to undertake work involving personal care. This has led to a need to address shortfalls in labour with significantly more expensive agency staff with the consequent financial implications.

In recent years, Livability has made significant progress in delivering efficiency improvements which has helped to limit this impact and has additionally generated proceeds from property sales of £7.9m in the year ended 31 March 2022 to support the ongoing restructuring activity. In April 2022, Livability also reached an agreement with Metro Bank regarding long term funding arrangements replacing an expiring Revolving Credit Facility of £4m with an equivalent Term Loan which combined with existing term loan brings our total group borrowings to £10.2m.

In line with many in the sector, Livability is seeking to move to open book arrangements for its primary activities which will ensure the recovery of costs especially where, as with this year, those costs are driven by events outside the charity's control. In addition, fee rises in both Care Service Operations and Education are being negotiated with commissioners to reflect rising costs more generally, a licence has been obtained to employ EU nationals as an Authorised Sponsor, rates of pay are being reviewed and there is capacity to increase student numbers in the Education business particularly at the recently opened Millie College. Continuing action is being taken on the overhead base.

Outside of operational activity there are a small number of additional properties which have been placed on the market for sale (with estimated cash proceeds of £3.2m). There is also a large legacy (estimated value of £5.2m) due to the organisation and a commencement of the distribution of assets is anticipated during 2023.

The Executive Team is discussing with Metro Bank the opportunity for a period of flexibility around the financial covenant whilst this remaining programme of property sales and the receipt of the major legacy are concluded.

Trustees agreed that the actions noted above must be addressed for Livability to be financially sustainable and, as such, the conditions noted above indicate the existence of a material uncertainty that may cast significant doubt upon the entity's ability to continue as a going concern.

Having considered the charity's forecasted cash flow projections covering a period of at least 12 months from the date of signing of the financial statements, the trustees have concluded that it is appropriate to adopt the going concern basis in the preparation of these financial statements.

A. Funds

Unrestricted funds

Unrestricted funds arise from income donated to or earned by the charity in pursuit of its charitable objectives and may be applied in any way that meets those charitable objectives.

Designated funds

Designated funds are those unrestricted funds that the Trustees have identified and set aside to meet particular purposes or to segregate them from the General Fund. A more detailed description of these funds is available at note 14.

General Fund

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

Restricted funds

Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objectives of Livability. Restricted funds arise from conditions attached to them by the donor or the activity generating the funds, by deliberate requests for such funds by the Charity. Subsidiary charities whose objectives are consistent with, but more narrowly drawn than, those of Livability are also reported within restricted funds.

Permanent endowment funds

Restricted endowment funds represent assets that are specified by their donor to be retained and used by the Charity to pursue its objectives, unless the donor specifies otherwise.

Transfers between funds

During the year, £32k was transferred from restricted funds to unrestricted funds. The transfer relates to expenditure which came out of unrestricted funds instead of restricted as represented in Note 14.

Purchases of fixed assets generate a transfer from the fund providing the funding for the purchase to the relevant designated reserve. Disposals of fixed assets generate a transfer from the designated reserve to general funds unless there is a restriction on the use of the disposal proceeds.

Payments of deficit contributions to pension schemes cause a transfer from General Fund to the Pension deficit fund, and repayment of loans generates a transfer from the General Fund to the Property Fund.

Note 1 Accounting Policies (cont'd)

Income

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

Donations, legacies and grants

Income from donations, legacies and grants is recorded in the financial statements when entitlement to the income is established, it is more likely than not that the income will be received and the amount to be received can be reliably estimated and any conditions required to receive the funds have been met or are within the control of the charity. In practice, most donations income is recognised when received.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy is recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured. Where a life interest in an estate exists, no income is recognised other than from distributions from that estate to Livability.

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

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

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

Income from charitable activities

Where Livability provides services or goods in return for payment, the income from these items is recognised when Livability completes its part of the agreement by delivering the services or goods.

Grants related to performance of contractual obligations are recognised when Livability has entitlement to the income, it is probable that income will be received and the amount of income can be measured reliably.

Interest receivable

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

Income tax recoverable

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

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

Note 1 Accounting Policies (cont'd)

B. Expenditure and allocation of support costs

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been listed in such a way as to accumulate all the charity's costs of employees, goods and services relating to a particular activity of the charity under that activity heading. Direct costs, including attributable salaries and associated costs, are allocated on an actual basis to the key areas of activities. Indirect costs (support costs), primarily comprising staff costs of employees based at the charity's National Office in London, are allocated to each activity heading using a number of identified cost drivers, including expenditure as a proxy measure for usage of resources and staff numbers.

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

All expenditure is inclusive of irrecoverable VAT.

C. Fundraising Costs

Expenditure on raising funds comprise salary costs and other associated expenditure relating to the generation of voluntary income.

D. Tangible fixed assets

Tangible fixed assets are significant physical items of property, plant and equipment held for continuing use by the charity in delivering its charitable objectives.

Recognition

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, the charity estimates fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of funds note.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Note 1 Accounting Policies (cont'd)

Separate components

The charity holds freehold buildings with significant components that have materially different useful lives from the rest of the building. These components are depreciated separately over their individual lives at the following rates:

Main Fabric	- 100 years
Pitched Roof	- 70
Flat Roof	- 40
Windows and Doors	- 40
Boilers and Heaters	- 15
Mechanical systems	- 30
Bathrooms	- 30
Kitchens	- 20
Lifts	- 25
Electrics	- 40
Alarm and Security	- 15

Freehold land and assets in the course of construction are not depreciated.

Other Fixed Assets

Assets are depreciated evenly to their estimated residual values over their estimated useful lives as follows:-

Leasehold buildings	over the lease term
Horticultural buildings	over 25 years
Equipment, fittings and furniture	over 5 years
Plant and machinery	over 20 years
Cars	over 4 years
Minibuses and coaches	over 6 years
Computers and software	over 3 years
Chalets and mobile homes	over between 10 and 30 years

The residual value of all assets is assumed to be zero.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Consolidated statement of financial activities.

Note 1 Accounting Policies (cont'd)

E. Financial Investments

Investments are items of property and other assets held to generate income and capital growth for the Charity.

Listed and other financial investments

Investments that have a ready market where the value can be determined by reference to published data are valued at the bid price. Where no market is available in the investments, they are valued at cost less impairment.

Investment properties

Investment properties are initially measured at cost and subsequently at fair value with any change therein recognised in the statement of financial activities. Livability's valuation methodology is to obtain external revaluation of its investment properties on a five-year rolling basis. The properties were externally revalued in 2022. In the intervening period between the 5 years, the charity has obtained pre-market advice on projected sales. More recent property disposals support the trustees view that the book values are not materially misstated.

Investments in group entities

Investments in group entities are held at their cost less any identified impairment.

Gains and losses

All gains and losses are taken to the Statement of Financial Activities as arise. Realised gains and losses on investments is calculated as the difference between sales proceeds and their opening carrying value. Unrealised gains and losses are calculated as the difference between fair value at year end and their carrying value. Realised and unrealised gains and losses are combined in the Statement of Financial Activities.

F. Social investments

Programme-related investments

Programme-related properties are properties that are held by the charity and provided to individuals or organisations in delivering charitable objects which are line with Livability's own charitable objects. This type of fixed asset is held without seeking to make a return, other than one which is incidental.

Properties held in trust by Livability are held at historical transfer costs.

G. Financial Instruments

Financial instruments are contracts that give rise to a financial asset for one party to the contract and a financial liability or equity instrument for the other party.

Basic Financial Instruments

Livability and its group entities have basic financial instruments that are recognised when the provisions of the contract are met and for which the accounting policies are as follows:

Note 1 Accounting Policies (cont'd)

Cash at bank and in hand

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

Trade debtors and other amounts receivable

Trade debtors and other amounts receivable are recognised at the value defined by the contract, agreement or legislation giving rise to the amount receivable. Impairment of receivable amounts is recognised as expenditure in the Statement of Financial Activities.

Trade creditors and other amounts payable

Trade creditors and other amounts payable are recognised at the value defined by the contract, agreement or legislation giving rise to the liability.

Bank loans

Bank loans are recognised at the present value of the cash flows under the loan agreement, discounted at the effective interest rate for each bank loan.

Other Financial Instruments

The accounting policies for other financial instruments are as follows:

Derivative financial assets and liabilities

Livability carries derivative financial assets and liabilities at their fair value and accounts for changes in fair value through the Statement of Financial Activities. Interest rate collars, which are a combination of a put and a call interest rate option, are valued at the option value using standard tools for the calculation of such items. Amounts payable or receivable under loan contracts for the purchase of property made to or by the charity that vary with the price of the related property are recognised separately from the loan itself and changes in the value are recognised in the Statement of Financial Activities. The loan is accounted for as a basic financial instrument as set out above.

H. Entity combinations

Entity combinations are the effect on the accounts of Livability and the Livability group of changes to the structure of the charity and the group that arise from the purchase of businesses and companies, the gift of charities and mergers between charities. In accounting for entity combinations, Livability applies the requirements of FRS 102 s19 and section PBE34.75 – PBE34.86.

Unless the requirements for merger accounting are met, an acquiring entity is identified in an entity combination, being the dominant party in a charity merger or the contractual acquirer of a business or company.

In all combinations the assets and liabilities of the entity joining the group that exist at the date of combination are included in the group accounts. These assets and liabilities may include Intangible assets such as brand value, customer lists and order books that are not recognised in the individual financial statements of an acquired entity. All assets and liabilities in the combination are initially recognised at their fair values. After that date, the accounting policies set out in this note are applied to recognition, de-recognition and valuation of the assets and liabilities.

When the transaction is in substance a gift from the Trustees or members of an existing charity, a gift with the value of the net asset value of the assets and liabilities of the gifted charity is recorded and an

Note 1 Accounting Policies (cont'd)

investment with the same value is recorded in the books of the charity. Transaction costs associated with the combination are recognised in the statement of financial activities (SOFA) as incurred.

When a business or company is purchased, the cost of the investment is recognised as the fair value of the consideration payable, including transaction costs.

I. Impairment of assets

At each accounts date, the recoverable amounts of assets are assessed to determine whether they have fallen below their carrying values. When the recoverable amount of an asset falls below its carrying amount, the value of the asset is said to be impaired. The carrying amount is reduced to the recoverable amount with the loss in value reported in income and expenditure.

The recoverable amount of an asset is the higher of the amount that can be generated by using the asset or by selling it. When assessing the recoverable amount of purchased goodwill, the cash flows arising from the group of assets that make up the cash-generating unit in an entity combination are used to assess the amount generated by using the assets. The amount attributable to goodwill is taken to be the excess of the recoverable amount of the cash-generating unit over the fair values of the individual assets in the cash-generating unit.

J. Leases

Operating leases

Where Livability acts as the lessee, the cost of operating leases is recognised by spreading the total payments under the lease, including lease premiums paid, evenly over the lease term. Lease incentives that reduce the rent payable under the lease are taken as part of the total payments.

Where Livability acts as the lessor, income is recognised by spreading the total receipts under the lease evenly over the lease term. Lease incentives paid and premiums received are treated as part of the total receipts. Costs of arranging the lease of an asset are added to the cost of the leased asset and recognised over the lease term in the same way as the lease income.

K. Short-term employee benefits

The liability to pay short-term employee benefits, which are mainly salary, the entitlement to paid leave and related employment taxes, is recognised as the employees earn entitlement to pay and paid leave under the terms of their employment contract, with a corresponding expense recognised in expenditure. Amounts paid are deducted from the liability when paid.

L. Redundancy and termination payments

Redundancy and termination payments are recognised in the Statement of Financial Activities when they become due for payment as a result of notice given to staff or agreement between the charity and the employee.

M. Pensions

Defined contribution pension schemes

Contributions to defined contribution pension schemes are recognised in the Statement of Financial Activities when entitlement to the contributions has been earned by the member of staff. The cost is allocated to the activity within which the staff member has worked and the fund that is resourcing the activity.

Note 1 Accounting Policies (cont'd)

Defined benefit pension schemes – single employer schemes

As the principal employer in such schemes, Livability has a duty to fund the schemes to enable them to pay the benefits due to the scheme members. A liability equal to the net present value of future liabilities payable under the schemes net of the fair value of the assets of the scheme is recognised at the date of the accounts.

The net present value of the future liabilities is calculated for each scheme by a qualified actuary using the project unit credit method, taking account of expected changes to future benefits arising from salary changes and changes in pension payments from inflation and other effects. The discount rate applied to the future liabilities is set by reference to the return rate from high-quality corporate bonds with the same currency and similar maturity as the pension payments.

An interest charge equal to the unwinding of the discount on the net liability is recognised each year. The costs of administration of the schemes are recognised as an expense each year.

Changes to the net liability from changes to actuarial assumptions underlying the valuation and the difference between the actual return on assets and that included in the annual interest charge are recorded as actuarial changes and presented in the SOFA within other recognised gains and losses.

Defined benefit pension schemes – multi-employer schemes

The multi-employer defined benefit pension scheme is accounted for as a defined contribution scheme, due to insufficient information available from the actuary, to split the assets and liabilities of the scheme by employer, to enable the scheme to be accounted for as a defined benefit scheme.

Contributions made towards the scheme are charged to the Statement of Financial Activities when they become payable.

Where Livability has a liability to pay deficit reduction payments to multi-employer schemes, the present value of the agreed payments are discounted using the corporate bond rate as an appropriate discount rate. The discount is unwound annually with the unwinding effect charged to the Statement of Financial Activities.

N. Cash flows

The consolidated cash flows of Livability and its subsidiary companies are shown and reported using the indirect method of calculating cash flows, eliminating flows between the entities in the Livability group.

O. Properties held for Sale

Properties held for sale are stated at the lower of carrying value and net realisable value (NRV). NRV is based on the actual or estimated selling price less all further costs to completion.

P. Taxation Status

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The subsidiary companies make qualifying donations of all taxable profit to Livability. No corporation tax liability on the subsidiaries arises in the accounts.

Note 1 Accounting Policies (cont'd)

Q. Judgements and Uncertainties

In preparing these financial statements, the directors have made judgements to determine whether there are indicators of impairment of the charity's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability, expected future financial performance of the asset and valuation of investment and fixed assets.

The other key source of estimated uncertainty is in relation to the depreciation of tangible fixed assets (see note 8).

Tangible fixed assets, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Fixed assets and investments are annually valued to assess and recognise any change in values. (see accounting policy note 1.D for further details)

Estimates of the net pension liability depend on a number of complex judgements relating to the discount rate used, changes in retirement ages and mortality rates. The group engages a firm of actuaries to provide expert advice about the assumptions made and the effect on the pension liability of the changes in these assumptions (see accounting policy note 1.M for further details).

Note 2 Analysis of Income for the year ended 31 March 2022

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,026	405	-	1,431
Income from Charitable events	20	-	-	20
Legacies	2,264	21	-	2,285
Grants from government and other public bodies	1,088	1,137	-	2,225
Total Donations and Legacies	4,398	1,563	-	5,961
Charitable Activities				
Residential and Community	33,268	-	-	33,268
Education and Care	8,477	376	-	8,853
Community Engagement	-	-	-	-
Trusts	24	-	-	24
Total Charitable Activities	41,769	376	-	42,145
Other Trading	2,784	-	-	2,784
Investment Income	48	-	-	48
Total Income	48,999	1,939	-	50,938

Note 2 Analysis of Income for the year ended 31 March 2021

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	842	2,150	-	2,992
Income from Charitable events	-	-	-	-
Legacies	897	104	-	1,001
Grants from government and other public bodies	1,976	588	-	2,564
Total Donations and Legacies	3,715	2,842	-	6,557
Charitable Activities				
Residential and Community	29,803	32	-	29,835
Education and Care	9,102	-	-	9,102
Community Engagement	57	-	-	57
Trusts	-	-	-	-
Total Charitable Activities	38,962	32	-	38,994
Other Trading	532	-	-	532
Investment Income	4	44	7	55
Total Income	43,213	2,918	7	46,138

Note 2 Analysis of Income for year ended 31 March 2022

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	916	405	-	1,321
Income from Charitable events	-	-	-	-
Legacies	2,264	21	-	2,285
Grant from Government & Other public bodies	1,000	844	-	1,844
Total Donations and Legacies	4,180	1,270	-	5,450
Charitable Activities				
Residential and Community	33,268	-	-	33,268
Education and Care	8,473	-	-	8,473
Community Engagement	-	-	-	-
Trusts	24	-	-	24
Total Charitable Activities	41,765	-	-	41,765
Other Trading	78	-	-	78
Investment Income	9	-	-	9
Total Income	46,032	1,270	-	47,302

Note 2 Analysis of Income for the year ended 31 March 2021

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	842	767	-	1,609
Income from Charitable events	-	-	-	-
Legacies	897	104	-	1,001
Grant from Government & Other public bodies	1,976	588	-	2,564
Total Donations and Legacies	3,715	1,459	-	5,174
Charitable Activities				
Residential and Community	29,006	-	-	29,006
Education and Care	9,102	-	-	9,102
Community Engagement	57	-	-	57
Trusts	-	-	-	-
Total Charitable Activities	38,165	-	-	38,165
Other Trading	7	-	-	7
Investment Income	4	-	6	10
Total Income	41,891	1,459	6	43,356

Note 2a Grants receivable from government and other public bodies for the year ended March 2022

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Grant Income				
Greater London Authority	-	844	-	844
Rural Payment Agency	-	-	-	-
Coronavirus Job Retention Scheme (CJRS)	162	-	-	162
Inner and Outer London Authorities	240	-	-	240
Non-London Local Authorities	686	293	-	979
	1,088	1,137	-	2,225

£838,494 of Grant income from London and Non London local Authorities were received for Covid 19 related control measures including PPE

Note 2a Grants receivable from government and other public bodies for the year ended March 2021

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds Total Funds £'000	Total Funds £'000
Grant Income				
Greater London Authority	-	588	-	588
Rural Payment Agency	9	-	-	9
Coronavirus Job Retention Scheme (CJRS)	465	-	-	465
Inner and Outer London Authorities	132	-	-	132
Non-London Local Authorities	1,370	-	-	1,370
	1,976	588	-	2,564

Grant income from London and Non London local Authorities received for Covid 19 related control measures including PPE

Note 2a Grants receivable from government and other public bodies for the year ended 31 March 2022

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds Total Funds £'000	Total Funds £'000
Grant Income				
Greater London Authority	-	844	-	844
Rural Payment Agency	-	-	-	-
Coronavirus Job Retention Scheme (CJRS)	162	-	-	162
Inner and Outer London Authorities	240	-	-	240
Non-London Local Authorities	598	-	-	598
	1,000	844	-	1,844

Grant income from London and Non London local Authorities received for Covid 19 related control measures including PPE.

Note 2a Grants receivable from government and other public bodies for the year ended 31 March 2021

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds Total Funds £'000	Total Funds £'000
Grant Income				
Greater London Authority	-	588	-	588
Rural Payment Agency	9	-	-	9
Coronavirus Job Retention Scheme (CJRS)	465	-	-	465
Inner and Outer London Authorities	132	-	-	132
Non-London Local Authorities	1,370	-	-	1,370
	1,976	588	-	2,564

Grant income from London and Non London local Authorities received for Covid 19 related control measures including PPE.

