

**Charity number: 1137167**  
**Company number: 07252866**

**Ruskin Mill Trust Limited**  
**(A Company Limited by Guarantee)**

**Trustees' report and financial statements**

**For the year ended 31 August 2022**  
**Amended Accounts**

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# RUSKIN MILL TRUST LIMITED

## REPORT OF THE TRUSTEES

**Status** The charity is governed by its Articles of Association dated 12 May 2010.

- **Trustees**

A C H Gordon OBE (Chair)  
H M Kippax (Vice-Chair)  
V Wren (resigned 20 September 2021)  
V F B Griffiths  
C A Hindmarsh (resigned 28 March 2022)  
G Vassall-Adams KC  
J Barane  
C Court  
J T Fearnley  
D Wragg (appointed 20 September 2021)  
L Griffin (resigned 29 June 2022)

- **Company Secretary**

I K Clements

- **Founder** A C H Gordon OBE

- **Charity number** 1137167

- **Company number** 07252866

- **Executive Team**

Aonghus Gordon OBE – Founder & Executive Chair  
Helen Kippax – Senior Executive Mentor  
Oliver Cheney – Director of Colleges & Rise  
Tara Gratton – Director of Schools & Rise  
Constantin Court – Director of PSTE Pedagogy  
Associate Members:  
Shazuli Iqbal – Chief Financial Officer  
Lindsay Wilkinson – Head of Human Resources  
Elisabeth Johnson – Executive Operations Manager

- **Registered office** Ruskin Mill  
Mill Bottom  
Nailsworth  
Gloucestershire, GL6 0LA

- **Auditor** Grant Thornton UK LLP  
Chartered Accountants and Statutory Auditor  
17<sup>th</sup> Floor  
103 Colmore Row  
Birmingham, B3 3AG

- **Bankers** Triodos Bank NV  
Deanery Road  
Bristol, BS1 5AS  
Lloyds Plc  
12 Rowcroft  
Stroud, Glos., GL5 3BD

- **Solicitors** Royds Withy King LLP  
69 Carter Lane  
London, EC4V 5EQ

**Notes:** The Registered Office (above) is also the principal office of Ruskin Mill Trust. The Trustees are also Directors for the purposes of the Companies Act 2006 and company law.

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REPORT OF THE TRUSTEES

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**REPORT OF THE TRUSTEES**

The Trustees present their Report, including their Strategic Report and Financial Statements for the year ended 31 August 2022, which have been prepared in accordance with statutory requirements, the Articles of Association and the Statement of Recommended Practice 'Accounting and Reporting by Charities'. The Legal & Administrative Information on page 2 forms part of this Report. The comparative information presented is for the twelve months from 1 September 2020 to 31 August 2021.

In undertaking their responsibilities during the year, the Trustees have given due consideration to Charity Commission published guidance on the operation of the Public Benefit Requirement.

Throughout this Report, wherever reference is made to "Trust", this refers to "Ruskin Mill Trust Limited".

**SECTION 1: Introduction by the Chair of Trustees**

The Trust's schools and colleges started with a further increase on the pupil and student roll with a 12% growth on the previous year.

The year has been successful all round with regards to pupil and student achievement. As in the previous year, schools and colleges did not close. This was achieved through skilful leadership and management, the dedication of the staff and considerable outdoor learning, which is part of the Trust's method. The challenge towards December and January of the year however did prove costly for the Trust in that staff had to be replaced by agency. The Trust was particularly pleased with the result of the CQC inspection at Ruskin Mill College in September 2021 and the Ofsted inspection at Glasshouse College in October 2021.

An extract from the CQC inspection at Ruskin Mill College:

*'The service was outstandingly responsive to people's individual beliefs, preferences and needs. Therapeutic care was delivered in line with their Practical Skills Therapeutic Education (PSTE) method, and we found that staff worked creatively to incorporate people's individual needs with their therapeutic programme. This supported people to achieve support in a way that met their individual needs and promoted their equality.'*

An extract from the Ofsted inspection at Glasshouse College:

*'Leaders have designed the curriculum to equip students with the skills they need to work in sectors such as glass blowing, jewellery making, leatherwork, biodynamic horticulture, farming, hospitality, and woodland management. As a result, most students make craft work to a high standard.'*

*'Students benefit from developing their understanding of healthy eating to improve their health and wellbeing.'*

One of the highlights of this year's college development was the cross-Trust production of King Arthur, which was performed in June in three locations put in picture. This event alone brought remarkable cross-Trust cohesion and collaboration. Students particularly enjoyed meeting each other from different regions. The production will take a further step from September 2022, when schools will engage and take part along with students from the colleges.