Note: 3 Income from Investments for the year ended 31 March 2022

Group	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Analysis of Income from Investments				
Property Rental	39	-	-	39
Interest Receivable	-	-	-	-
Dividends from Investments	9	-	-	9
Total Investment income	48	-	-	48
Analysis of gain/loss from Investment Revaluation				
Listed Investment	11	5	-	16
Investment Property	1,139	-	-	1,139
Social Investment	(224)	-	-	(224)
Total (gains)/loss from Investment Revaluations	926	5	-	931

Note: 3 Income from Investments for the year ended 31 March 2021

Group	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Analysis of Income from Investments				
Property Rental	2	44	-	46
Interest Receivable	-	-	-	-
Dividends from Investments	2	-	7	9
Total Investment income	4	44	7	55
Listed Investment	148	9	57	214
Investment Property	-	-	-	-
Social Investment	-	-	-	-
Total loss/(gains) from Investment Revaluations	148	9	57	214

Note: 3 Income from Investments for the year ended 31 March 2022

Charity	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Analysis of Income from Investments				
Property Rental	-	-	-	-
Interest Receivable	-	-	-	-
Dividends from Investments	9	-	-	9
Total Investment income	9	-	-	9
Analysis of gain/loss from Investment Revaluation				
Listed Investment	11	5	-	16
Investment Property	1,139	-	-	1,153
Social Investment	(224)	-	-	(224)
Total (gains)/loss from Investment Revaluations	924	5	-	929
Analysis of loss/gain from Property Revaluation				
Functional Property	8,045	-	-	8,045
Total (gain)/loss from Investment Revaluations	8,045	-	-	8,045

Note: 3 Income from Investments for the year ended 31 March 2021

	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Charity				

Analysis of Income from Investments

Property Rental	2	-	-	2
Interest Receivable	-	-	-	-
Dividends from Investments	2		6	8
Total Investment income	4	-	6	10

Analysis of gain/loss from Investment Revaluation

Listed Investment	148	9	52	209
Investment Property	-	-	-	-
Social Investment	-	-	-	-
Total (gains)/loss from Investment Revaluations	148	9	52	209

Analysis of gain/loss from Property Revaluation

Functional Property	-	-	-	-
Total (gains)/loss/ from Investment Revaluations	-	-	-	-

Note: 4 Profit/(Loss) on Disposal of Fixed assets for

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Disposal Proceeds net of costs	7,940	626	7,940	626
Net book value of disposal assets	(5,362)	(697)	(5,362)	(697)
Gain/(Losses) on Disposal	2,578	(71)	2,578	(71)

Note 5 Expenditure Analysis for the year ended 2022

Group	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,648	27	-	1,675
Internal Fundraising Costs	-	-	-	-
Support Costs	-	-	-	-
Total Raising Funds	1,648	27	-	1,675
Costs of Charitable activities	-	-	62	62
Residential and Community	36,924	116	-	37,040
Education	8,417	369	-	8,786
Community Engagement	32	-	-	32
Trusts	-	-	-	-
Total Charitable activities	45,373	485	62	45,920
Other	1,848	844	-	2,692
Impairment of Social Investments	-	-	-	-
(Gain)/Loss on Disposal of Fixed Assets	-	-	-	-
	1,848	844	-	2,692
Total Expenditure	48,869	1,356	62	50,287

Note 5 Expenditure Analysis for the year ended 31 March 2021

Group	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	760	55	-	815
Internal Fundraising Costs	37	-	-	37
Support Costs	145	-	-	145
Total Raising Funds	942	55	-	997
Costs of Charitable activities				
Residential and Community	36,002	604	62	36,668
Education	9,438	52	-	9,490
Community Engagement	253	-	-	253
Trusts	-	-	-	-
Total Charitable activities	45,693	656	62	46,411
Other	150	588	-	738
Impairment of Social Investments (Gain)/Loss on Disposal of Fixed Assets	216	-	-	216
	71	-	-	71
	437	588	-	1,025
Total Expenditure	47,072	1,299	62	48,433

Note 5 Expenditure Analysis for the year ended 31 March 2022

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,645	27	-	1,672
Internal Fundraising Costs	-	-	-	-
Support Costs	-	-	-	-
Total Raising Funds	1,645	27	-	1,672
Costs of Charitable activities				
Residential and Community	36,422	116	-	36,538
Education	8,417	21	-	8,438
Community Engagement	32	-	-	32
Trusts	-	-	-	-
Total Charitable activities	44,871	137	-	45,008
Other	-	844	-	844
Impairment of Social Investments	-	-	-	-
(Gain)/Loss on Disposal of Fixed Assets	-	-	-	-
	-	844	-	844
Total Expenditure	46,516	1,008	-	47,524

Note 5 Expenditure Analysis for the year ended 31 March 2021

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	760	55	-	815
Internal Fundraising Costs	37	-	-	37
Support Costs	135	-	-	135
Total Raising Funds	932	55	-	987
Costs of Charitable activities				
Residential and Community	34,895	21	-	34,916
Education	9,343	52	-	9,395
Community Engagement	245	-	-	245
Trusts	-	-	-	-
Total Charitable activities	44,483	73	-	44,556
Other	90	588	-	678
Impairment of Social Investments	216	-	-	216
(Gain)/Loss on Disposal of Fixed Assets	71	-	-	71
	377	588	-	965
Total Expenditure	45,792	716	-	46,508

Allocation of Support Costs for year ended 31 March 2022

	Raising Funds	Residential & Communication	Education	Community Engagement	Total 2022
	£'000	£'000	£'000	£'000	£'000
Senior Management	38	232	59	-	329
Human Resources	81	493	126	-	700
Finance	305	1,863	474	-	2,642
Information Technology	241	1,470	374	-	2,085
Corporate Services	224	1,366	348	-	1,938
Marketing and Communications	29	174	44	-	247
	918	5,598	1,425	-	7,941

Group Only			
Analysis of Direct and Support Costs			
	Direct Costs	Support Costs 2021/22	Total
	£'000	£'000	£'000
Internal Fundraising cost			
Bought in services	1,422	253	1,675
Support costs	-	-	-
Total Raising Funds	1,422	253	1,675
Costs of Charitable activities	30,820	6,282	37,102
Residential & Community	7,391	1,395	8,786
Education	21	11	32
Community Engagement	-	-	-
Trusts			
Total	38,232	7,688	45,920
Other	2,692	-	2,692
Impairment	-	-	-
Loss on disposal	-	-	-
	42,346	7,941	50,287

Group Only			
Analysis of Direct and Support Costs			
	Direct Costs	Support Costs	Total
	£'000	2020/21 £'000	£'000
Internal Fundraising cost			
Bought in services	815	145	960
Support costs	37	-	37
Total Raising Funds	852	145	997
Costs of Charitable activities	31,046	5,622	36,668
Residential & Community	7,983	1,507	9,490
Education	169	84	253
Community Engagement	-	-	-
Trusts	-	-	-
Total	39,198	7,213	46,411
Other	738	-	738
Impairment	216	-	216
Loss on disposal	71	-	71
	41,075	7,358	48,433

Net income/(Expenditure) is stated after charging		
	Group	
	2022	2021
	£'000	£'000
Depreciation	1,156	1,406
Audit current year	70	119
Other services	-	-
Other group auditors	-	-
Interest payable	393	351
Operating lease charges:		
Land and Buildings	642	622
Other equipment	37	41

Note: 6 Staff and Staffing costs				
	Group		Group	
	2022	2022	2021	2021
	Number	FTE	Number	FTE
Education Services	281	250	257	199
Residential and Community Services	963	866	1,081	687
Community Engagement	1	1	1	2
Generating Funds	6	9	6	16
Support Function	123	135	114	86
Total	1,374	1,261	1,459	990

Analysis of staff costs	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Wages and Salaries	26,657	27,980	26,221	27,517
Social Security costs	2,155	2,306	2,125	2,281
Employer contributions to defined contribution pension schemes	885	986	875	976
Operating Costs of defined benefit pension	256	115	256	115
Redundancy and Termination Payments	117	321	117	321
Agency staff	5,877	4,035	5,877	4,035
Total staff cost	35,947	35,743	35,471	35,245

For the Group, redundancy payments were £101k (2021 £321k) and the termination payments were £16k (2021 £Nil).

High paid staff - Group

The number of staff with remuneration excluding employer pension contribution of £60,000 or above, split into bands of £10,000 was:

	2022	2021
£60,000 - £69,999	8	7
£70,000 - £79,999	1	2
£80,000 - £89,999	1	2
£90,000 - £99,999	2	-
£100,000 - £109,999	-	-
£110,000 - £119,999	-	-
£120,000 - £129,999	-	1
£130,000 - £139,999	-	-
£140,000 - £149,999	-	-
£150,000 - £159,999	1	-

Remuneration of key management personnel (Executive Leadership team)

	2022 £'000	2021 £'000
Wages and salaries	356	687
Contributions to defined contribution pension schemes	7	18
Termination payments	-	-
Employers national Insurance	45	85
Agency staff	162	42
Total	570	832

Note 7: Subsidiary Undertaking

Name	Function	Company Registration	Charity	Year end
Livability Icanho Limited	Brain injury rehabilitation Services	2167304	N/A	31st March
Kingsley Hall Church and Community Centre, a company limited by guarantee.	Social and religious services to the Becontree Estate	6129881	1120001	31st March
Livability Contracting Services Limited	Construction and related services to the Livability group	3594964	N/A	31st March
East Holton Charity a company limited by guarantee	Dormant	2717228	1011867	31st March
Holton Lee Limited	Holiday accommodation	2871759	N/A	31st March
The Shaftesbury Society, a company limited by guarantee	Predecessor charity to Livability	38751	221948	31st March
Prospects for People with learning disabilities, a company limited by guarantee	Dormant	3305658	1060571	31st March
At Home in the Community Limited, a company limited by guarantee	Dormant	2470260	803280	31st March
John Grooms, a company limited by guarantee	Dormant	113685	212463	31st March
Prospects Trading Limited	Dormant	3222851	N/A	31st March
A Cause for Concern	Dormant	N/A	271600	31st March
Grooms Shaftesbury Limited	Dormant	3232362	N/A	31st March
Shaftesbury Care Limited	Dormant	3232329	N/A	31st March

	Turnover	Operating profit or net incoming/(outgoing) resources	Transfer to the charity	Aggregate Assets	Aggregate Liabilities	Net Asset/(Liabilities)
John Groom	-	-	-	-	-	-
Shaftesbury Society	1	3	-	47	-	47
Livability Icanho	806	94	94	94	94	-
Kingsley Hall Church and Community Centre	1,787	1,155	-	7,184	1,887	5,297
Livability Contracting Services Ltd	1,886	-	-	23	23	-
East Holton Charity	-	-	-	-	-	-
Holton Lee Ltd	-	-	-	-	-	-
Prospects for People with Learning disabilities	-	-	-	-	-	-
At Home in the Community	-	-	-	-	-	-
A Cause for Concerns	-	-	-	-	-	-
Livability Trading Ltd	-	-	-	-	-	-
Shaftesbury Care Ltd	-	-	-	-	-	-
	4,480	1,252	94	7,348	2,004	5,344

Note: 8 Tangible Fixed Assets					
Group	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2021	38,851	865	1,685	10,512	51,913
Additions	207	1,962	-	112	2,281
Transfer	-	-	-	-	-
Disposals	(5,362)	-	-	-	(5,362)
Revaluation adjustments	5,110	-	-	-	5,110
Transfer to Parent	-	-	-	-	-
At 31 March 2022	38,806	2,827	1,685	10,624	53,942
Depreciation at 1 April 2021	(4,152)	-	(300)	(8,886)	(13,338)
Charged in the year	169	-	-	(692)	(523)
Revaluation Adjustments	2,934	-	-	-	2,934
Release on disposal	157	-	-	-	157
Transfer to Parent	-	-	-	-	-
At 31 March 2022	(892)	-	(300)	(9,578)	(10,770)
Net book value at 31 March 2022	37,914	2,827	1,385	1,046	43,172
Net book value at 31 March 2021	34,699	865	1,385	1,626	38,575

Group Fixed assets include assets with carrying values of £28m (2021: £25m) which have been pledged as security for bank loans disclosed in note 12.

During 2021/22 Financial year, Functional fixed assets were revaluation upward to the tune of £8.045m.

A further asset is subject to charge of £750,526 (2021: £750,526). The assets under construction representing Phase 1B of the ongoing redevelopment of Kingsley Hall was completed 27 May 2022.

Note: 8 Tangible Fixed Assets

Charity	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2021	35,557	-	1,685	11,093	48,335
Additions	207	-	15	100	322
Transfer	-	-	-	-	-
Disposals	(5,362)	-	-	-	(5,362)
Revaluation adjustments	5,110	-	-	-	5,110
Transfer to Parent	-	-	-	-	-
At 31 March 2022	35,512	-	1,700	11,193	48,405
Depreciation at 1 April 2021	(3,091)	-	(300)	(9,700)	(13,091)
Charged in the year	-	-	(24)	(688)	(712)
Revaluation adjustments	2,934	-	-	-	2,934
Release on disposal	157	-	-	-	157
Transfer to Parent	-	-	-	-	-
At 31 March 2022	-	-	(324)	(10,388)	(10,712)
Net book value at 31 March 2022	35,512	-	1,376	805	37,693
Net book value at 31 March 2021	32,466	-	1,385	1,393	35,244

Charity Fixed assets include assets with carrying values of £28m (2021: £22m) which have been pledged as security for bank loans disclosed in note 12.

During 2021/22 Financial year, Functional fixed assets were revaluation upward to the tune of £8.045m. A further asset is subject to charge of £750,526 (2021: £750,526).

Note: 9 Financial Investments

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Analysis of changes in investment values				
Investments at start of year	2,017	2,399	1,998	2,384
Additions	-	-	-	-
Disposals	-	(635)	-	(635)
Gains on revaluation/Listed Investment	1,178	253	1,167	249
Impairment of Subsidiary investment	-	-	-	-
Investments at the year end	3,195	2,017	3,165	1,998
Analysis of Investments				
Investment Properties	2,307	1,071	2,307	1,071
Cash and Equivalents	175	167	175	167
Listed investments	713	779	675	752
Investments in subsidiary entities	-	-	8	8
Total Investments	3,195	2,017	3,165	1,998

Note: 10 Social Investments

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Analysis of changes in investment values				
Investments at start of year	6,536	7,226	6,536	7,226
Additions	-	-	-	-
Disposals	(2,245)	(565)	(2,245)	(565)
Gains/(Losses) on revaluation	(224)	(125)	(224)	(125)
Social Investments at the year end	4,067	6,536	4,067	6,536
Analysis of Investments				
Social Investment	4,067	6,536	4,067	6,536
Total Investments	4,067	6,536	4,067	6,536

Note: 11 Debtors

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Trade Receivables	1,637	1,164	1,630	1,058
Prepayments and Accrued Income	2,649	1,777	2,618	1,216
Other Debtors	868	1,241	707	945
Amounts due from Subsidiary undertaking	-	-	1,663	(93)
Investments at the year end	5,154	4,182	6,618	3,126

Note: 12 Creditors

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Amounts falling due within 1 year				
Derivative Financial Instrument Liabilities	-	131	-	131
Trade Payables	2,079	1,838	1,929	1,660
Accrued charges and Deferred income	1,790	2,386	1,753	2,342
Taxation and Social Security	587	2,659	587	2,739
Bank Loans within 1yr	437	4,000	414	4,000
Other Creditors	1,406	982	1,326	931
Amounts due to Group Entities	-	-	628	-
	6,299	11,996	6,637	11,803

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Amount falling due after more than 1 year:				
Accrued charge and Deferred income	-	-	-	-
Other loans	-	-	-	-
Bank loans	9,796	6,604	9,086	5,755
	9,796	6,604	9,086	5,755

The Bank Loans are repayable by instalments falling due in the following periods:

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Within 1 year	437	827	414	826
Within 1 - 2 years	450	835	426	835
Within 2 - 5 years	1,472	2,628	1,395	2,560
After 5 years	7,874	6,314	7,265	5,531
	10,233	10,604	9,500	9,752

The lenders, principle terms of borrowing and the security given for the borrowings are set out in the table below:

Facility Provider:	Interest Basis	Margin	31 March 22	Repayable by
		%	£'000	
Metro Bank Term Loan	Metro Bank base rate	3.25%	5,754	15/03/2029
Metro Bank Term Loan	Metro Bank base rate	3.75%	3,746	15/03/2029
Charity Bank Term Loan (Group - KHCC)	Bank of England	3.25%	733	20/06/2043

Note 13 Pensions

The Charity contributes to seven staff pension schemes, which are:

A Group Personal Pension Plan defined contribution scheme operated by **Aegon** which all permanent non-bank employees of Livability, who have successfully completed their probationary period of employment, were eligible to join until October 2013.

A Group Personal Pension Plan defined contribution scheme operated by the **People's Pension** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator.

A Group Personal Pension Plan defined contribution scheme operated by **Legal and General** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator

The Livability Final Salary Pension Scheme ("Livability DB scheme"), a defined benefit scheme which was closed to new members and further service accrual in June 2007. This scheme is administered by The Pensions Trust.

The John Grooms Pension and Assurance Scheme ("JGPAS"), a defined benefit scheme, which had been closed to new members some years ago, was closed to further service accrual in June 2007. This scheme is administered by XPS.

The Teachers' Pension Scheme (a multi-employer defined benefit scheme) in which teaching staff are eligible to be members, and to which the Charity contributes at a rate fixed by the Fund actuaries.

The Pensions Trust Growth Plan (a multi-employer defined benefit scheme). There are two active members of this scheme which is closed to further benefit accrual; contributions are made at the minimum level required to maintain membership of the scheme and for reduction of the deficit in the scheme. Withdrawal from the scheme would trigger a liability estimated at 31 March 2022 at £37,000 (2021: £204,000). There is no intention to withdraw from the scheme and therefore this liability is not recognised in the Accounts at 31 March 2022.

Kingsley Hall Church and Community Centre contributes to a defined contribution scheme operated by the Pensions Trust for one member of staff.

The Livability DB scheme and JGPAS were closed to new members and benefit accrual in June 2007; members employed at the closure date retain a link between their salary and benefits payable until their retirement or their earlier date of leaving employment.

The cost of employer contributions to the defined contribution plans was £1,774,000 in the year (2021: £1,745,000). There are no prepaid contributions in respect of any of the schemes at the balance sheet date.

The defined benefit schemes are both contracted-out of the State Second Pension Scheme (S2P) and their assets are held separately from those of the Charity. Contributions to the schemes were agreed with the schemes' Trustees, in accordance with the agreed technical provisions and recovery periods agreed for each scheme.

The last triennial valuation of the Livability DB scheme was carried out as at 30 September 2020 and has been updated to 31 March 2021 by an independent qualified actuary, in accordance with FRS 102.

This most recent actuarial valuation as at 30 September 2018 showed a deficit of £6,140,000. The employer has agreed with the Trustee that it will aim to eliminate the deficit over a period of 3 years and 10 months from 1 April 2020 by the payment of annual contributions of £1,100,000, increasing at 2.6% per annum with first

increase on 1 April 2021, in respect of the deficit. In addition, the employer will pay annual contributions of £115,000 in respect of scheme expenses.

The recovery contribution made to the Livability DB scheme by the Charity in the year was £1,244,000, as set out in the previous agreed deficit recovery plan, plus a contribution for administration expenses of £113,000.

An actuarial valuation of JGPAS was carried out as at 31 March 2015 and updated to 31 March 2021 by an independent qualified actuary. The recovery contribution made to the Scheme by the employer in the year was £530,000. The contributions for the year to 31st March 2023 are expected to be £Nil.