Performances of King Arthur at the Glasshouse and at Ruskin Mill

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REPORT OF THE TRUSTEES

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A significant step this year has been the appointment of Education Health and Care Managers (EHCMs) across the colleges. The following is a summary of their focus:

- Enhanced accountability for managing not just the education programme but also the health and care programme and planning for each student.
- An increased focus and accountability on the management and oversight of all areas of each student's placement and their learning programme.
- Responsibility for ensuring effective support is provided to maximise the student's achievement of their identified desired outcomes, and that this is based on a thorough and detailed assessment of risk.
- Regular and effective liaison with medical and mental health interventions and other external professionals that takes place in a timely and effective manner.

The feedback to date from Ofsted, CQC and commissioners is a tangible improvement in communication and understanding the student journey.



Oliver Carnaby being awarded the Johnson Cup for wool craft by Mark Johnson

• **Schools and Colleges Developments**

**Grace Garden School:** Our most recent development and initiative, has expanded, and started with 11 pupils in September. The school can continue to grow up to 20 pupils. Ofsted visited the school and commended the innovative curriculum based on Steiner principles. The inspector described the school:

*'School leaders are committed to delivering a bespoke Steiner-inspired curriculum that meets pupils' specific needs. The range of subjects to be offered meets the requirements of the independent school standards. There is a strong curriculum focus on pupils' learning through land, animal and craft activities delivered through the practical skills therapeutic model of Ruskin Mill Trust.'* The school was opened by the Right Honourable Lord Mayor of Bristol, Councillor Steve Smith.

**Ruskin Mill College:** The College received a CQC inspection. It was graded as Good, Grade 2, with a category on responsiveness being Outstanding. The pipeline for Ruskin Mill College is significant.

**Freeman College:** In November Freeman College hosted a sponsored Erasmus project through cultural innovation, focusing on eco-preneurship. This project continues with a research team travelling to Iceland, Norway, and then North Wales, for its completion.

**Coleg Plas Dwbl & Ty'r Eithin:** These are being re-set through the creative leadership of Barry Wilkinson. The facilities available at Plas Dwbl, particularly within the agricultural offer, are considered outstanding.

**Sunfield School:** Sunfield continues to promote progress with the application to planning for a new lower school. Finance has been secured for this new project and recently Jessica Lesniak has been appointed as the new Headteacher. Jessica has considerable experience in formal special needs education, and has a deep interest in animal and land husbandry. She is joined by William Trantor as her Deputy.

## REPORT OF THE TRUSTEES

### • Strategic Review

In November, the Trustees gathered for their annual strategic review at Trigonos, the Trust's new social enterprise centre, which in time will offer facilities for a college provision. The review centred on governance, civil service and broadening Ruskin Mill's scope to include a widening of objects for health and medical. The Trustees also looked at new opportunities for international collaboration and further capital projects. The Trust also reviewed the systems update and its cost structure. Progress has been made on many of these areas, particularly in a systems upgrade, and a review of fees and costing.

### • Courses & Training



A significant step this year has been the launch of the Master's programme. This took place in April, in conjunction with Huddersfield University. The range of opportunities for staff to excel in the Trust's method continues to grow. The Trust is pleased to have received an Excellent in training. The Trust is also continuing to complete the Wool Barn for significant numbers in cross-Trust training. The photograph below shows the final plenum of the Wool Week, with a presentation by Dr Sue Reed.



The Trust also continues to support its staff on PhD research and set out below is a schedule of staff researching their Field of Practice at their requisite university.