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total
	2022	2022	2022	2022
	£000	£000	£000	£000
Equity	5,942	6,505	–	12,447
Bonds	18,260	11,092	–	29,352
Property	2,809	–	–	2,809
Other	12,087	–	–	12,087
Cash and current liabilities	493	2,723	–	3,216
Fair value of scheme assets	39,591	20,320	–	59,911
Present value of scheme liabilities	(39,388)	(19,188)	(37)	(58,613)
Effect of asset ceiling	(203)	(1,132)	-	(1,335)
Pension liability disclosed in the financial statements	-	-	(37)	(37)
The actual return on scheme assets over the period was:	1,626	372	–	1,998

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total
	2021	2021	2021	2021
	£000	£000	£000	£000
Equity	4,594	6,241	–	10,835
Bonds	18,756	11,358	–	30,114
Property	2,206	–	–	2,206
Other	11,480	–	–	11,480
Cash and current liabilities	1,050	2,556	–	3,606
Fair value of scheme assets	38,086	20,155	–	58,241
Present value of scheme liabilities	(40,988)	(20,674)	(204)	(61,866)
Pension liability disclosed in the financial statements	(2,902)	(519)	(204)	(3,625)
The actual return on scheme assets over the period was:	2,950	1,284	–	4,234

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total
	2020	2020	2020	2020
	£000	£000	£000	£000
Equity	4,377	5,021	–	9,398
Bonds	17,265	11,156	–	28,421
Property	1,762	–	–	1,762
Other	11,275	–	–	11,275
Cash and current liabilities	397	2,744	–	3,141
Fair value of scheme assets	35,076	18,921	–	53,997
Present value of scheme liabilities	–	–	–	–
Pension liability disclosed in the financial statements	35,076	18,921	–	53,997
The actual return on scheme assets over the period was:	–	–	–	–

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total
	2019	2019	2019	2019
	£000	£000	£000	£000
Equity	16,427	5,612	–	22,039
Bonds	15,260	11,908	–	27,168
Property	1,531	–	–	1,531
Other	–	–	–	–
Cash and current liabilities	239	1,092	–	1,331
Fair value of scheme assets	33,457	18,612	–	52,069
Present value of scheme liabilities	(36,456)	(20,068)	(293)	(56,817)
Pension liability disclosed in the financial statements	(2,999)	(1,456)	(293)	(4,748)
The actual return on scheme assets over the period was:	–	–	–	–

Movements in the present value of the scheme liabilities have been:

	Livability DB	JGPAS	Total
	£000	£000	£000
Present value of liabilities at 31 March 2018	36,032	19,025	55,057
Current service cost	199	100	299
Interest cost	923	489	1,412
Remeasurement (gains) / losses	400	1,026	1,426
Benefits paid	(1,098)	(572)	(1,670)
Present value of liabilities at 31 March 2019	36,456	20,068	56,524
Interest cost	861	475	1,336
Remeasurement (gains) / losses	(901)	(649)	(1,550)
Benefits paid	(1,195)	(611)	(1,806)
Present value of liabilities at 31 March 2020	35,221	19,283	54,504
Current service cost	–	–	–
Interest cost	798	446	1,244
Remeasurement (gains) / losses	6,008	1,525	7,533
Benefits paid	(1,039)	(580)	(1,619)
Present value of liabilities at 31 March 2021	40,988	20,674	61,662
Current service cost	–	–	–
Interest cost	848	426	1,274
Remeasurement (gains) / losses	(1,196)	(1,175)	(2,371)
Benefits paid	(1,252)	(737)	(1,989)
Present value of liabilities at 31 March 2022	39,388	19,188	58,576

Movements in the fair value of scheme assets have been:

	Livability DB	JGPAS	Total
	£000	£000	£000
Fair value of scheme assets at 31 March 2018	31,575	17,450	49,025
Interest income	821	454	1,275
Expenses	(119)	–	(119)
Remeasurement gains / (losses)	1,118	675	1,793
Contributions by employer	1,160	605	1,765
Benefits paid	(1,098)	(572)	(1,670)
Fair value of scheme assets at 31 March 2019	33,457	18,612	52,069
Interest income	801	446	1,247
Expenses	(120)	–	(120)
Remeasurement gains / (losses)	945	(79)	866
Contributions by employer	1,188	553	1,741
Benefits paid	(1,195)	(611)	(1,806)
Fair value of scheme assets at 31 March 2020	35,076	18,921	53,997

	Livability DB	JGPAS	Total
Interest income	807	444	1,251
Expenses	(116)	–	(116)
Remeasurement gains / (losses)	2,143	840	2,983
Contributions by employer	1,215	530	1,745
Benefits paid	(1,039)	(580)	(1,619)
Fair value of scheme assets at 31 March 2021	38,086	20,155	58,241
Interest income	799	421	1,220
Expenses	(113)	–	(113)
Remeasurement gains / (losses)	827	(49)	778
Contributions by employer	1,244	530	1,774
Benefits paid	(1,252)	(737)	(1,989)
Fair value of scheme assets at 31 March 2022	39,591	20,320	59,911

	1,505	165	1,670
The Growth Plan	3,010	1,234	4,244

Movements in the recognised liability for payments due to the Growth Plan were:

	£000
Present value of payments at 31 March 2018	468
Interest cost	7
Contributions	(60)
Remeasurements	(122)
Present value of payments at 31 March 2019	293
Interest cost	4
Contributions	(49)
Remeasurements	(7)
Present value of payments at 31 March 2020	241
Interest cost	6
Contributions	(50)
Remeasurements	7
Present value of payments at 31 March 2021	204
Interest cost	1
Contributions	(52)
Remeasurements	(116)
Present value of payments at 31 March 2022	37

Amounts recognised in the Consolidated Statement of Financial Activities have been:

	2022	2021	2020	2019
	£000	£000	£000	£000
Expenses	113	116	120	119
Past service cost	–	–	–	299
Net interest cost	55	(1)	93	144
Included in net (income) / expenditure	168	115	213	562
Actuarial (gains) / losses	(1,930)	4,557	2,423	(488)
Total recognised (gains) and losses reported in the SOFA	(1,762)	4,672	2,636	74

Contributions and administration fees payable in the year ending 31 March 2021 are expected to be:

	£000
The Livability Final Salary Pension Scheme	1,215
The Pensions Trust Growth Plan	50
John Grooms Pension and Assurance Scheme	530
	1,795

Contributions and administration fees payable in the year ending 31 March 2022 are expected to be:

	£000
The Livability Final Salary Pension Scheme	1,244
The Pensions Trust Growth Plan	52
John Grooms Pension and Assurance Scheme	530
	1,826

Contributions and administration fees payable in the year ending 31 March 2023 are expected to be:

	£000
The Livability Final Salary Pension Scheme	1,289
The Pensions Trust Growth Plan	13
John Grooms Pension and Assurance Scheme	530
	1,832

Note: 14 (Group) Funds

	Restated Balance at 31 March 21 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2022 £'000
Designated Funds						
Maintenance reserves - Designated	9,653	-	-	-	-	9,653
Revaluation fund	8,230	-	-	8,045	(1,658)	14,617
Total Designated funds	17,883	-	-	8,045	(1,658)	24,270
Unrestricted Funds						
General fund	6,072	51,577	(48,869)	926	32	9,738
Unrestricted Funds before Pension Liability	23,955	51,577	(48,869)	8,971	(1,626)	34,008
Pension Reserve	(3,625)	-	-	1,930	1,658	(37)
Total Unrestricted Funds	20,330	51,577	(48,869)	10,901	32	33,971
Restricted Funds						
Education	343	47	(36)	5	(12)	347
Residential & Community Services	1,694	368	(379)	-	(15)	1,668
Community Engagement	56	-	(27)	-	(4)	25
Giving by Lending	57	-	-	-	-	57
F Clements Will Trust	30	-	-	-	-	30
Kingsley Hall Church & Community Hall	2,863	1,513	(913)	-	-	3,463
Kingsley Hall, Dagenham	765	-	-	-	-	765
Prospects	61	2	(1)	-	(1)	61
Holton Lee	292	9	-	-	-	301
Total Restricted Funds	6,161	1,939	(1,356)	5	(32)	6,717
Permanent Endowment Funds						
Chiswick	475	-	-	-	-	475
Highway	2,503	-	-	-	-	2,503
Marsh St	922	-	-	-	-	922
Coney Hill Will	26	-	-	-	-	26
Welcome	986	-	-	-	-	986
Kingsley Hall, Dagenham	632	-	(62)	-	-	570
SHBEF	34	-	-	-	-	34
Shaftesbury Development	521	-	-	-	-	521
Beddington	68	-	-	-	-	68
Platt	496	-	-	-	-	496
Total Permanent Endowment Funds	6,663	-	(62)	-	-	6,601
Total Funds	33,154	53,516	(50,287)	10,906	-	47,289

During the year, £32k was transferred from restricted funds to unrestricted funds. Restricted funds are those funds available for specific, restricted purposes within the overarching charitable objects of Livability. All expenses were individually identified and satisfies the reason for the transfer from restricted to unrestricted fund.

Note: 14 (Group) Funds

	Restated Balance at 31 March 2020 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2021 £'000
Designated Funds:						
Maintenance reserves - Designated	9,729	-	-	-	(76)	9,653
Revaluation fund	8,719	-	(27)	83	(545)	8,230
Total Designated funds	18,448	-	(27)	83	(621)	17,883
Unrestricted Funds						
General fund	10,445	43,213	(46,930)	65	(721)	6,072
Unrestricted Funds before Pension Liability	28,893	43,213	(46,957)	148	(1,342)	23,955
Pension Reserve	(748)	-	(115)	(4,557)	1,795	(3,625)
Total Unrestricted Funds	28,145	43,213	(47,072)	(4,409)	453	20,330
Restricted Funds						
Education	353	46	(39)	-	(17)	343
Residential & Community Services	1,360	828	(77)	-	(416)	1,694
Community Engagement	75	589	(588)	-	(20)	56
Giving by Lending	57	-	-	-	-	57
F Clements Will Trust	30	-	-	-	-	30
Kingsley Hall Church & Community Hall	1,987	1,460	(584)	-	-	2,863
Kingsley Hall, Dagenham	765	-	-	-	-	765
Prospects	61	2	(2)	-	-	61
Holton Lee	298	4	(10)	-	-	292
Total Restricted Funds	4,986	2,929	(1,300)	-	(453)	6,161
Permanent Endowment Funds						
Chiswick	475	-	-	-	-	475
Highway	2,475	4	-	24	-	2,503
Marsh St	922	-	-	-	-	922
Cloney Hill Will	26	-	-	-	-	26
Welcome	986	-	-	-	-	986
Kingsleys Hall, Dagenham	694	-	(62)	-	-	632
SHBEF	28	1	-	5	-	34
Shaftsbury Development	506	2	-	13	-	521
Beddington	53	-	-	15	-	68
Platt	496	-	-	-	-	496
Total Permanent Endowment Funds	6,661	7	(62)	57	-	6,663
Total Funds	39,792	46,149	(48,434)	(4,352)	-	33,154

Note: 15 Analysis of Net Assets by Funds for year ended 31 March 2022

	General	Designated	Pension	Restricted	Permanent Endowment	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible Fixed Assets	15,981	24,566	-	-	2,625	43,172
Financial Investments	-	2,266	-	-	929	3,195
Social Investments	-	670	-	-	3,397	4,067
Cash	5,950	-	-	1,883	-	7,833
Other current assets	4,589	-	-	565	-	5,154
Current liabilities	(6,113)	-	-	(186)	-	(6,299)
Long-term liabilities	(3,192)	(5,754)	(37)	(850)	-	(9,833)
Funds at 31 March 2022	17,215	21,748	(37)	1,412	6,951	47,289

Note: 15 Analysis of Net Assets by Funds for the year ended 31 March 2021

	General	Designated	Pension	Restricted	Permanent Endowment	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible Fixed Assets	11,090	22,000	-	3,086	2,399	38,575
Financial Investments	-	1,088	-	-	929	2,017
Social Investments	-	3,139	-	-	3,397	6,536
Cash	3,006	-	-	1,063	-	4,069
Other current assets	3,617	-	-	565	-	4,182
Current liabilities	(11,811)	-	-	(185)	-	(11,996)
Long-term liabilities	-	(5,754)	(3,625)	(850)	-	(10,229)
Funds at 31 March 2021	5,902	20,473	(3,625)	3,679	6,725	33,154

Note: 16 Commitments and Contingent Assets

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Contracted	-	-	-	-
Approved not Contracted				
The amount 2022 £Nil; (2021 £Nil)				

Note: 17 Obligations under Operating Leases

Group and Charity	2022			2021		
	£'000 Land & Building	£'000 Other Equipment	£'000 Total	£'000 Land & Building	£'000 Other Equipment	£'000 Total
Within 1 year	1,391	28	1,419	1,101	34	1,135
In 2 - 5 years	3,840	13	3,853	3,834	33	3,867
Over 5 years	10,075	-	10,075	9,900	4	9,904
	15,306	41	15,347	14,835	71	14,906

Note: 18 Financial Instruments

	Group		Charity	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Financial Assets at Fair Value through income & Expenditure				
Financial Investments	3,195	1,998	3,165	2,017
Social Investments	4,067	6,536	4,067	6,536
Financial Liabilities at Fair Value through income & Expenditure				
Interest rate options	-	-	-	-
Secured loans	-	-	-	-
Financial Liabilities measured at amortised cost				
Bank loans	(10,377)	(6,604)	(9,500)	(5,755)
Trade creditors	(2,079)	(1,838)	(1,929)	(1,660)
Amounts due to subsidiaries	-	-	(628)	-

Note 19 Related Parties

Trustees received no remuneration in respect of their services as Trustees of Livability. Travel and other out of pocket expenses were reimbursed to 4 Trustees in the year to the value of £5,251 (2021:£90) and cost of providing training to Trustees in relation to their duties was £Nil (2021:Nil).

Livability paid £5,554 (2021:£5,544) in the year to provide indemnity Insurance for the Trustee.

Livability received donations of £360 (£2021:1,292) from the Trustees

2022	Shaftbury Society	Livability Icanho Ltd	Kingsley Church and Community Centre	Livability Contract Services Ltd	East Holton Charity	Holton Lee Ltd	Prospects for People Learning Disabilities
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Balance sheet amounts							
Amounts due to Parent undertaking	-	-	-	-	-	-	8
Amounts due from Parent undertaking	18	-	-	-	-	-	-
Income							
Donation from Parent Charity	-	-	-	-	-	-	-
Expenditure							
Charitable Donation paid							
2021							
Balance sheet amounts							
Amounts due from Parent undertaking	17	68	1	71	-	-	8
Income							
Donation from Parent Charity	-	-	-	-	-	-	-
Expenditure							
Charitable Donation paid	-	-	-	-	-	-	-

Post Balance sheet Events

After 1st April 2022, functional freehold properties were disposed of, generating £535k from Marion House.

Trusts and Supporters 2021-22

As well as the organisations listed below for their contributions towards our work, we also extend our thanks to those organisations who wished to remain anonymous, the families of those who remembered Livability in their Wills, and the thousands of generous individuals whose support makes such a huge difference to our work and the people we support.

Trusts and Foundations

Aldingbourne Gospel Trust

Barclays

Emmaus Christian Fund

Dudley and Geoffrey Cox Charitable Trust

Eric Stanton Northampton Trust

Essex Community Foundation

Fowler Smith and Jones Trust

Homelands Charitable Trust

Joan Ainslie Charitable Trust

Louis Ross Foundation

Norfolk Community Foundation

Talbot Village Trust

The Alice Ellen Cooper-Dean Charitable Foundation

The Barbara Price Charitable Trust

The Bradbury Foundation

The Bruce Wake Charitable Trust

The Colchester Catalyst Charity

The E F Bulmer Benevolent Fund

The Edith Murphy Foundation

The J & D Hambro CT

The Liz and Terry Bramall Foundation

The Nora and Olive Brewer Memorial Trust

The Rowlands Trust

The Scott Bader Commonwealth Ltd

The Thomson-Bree Charitable Trust

The Valentine Charitable Trust

Supporters

David & Julia Smith

Friends of Brackley

Friends of Dolphin Court

Friends of John Grooms Court

Friends of Keefield Close

Friends of Nash College

Friends of Livability North East

Friends of Talbot Manor

Friends of VEC

Friends of Victoria School

Friends of York House, Ossett

Helpcards

Masks for NHS Heroes

Wareham Golf Club

Organisational Details

Patron: Her Royal Highness, The Princess Royal

Vice-Patrons: The Rt Hon The Earl of Shaftesbury, Nicholas Ashley-Cooper

President: The Most Revd and Rt Hon Justin Welby, Archbishop of Canterbury

Senior Vice-President: Baroness Valerie Howarth of Breckland OBE

Vice-Presidents:

Lord Donald Curry of Kirkharle CBE

David Harmer

Roy McCloughry

The Rt Hon Lord McColl of Dulwich CBE

Sarah Omond

Pamela Rhodes

The Revd Canon Roger Royle

Revd Michael Shaw

Trustees:

Kate Clare, Chair of Trustees (appointed as Chair on 29 July 2019); Chair of Safeguarding Board (resigned 29 March 2022)

John Robinson CBE, Chair of Trustees and Chair of Strategic Business Committee (appointed as Chair on 29 March 2022)

Anne Anketell (appointed 22 June 2022)

Angus Brown (resigned 29 March 2022)

The Rt Revd Richard Frith (appointed 15 April 2022)

Duncan Ingram (appointed 15 April 2022)

Canon Sue Johns, Chair of Services Quality Committee (appointed 16 January 2020)

Heather Laffin (appointed 16 January 2020)

Tom O'Connor (appointed 15 April 2022)

Lisa Quinlan-Rahman (appointed 22 June 2022)

John Weaving, Chair of Audit Committee (appointed 16 January 2020)

Andrew Wilson (appointed 21 March 2018)

Peter Woodall (appointed 16 January 2020)

Senior officers:

Chief Executive Officer – Sally Chivers (appointed 29 July 2019)

Executive Director for Education - Adele Audin (appointed 19 January 2021)

Finance Director – Ayodele Laleye (appointed 3 February 2022)

Executive Director of Care Operations – Jane Percy (appointed 11 May 2019)

Principal Solicitors: Anthony Collins LLP, 134 Edmund Street, Birmingham, B3 2ES

Principal Bankers: Metro Bank plc, One Southampton Row, WC1B 5HA

Auditors: Crowe UK LLP, 55 Ludgate Hill, London EC4M 7J

Registered and Central Office: Livability, 6 Mitre Passage, London SE10 0ER

www.livability.org.uk

LIVABILITY

England & Wales - Charity number 1116530

Accounts

It all adds up to

Livability

Annual report

April 2020 - March 2021

Registered Charity 1116530

Company Registration Number 5967087

Letter from the Palace



BUCKINGHAM PALACE

As Patron of Livability, I am aware that this year the charity has been faced with unprecedented challenges. During this time the work of Livability was never more needed or urgent. Whilst worldwide we were experiencing a pandemic, at a local level, Livability services remained open 365 days of the year for the most vulnerable.

The Coronavirus pandemic changed life for everyone. Its effect was felt in every home, but people with disabilities were among the hardest hit, often having a higher risk of developing life-threatening complications. Livability remained on the frontline, providing care, nursing, education and support for those who needed it most during this crisis.

Through the Star Carers appeal I have seen just how much the support of local communities, supporters and volunteers has meant during this time. Supporters provided vital Personal Protective Equipment to keep people safe. Grants supported care homes, such as Livability Talbot Manor, with accessible garden furniture to enable residents to enjoy the outdoor area during lockdown. The use of new technological devices helped to boost wellbeing by ensuring connections could continue virtually with family members and friends.

Care staff worked incredibly hard to ensure those supported received the same high quality of care, stayed safe, and remained healthy. Teachers and lecturers adopted innovative digital ways of working to maintain the benefits of learning. It is fitting that we all recognised and valued key frontline workers across the nation.

I thank and congratulate all staff, volunteers and supporters on their achievements in an incredibly difficult year.

It all adds up to



A message from Livability's Chair and Chief Executive Officer

After a year like no other, we present the Livability Annual Report for the year 2020-2021.

The first Coronavirus pandemic lockdown aligned itself with the beginning of the fiscal year, although there was nothing corporate about its continued tenure as the months ticked by.

Stakeholders and supporters can, however, be assured that the Livability responses to the pandemic were robust, sustained, and met the standards set out by the government that affect our services in England, Wales and in Northern Ireland. Staff rose to the challenges like never before and highlighted that the people we support are truly at the centre of all we do.

As populations retreated to remote spaces and hunkered down, our frontline workers dug deep to protect the children, young people and adults in their care.

In those first few weeks and months, Livability spent more than £400k on Personal Protective Equipment (PPE), never to see it reimbursed. Like many charity organisations, we felt the need to set up an Emergency Appeal, unsure where the world was taking us, and anticipating the cancellation of our vital fundraising events.

If we take anything from the harsh realities of last year, it is that from adversity springs kindness and ingenuity; we saw this again and again, even at our lowest times. Ad hoc concerts, new ways of learning, gifts of PPE and scrubs, and staff willing to be redeployed to the area of greatest need. At the height of lockdown, some members of care staff temporarily 'moved in' with residents to lessen the risks to their collective health, all for the greater good.

We believe the founding fathers of Livability would be proud of our rallying response during 'the year like no other'.

A handwritten signature in black ink that reads "Kate Clare".

Kate Clare, Chair of Trustees

A handwritten signature in black ink that reads "Sally Chivers".

Sally Chivers, Chief Executive

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Trustee Report

Principal activities, core values and objects

About Livability

Livability exists to support people with disabilities to live a life that adds up for them. Working with those inspirational people, we dismantle barriers and create wellbeing and inclusion for all. We deliver a wide range of care, education, vocation and rehabilitation services, and grow community connections.

Our vision

Inspired by the Christian faith, our vision is of a barrier-free society where all people can flourish and participate.

What motivates us to act

We find barriers continue to be present for people with disabilities; there is evidence that barriers can exist in relation to obtaining employment, to learning, to having a safe place to live, to receiving appropriate care and support. Above all, we seek to remove obstacles to choice and to provide full participation. Everyone has the right to use his or her talents, skills and gifts in fruitful ways and to participate in ways of their own choosing.

Livability – It all adds up

As a charity, we enable each person we support to put the elements in place for a life that 'adds up' for each of them. Of course, what makes life livable is never down to just one thing - it's the sum of many things. From friendship to fun; from companionship to community; from a great chat to a challenge overcome – it all adds up to Livability.

Through the approach we take, the services we deliver and the values we live by, we commit to connecting people with their community, working for inclusion, promoting wellbeing and creating a life that adds up for each supported child, young person or adult.

Our Christian ethos

Our Christian ethos is in our DNA – it's why we were founded 170+ years ago and it's why we still exist today. We remain as inspired and challenged as our founders were by the radical message of Jesus Christ. However, we are clear that Livability welcomes people from all faiths and none.

Beyond our work with local authorities and Clinical Commissioning Groups (CCGs), we partner with people and organisations who share our core values, particularly with local churches, faith groups, and corporate businesses.

Our distinctiveness is shaped by our values - being open and inclusive; being enabling for those we support and for our staff, and being further defined by our courage.

Livability is delighted to have as its President The Most Revd and Rt Hon Justin Welby, Archbishop of Canterbury. Livability is honoured to have as its Patron HRH The Princess Royal.

Our impact shown through our values

As we continue to work in a global pandemic, this year has forced us to embody our values more than ever before. Whilst our frontline services focused on providing services to the most vulnerable, we moved our work from a state of emergency, ensuring that we kept our residential care services open each day, to helping the people we support talk virtually with friends and families, and continued to adapt in line with government guidance as these unprecedented times unfolded and we get acquainted with 'new normal'. Our Education services remained open for students who were not shielding and we are proud of the low infection rates in all our adult services and education settings.

Operations

The reach of our work

- We delivered 1.4 million support hours across the year.
- We provided care to people at home or in the community to over 70 people.
- We operated over 37 shared supported living services.
- We supported 10 people to live in their own home 24 hours a day.
- One new service opened during the pandemic in Wrexham
- We have picked up 15 new packages of support across the year
- We introduced a new electronic care planning system to over 150 people we support.

Our Impact shown through our values

We are open

- We have worked hard with our staff to keep them and the people we support safe during the pandemic. During the financial year, we issued 63 Covid/Operational briefings to our frontline delivery teams and held 17 virtual briefings with frontline managers.
- We carried out our annual survey with the people we support and their families, and shared and consulted on the results, reflecting initial feedback with actions carried out during the year.

We are inclusive

- We continued to roll out our new electronic care planning system, Log my Care. This allows greater access for the people we support to access their care plan and see what has been recorded in their daily notes, helping us to continue to champion one of our mottos: 'Nothing about me without me'.
- We did the groundwork on launching a social media platform for the people we support, so they can tell us what they think, connect with other people and see what we are planning for the future.

We are enabling

- We continue to deliver services during the pandemic, delivering over 1.4 million support hours across the year. We were able to do this safely using 350,000 aprons, 350,000 face masks and 750,000 pairs of gloves.
- We continued to open new services using dynamic risk assessments during the pandemic, ensuring people were still given opportunities to thrive.
- We did the groundwork to set up a forum for the people we support which launched in September 21.

We are courageous

- We restructured our adult service management to give us a sustainable model for the future.
- We developed a senior operational leadership structure, developing new roles to ensure we had the expertise to shape new delivery models.
- We reviewed our chaplaincy model to ensure that the people we support are at the heart of our offer.

Education

Learners come to us through local authority or family/self-referral and we work closely within our wider organisation to benefit from the skills and experience of our Adult Care Directorate. Our programmes of study are based on enabling learners to develop skills for adult life, extending friendships and providing opportunities for personal development, as well as the opportunity to make a contribution to the communities we share.

Learners choose to come to a Livability Education setting to find and fulfil their potential and to lead a flourishing life. We improve the 'life sum' of all students and staff who are part of our close family of schools and colleges. We do this by

recognising and acknowledging the individual needs, aspirations and skills of each learner. We spend time getting to know our students and their families so that we can develop personalised programmes of study. We are passionate in our desire to reduce social, employment and health inequalities and are aspirational for our learners, our staff and our services.

Our plans for the next phase of our journey involve consolidating the Education Directorate as a group of education settings who understand the challenges our young people face and then, sensitive to need, deliver high impact outcomes via authentic, relevant and purposeful learning experiences. We will develop our ability to support lifelong learning for all who live, learn and work with us as part of our Livability family.

We are open

- Open conversations with staff enabled continued engagement throughout a period of uncertainty during the pandemic, ensuring reporting and recording obligations were met and that staff felt safe.
- Ongoing and open dialogue with stakeholders retained the support of commissioners and families throughout the pandemic, resulting in continued placements and support for learning.

We are inclusive

- We were able to review our consultation processes and enable Livability Education settings to offer places to over 80% of student applications.
- The Livability Nash College curriculum was further developed this year to provide a more personalised provision that has a focus on meeting the individual needs of all learners, based on their own aims and goals.
- Where necessary, Livability Education settings offered remote learning and therapeutic support throughout the pandemic that enabled all learners to continue to feel part of the student body.

We are enabling

- During the pandemic, we produced dynamic risk assessments and protocols to ensure education settings remained open for students who could not be safely looked after at home.
- Education settings quickly assimilated large quantities of rapidly changing government guidance in order to ensure the safety and continued progress of learners throughout the pandemic.
- Education settings designed and delivered recovery programs to support learners who had experienced trauma during the pandemic, minimising lost learning.

- **We are courageous**
- Following a full review of all aspects of the therapeutic provision at Nash College, a new model of therapeutic support was designed.
- Our Livability Education settings produced detailed plans for quality improvement that provide the foundation for continuous improvement and recognise the challenges ahead.
- We developed quality assurance strategies that support accountability and ownership of the work we do.

Our Objects

Livability is established for the public benefit and for charitable purposes, according to the laws of England and Wales. The objects of the charity are to:

- To assist or educate any person in charitable need and, in particular but without limitation, any person with disabilities and the parents, guardians and carers of such people by whatever means.
- To provide facilities, support, advice and assistance for Christian congregations, other Christian groupings and community groups seeking to alleviate charitable needs.
- These objects are pursued in each case in a manner which authenticates the Christian faith and its moral principles, in a spirit of love and practical Christian service.

Activities

We are proud to operate:

- 11 registered locations providing domiciliary care
- 49 supported living services
- 25 high-quality residential care homes, four of which offer nursing care
- 11 day services
- Brain injury and spinal cord injury rehabilitation services
- A special Further Education College for young people with disabilities, with registered care provision
- A special school for children with disabilities
- Chaplaincy outreach services that operate within our social care and special education services

Public benefit

Trustees have complied with their duties to have regard to the public benefit guidance (published by the Charity Commission), in exercising powers and duties to which the guidance is relevant. In preparing this report and the accounts, Trustees have demonstrated their compliance with the requirements set out in the guidance by:

- Providing a review of the significant activities undertaken by the charity to carry out its purposes for the public benefit.
- Providing details of purposes and objectives.
- Providing details of the strategies adopted and activities undertaken to achieve the purposes and objectives.
- Providing details of the achievements by reference to the purposes and objectives.

Structure, governance and management

Livability is a charity registered in England, number 1116530, and a company limited by guarantee registered in England and Wales, number 5967087. It is governed by its Articles of Association dated 7 November 2013. In the event of winding up, each Member's liability is limited to £1. Livability was established in 2007 as a merger of The Shaftesbury Society and John Grooms.

Group structure

Livability is the parent charity of a group of charities and operating companies. Operating subsidiary charitable companies in the group are:

- **Kingsley Hall Church and Community Centre**, providing community services in Dagenham, East London.
- **The Shaftesbury Society** A disability charity with investment income.

The active subsidiary trading companies in the group are:

- **Livability Icanho Limited**, providing acquired brain injury rehabilitation services.
- **Holton Lee Limited**, providing accommodation rentals and venue hire on the Holton Lee site in Dorset.
- **Livability Contracting Services Limited**, providing construction services.

Livability and its subsidiary charities also include the assets, liabilities, funds, income and expenditure of a number of charitable trusts that are linked to the charitable companies in the group, through linking directions from the Charity Commission. These charities are set out in note 14 to the accounts.

The Board of Trustees

The Board of Trustees is responsible for the governance of Livability and for ensuring ensuring that its activities are within its charitable objects. It sets out the strategic direction for the charity but responsibility for the implementation is delegated to the Executive Leadership Team, led by the Chief Executive Officer (CEO). The Board rigorously monitors and scrutinises the performance of the charity and the executive.

All trustees are non-executive directors who serve a maximum of three terms of three years. Trustees are appointed initially by the Board of Trustees, and then reappointed at the charity's Annual General Meeting (AGM).

Each Trustee gives his or her time voluntarily and receives no benefits for Livability (but may claim reasonable expenses).

The Board ensures its Trustees provide the experience and skills required to perform its critical role effectively.

There is a programme of training linked to Trustee appraisals and a formal Board review. There are two away-days in each annual governance cycle to ensure matters of strategic significance are considered in depth.

The Board's business meetings are held quarterly. Monitoring of the performance of key areas of activity is delegated to sub-committees and to local boards of governors. These include Trustees and members, appointed for their expertise and knowledge in their specific area of responsibility.

Chief Executive Officer

The CEO is responsible to the Board for the direction of the activities and the performance of Livability in meeting the strategic goals set by the Trustees and in compliance with the policies set by the Board.

The Executive Leadership Team (ELT) is responsible for strategic oversight and leadership of the charity; it comprises the CEO, the Executive Directors of Operations; Finance; People & Transformation; Education and the Company Secretary, during the year. Following the year end with the departure of the Executive Director of People & Transformation and the Company Secretary the ELT made interim arrangements for leadership in these areas, pending the recruitment of their successors.

Livability's People Agenda

Our working focus is to support and deliver to staff and managers on our key strategic aims of:

- Wellbeing – ensuring that our staff teams and volunteers are provided with all resources to support their physical and mental health to reach their potential.
- Retention – reviewing our employment and development offer to retain talent and attract new recruits.
- Employee Relations – working to our People Policies, we aim to create and maintain positive working relationships.
- Learning and Development - equipping all staff with relevant learning to deliver strong leadership and high quality care.

Livability Gender Pay Gap for 2020/2021

- In 2019/2020, the mean hourly rate was 3%: this figure has decreased to 1.11%.
- The median hourly rate has increased to 7.4% from 2% 2019/2020.
- Our median pay gap is 0%.

The difference in mean and median bonus pay remains at 0%, as our charity does not pay bonuses to staff.

Pay quartiles

The number of paid male and female in the four pay quartiles (upper, upper middle, lower middle and lower quartile) for 2020/2021 and 2019/2020 are as follows:

- Upper quartile in 2020/21 was 21% (male) and 79% (female) and 26% (male) and 74% (female) for 2019/20. This shows a slight decrease in the number of females and a slight increase in the number of males in this category, compared to last report.
- Upper middle quartile in 2020/21 was 19% (male) and 81% (female) and 20% (male) and 80% (female) for 2019/20. There is a slight decrease in the number of females in this category and a slight increase in the number of males in this category, compared to last report.
- Lower middle quartile in 2020/21 was 19% (male) and 81% (female) and 19% (male) and 81% (female) for 2019/20.
- Lower quartile in 2020/21 was 26% (male) and 74% (female) and 17% (male) and 83% (female) for 2019/20. This shows a 9% decrease in the number of males in this category, compared to 2019/20 figure and a 9% increase of females in this category compared to 2019/20.

Livability will continue to monitor its employment and remuneration to ensure that pay is based on fairness.

Employment of people with disabilities

Currently, 2.6% of Livability employees have declared themselves to have a disability, a slight reduction from last year by 0.16%. We want to continue to increase the number of people with disabilities who work for us. As a Disability Confident Employer (level 2), we commit to making adjustments to meet the needs of job applicants with disabilities, employees and volunteers. We work with our staff with disabilities to ensure that they are able to remain in employment.

However, we have more to do to promote employment of people with disabilities in the charity; we involve employees with disabilities, volunteers and the people who use our services, in making the charity an organisation that people want to work for. We support volunteering opportunities in a number of our services and offices across the organisation. We also provide services to support people with disabilities back into the workplace, through specialist work skills development and work experience programmes.

Senior executive pay

Senior pay levels reflect the size and complexity of the organisation and the range of work carried out in health and social care with clinical and nursing services, special education provision and professional support services. Livability has noted the recommendations of the report of the National Council for Voluntary Organisations (NCVO) into senior executive pay. The Nomination, Remuneration & Governance sub-committee of the Board has reiterated the policy of the charity to set pay levels in line with median pay rates for the sector. Note 6 to the accounts shows the numbers of employees earning more than £60,000 in bands of £10,000.

Our approach to pay as an organisation is as follows:

1. Our key priority is to be a real living wage provider and as such, we give priority to having pay scales to reflect this for our lowest rate of pay.
2. We mirror the national terms and conditions for teachers where we are able (but not all terms). Again, this is based on affordability.
3. We implement recruitment and retention initiatives for hard-to-fill roles in our frontline services.
4. For growth-driven roles, such as Area Managers, we link pay to growth.
5. We apply the Hay evaluation process for all other roles, to ensure pay is reflective of role requirements and pay is equitable and fair.

Volunteers

Around 106 volunteers contributed to Livability's work in the past year and we are grateful to them for the vital role they play in our work. Volunteering was heavily impacted during this reporting period as the risk of Covid-19 infection increased with the outside support of volunteers, and services could not enjoy their support as usual.

Volunteers were only permitted onsite at services or to our National Office when government advice allowed them to do so.

However, as infection rates declined, Friends Groups slowly started to join together again and new roles for volunteers were shaped to recruit to the Chaplaincy Team, and in Operations to support with activities with the people we support, virtually if not in service, as well as fundraising.

Of course, we also are supported by our Trustees working as volunteers, where we benefit from their commitment and expertise which is integral to the charity and the people we support.

We promote our volunteering on our website here: www.livability.org.uk/volunteer.

We continue to seek ways for more people to support our services and the work we do.

Fundraising

2020-21 was an extremely challenging but also very rewarding year for the fundraising team. Whilst the Coronavirus pandemic had an impact on key fundraising income channels such as events and community fundraising, the team pulled together to not only mitigate these circumstances but also deliver an extremely successful emergency appeal that performed above target. All of this would not be possible without the generosity of our supporters, many of whom were more generous than ever in the course of this year.

Our approach

Our approach to fundraising puts the supporter at the heart of everything we do, seeking to build longterm relationships and supporters have control over how they hear from us. We do our utmost to ensure all our activities are supporter-led and always give careful consideration to how they may be perceived by supporters and the public.

We plan our fundraising effectively, ensuring our fundraising strategy reflects our values and the costs associated with our fundraising. We also work together as a team to monitor progress against our goals and manage key risks.

We work with approved partners, and our payroll-giving programme enables supporters to give as they earn through their salary if they choose to. To ensure a good supporter experience, we monitor fundraisers acting on our behalf. We provide guidelines, policies and dedicated support to fundraisers acting for us in communities.

We have effective systems in place including performance management to ensure our employed fundraisers can be effective in their role and embody our organisational values. We ensure volunteers acting on our behalf in our office and within the community represent our charity in the best way, through providing policies, guidelines and dedicated support.

Fundraising standards

Our commitment to high fundraising standards is demonstrated by our individual staff membership of the Institute of Fundraising (IOF) and organisational membership of the Fundraising Regulator, who set and maintain the standard for charitable giving. We have also signed up to the Fundraising Preference Service, where supporters can manage the communications and fundraising requests they receive from charities.

We vigilantly adhere to regulation standards and General Data Protection Regulation (GDPR), both generally and in our fundraising practices. Our governance also extends to how we protect vulnerable people in the context of fundraising. Our People in Vulnerable Circumstances (PIVC) Policy makes sure

that there is no undue pressure to give in the course of, or in connection with, fundraising for Livability.

We aim for everyone to have a positive fundraising experience and are pleased to have a low level of fundraising complaints. As in previous years, in 2020-21 we received no formal complaints; we are very proud of our outstanding supporter experience and customer service in this field. In the event that complaints are escalated to the Fundraising Regulator, we will follow their procedure for handling complaints.

We ensure supporters can clearly opt out of receiving communications within all our communications and train our fundraisers on GDPR regulations and on our policies and guidelines.

Fundraising highlights

We are very grateful for all the generous support we received in 2020-21 from all our supporters, helping to ensure we continued to deliver excellent care in unprecedented times. The generous donations received helped us to ensure the wellbeing of people we support, many of whom are vulnerable, ensuring they remained connected with their families and community. Some highlights from fundraising activities carried out within the year included:

- Our emergency appeal raised over £390K towards our emergency response to Coronavirus, enabling us to provide vital personal protection equipment (PPE) and support to ensure an excellent standard of care was provided for the people we support, during the pandemic.
- We also kick-started a new appeal for technology to support our schools and services with assistive and smart technology devices, as well as enhanced broadband and wi-fi infrastructure to enable the people we support to remain better connected with family, friends and their communities. The appeal performed extremely well, exceeding target within months and raising over £300,000 due to generous gifts from community foundations and supporters, major donors, trusts and corporate foundations.
- Thanks to the support of over 4,000 donors, who give regularly by standing order or direct debit, we were able to support people with disabilities in the pandemic as well as plan for the future.
- As gifts in Wills continue to account for over half of our fundraising income, promoting this avenue of support is a priority. We participated in the annual Remember a Charity campaign, promoting leaving a gift in your Will to Livability, as well as running our first virtual supporter event to promote legacies. We also worked with Remember a Charity to promote our emergency appeal on social media, reaching new audiences of over 120,000.

- Although Coronavirus had a significant impact globally on fundraising events, with the London Marathon postponed into the following year, we quickly adapted, launching a series of virtual events including The 2.6 Challenge, and our first Virtual Carol Service, which was a huge success with over 300 registrations from individuals and families joining us across the UK. We also promoted our first virtual walking challenge 'One Million Steps' with over 30 participants taking part and raising over £13,000.
- Our Christmas 'Star Carers' appeal captured hearts and minds by showcasing the hard work and dedication of our hardworking carers in the course of the year. The appeal exceeded budget, successfully raising over £64K.
- Our Corporate Fundraising performed extremely well in the pandemic, with generous gift in kind donations of PPE from Masks for NHS Heroes, ensuring our services remained well-stocked.
- Our community fundraising team continued to increase income year on year despite the impact of the pandemic, shifting focus to grant applications and support from community foundations, in response to immediate needs within our services.
- Although traditional community fundraising was heavily impacted by the pandemic also, our 'Friends' groups continued to deliver activities to support our efforts in the pandemic. Friends of Dolphin Court made handmade scrubs for our frontline teams and others continued their local fundraising to provide activities for extra help in keeping people we support entertained and stimulated.

Quality and practice development

We have strengthened our quality team and continue to develop our quality strategy. The team now consists of the head of quality improvement, two senior quality improvement partners, two quality improvement partners and two quality auditors. The core quality roles are evenly split between our two regions, North & West and South & East.

The team was formed in the midst of the pandemic, with some team members joining at various times, as they balanced the needs of their former role. The substantive team has been in place since November 2020.

Members of the team supported our Covid-19 response by writing operational guidance and supporting our designated Covid-19 team.

We quickly adapted to Covid-19 restrictions and lockdowns. To ensure that we continued to meet organisational and regulatory requirements, we developed a desktop audit tool. This enabled us to assess the quality of electronic and paper-based records and systems remotely. We also developed a site-based audit tool in readiness for restrictions lifting.

Between November 2020 and March 2021, we undertook 35 desk-top audits. Zoom meetings were held with local management teams to discuss the findings of our audits.

Our approach to continuous improvement includes identifying themes from our audits and sharing these and best practice through discussion in our monthly quality support calls with local managers, presenting information at monthly regional meetings and including information in our operational briefings. Our joined-up approach ensures a consistent way of ensuring organisational quality and improvement across our adult service.

We also held Zoom sessions and produced supporting materials to discuss key areas of practice with our managers. A particular area of focus throughout the year was safeguarding. We participated in National Adult Safeguarding week and focussed on the Making Safeguarding Personal approach. We held Zoom sessions for our staff teams and provided information about the approach, as well as other materials to support good, effective safeguarding practice.

The need for people we support to know about and understand our safeguarding approach is vital. We produced easy-read materials to help with understanding restrictions and new measures, and held daily Zoom sessions for people we support. People we support told us that they feel safe within our services and know-how, and to whom they should report any safeguarding concerns.

The voice and needs of the people we support remain central to all we do. We recognised the impact of Covid-19 and the difficulties this brought to people we

support. We produced a range of easy to read materials to help people we support understand restrictions and other changes they may see, for example, staff wearing PPE.