MEMBER OF STAFF	UNIVERSITY	FIELD OF PRACTICE
Berni Courts	Coventry University	Field 3 Biodynamic Ecology
Vicki Wren	Exeter University	Field 4 Therapeutic Education
Matt Briggs	Sheffield Hallam Uni.	Field 2 Practical Skills
Constantin Court	Sheffield University	Field 4 Therapeutic Education
Ricardo Pereira	Coventry University	Field 3 Community Supported Agriculture
Simon Reakes	Royal Holloway, University of London	Field 1 Genius Loci

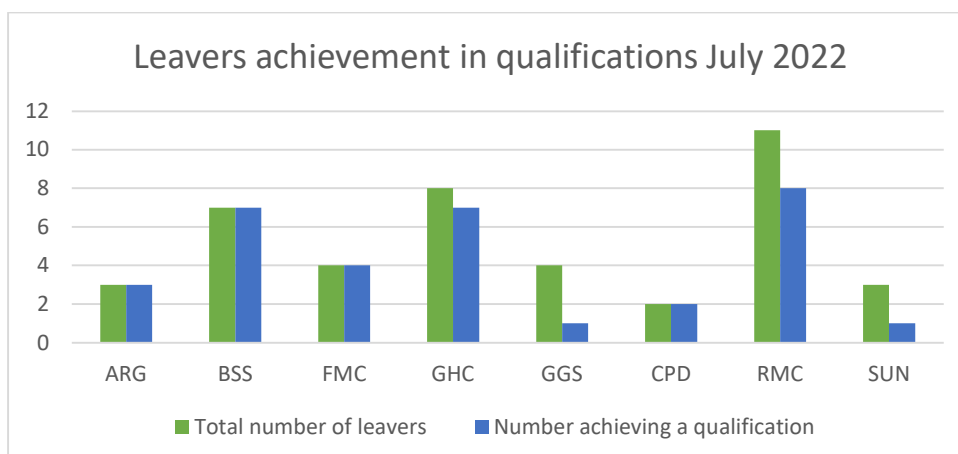
REPORT OF THE TRUSTEES

• Current Statutory Inspection Grades

	Education	Date	Care	Date
<b>Ruskin Mill College</b>	Grade 2 'Good'	April 2018	Grade 2 'Good' <i>Responsiveness outstanding</i>	September 2021
<b>Argent College</b>	Grade 2 'Good'	October 2021	N/A	N/A
<b>Glasshouse College</b>	Grade 2 'Good'	October 2021	Grade 2 'Good'	April 2022
<b>Freeman College</b>	Grade 2 'Good' <i>Behaviour &amp; Attitude outstanding</i>	September 2019	Grade 2 'Good'	July 2022
<b>Coleg Plas Dwbl (inc Ty'r Eithin)</b>	Grade 2 'Good'	February 2022	Grade 2 'Good'	
<b>Brantwood School</b>	Grade 2 'Good'	June 2022	Grade 2 'Good'	February 2022
<b>Sunfield School</b>	Grade 2 'Good'	November 2021	Grade 2 'Good' <i>Good in all areas</i>	May 2021
<b>Grace Garden School</b>	Grade 2 'Good'	May 2022	N/A	N/A
<b>Clervaux Garden School</b>	Grade 2 'Good'	July 2021	Grade 2 'Good'	May 2021
<b>Clervaux Rise</b>	N/A	N/A	Grade 2 'Good'	May 2022
<b>Fairhill Rise</b>	<i>Registration with Care Inspectorate Scotland successful</i>		N/A	N/A
<b>Coleg Trigonos</b>	<i>Application in process to register as Post-16 education</i>	<i>Planning to open in 2024</i>	<i>Registration in progress.</i>	

• Achievement across the Trust for pupils and students

100% of students who left college achieved a qualification, with 86% of those being a vocational unit or qualification. In the schools, 64% of leavers achieved a qualification.