Lockdown restrictions meant that the people we support could not go out and do the things they usually enjoyed. We organised Zoom 'lockdown together' sessions and provided Zoom session for the people we support, three times per week. These sessions enabled people across the Livability family to connect and form real friendships. We ran a session on Christmas Day which a number of people joined. The session included reading and signing the Christmas story. There were lots of smiles and Christmas jumpers from people we support and our dedicated staff teams. It was clear that our staff teams had gone over and above to make Christmas as special as possible in unprecedented times.

Financial outlook

The period under review continued to be a challenging one, negotiating the ongoing conditions presented by the evolving Covid-19 situation. This obviously had a significant impact on the charity's finances but, as evidenced in later commentary, major steps forward were made over the course of the year as a result of the efforts of our Executive Team and all the staff. While much remains to be done, we have taken major strides forward.

Covid-19 funding

These financial statements include the financial benefits of accessing government/local authority funds to support the care sector during the period of the pandemic.

The Infection Control Fund (ICF) has taken centre stage in this regard. A total of £1,501,214 has been received during the 2020-21 financial year to support infection control, rapid testing and workforce capacity due to Covid-19.

We have benefitted to a lesser extent (£465,525) from the Coronavirus Job Retention Scheme (furlough) and the care workers bonus scheme. This and free PPE are accounted for within charitable income.

Going Concern

The trustees have adopted the going concern basis in the preparation of these financial statements. In reaching this decision, the trustees have given consideration to the charity's forecasted cash flow projections covering a period of at least 12 months from the date of signing of the financial statements, prepared against the backdrop of Covid-19.

Since 31 March 2021, Livability has generated proceeds from property sales of £7.5m and has reached an agreement in principle with Metro Bank regarding new funding arrangements from March 2022 which has received credit approval. These were the main areas of material uncertainty at the date of finalising the Report and Accounts for 2020 in August 2021.

The programme of property disposals is not yet complete and the additional income to arise from that, together with continuing operational improvements (notwithstanding the adverse impacts of Covid-19), underline the confidence of the Trustees that the latest cash flow forecast remains achievable.

The Trustees continue to monitor the delivery of the improvement plan and, given the latest progress achieved on the planned actions, the Trustees believe that it remains appropriate to prepare the accounts on a going concern basis due to the performance versus budget and successful delivery of property disposals.

The consolidated financial statements include the income, expenditure, assets, liabilities and funds of Livability and its subsidiary charities and companies. These amounts are included on each line in the financial statements with investments, transactions and balances between the members of the Livability charity group eliminated so that the consolidated financial statements report the interactions between the Livability group and external parties.

Financial review

Overview

Although a further deficit has been made in the year, this is substantially lower than in recent years and a number of uncertainties outlined in the Report and Accounts for the year ended 31 March 2021 have been positively addressed in line with expectations at the time. Income for the year was £46.1m, an increase of £1.8m over 2020 (£44.3m) levels. This was driven by three factors: income from charitable activities decreased by £1m, with a £0.6m decrease in income from Residential and Community activity; £0.5m reduction in Education income; offset by an increase in donations and legacies of £2.5m primarily due to Covid-19 related grants and appeals. This was in addition to an increase in other trading income of £0.4m.

Total expenditure of £48.4m (2020: £49.3m) decreased by £0.9m. This decrease was driven by a reduction in the cost of Raising funds £0.3m; Cost of Charitable activities of £0.7m; reduction in impairment and losses on disposal of fixed assets of £0.5m offset by an increase of £0.3m for Other expenditure.

Net expenditure was £2m compared with £5.2m in the previous year, a £3.2m improvement.

Offsetting this operational improvement was an actuarial loss on revaluation of the defined benefit pension fund of £4.6m (2020: £2.4m gain). The main drivers for this actuarial loss are the assumptions for the discount rate and the rate of increase in salaries in the Livability final salary pension scheme (which was closed to new members and further service accrual in 2007). As a result, total funds have reduced from £39.8m in 2020 to £33.2m.

Key performance indicator for the group

Key performance indicators	2020/21 £'000	2019/20 £'000
Total income	46,138	44,276
Operating costs	48,433	49,283
Operating deficit for the year (after investment gains/losses)	(2,081)	(5,171)
	Number	Number
<i>Service user capacity</i>	319	310
CQC registered placements		
<i>Occupancy</i>	88.76%	89.35%
CQC registered placements		

As was the case last year, it is clear that the challenging macro and operating conditions faced by charities in the disability and care sector mean that financial constraints are now part of the operating environment, with no realistic prospect of this lessening.

We have made good progress over the course of the year with the implementation of our comprehensive transformation plan, including:

- Increasing operating contribution
- Increasing net fundraising revenue
- Reducing central support costs
- Rationalising the property portfolio

During the year under review, the charity continued its programme of engaging with our local authority commissioners to ensure that fee levels are appropriate for the changing needs of the people we care for.

Reserves policy

The Board of Directors has considered the level of reserves which should be maintained within the Group and this is reviewed annually. Such reserves are needed to cover, for example, working capital, future property repairs and the risk of possible shortfall in charitable income.

At the year ended 31 March 2021, Livability held a total of £33.2m in reserves (2020: £39.8m).

Of these total reserves including the pension reserve, £20.3m (2020: £28.1m) are unrestricted.

In addition, the Trustees have considered and set a reserves policy which requires that unrestricted funds equivalent to a range of eight to 12 weeks of total organisational expenditure is held.

The charity's unrestricted general reserve at the end of the year was £14.6m. This represents approximately sixteen weeks of total unrestricted organisational expenditure, which is better than the range determined by our reserves policy.

We have also considered our free reserves. We have calculated our free reserves using the broad guidelines set out by the Charity Commission. Effectively, we have taken our Group net assets and, as we are an organisation that actively uses properties, we have deducted fixed assets that are not endowed or restricted or subject to sale in future years. This provides us with free reserves of £2.6m at the end of the financial year, which is a decrease from £4.4m in 2020. As noted elsewhere in the report, there are various steps that have been and will be taken to improve the underlying financial performance of the organisation, during the financial year under review, and going forward.

Free reserve calculation

£ '000	31/03/2020	31/03/2021
Group net assets	39,792	33,154
Less: Restricted funds	(4,986)	(6,161)
Less: Endowed funds	(6,661)	(6,663)
Less: Fixed assets (asset reliant organisation)	(39,376)	(38,575)
Add back: Pension Liability 'reserve'	748	3,625
Subtotal	(10,483)	(14,620)
Add back: Tangible fixed assets in Restricted / Endowed reserves	4,540	5,485
Add back: Functional fixed assets to be sold in following years	<u>10,317</u>	<u>11,710</u>
Free reserves	<u>4,374</u>	<u>2,574</u>

Investment policy

In line with Livability reserves policy, at any point in time we may hold cash and other assets that are surplus to immediate requirements. The policy of the Board of Trustees is to invest surplus funds to meet the following objectives:

- To match the risk and maturity of the investments with the requirement for available funds.

- To invest in liquid assets which can be converted to cash quickly, although it is recognised that the majority of surplus funds are currently held in fixed assets.
- To invest in a way that does not conflict with the charity's aims and objectives and which is prudently risk-free. The majority of Livability's surplus funds is currently held in fixed assets, funds held for long-term investment that form the Endowed Funds and a low value of shareholdings that have been donated to the charity. Other surplus funds are held in cash.
- To invest in our staff, which is crucial for our continuing provision of high-quality services and avoids any quality, safety or reputational risks.

The charity uses the services of Royal London Cash Management to invest its surplus funds. A decision is taken on a case-by-case basis as to whether to retain or dispose of any donated investments.

S172 Working with our stakeholders

This is a mandatory statement reporting how directors have complied with their duty to have regard to the matters in section 172 (1) (a)-(f) of the Companies Act 2006 ('the Act').

The people we support, their families and representatives

Throughout this reporting period, more than ever before, Board members reviewed and led on critical decisions that helped keep the people we support and staff safe throughout the pandemic. These needs were examined against the business and the requirement to work efficiently in the interest of the charity's objects.

The organisation continues to be governed by the 'nothing about me, without me' initiative. The objective remains to ensure that the people we support are central to any decision-making in regards to their care and preferences. The quality team ensures this methodology is central to our co-production work.

Our safeguarding Board is instrumental in reviewing, and protecting our relationship with the children, young people and adults we support. This year the organisation launched a safeguarding app for staff to use as a reporting tool. The Safeguarding Board fed into the development of the app and agreed the reporting requirements for the Board.

Our staff

The monthly staff forums are running well, creating an open and positive culture of communication between staff and the Leadership team. The focus of the forums has evolved, with the current agendas being more focused on the employee experience and hearing the voices of our 'staff champions', and away from the original purpose of supporting colleagues through the Livability Change Programme. As a result of staff champions sharing ideas, opinions and concerns with their regional director or member of the Executive team directly through the forum, many issues have been resolved. This has improved the employee experience and therefore the experience of the people we support.

Staff on the frontline on our adult care settings continued in the workplace throughout the Covid-19 lockdowns, supported by actions from local, regional and national managers together with volunteers. Quality issues continued to be monitored and assessed. Services received virtual visits from executive directors and Trustees and in person when this became appropriate to do so. Staff in our education centres continued, remain open for the majority of lock down periods.

As staff working across support/office functions continued to work remotely, they were updated by briefings sharing updates from the Executive Team and across the business. Risk assessments were updated and working practices reviewed as we began to plan a considered and safe transition to the workplace.

Trustees received regular updates from the Executive Director of People, attending the Trustee Board and the Services Quality & Performance Sub-Committee to discuss employee matters, demographics, staff recruitment & retention rates, diversity, whistle-blowing, staff learning and development and development data and pay issues.

Our Trustees

Our usual annual trustees' visits to services and subsidiaries were limited due to the restrictions this year; however a number of 'virtual' visits were made. Trustee directors have continued to engage and support further virtual events, including the 2020 Christmas Celebration, providing the Trustees with the opportunity to celebrate the people we support, together with a number of our stakeholders.

Our supporters and volunteers

This year we joined together with supporters in a virtual Christmas celebration in lieu of our usual service at St Martin-in-the-Fields. Supporters enjoyed a celebration of achievements throughout the year, joined by celebrity guests and performances from those in our services.

Our regulators

Our regulatory bodies include the Care Quality Commission, the Regulation and Improvement Authority, Care Inspectorate Wales, Ofsted and the Education Skills Funding Agency. We continue to build on our strong relationships with our regulators, engaging them proactively where it might be deemed helpful.

Compliance with regulatory frameworks and performance against those are scrutinised at the Services Quality and Performance Sub-Committee and the Livability Safeguarding Board and each of the education Local Governing Boards.

Our local communities

Livability's education Local Governing Boards (LGBs) include a community member who is chosen specifically to represent his or her community. In addition, these Boards include members from a range of commissioning local authorities in order to scrutinise the quality of our work and the impact and outcomes for those we support.

Our suppliers

Trustees and executives continue to scrutinise cash flow to ensure we prioritise accordingly for payment, as are key stakeholders such as HMRC.

Environment commitment

Streamlined Energy and Carbon Reporting (SECR) statement

SECR Executive Summary

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 (also known as SECR) introduce requirements for large unquoted companies and limited liability partnerships to disclose their annual energy use and greenhouse gas (GHG) emissions, and related information on energy efficiency measures undertaken and an energy efficiency ratio.

While the regulations set out a legal requirement to report on emissions, many organisations, clients and investors are increasingly finding that there is an ethical and social requirement to be acting on reducing these emissions so that the amount that is reported each year is reduced. We would urge Livability to continue to take proactive and urgent action to reduce its emissions and are able to support them in doing so.

1.1 SECR Energy use and carbon emissions disclosure

	Current Reporting Year 2021	Reporting Year 2020	Change (%)
Energy Consumption Used to Calculate Emissions Heating Fuels (kWh)	8,913,971	7,248,560	(+)23%
Energy Consumption Used to Calculate Emissions Electricity (kWh)	3,632,319	3,131,069	(+)16%
Energy Consumption Used to Calculate Emissions Transport Fuels (kWh)	299,542	753,789	(-)60%
Scope 1 - Emissions Combustion from Heating Fuels (tCO ₂ e)	1639.0	1332.8	(+)23%
Scope 1 - Emissions Combustion from Transport Fuel (tCO ₂ e)	17.4	46.5	(-)62%
Scope 2 - Emissions from Purchased Electricity (tCO ₂ e)	846.8	730.0	(+)16%
Scope 3 - Emissions Consumption from Business Travel (tCO ₂ e)	52.0	128.2	(-)59%
Total Emissions (tCO₂e)	2555	2238	(+)14%
Intensity Ratio (EBITDA Figure)	1.168	1.966	(-)41%
Total tCO₂e / EBITDA Figure	2187.64	1138.10	(+)92%

1.2 Methodology

The Green House Gas (GHG) Reporting Protocol – Corporate Standard has been followed to allow easy comparison with equivalent organisational reporting. Carbon emissions are therefore reported as Scope 1, 2 and 3 emissions. The report has also used the 2021 UK Government's Conversion Factors for Company Reporting.

1.3 Benchmarking and intensity metrics

The organisation selected the EBITDA figure as their intensity metric for SECR works. The carbon emissions have only increased by 14%; however against the intensity metric, the total TCO₂e/EBITDA has increased by 92%. This figure has increased dramatically as the EBITDA between the baseline report and this FY has reduced by 41%.

1.4 Carbon offset & green tariffs

Livability has no qualifying carbon offsets during this financial period nor does Livability have any qualifying green tariffs or sourced renewable energy contracts in place.

1.5 Energy efficiency actions

During this reporting period, a few properties across the organisation's portfolio have implemented some energy efficiency measures. Livability Gwynfa and Ashley Place received upgraded boilers with a higher efficiency. Livability Bradbury Court installed a twin pump pressurisation unit replacement, while the Livability Victoria School had new heating plant rooms including at the sports hall.

Livability has contracted ESOS-Energy to undertake decarbonisation assessments across the organisation's property portfolio. Within this financial year, the audit for Livability John Grooms Court has taken place, the rest of the audits are scheduled to take place in the next financial year.

1.6 Footnotes

Livability has chosen operational control as the consolidation approach and the boundary includes all entities and facilities either owned or under our operational control that are within the UK.

The methodology used to calculate the CO₂e emissions is the Operational Control approach on reporting boundaries as well as utilising the carbon emissions methodology as defined by the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (GHG): A Corporate Accounting and Reporting Standard, Revised Edition. Emissions factor data source: BEIS 2020 conversion factors <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2020>.

Reporting covers electricity, gas and transport fuel consumption within the UK as required by Environmental Reporting Guidelines for non-quoted companies as defined in The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018.

Principal risks and uncertainties

Livability's work with vulnerable people means that there are always potential risks. We have safeguarding policies and procedures, which are regularly reviewed, and ensure that concerns are effectively identified, reported, and responded to, and we work in partnership with statutory organisations as required.

Our risks fall into six major categories:

1. Reputational – the risk of damaging our reputation through regulatory and other failings associated with the delivery of our services

Our reputation is critical to maintaining our status as a trusted provider and this risk is managed through a robust set of performance indicators and allied to assurance controls in safeguarding, financial and operational delegations, fraud prevention and detection controls, and the wider policies and procedures upheld through the Internal Quality and Practice Development Team.

2. Operating margins – pressure from limited income growth and increasing cost

This is a risk in common with other providers of services funded by the public sector, and failure to improve the margins as planned will limit our ability to invest in continuing to improve and expand our services. This risk is being mitigated with an extensive transformation plan that seeks to remove administrative barriers to efficiency internally.

3. Pensions – Livability's three closed defined-benefit pension schemes are subject to risks around their funding, outside the control of Livability

The continued requirement to fund the deficits has a material impact on Livability's ability to invest in the growth and development of its services and facilities. Livability is working with industry experts to ensure needs are balanced with current beneficiaries of the charity with those of its current and future pensioner populations.

4. Cash availability – the low operating margins alongside significant funding requirements such as recovery payments for the closed pension schemes means that cash availability is an ongoing risk. The risk is tightly monitored and reported to the Board on a monthly basis.

5. Recruitment and retention – the risk of not being able to deliver high-quality services and care due to workforce shortages

There are known workforce shortages affecting the wider health, education and social care sectors. Livability is committed to becoming recognised as an employer of choice to attract and retain the workforce needed to sustain high standards across the service portfolio. Livability has also set a strategic goal to

lower the sickness absence rate and has launched initiatives during the year to foster staff engagement, wellbeing and people support and development.

6. Brexit – the continuing implications of Brexit where outcomes remain impactful.

The Board and Executive Team monitor the financial performance of the charity and associated risks through a performance dashboard and regular meetings with relevant staff.

Statement of Trustees' responsibilities for the Financial Statements

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Annual Report, incorporating the strategic report, and the financial statements, in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year, in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and charity and of the incoming resources and application of resources, including the income and expenditure, of the Group and charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and accounting 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; 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 adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

Each of the members of the Board of Trustees has confirmed that:

- so far as he or she is aware, there is no relevant audit information of which Livability's auditors are not aware
- he or she has taken all the steps that he or she ought to have taken as a member of the Board in order to make himself or herself aware of any relevant audit information and to establish that Livability's auditors are aware of that information.

The report of the Board was approved by the Board on 9 March 2022 and signed on 9 March 2022 its behalf by Kate Clare, Chair.

Kate Clare

Chair of Trustees

Independent Auditors' Report to members of Livability

Opinion

We have audited the financial statements of Livability ('the charitable company') and its subsidiaries ('the group') for the year ended 31 March 2021 which comprise the consolidated Statement of Financial Activities, the charitable company Statement of Financial Activities, the group and charitable company balance sheets, the group and charitable company 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 group's and the charitable company's affairs as at 31 March 2021 and of the group's and charitable company's 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 group 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 or the group'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 and the strategic 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 strategic report 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 group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or 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 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 34, 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 group and 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

We have been appointed as auditor under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

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 including internal specialists. 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 and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, together with the Charities SORP (FRS 102). 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 fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were Care Quality Commission and OfSTED Standards, General Data Protection Regulation, employment legislation and health and safety legislation.

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 identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit Committee about their own identification and assessment of the risks of irregularities, sample testing revenue

items, including local authority agreements and contracts to ensure the fees charged are in line with the terms of the agreement, and agree to bank, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, CQC and Ofsted, 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 members as a body, for our audit work, for this report, or for the opinions we have formed.



Julia Poulter

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

London, United Kingdom

9 March 2022

Livability Group Consolidated Statement of Financial Activities

		Group Year Ended 31 March 2021				Group Year Ended 31 March 2020			
		Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
Income From:	Note	£000	£000	£000	£000	£000	£000	£000	£000
Donations and Legacies	2	3,715	2,842	-	6,557	2,447	1,581	-	4,028
Charitable Activities	2	38,962	32	-	38,994	39,309	713	-	40,022
Other Trading Activities	2	532	-	-	532	146	15	-	161
Investments	3	4	44	7	55	16	49	-	65
Total Income		43,213	2,918	7	46,138	41,918	2,358	-	44,276
Expenditure on									
Raising Funds	5	942	55	-	997	1,245	36	-	1,281
Charitable Activities	5	45,693	656	62	46,411	46,268	793	45	47,106
Other	5	366	588	-	954	672	-	-	672
(Gain)/loss on Disposal of Fixed Assets	4	71	-	-	71	(92)	316	-	224
Total Expenditure		47,072	1,299	62	48,433	48,093	1,145	45	49,283
Net gain/(loss) on revaluation of properties	3	-	-	-	-	(94)	-	-	(94)
Net gain/(loss) on revaluation of investment:	3	148	9	57	214	(62)	(2)	(6)	(70)
Net Income/(expenditure)		(3,711)	1,628	2	(2,081)	(6,331)	1,211	(51)	(5,171)
Transfer between funds	14	453	(453)	-	-	321	(321)	-	-
Actuarial Gains/Losses	13	(4,557)	-	-	(4,557)	2,423	-	-	2,423
Net movement in funds		(7,815)	1,175	2	(6,638)	(3,587)	890	(51)	(2,748)
Reconciliation of funds									
Total Funds brought forward	14	28,145	4,986	6,661	39,792	31,732	4,096	6,712	42,540
Total funds carried forward		20,330	6,161	6,663	33,154	28,145	4,986	6,661	39,792

Livability Statement of Financial Activities

		Charity Year Ended 31 March 2021				Charity Year Ended 31 March 2020			
		Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
Income From:	Note	£000	£000	£000	£000	£000	£000	£000	£000
Donations and Legacies	2	3,715	1,459	-	5,174	2,379	671	-	3,050
Charitable Activities	2	38,165	-	-	38,165	38,698	-	-	38,698
Other Trading Activities	2	7	-	-	7	69	-	-	69
Investments	3	4	-	6	10	14	-	-	14
Total Income		41,891	1,459	6	43,356	41,160	671	-	41,831
Expenditure on									
Raising Funds	5	932	55	-	987	1,245	36	-	1,281
Charitable Activities	5	44,483	73	-	44,556	45,580	75	-	45,655
Other	5	306	588	-	894	604	68	-	672
(Gain)/loss on Disposal of Fixed Assets	4	71	-	-	71	(92)	316	-	224
Total Expenditure		45,792	716	-	46,508	47,337	495	-	47,832
Net gain/(loss) on revaluation of properties	3	-	-	-	-	(94)	-	-	(94)
Net gain/(loss) on revaluation of investment:	3	148	9	52	209	(61)	(2)	(6)	(69)
Net income/(expenditure)		(3,753)	752	58	(2,943)	(6,332)	174	(6)	(6,164)
Transfer between funds	14	453	(453)	-	-	321	(321)	-	-
Actuarial Gains/Losses	13	(4,557)	-	-	(4,557)	2,423	-	-	2,423
Net movement in funds		(7,857)	299	58	(7,500)	(3,588)	(147)	(6)	(3,741)
Reconciliation of funds									
Total Funds brought forward	14	28,160	2,096	5,927	36,183	31,747	2,243	5,933	39,923
Total funds carried forward		20,303	2,395	5,985	28,683	28,160	2,096	5,927	36,183

All the results in the Statement of Financial Activities derive from continuing operations...

Balance Sheet
Company Registration Number 5967087
Livability Group and Charity Balance Sheets

At 31 March 2021

		Group		Charity	
	Note	2021	2020	2021	2020
		£000	£000	£000	£000
Fixed Assets:					
Tangible Assets	8	38,575	39,376	35,244	36,366
Financial Investments	9	2,017	2,399	1,998	2,384
Social Investments	10	6,536	7,226	6,536	7,226
Total Fixed Assets		47,128	49,001	43,778	45,976
Current Assets:					
Debtors and Stocks	11	4,182	5,511	3,126	4,887
Cash at Bank		4,069	3,252	2,963	2,260
Total Current Assets		8,251	8,763	6,089	7,147
Liabilities:					
Creditors: amounts falling due within 1 year	12	(11,996)	(9,620)	(11,803)	(9,438)
Net Current Assets		(3,745)	(857)	(5,714)	(2,291)
Total Assets less Current Liabilities		43,383	48,144	38,063	43,685
Creditors: amounts falling due after 1 year	12	(6,604)	(7,604)	(5,755)	(6,754)
Net assets excluding pension Liability		36,779	40,540	32,308	36,931
Defined Benefit Pension Liability	13	(3,625)	(748)	(3,625)	(748)
Total Net assets		33,154	39,792	28,683	36,183
The Funds of the Charity:					
Permanent Endowment funds	14	6,663	6,661	5,985	5,927
Restricted funds	14	6,161	4,986	2,395	2,096
Unrestricted funds	14	23,955	28,893	23,928	28,908
Pension Reserve	14	(3,625)	(748)	(3,625)	(748)
		33,154	39,792	28,683	36,183

The report of the board was approved by the Board on 9 March 2022 and signed on 9 March on its behalf by



Kate Clare
Chair



John Weaving
Trustee

Statement of cash flows

For the year ended 31 March 2021

		Group		Charity	
	Note	2021 £000	2020 £000	2021 £000	2020 £000
Cash flows from operating activities					
<i>Net cash provided by / (used in) by operating activities</i>	C1	2,419	(3,442)	1,681	(4,012)
Cash flows from investing activities					
Dividends, interest and rent from investments		55	65	10	14
Proceeds from the sale of property, plant and equipment		626	438	626	438
Purchase of property, plant and equipment		(750)	(1,266)	(120)	(1,013)
Proceeds from sale of investments		630	1,363	630	1,363
Purchase of investments		—	(10)	—	(9)
Net cash provided by / (used in) investing activities		561	590	1,146	793
					3,523
Cash flows from financing activities					
Interest on financing activities		(351)	(451)	(326)	(420)
Repayments of borrowings		—	—	—	—
Cash inflows from new borrowing		(2,419)	2,750	(2,419)	2,700
Net cash provided by / (used in) financing activities		(2,770)	2,299	(2,745)	2,280
Change in cash and cash equivalents in the period		210	(552)	82	(939)
Cash and cash equivalents at the start of the period		3,252	3,804	2,260	3,199
Cash and cash equivalents at the end of the period		3,462	3,252	2,342	2,260

There is no difference between cash and cash equivalents reported in the cash flow statements and the cash at bank and in hand reported on the balance sheet.

Notes to the statement of cash flows

	Group		Charity	
	2021 £000	2020 £000	2021 £000	2020 £000
C1. Reconciliation of net income / (expenditure) to net cash flow from operations				
Net income / (expenditure) for the year as stated in the Statement of Financial Activities	(2,081)	(5,171)	(2,943)	(6,163)
<i>Adjustments for:</i>				
Depreciation	1,406	1,403	1,306	1,354
Impairment of functional assets	—	604	(216)	604
Impairment of social investment	(125)	—	(125)	—
(Gains) losses/ on investments	—	164	—	164
Dividends, interest and rent from investments	(55)	(65)	(10)	(14)
Interest on financing activities	351	451	326	420
Non-cash movements in defined benefit pension scheme	(1,680)	(1,577)	(1,680)	(1,577)
(Gains) / losses on the disposal of fixed assets	71	224	71	224
(Increase) / decrease in debtors	1,329	(791)	1,761	(228)
Increase / (decrease) in creditors	3,203	1,316	3,191	1,204
Net cash flow provided by / (used in) operations	2,419	(3,442)	1,681	(4,012)

C2. Analysis of cash and cash equivalents

	At 31 March 2021 £000	At 31 March 2020 £000	At 31 March 2021 £000	At 31 March 2020 £000
Cash at bank and in hand	4,069	3,252	2,963	2,260
Notice of deposits	—	—	—	—
Overdraft facility repayable on demand	—	—	—	—
Total cash and cash equivalents	4,069	3,252	2,963	2,260

C3. Analysis of changes in net debt

Group

	At start of year £000	Cash- flows £000	Other non- cash changes £000	At year end £000
Cash	3,252	817	–	4,069
Cash equivalents	–	–	–	–
Overdraft facility repayable on demand	–	–	–	–
	3,252	817	–	4,069
Loans falling due with one year	(2,246)	–	1,419	(827)
Loans falling due after more than one year	(7,604)	2,419	(1,419)	(6,604)
Finance obligations	–	–	–	–
Total	(6,598)	3,236	–	(3,362)

Charity

	At start of £000	Cash- £000	Other non- £000	At year £000
Cash	2,260	703	–	2,963
Cash equivalents	–	–	–	–
Overdraft facility repayable on demand	–	–	–	–
	2,260	703	–	2,963
Loans falling due with one year	(2,246)	–	1,420	(826)
Loans falling due after more than one year	(6,754)	2,419	(1,420)	(5,755)
Finance obligations	–	–	–	–
Total	(6,740)	3,122	–	(3,618)

Note 1 Accounting Policies

The policies below set out the bases of recognition and measurement used by Livability and its subsidiary charities and companies for material items in the financial statements.

A. Basis of preparation

The consolidated financial statements have been prepared on a going concern basis, in accordance with applicable accounting standards, under the historical cost convention, as modified by the inclusion of investments at market value. They have also been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 as applied to charitable companies.

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

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

Going Concern

The trustees have adopted the going concern basis in the preparation of these financial statements. In reaching this decision, the trustees have given consideration to the charity's forecasted cash flow projections covering a period of at least 12 months from the date of signing of the financial statements, prepared against the backdrop of Covid-19.

Since 31 March 2021, Livability has generated proceeds from property sales of £7.5m and has reached an agreement in principle with Metro Bank regarding new funding arrangements from March 2022 which has received credit approval. These were the main areas of material uncertainty at the date of finalising the Report and Accounts for 2020 in August 2021.

The programme of property disposals is not yet complete and the additional income to arise from that, together with continuing operational improvements (notwithstanding the adverse impacts of Covid-19), underline the confidence of the Trustees that the latest cash flow forecast remains achievable.

The Trustees continue to monitor the delivery of the improvement plan and, given the latest progress achieved on the planned actions, the Trustees believe that it remains appropriate to prepare the accounts on a going concern basis due to the performance versus budget and successful delivery of property disposals.

The consolidated financial statements include the income, expenditure, assets, liabilities and funds of Livability and its subsidiary charities and companies. These amounts are included on each line in the financial statements with investments, transactions and balances between the members of the Livability charity group eliminated so that the consolidated financial statements report the interactions between the Livability group and external parties.

Note 1 Accounting Policies (cont'd)

B. Funds

Unrestricted funds

Unrestricted funds arise from income donated to or earned by the charity in pursuit of its charitable objects and may be applied in any way that meets those charitable objects.

Designated funds

Designated funds are those unrestricted funds that the Trustees have identified and set aside to meet particular purposes or to segregate them from the General Fund. A more detailed description of funds is available at note 14.

General Fund

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

Restricted funds

Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objects of Livability. Restricted funds arise from conditions attached to them by the donor or the activity generating the funds, by deliberate requests for such funds by the charity. Subsidiary charities whose objects are consistent with, but more narrowly drawn than, those of Livability are also reported within restricted funds.

Permanent endowment funds

Restricted endowment funds represent assets that are specified by their donor to be retained and used by the charity to pursue its objects, unless the donor specifies otherwise.

Transfers between funds

During the year, £453k was transferred from restricted funds to unrestricted funds. The transfer relates to expenditure which came out of unrestricted funds instead of restricted as represented in Note 14.

Purchases of fixed assets generate a transfer from the fund providing the funding for the purchase to the relevant designated reserve. Disposals of fixed assets generate a transfer from the designated reserve to general funds unless there is a restriction on the use of the disposal proceeds.

Payments of deficit contributions to pension schemes cause a transfer from General Fund to the Pension deficit fund, and repayment of loans generates a transfer from the General Fund to the Property Fund.

Note 1 Accounting Policies (cont'd)

C. Income

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

Donations, legacies and grants

Income from donations, legacies and grants is recorded in the financial statements when entitlement to the income is established, it is more likely than not that the income will be received and the amount to be received can be reliably estimated and any conditions required to receive the funds have been met or are within the control of the charity. In practice, most donations income is recognised when received.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy is recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured. Where a life interest in an estate exists, no income is recognised other than from distributions from that estate to Livability.

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

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

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

Income from charitable activities

Where Livability provides services or goods in return for payment, the income from these items is recognised when Livability completes its part of the agreement by delivering the services or goods.

Grants related to performance of contractual obligations are recognised when Livability has entitlement to the income, it is probable that income will be received and the amount of income can be measured reliably.

Interest receivable

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

Income tax recoverable

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

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

Note 1 Accounting Policies (cont'd)

D. Expenditure and allocation of support costs

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been listed in such a way as to accumulate all the charity's costs of employees, goods and services relating to a particular activity of the charity under that activity heading. Direct costs, including attributable salaries and associated costs, are allocated on an actual basis to the key areas of activities. Indirect costs (support costs), primarily comprising staff costs of employees based at the charity's National Office in London, are allocated to each activity heading using a number of identified cost drivers, including expenditure as a proxy measure for usage of resources and staff numbers.

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

All expenditure is inclusive of irrecoverable VAT.

E. Fundraising Costs

Expenditure on raising funds comprise salary costs and other associated expenditure relating to the generation of voluntary income.

F. Tangible fixed assets

Tangible fixed assets are significant physical items of property, plant and equipment held for continuing use by the charity in delivering its charitable objectives.

Recognition

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, the charity estimates fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of funds note.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the Charity assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Separate components

The charity holds freehold buildings with significant components that have materially different useful lives from the rest of the building. These components are depreciated separately over their individual lives at the following rates:

Main Fabric	- 100 years
Pitched Roof	- 70
Flat Roof	- 40
Windows and Doors	- 40
Boilers and Heaters	- 15
Mechanical systems	- 30
Bathrooms	- 30
Kitchens	- 20
Lifts	- 25
Electrics	- 40
Alarm and Security	- 15

Note 1 Accounting Policies (cont'd)

Freehold land and assets in the course of construction are not depreciated.

Other Fixed Assets

Assets are depreciated evenly to their estimated residual values over their estimated useful lives as follows:-

Leasehold buildings	over the lease term
Horticultural buildings	over 25 years
Equipment, fittings and furniture	over 5 years
Plant and machinery	over 20 years
Cars	over 4 years
Minibuses and coaches	over 6 years
Computers and software	over 3 years
Chalets and mobile homes	over between 10 and 30 years

The residual value of all assets is assumed to be zero.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Consolidated statement of financial activities.

G. Financial Investments

Investments are items of property and other assets held to generate income and capital growth for the charity.

Listed and other financial investments

Investments that have a ready market where the value can be determined by reference to published data are valued at the bid price. Where no market is available in the investments, they are valued at cost less impairment.

Investment properties

Investment properties are initially measured at cost and subsequently at fair value with any change therein recognised in the statement of financial activities. Livability's valuation methodology is to obtain external revaluation of its investment properties on a five-year rolling basis. The properties were externally revalued in 2017. In the intervening period between the 5 years, the charity has obtained pre-market advice on projected sales. More recent property disposals support the trustees view that the book values are not materially mistated.

Investments in group entities

Investments in group entities are held at their cost less any identified impairment.

Gains and losses

All gains and losses are taken to the Statement of Financial Activities as arise. Realised gains and losses on investments is calculated as the difference between sales proceeds and their opening carrying value. Unrealised gains and losses are calculated as the difference between fair value at year end and their carrying value. Realised and unrealised gains and losses are combined in the Statement of Financial Activities.

H. Social investments

Programme-related investments

Programme-related properties are properties that are held by the charity and provided to individuals or organisations in delivering charitable objects which are line with Livability's own charitable objects. This type of fixed asset is held without seeking to make a return, other than one which is incidental.

These investments are carried at fair value at the date of the accounts. Any impairment to valuation is treated as charitable expenditure.

Note 1 Accounting Policies (cont'd)

I. Financial Instruments

Financial instruments are contracts that give rise to a financial asset for one party to the contract and a financial liability or equity instrument for the other party.

Basic Financial Instruments

Livability and its group entities have basic financial instruments that are recognised when the provisions of the contract are met and for which the accounting policies are as follows:

Cash at bank and in hand

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

Trade debtors and other amounts receivable

Trade debtors and other amounts receivable are recognised at the value defined by the contract, agreement or legislation giving rise to the amount receivable. Impairment of receivable amounts is recognised as expenditure in the Statement of Financial Activities.

Trade creditors and other amounts payable

Trade creditors and other amounts payable are recognised at the value defined by the contract, agreement or legislation giving rise to the liability.

Bank loans

Bank loans are recognised at the present value of the cash flows under the loan agreement, discounted at the effective interest rate for each bank loan.

Other Financial Instruments

The accounting policies for other financial instruments are as follows:

Derivative financial assets and liabilities

Livability carries derivative financial assets and liabilities at their fair value and accounts for changes in fair value through the Statement of Financial Activities. Interest rate collars, which are a combination of a put and a call interest rate option, are valued at the option value using standard tools for the calculation of such items. Amounts payable or receivable under loan contracts for the purchase of property made to or by the charity that vary with the price of the related property are recognised separately from the loan itself and changes in the value are recognised in the Statement of Financial Activities. The loan is accounted for as a basic financial instrument as set out above.

J. Entity combinations

Entity combinations are the effect on the accounts of Livability and the Livability group of changes to the structure of the charity and the group that arise from the purchase of businesses and companies, the gift of charities and mergers between charities. In accounting for entity combinations, Livability applies the requirements of FRS 102 s19 and section PBE34.75 – PBE34.86.

Note 1 Accounting Policies (cont'd)

Unless the requirements for merger accounting are met, an acquiring entity is identified in an entity combination, being the dominant party in a charity merger or the contractual acquirer of a business or company.

In all combinations the assets and liabilities of the entity joining the group that exist at the date of combination are included in the group accounts. These assets and liabilities may include Intangible assets such as brand value, customer lists and order books that are not recognised in the individual financial statements of an acquired entity. All assets and liabilities in the combination are initially recognised at their fair values. After that date, the accounting policies set out in this note are applied to recognition, de-recognition and valuation of the assets and liabilities.

When the transaction is in substance a gift from the Trustees or members of an existing charity, a gift with the value of the net asset value of the assets and liabilities of the gifted charity is recorded and an investment with the same value is recorded in the books of the charity. Transaction costs associated with the combination are recognised in the statement of financial activities (SOFA) as incurred.

When a business or company is purchased, the cost of the investment is recognised as the fair value of the consideration payable, including transaction costs.

K. Impairment of assets

At each accounts date, the recoverable amounts of assets are assessed to determine whether they have fallen below their carrying values. When the recoverable amount of an asset falls below its carrying amount, the value of the asset is said to be impaired. The carrying amount is reduced to the recoverable amount with the loss in value reported in income and expenditure.

The recoverable amount of an asset is the higher of the amount that can be generated by using the asset or by selling it. When assessing the recoverable amount of purchased goodwill, the cash flows arising from the group of assets that make up the cash-generating unit in an entity combination are used to assess the amount generated by using the assets. The amount attributable to goodwill is taken to be the excess of the recoverable amount of the cash-generating unit over the fair values of the individual assets in the cash-generating unit.

Note 1 Accounting Policies (cont'd)

L. Leases

Operating leases

Where Livability acts as the lessee, the cost of operating leases is recognised by spreading the total payments under the lease, including lease premiums paid, evenly over the lease term. Lease incentives that reduce the rent payable under the lease are taken as part of the total payments.

Where Livability acts as the lessor, income is recognised by spreading the total receipts under the lease evenly over the lease term. Lease incentives paid and premiums received are treated as part of the total receipts. Costs of arranging the lease of an asset are added to the cost of the leased asset and recognised over the lease term in the same way as the lease income.

M. Short-term employee benefits

The liability to pay short-term employee benefits, which are mainly salary, the entitlement to paid leave and related employment taxes, is recognised as the employees earn entitlement to pay and paid leave under the terms of their employment contract, with a corresponding expense recognised in expenditure. Amounts paid are deducted from the liability when paid.

N. Redundancy and termination payments

Redundancy and termination payments are recognised in the Statement of Financial Activities when they become due for payment as a result of notice given to staff or agreement between the charity and the employee.

O. Pensions

Defined contribution pension schemes

Contributions to defined contribution pension schemes are recognised in the Statement of Financial Activities when entitlement to the contributions has been earned by the member of staff. The cost is allocated to the activity within which the staff member has worked and the fund that is resourcing the activity.

Defined benefit pension schemes – single employer schemes

As the principal employer in such schemes, Livability has a duty to fund the schemes to enable them to pay the benefits due to the scheme members. A liability equal to the net present value of future liabilities payable under the schemes net of the fair value of the assets of the scheme is recognised at the date of the accounts.

The net present value of the future liabilities is calculated for each scheme by a qualified actuary using the project unit credit method, taking account of expected changes to future benefits arising from salary changes and changes in pension payments from inflation and other effects. The discount rate applied to the future liabilities is set by reference to the return rate from high-quality corporate bonds with the same currency and similar maturity as the pension payments.

Note 1 Accounting Policies (cont'd)

An interest charge equal to the unwinding of the discount on the net liability is recognised each year. The costs of administration of the schemes are recognised as an expense each year.

Changes to the net liability from changes to actuarial assumptions underlying the valuation and the difference between the actual return on assets and that included in the annual interest charge are recorded as actuarial changes and presented in the SOFA within other recognised gains and losses.

Defined benefit pension schemes – multi-employer schemes

The multi-employer defined benefit pension scheme is accounted for as a defined contribution scheme, due to insufficient information available from the actuary, to split the assets and liabilities of the scheme by employer, to enable the scheme to be accounted for as a defined benefit scheme.

Contributions made towards the scheme are charged to the Statement of Financial Activities when they become payable.

Where Livability has a liability to pay deficit reduction payments to multi-employer schemes, the present value of the agreed payments are discounted using the corporate bond rate as an appropriate discount rate. The discount is unwound annually with the unwinding effect charged to the Statement of Financial Activities.

P. Cash flows

The consolidated cash flows of Livability and its subsidiary companies are shown and reported using the indirect method of calculating cash flows, eliminating flows between the entities in the Livability group.

Q. Properties held for Sale

Properties held for sale are stated at the lower of carrying value and net realisable value (NRV). NRV is based on the actual or estimated selling price less all further costs to completion.

R. Taxation Status

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly the company is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The subsidiary companies make qualifying donations of all taxable profit to Livability. No corporation tax liability on the subsidiaries arises in the accounts.

S. Judgements and Uncertainties

In preparing these financial statements, the directors have made judgements to determine whether there are indicators of impairment of the charity's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability and expected future financial performance of the asset.

The other key source of estimation uncertainty is in relation to the depreciation of tangible fixed assets (see note 8).

Tangible fixed assets, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. See accounting policy note 1.F for further details.

Estimates of the net pension liability depend on a number of complex judgements relating to the discount rate used, changes in retirement ages and mortality rates. The group engages a firm of actuaries to provide expert advice about the assumptions made and the effect on the pension liability of the changes in these assumptions (see accounting policy note 1.O for further details)

Note 2 Analysis of Income

Group

	Year ended 31 March 2021				Year ended 31 March 2020			
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£000	£000	£000	£000	£000	£000	£000	£000
Analysis of Income								
Donations and Legacies								
Donations	842	2,150	-	2,992	1,112	1,361	-	2,473
Income from Charitable events	-	-	-	-	-	-	-	-
Legacies	897	104	-	1,001	1,335	220	-	1,555
Grants from government and other public bodies (see note 2a)	1,976	588	-	2,564	-	-	-	-
Total Donations and Legacies	3,715	2,842	-	6,557	2,447	1,581	-	4,028
Charitable Activities								
Residential and community	29,803	32	-	29,835	29,713	713	-	30,426
Education and Care	9,102	-	-	9,102	9,593	-	-	9,593
Community Engagement	57	-	-	57	3	-	-	3
Trusts	-	-	-	-	-	-	-	-
Total Charitable Activities	38,962	32	-	38,994	39,309	713	-	40,022
Other trading	532	-	-	532	146	15	-	161
Investment income	4	44	7	55	16	49	-	65
Total Income	43,213	2,918	7	46,138	41,918	2,358	-	44,276

Charity

	Year ended 31 March 2021				Year ended 31 March 2020			
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£000	£000	£000	£000	£000	£000	£000	£000
Analysis of Income								
Donations and Legacies								
Donations	842	767	-	1,609	1,044	451	-	1,495
Income from Charitable events	-	-	-	-	-	-	-	-
Legacies	897	104	-	1,001	1,335	220	-	1,555
Grants from government and other public bodies (see note 2a)	1,976	588	-	2,564	-	-	-	-
Total Donations and Legacies	3,715	1,459	-	5,174	2,379	671	-	3,050
Charitable Activities								
Residential and community	29,006	-	-	29,006	29,048	-	-	29,048
Education and Care	9,102	-	-	9,102	9,593	-	-	9,593
Community Engagement	57	-	-	57	57	-	-	57
Trusts	-	-	-	-	-	-	-	-
Total Charitable Activities	38,165	-	-	38,165	38,698	-	-	38,698
Other trading	7	-	-	7	69	-	-	69
Investment income	4	-	6	10	14	-	-	14
Total Income	41,891	1,459	6	43,356	41,160	671	-	41,831

Note 2a Grants receivable from government and other public bodies

Group

	Year ended 31 March 2021				Year ended 31 March 2020			
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£000	£000	£000	£000	£000	£000	£000	£000
Grant income								
Greater London Authority	-	588	-	588	-	-	-	-
Rural Payment Agency	9	-	-	9	-	-	-	-
Coronavirus Job Retention Scheme (CJRS)	465	-	-	465	-	-	-	-
Inner and Outer London Local Authorities *	132	-	-	132	-	-	-	-
Non-London Local Authorities *	1,370	-	-	1,370	-	-	-	-
	1,976	588	-	2,564	-	-	-	-

* - Grant income from London and non-London Local Authorities received for Covid 19 related control measures including PPE

Charity

	Year ended 31 March 2021				Year ended 31 March 2020			
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£000	£000	£000	£000	£000	£000	£000	£000
Grant income								
Greater London Authority	-	588	-	588	-	-	-	-
Rural Payment Agency	9	-	-	9	-	-	-	-
Coronavirus Job Retention Scheme (CJRS)	465	-	-	465	-	-	-	-
Inner and Outer London Local Authorities *	132	-	-	132	-	-	-	-
Non-London Local Authorities *	1,370	-	-	1,370	-	-	-	-
	1,976	588	-	2,564	-	-	-	-

* - Grant income from London and non-London Local Authorities received for Covid 19 related control measures including PPE

Note 3 Income from Investments

Group	Year ended 31 March 2021				Year ended 31 March 2020			
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£000	£000	£000	£000	£000	£000	£000	£000
Analysis of Income from Investments								
Property Rental	2	44	-	46	3	48	-	51
Interest Recievable	-	-	-	-	2	1	-	3
Dividends from Investments	2	-	7	9	11	-	-	11
Total Investment income	4	44	7	55	16	49	-	65
Analysis of loss/ gains from investment revaluation								
Listed Investments	148	9	57	214	(62)	(2)	(6)	(70)
Investment property	-	-	-	-	(94)	-	-	(94)
Social Investments	-	-	-	-	-	-	-	-
Total loss/(gains) from investment revaluations	148	9	57	214	(156)	(2)	(6)	(164)

Charity	Year ended 31 March 2021				Year ended 31 March 2020			
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
	£000	£000	£000	£000	£000	£000	£000	£000
Analysis of Income from Investments								
Property Rental	2	-	-	2	3	48	-	51
Interest Recievable	-	-	-	-	2	1	-	3
Dividends from Investments	2	-	6	8	11	-	-	11
Total Investment income	4	-	6	10	16	49	-	65
Analysis of loss/ gains from investment revaluation								
Listed Investments	148	9	52	209	(61)	(2)	(6)	(69)
Investment property	-	-	-	-	(94)	-	-	(94)
Social Investments	-	-	-	-	-	-	-	-
Total loss/(gains) from investment revaluations	148	9	52	209	(155)	(2)	(6)	(163)

Note 4 Losses on disposal of fixed assets

	Group	Group	Charity	Charity
	2021	2020	2021	2020
	£000	£000	£000	£000
Disposal Proceeds net of costs	626	1,801	626	1,801
Net book value of disposed assets	(697)	(2,025)	(697)	(2,025)
Gain/(Losses) on disposal	(71)	(224)	(71)	(224)

Note 5 Expenditure Analysis

Group	Year ended 31 March 2021				Year ended 31 March 2020			
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
Analysis of Expenditure	£000	£000	£000	£000	£000	£000	£000	£000
Raising funds	760	55	-	815	1,033	36	-	1,069
Internal Fundraising Costs	37	-	-	37	29	-	-	29
Support Costs	145	-	-	145	183	-	-	183
Total Raising Funds	942	55	-	997	1,245	36	-	1,281
Costs of Charitable Activities								
Residential and Community	36,002	604	62	36,668	34,642	491	45	35,178
Education	9,438	52	-	9,490	11,290	302	-	11,592
Community Engagement	253	-	-	253	336	-	-	336
Trusts	-	-	-	-	-	-	-	-
Total Charitable Activities	45,693	656	62	46,411	46,268	793	45	47,106
Other	150	588	-	738	68	-	-	68
Impairment of Social Investments	216	-	-	216	604	-	-	604
Loss on Disposal of Fixed Assets	71	-	-	71	(92)	316	-	224
Total Expenditure	47,072	1,299	62	48,433	48,093	1,145	45	49,283

Charity	Year ended 31 March 2021				Year ended 31 March 2020			
	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds	Unrestricted Funds	Restricted Funds	Endowment Funds	Total Funds
Analysis of Expenditure	£000	£000	£000	£000	£000	£000	£000	£000
Raising funds	760	55	-	815	1,033	36	-	1,069
Internal Fundraising Costs	37	-	-	37	29	-	-	29
Support Costs	135	-	-	135	183	-	-	183
Total Raising Funds	932	55	-	987	1,245	36	-	1,281
Costs of Charitable Activities								
Residential and Community	34,895	21	-	34,916	33,863	37	-	33,900
Education	9,343	52	-	9,395	11,293	38	-	11,331
Community Engagement	245	-	-	245	424	-	-	424
Trusts	-	-	-	-	-	-	-	-
Total Charitable Activities	44,483	73	-	44,556	45,580	75	-	45,655
Other	90	588	-	678		68	-	68
Impairment of Social Investments	216	-	-	216	604	-	-	604
Gain/(loss) on Disposal of Fixed Assets	71	-	-	71	(92)	316	-	224
Total Expenditure	45,792	716	-	46,508	47,337	495	-	47,832

Allocation of Support Costs

	Raising funds	Residential and Community	Education	Community Engagement	Total
	2021	2021	2021	2021	2021
	£000	£000	£000	£000	£000
Senior Management	8	308	79	7	402
Human Resources	17	723	210	2	952
Finance	60	2,202	562	49	2,873
Information Technology	32	1,380	400	4	1,816
Corporate Services	21	788	201	17	1,027
Marketing and Communications	6	220	56	5	287
	144	5,621	1,508	84	7,357

GROUP ONLY

Analysis of Direct and Support Costs

	Direct Costs	Support Costs	Total	Direct Costs	Support Costs	Total
	2021	2021	2021	2020	2020	2020
	£000	£000	£000	£000	£000	£000
Raising funds						
Internal fundraising costs	815	145	960	1,069	183	1,252
Bought in services	37	-	37	29	-	29
Support costs	-	-	-	-	-	-
Total Raising funds	852	145	997	1,098	183	1,281
Costs of Charitable activities						
Residential and Community	31,046	5,622	36,668	29,765	5,413	35,178
Education	7,983	1,507	9,490	9,738	1,853	11,591
Community Engagement	169	84	253	284	53	337
Trusts	-	-	-	-	-	-
Total	39,198	7,213	46,411	39,787	7,319	47,106
Other	738	-	738	68	-	68
Impairment	216	-	216	604	-	604
Loss on disposal	71	-	71	224	-	224
Total Expenditure	41,075	7,358	48,433	41,781	7,502	49,283

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

Group	2021	2020
	£000	£000
Depreciation	1,406	1,403
Audit current year	119	50
Other services	-	31
Other group auditors	-	-
Interest payable	351	451
Operating lease charges:		
Land and Buildings	622	818
Other equipment	41	65

Note 6 Staff and staffing costs

	Group		Group	
	2021	2021	2020	2020
	Number	FTE	Number	FTE
Education services	324	199	329	204
Residential and community services	1,191	687	1,304	728
Community Engagement	3	2	6	8
Generating funds	17	16	30	26
Support functions	93	86	76	66
Total	1,628	990	1,745	1,032

	Group		Charity	
	2021	2020	2021	2020
	£000	£000	£000	£000
Wages and salaries	27,980	27,756	27,517	27,316
Social security costs	2,306	2,154	2,281	2,128
Employer contributions to defined contribution pension schemes	986	1,044	976	1,035
Operating costs of defined benefit pension schemes	115	213	115	213
Redundancy and termination payments	321	393	321	393
Agency staff	4,035	4,732	4,035	4,731
Total staff costs	35,743	36,292	35,245	35,816

For the group, redundancy payments were £321,000 (2020: £393,000) and the termination payments were £Nil (2020: £Nil).

Higher paid staff - Group

The number of staff with remuneration excluding employer pension contributions of £60,000 or above, split into bands of £10,000, was:

	2021	2020
	£000	£000
£60,000 - £69,999	7	6
£70,000 - £79,999	2	2
£80,000 - £89,999	2	2
£90,000 - £99,999	-	1
£120,000 - £129,999	1	-
£130,000 - £139,000	-	-

Remuneration of key management personnel

	2021	2020
	£000	£000
Wages and salaries	687	545
Contributions to defined contribution pension schemes	18	11
Termination payments	-	-
Employers national insurance	85	69
Agency Staff	42	-
Total	832	625

Note 7 Subsidiary Undertaking

Name	Function	Company Registration	Charity Number	Year End
Livability Icanho Limited	Brain injury rehabilitation services. Social and religious services to the Becontree Estate.	02167304	N/A	31st March
Kingsley Hall Church and Community Centre, a company limited by guarantee	Construction and related services to the Livability group.	06129881	1120001	31st March
Livability Contracting Services Limited		03594964	N/A	31st March
East Holton Charity a company limited by guarantee	Dormant	02717228	1011867	31st March
Holton Lee Limited	Holiday accommodation. Predecessor charity to Livability	02871759	N/A	31st March
The Shaftesbury Society, a company limited by guarantee		00038751	221948	31st March
Prospects for People with learning disabilities, a company limited by guarantee	Dormant	03305658	1060571	31st March
At Home in the Community Limited, a company limited by guarantee	Dormant	02470260	803280	31st March
John Grooms, a company limited by guarantee	Dormant	00113685	212463	31st March
Prospects Trading Limited	Dormant	03222851	N/A	31st March
A Cause for Concern	Dormant	N/A	271600	31st March
Grooms Shaftesbury Limited	Dormant	03232362	N/A	31st March
Shaftesbury Care Limited	Dormant	03232329	N/A	31st March

	Turnover or income	Operating profit or net incoming/(outgoing) resources	Transfer to the Charity	Aggregate Assets	Aggregate liabilities	Net assets
	£000	£000	£000	£000	£000	£000
John Grooms	-	-	-	-	-	-
Shaftesbury Society	1	5	-	44	-	44
Livability Icanho Limited	797	67	67	68	-	68
Kingsley Hall Church and Community Centre	803	226	-	4,715	1,035	3,680
Livability Contracting Services Limited	525	-	-	217	217	-
East Holton Charity	-	-	-	-	-	-
Holton Lee Limited	-	-	-	-	-	-
Prospects for People with Learning Disabilities	-	-	-	-	-	-
Prospects Trading Limited	-	-	-	-	-	-
At Home in the Community	-	-	-	-	-	-
A Cause for Concern	-	-	-	-	-	-
Livability Trading Limited	-	-	-	-	-	-
Shaftesbury Care Limited	-	-	-	-	-	-
	2,126	298	67	5,044	1,252	3,792

Note 8 Tangible Fixed Assets

Group	Functional Freehold Property	Assets under construction	Functional leasehold property	Other fixed assets	Total	
	£000	£000	£000	£000	£000	£000
Cost						-
at 1 April 2020	39,366	271	1,685	9,668		50,990
Additions	148	594		290		1,032
Transfer						
Disposals	(56)			(296)		(352)
Impairment adjustments	(216)					(216)
Transfer to Parent						-
At 31 March 2021	39,242	865	1,685	9,662		51,454
						-
Depreciation						-
at 1 April 2020	3,572		291	7,751		11,614
Charged in the year	584		9	813		1,406
Release on disposal	(4)			(137)		(141)
Transfer to Parent						
At 31 March 2021	4,152	-	300	8,427		12,879
Net book value						
at 31 March 2021	35,090	865	1,385	1,235		38,575
at 31 March 2020	35,794	271	1,394	1,917		39,376

Group Fixed assets include assets with carrying values of £24,500,831 (2020: £22,219,756) which have been pledged as security for bank loans disclosed in note 12. A further asset is subject to a charge of £750,526 (2020: £750,526).

The assets under construction represent Phase 1B of the ongoing redevelopment of Kingsley Hall

Charity	Functional Freehold Property	Assets under construction	Functional leasehold property	Other fixed assets	Total	
	£000	£000	£000	£000	£000	£000
Cost						-
at 1 April 2020	35,681	-	1,685	11,099		48,465
Additions	148	-	-	290		438
Transfer	-	-	-	-		-
Disposals	(56)	-	-	(296)		(352)
Impairment adjustments	(216)					(216)
At 31 March 2021	35,557	-	1,685	11,093		48,335
						-
Depreciation						
at 1 April 2020	2,599	-	300	9,027		11,926
Charged in the year	496	-	-	810		1,306
Release on disposal	(4)	-	-	(137)		(141)
At 31 March 2021	3,091	-	300	9,700		13,091
Net book value						
at 31 March 2021	32,466	-	1,385	1,393		35,244
at 31 March 2020	33,076	-	1,394	1,896		36,366

Group Fixed assets include assets with carrying values of £21,775,284 (2020: £19,501,596) which have been pledged as security for bank loans disclosed in note 12. A further asset is subject to a charge of £750,526 (2020: £750,526).

Note 9 Financial investments

	Group	Group	Charity	Charity
	2021	2020	2021	2020
	£000	£000	£000	£000
Analysis of Changes in investment values				
Investments at Start of Year	2,399	2,553	2,384	2,538
Additions	-	10	-	9
Disposals	(635)	(70)	(635)	(69)
Gains/(Losses) on revaluation	253	(94)	249	(94)
Impairment of subsidiary investments	-	-	-	-
Investments at the end of the year	<u>2,017</u>	<u>2,399</u>	<u>1,998</u>	<u>2,384</u>
Analysis of Investments				
Investment Properties	1,071	1,705	1,071	1,705
Cash and equivalents	167	157	167	157
Listed investments	779	537	752	514
Investments in subsidiary entities	-	-	8	8
Total investments	<u>2,017</u>	<u>2,399</u>	<u>1,998</u>	<u>2,384</u>

Note 10 Social investments

	Group	Group	Charity	Charity
	2021	2020	2021	2020
	£000	£000	£000	£000
Investments at Start of Year	7,226	8,462	7,226	8,462
Additions	-	-	-	-
Disposals	(565)	(1,236)	(565)	(1,236)
Impairment of Asset	(125)	-	(125)	-
Investments and end of year	6,536	7,226	6,536	7,226
Analysis of Investments				
Social investments	6,536	7,226	6,536	7,226
Total Investments	6,536	7,226	6,536	7,226

Note 11 Debtors

	Group	Group	Charity	Charity
	2021	2020	2021	2020
	£000	£000	£000	£000
Trade receivables	1,164	2,297	1,058	2,198
Prepayments and accrued income	1,777	2,314	1,216	1,522
Other debtors	1,241	900	945	771
Amounts due from subsidiary undertakings	-	-	(93)	396
	<u>4,182</u>	<u>5,511</u>	<u>3,126</u>	<u>4,887</u>

Note 12 Creditors

	Group	Group	Charity	Charity
	2021	2020	2021	2020
	£000	£000	£000	£000
Amounts falling due within 1 year:				
Derivative Financial Instrument Liabilities	131	173	131	173
Trade payables	1,838	2,440	1,660	2,379
Accrued charges and deferred income	2,386	2,943	2,342	2,899
Taxation and Social Security	2,659	1,075	2,739	1,075
Bank Loans	4,000	2,246	4,000	2,246
Other Creditors	982	743	931	618
Amounts due to Group Entities	-	-	-	48
	11,996	9,620	11,803	9,438
Amounts falling due after more than 1 year:				
Accrued charges and Deferred income	-	-	-	-
Other loans	-	100	-	-
Bank Loans	6,604	7,504	5,755	6,754
	6,604	7,604	5,755	6,754

The bank loans are repayable by instalments falling due in the following periods:

	Group	Group	Charity	Charity
	2021	2020	2021	2020
	£000	£000	£000	£000
Within 1 year	827	2,246	826	2,246
Within 1-2 years	835	1,293	835	1,225
Within 2-5 years	2,628	1,562	2,560	780
After 5 years	6,314	4,749	5,531	4,749
	10,604	9,850	9,752	9,000

The lenders, principle terms of borrowing and the security given for the borrowings are set out in the table below:

Facility Provider	Interest base	Margin	Outstanding at 31 March 2021 £000	Repayable by
Metro Bank Term loan	Metro Bank base rate	3.25%	5,754	15/03/2029
Metro Bank revolving credit	Metro Bank base rate	3.50%	4,000	15/03/2022
Charity Bank Term loan (group - KHCC)	Bank of England	3.25%	750	20/06/2043
Lester Trust Fund (group - KHCC)		1.50%	100	12/07/2023

Note 13 Pensions

The Charity contributes to seven staff pension schemes, which are:

A Group Personal Pension Plan defined contribution scheme operated by **Aegon** which all permanent non-bank employees of Livability, who have successfully completed their probationary period of employment, were eligible to join until October 2013.

A Group Personal Pension Plan defined contribution scheme operated by the **People's Pension** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator.

A Group Personal Pension Plan defined contribution scheme operated by **Legal and General** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator

The Livability Final Salary Pension Scheme ("Livability DB scheme"), a defined benefit scheme which was closed to new members and further service accrual in June 2007. This scheme is administered by The Pensions Trust.

The John Grooms Pension and Assurance Scheme ("JGPAS"), a defined benefit scheme, which had been closed to new members some years ago, was closed to further service accrual in June 2007. This scheme is administered by Punter Southall.

The Teachers' Pension Scheme (a multi-employer defined benefit scheme) in which teaching staff are eligible to be members, and to which the Charity contributes at a rate fixed by the Fund actuaries.

The Pensions Trust Growth Plan (a multi-employer defined benefit scheme). There are two active members of this scheme which is closed to further benefit accrual; contributions are made at the minimum level required to maintain membership of the scheme and for reduction of the deficit in the scheme. Withdrawal from the scheme would trigger a liability estimated at 31 March 2021 at £204,000 (2020: £241,000). There is no intention to withdraw from the scheme and therefore this liability is not recognised in the Accounts at 31 March 2021.

Kingsley Hall Church and Community Centre contributes to a defined contribution scheme operated by the Pensions Trust for one member of staff.

The Livability DB scheme and JGPAS were closed to new members and benefit accrual in June 2007; members employed at the closure date retain a link between their salary and benefits payable until their retirement or their earlier date of leaving employment.

The cost of employer contributions to the defined contribution plans was £1,774,000 in the year (2020: £1,741,000). There are no prepaid contributions in respect of any of the schemes at the balance sheet date.

Note 13 Pensions (cont'd)

The defined benefit schemes are both contracted-out of the State Second Pension Scheme (S2P) and their assets are held separately from those of the Charity. Contributions to the schemes were agreed with the schemes' Trustees, in accordance with the agreed technical provisions and recovery periods agreed for each scheme.

The last triennial valuation of the Livability DB scheme was carried out as at 30 September 2020 and has been updated to 31 March 2021 by an independent qualified actuary, in accordance with FRS 102.

This most recent actuarial valuation as at 30 September 2018 showed a deficit of £6,140,000.

The employer has agreed with the Trustee that it will aim to eliminate the deficit over a period of 3 years and 10 months from 1 April 2020 by the payment of annual contributions of £1,100,000, increasing at 2.6% per annum with first increase on 1 April 2021, in respect of the deficit. In addition, the employer will pay annual contributions of £115,000 in respect of scheme expenses. The recovery contribution made to the Livability DB scheme by the Charity in the year was £1,068,000, as set out in the previous agreed deficit recovery plan, plus a contribution for administration expenses of £116,000.

An actuarial valuation of JGPAS was carried out as at 31 March 2015 and updated to 31 March 2018 by an independent qualified actuary. The recovery contribution made to the Scheme by the employer in the year was £530,000, plus administration expenses of £23,000. The contributions for the year to 31st March 2022 are expected to be £530,000.

Note 13 Pensions (cont'd)

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total	Livability DB	JGPAS	Growth Plan	Total	Livability DB	JGPAS	Growth Plan	Total
	2021	2021	2021	2021	2020	2020	2020	2020	2019	2019	2019	2019
	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
Equity	4,594	6,241	—	10,835	4,377	5,021	—	9,398	16,427	5,612	—	22,039
Bonds	18,756	11,358	—	30,114	17,265	11,156	—	28,421	15,260	11,908	—	27,168
Property	2,206	—	—	2,206	1,762	—	—	1,762	1,531	—	—	1,531
Other	11,480	—	—	11,480	11,275	—	—	11,275	—	—	—	—
Cash and current liabilities	1,050	2,556	—	3,606	397	2,744	—	3,141	239	1,092	—	1,331
Fair value of scheme assets	38,086	20,155	—	58,241	35,076	18,921	—	53,997	33,457	18,612	—	52,069
Present value of scheme liabilities	(40,988)	(20,674)	(204)	(61,866)	(35,221)	(19,283)	(241)	(54,745)	(36,456)	(20,068)	(293)	(56,817)
Pension liability disclosed in the financial statements	(2,902)	(519)	(204)	(3,625)	(145)	(362)	(241)	(748)	(2,999)	(1,456)	(293)	(4,748)
The actual return on scheme assets over the period was:	2,950	1,284	—	4,234	1,746	367	—	2,113	1,939	1,129	—	3,068

Movements in the present value of the scheme liabilities have been:

	Livability DB	JGPAS	Total
	£000	£000	£000
Present value of liabilities at 31 March 2018	36,032	19,025	55,057
Current service cost	199	100	299
Interest cost	923	489	1,412
Remeasurement (gains) / losses	400	1,026	1,426
Benefits paid	(1,098)	(572)	(1,670)
Present value of liabilities at 31 March 2019	36,456	20,068	56,524
Interest cost	861	475	1,336
Remeasurement (gains) / losses	(901)	(649)	(1,550)
Benefits paid	(1,195)	(611)	(1,806)
Present value of liabilities at 31 March 2020	35,221	19,283	54,504
Current service cost	—	—	—
Interest cost	798	446	1,244
Remeasurement (gains) / losses	6,008	1,525	7,533
Benefits paid	(1,039)	(580)	(1,619)
Present value of liabilities at 31 March 2021	40,988	20,674	61,662

Movements in the fair value of scheme assets have been:

	Livability DB	JGPAS	Total
	£000	£000	£000
Fair value of scheme assets at 31 March 2018	31,575	17,450	49,025
Interest income	821	454	1,275
Expenses	(119)	—	(119)
Remeasurement gains / (losses)	1,118	675	1,793
Contributions by employer	1,160	605	1,765
Benefits paid	(1,098)	(572)	(1,670)
Fair value of scheme assets at 31 March 2019	33,457	18,612	52,069
Interest income	801	446	1,247
Expenses	(120)	—	(120)
Remeasurement gains / (losses)	945	(79)	866
Contributions by employer	1,188	553	1,741
Benefits paid	(1,195)	(611)	(1,806)
Fair value of scheme assets at 31 March 2020	35,076	18,921	53,997
Interest income	807	444	1,251
Expenses	(116)	—	(116)
Remeasurement gains / (losses)	2,143	840	2,983
Contributions by employer	1,215	530	1,745
Benefits paid	(1,039)	(580)	(1,619)
Fair value of scheme assets at 31 March 2021	38,086	20,155	58,241

The Growth Plan

Movements in the recognised liability for payments due to the Growth Plan were:

	£000
Present value of payments at 31 March 2018	468
Interest cost	7
Contributions	(60)
Remeasurements	(122)
Present value of payments at 31 March 2019	293
Interest cost	4
Contributions	(49)
Remeasurements	(7)
Present value of payments at 31 March 2020	241
Interest cost	6
Contributions	(50)
Remeasurements	7
Present value of payments at 31 March 2021	204

Amounts recognised in the Consolidated Statement of Financial Activities have been:

	2021 £000	2020 £000	2019 £000
Expenses	116	120	119
Past service cost	—	—	299
Net interest cost	(1)	93	144
Included in net (income) / expenditure	115	213	562
Actuarial (gains) / losses	4,557	2,423	(488)
Total recognised (gains) and losses reported in the SOFA	4,672	2,636	74

Contributions and administration fees payable in the year ending 31 March 2021 are expected to be:

	£000
The Livability Final Salary Pension Scheme	1,215
The Pensions Trust Growth Plan	50
John Grooms Pension and Assurance Scheme	530
	1,795

Contributions and administration fees payable in the year ending 31 March 2022 are expected to be:

	£000
The Livability Final Salary Pension Scheme	1,244
The Pensions Trust Growth Plan	52
John Grooms Pension and Assurance Scheme	530
	1,826

The principal assumptions used by the actuaries for the purposes of the valuation were (in nominal terms):

		At 31 March 2021	At 31 March 2020	At 31 March 2019
Defined benefit schemes				
<i>The Livability Final Salary Pension Scheme</i>				
Discount rate		2.10%	2.10%	2.40%
Rate of increase in salaries		3.30%	2.70%	3.30%
Inflation assumption	CPI	2.95%	1.70%	2.30%
	RPI	3.30%	2.70%	3.30%
<i>The John Grooms Pension and Assurance Scheme</i>				
Discount rate		2.10%	2.35%	2.40%
Rate of increase in salaries		3.35%	2.60%	3.30%
Inflation assumption	CPI		1.60%	2.30%
	RPI	3.35%	2.60%	3.30%
Pension increases:				
<i>The Livability Final Salary Pension Scheme</i>				
Deferred pensions of RPI or 5% pa if less		3.30%	2.70%	3.30%
Pensions in payment of CPI or 5% pa if less		2.85%	1.85%	2.35%
Pensions in payment of CPI or 3% pa if less		2.30%	1.60%	1.95%
Pensions in payment of CPI or 2.5% pa if less		2.00%	1.45%	1.75%
<i>The John Grooms Pension and Assurance Scheme</i>				
Pension earned before 6 April 1994			5.00%	5.00%
GMP earned after 5 April 1994			1.55%	1.95%
Pension in excess of GMP earned after 5 April 1994			2.60%	3.15%
Assumed life expectancies in years on retirement at age 65 are:				
<i>The Livability Final Salary Pension Scheme</i>				
Retiring today	Males	21.2	21.7	21.2
	Females	23.1	23.4	23.0
Retiring in 20 years' time	Males	22.5	23.0	22.6
	Females	24.7	24.7	24.2
<i>The John Grooms Pension and Assurance Scheme</i>				
Retiring today	Males	22.1	21.7	21.2
	Females	24.4	24.2	23.7
Retiring in 20 years' time	Males	23.4	23.1	22.6
	Females	25.8	25.4	24.9
The Growth Plan				
Discount rate		0.66%	2.53%	1.39%

Discount rates for all schemes have been set by reference to high-quality corporate bond yields with maturity profiles that correspond to the liabilities of the defined benefit schemes and the deficit recovery payments for the Growth Plan.

Note 14 Funds (Group)

	Restated Balance at 31 March 2020	Incoming resources £000	Outgoing resources £000	Unrealised gains / (losses) £000	Transfers £000	Balance at 31 March 2021 £000
Designated Funds:						
Maintenance reserve - Designated	9,729				(76)	9,653
Revaluation fund	8,719		(27)	83	(545)	8,230
Total designated funds	18,448	–	(27)	83	(621)	17,883
General Fund	10,445	43,213	(46,930)	65	(721)	6,072
Unrestricted funds before pension liability						
	28,893	43,213	(46,957)	148	(1,342)	23,955
Pension reserve	(748)	–	(115)	(4,557)	1,795	(3,625)
Total unrestricted funds	28,145	43,213	(47,072)	(4,409)	453	20,330
Education	353	46	(39)		(17)	343
Residential & Community Services	1,360	828	(77)		(416)	1,694
Community Engagement	75	589	(588)		(20)	56
Giving by Lending	57					57
F Clements Will Trust	30					30
Kingsley Hall Church & Community Centre	1,987	1,460	(584)			2,863
Kingsley Hall, Dagenham	765					765
Prospects	61	2	(2)			61
Holton Lee	298	4	(10)			292
Total Restricted Funds	4,986	2,929	(1,300)	–	(453)	6,161
Permanent Endowment Funds						
Chiswick	475					475
Highway	2,475	4		24		2,503
Marsh St.	922					922
Coney Hill Will	26					26
Welcome	986					986
Kingsley Hall, Dagenham	694		(62)			632
SHBEF	28	1		5		34
Shaftesbury Development	506	2		13		521
Beddington	53			15		68
Platt	496					496
Total Permanent Endowment Funds	6,661	7	(62)	57	–	6,663
Total funds	39,792	46,149	(48,434)	(4,352)	–	33,154

During the year, £452k was transferred from restricted funds to unrestricted funds. Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objects of Livability. All expenses were individually identified and satisfies the reason for the transfer from restricted to unrestricted funds.

Note 15 Analysis of net assets by funds

The assets and liabilities of the group are allocated between funds as follows:

	General £000	Designated £000	Pension £000	Restricted £000	Permanent Endowment £000	Total £000
Tangible fixed assets	11,090	22,000		3,086	2,399	38,575
Financial investments		1,088		–	929	2,017
Social investments		3,139		–	3,397	6,536
Cash	3,006	–	–	1,063	–	4,069
Other current assets	3,617	–	–	565	–	4,182
Current liabilities	(11,811)	–	–	(185)	–	(11,996)
Long-term liabilities	–	(5,754)	(3,625)	(850)	–	(10,229)
Funds at 31 March 2021	5,902	20,473	(3,625)	3,679	6,725	33,154

Prior Year

	General £000	Designated £000	Pension £000	Restricted £000	Permanent Endowment £000	Total £000
Tangible fixed assets	11,436	23,400	–	2,268	2,272	39,376
Financial investments	484	986	–	–	929	2,399
Social investments	767	3,062	–	–	3,397	7,226
Cash	456	–	–	2,767	29	3,252
Other current assets	4,592	–	–	886	34	5,511
Current liabilities	(7,289)	(2,246)	–	(85)	–	(9,620)
Long-term liabilities	–	(6,754)	(748)	(850)	–	(8,352)
Funds at 31 March 2020	10,445	18,448	(748)	4,986	6,661	39,792

Note 16 Comitments and contingent assets

	2021	2020
	£000	£000
Contracted	-	272
Approved not contracted	-	-

The amount £Nil ; 2020 (£272,000) represents the charity's financial obligation towards the development and implementation of the new Access ERP system.

Note 17 Obligations under operating leases

Group	Land and Buildings	Other equipment	Total	Land and Buildings	Other equipment	Total
	2021	2021	2021	2020	2020	2020
	£000	£000	£000	£000	£000	£000
Within 1 year	1,101	35	1,136	662	66	728
in 2-5 years	3,834	33	3,867	1,528	-	1,528
over 5 years	9,900	4	9,904	263	-	263
	14,835	71	14,907	2,453	66	2,519

Charity	Land and Buildings	Other equipment	Total	Land and Buildings	Other equipment	Total
	2021	2021	2021	2020	2020	2020
	£000	£000	£000	£000	£000	£000
Within 1 year	1,101	34	1,135	662	66	728
in 2-5 years	3,834	33	3,867	1,528	-	1,528
over 5 years	9,900	4	9,904	263	-	263
	14,835	71	14,906	2,453	66	2,519

Note 18 Financial Instruments

	Group		Charity	
	2021	2020	2021	2020
	£000	£000	£000	£000
Financial assets at fair value through income and expenditure				
Financial Investments	1,998	2,399	2,017	2,384
Social Investments	6,536	7,226	6,536	7,226
Financial liabilities at fair value through income and expenditure				
Interest rate options	-	(173)	-	(173)
Secured loans				
Financial liabilities measured at amortised cost				
Bank loans	(6,604)	(9,850)	(5,755)	(9,000)
Trade creditors	(1,838)	(2,440)	(1,660)	(2,379)
Amounts due to subsidiaries	-	-	-	(48)

Note 19 Related Parties

Trustees

Trustees receive no remuneration in respect of their services as Trustees of Livability. Travel and other out of pocket expenses were reimbursed to 1 Trustees in the year to the value of £90 (2020: £3,464) and the cost of providing training to Trustees in relation to their duties was nil (2020: £Nil).

Livability paid £5,544 (2020: £5,040) in the year to provide indemnity insurance for the Trustees.

Livability received donations of £1,292 (2020: £1,040) from the Trustees

	Shaftesbury Society	Livability Icanho Limited	Kingsley Hall Church and Community Centre	Livability Contracting Services Limited	East Holton Charity	Holton Lee Limited	Prospects for People with Learning Disabilities	
	£000	£000	£000	£000	£000	£000	£000	£000
2021								
Balance sheet amounts								
Amounts due to Parent undertaking	-	-	-	-	-	-	-	-
Amounts due from Parent undertaking	17	68	3	71	-	-	-	8
Income								
Donation from Parent Charity	-	-	-	-	-	-	-	-
Expenditure								
Charitable Donations paid	-	-	-	-	-	-	-	-
2020								
Balance sheet amounts								
Amounts due to Parent undertaking	-	-	294	-	-	-	42	-
Amounts due from Parent undertaking	16	-	-	23	-	-	-	-
Income								
Donation from Parent Charity	-	-	-	-	-	-	-	-
Expenditure								
Charitable Donations paid	-	53	-	-	-	-	-	-

Post Balance Sheet Events

After 1st April 2021, functional freehold Properties were disposed of, generating £7,147,884 in sales proceeds. In the same period, Social Investment Properties were disposed of, generating £410,000 in sales proceeds.

Trusts and Supporters 2020–2021

As well as the organisations listed below for their contributions towards our work, we also extend our thanks to those organisations who wished to remain anonymous; the families of those who remembered Livability in their Wills, and the thousands of generous individuals whose support makes such a huge difference to our work.

Trusts and Foundations

Mickleham Trust

Christopher Laing Foundation

Thomson Bree Charitable Trust

Joan Ainslie Charitable Trust

Talbot Village Trust

Wolfson Foundation

Bridgewater Charitable Trust

Joan Ainslie Charitable Trust

Haskins Charitable Fund

Baily Thomas Charitable Fund

Audrey Knowles Trust

Pemberton Barnes Trust

Screwfix Foundation

Morrisons Foundation

Hertfordshire Community Foundation

Suffolk Community Foundation

Charles S French Charitable Trust

Norfolk Community Foundation

Skipton Charitable Foundation

Supporters

David Smith and Julia Stanton

Richard Evans

Christopher Buddell

Geoff Hale

Barclays Community Fund

Tesco Community Grants

Waitrose

Thomson Cities and Short Breaks

Masks for NHS Heroes

JP Morgan Chase

Friends of York House

Friends of Victoria School

Friends of John Grooms Court

Friends of Keefield Close

Friends of Nash College

Friends of Dolphin Court

Croham Baptist Church

St George's Church Glascote

Welsh Evangelical Church

Thornhill Sewing & Crafts Club

Organisational Details

Patron: Her Royal Highness, The Princess Royal

Vice-Patrons: The Rt Hon The Earl of Shaftesbury, Nicholas Ashley-Cooper

President: The Most Revd and Rt Hon Justin Welby, Archbishop of Canterbury

Senior Vice-President: Baroness Valerie Howarth of Breckland OBE

Vice-Presidents:

Lord Donald Curry of Kirkharle CBE Prof Ram Gidoomal CBE

David Harmer Roy McCloughry

The Rt Hon Lord McColl of Dulwich CBE Sarah Omond

Pamela Rhodes

The Revd Canon Roger Royle Revd Michael Shaw

The Rt Revd and Rt Hon the Lord Williams of Oystermouth

Trustees:

Kate Clare, Chair of Trustees (appointed as Chair on 29 July 2019); Chair of Safeguarding Board

Sally Chivers (appointed as Chair 25 July 2018, resigned as Trustee and Chair on 29 July 2019)

John Weaving, Chair of Audit Committee (appointed 16 January 2020)

Peter Woodall (appointed 16 January 2020)

Canon Sue Johns, Chair of Services Quality Committee (appointed 16 January 2020)

Heather Laffin (appointed 16 January 2020)

Angus Brown

John Robinson CBE, Vice Chair of Trustees (appointed on 29 July 2019) and Chair of Strategic Business Committee

Andrew Wilson

Senior officers:

Chief Executive Officer – Sally Chivers (appointed 29 July 2019)

Executive Director of Operations – Jane Percy (appointed 11 May 2019)

Executive Director for Education - Adele Audin (appointed 19 January 2021)

Company Secretary and General Counsel – Mark Harvey (appointed 22 October 2019, resigned 13 September 2021)

Finance Director (Interim) - Nigel Armitt (appointed 29 December 2020, resigned 11 November 2021)

Executive Director of People (Interim) - Lola Kay-Odusanya (appointed 10 May 2021, contract ended 30 September 2021)

Principal Solicitors: Mills & Reeve LLP, 24 Monument Street, London EC3R 8AJ

Principal Bankers: Metro Bank plc, One Southampton Row, WC1B 5HA

Auditors: Crowe UK LLP, 55 Ludgate Hill, London EC4M 7J

Principal Surveyors:

Property Valuers:

Mass & Co, 25 High Street, Brentwood, Essex CM14 4RG

Bruton Knowles, Greybrook House, 28 Brook Street, London W1K 5DH

Registered and Central Office: Livability, 6 Mitre Passage, London SE10 0ER

www.livability.org.uk