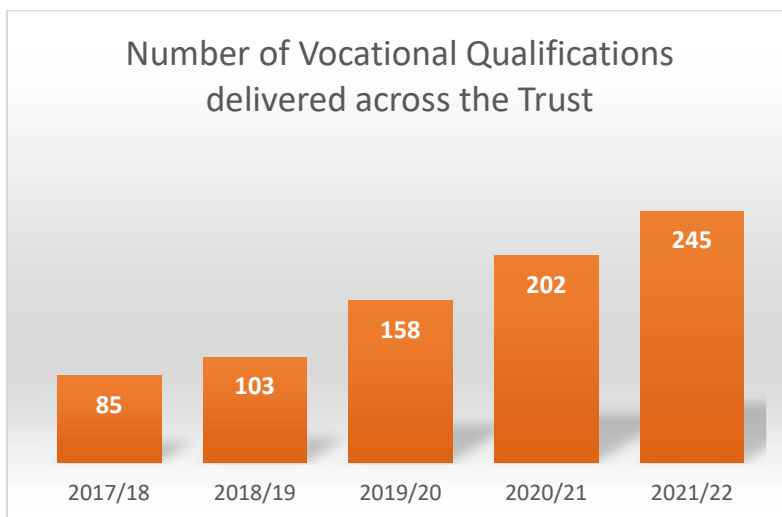


## REPORT OF THE TRUSTEES

These statistics evidence the hard work of the teaching and support staff who enable the students to achieve such great results.

### • Vocational Qualifications

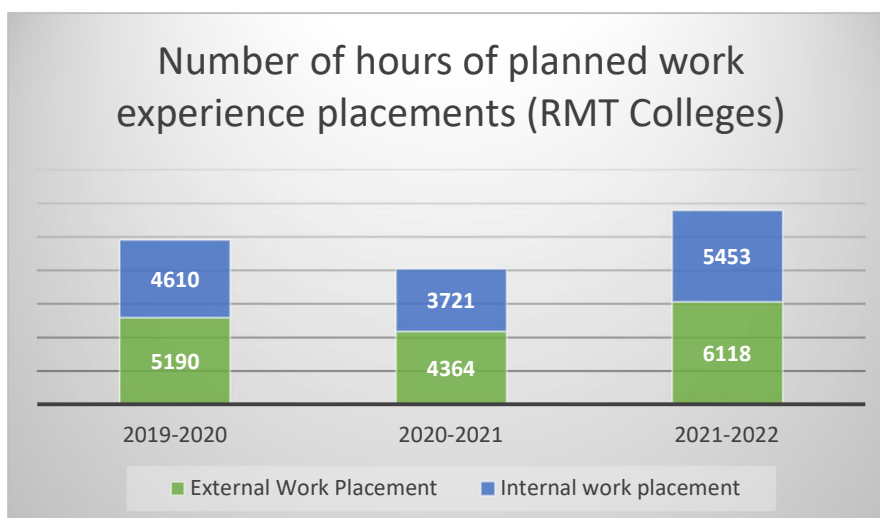
There were 245 full vocational qualifications being delivered in 2021/22 compared to 202 the previous year. This demonstrates a 20% increase. In addition, there were 89 full functional skills (maths and English GCSE's being delivered. The qualifications provide external validation of the students' achievements as well as evidencing skills for future employers and placements.



This growth is evidence of the skills of the teaching staff and the Accreditation Team in identifying appropriate opportunities to help students achieve relevant nationally recognised qualifications.

### • Work Experience

Work experience provides invaluable opportunities for the students to contribute to their local community as well as develop valuable work skills and increase their confidence. The Trust continues to work with a wide range of internal and external work placements and since the previous year has increased both the internal and external work experience offers across the Trust.



Both internal and external work experience opportunities have increased by over 40% since the previous year. This is evidence of the Trust's successful engagement with local communities and positive relationships with local businesses.



REPORT OF THE TRUSTEES

• **Governance and Senior Management**

At the 2022 AGM in March, the following were appointed as trustees to govern the Trust:

Aonghus Gordon OBE, Helen Kippax, Constantin Court, Guy Vassall-Adams KC, Jorunn Barane, James Fearnley, Vivian Griffiths, Lynne Griffin and David Wragg; subsequently, Lynne Griffin stepped down and resigned as a trustee.

The operational and strategic management of the RMT Group is delegated to an Executive Team which meets weekly and is, in effect, the senior leadership team for the whole Group. Membership of the Executive Team is:

Aonghus Gordon OBE – Founder & Executive Chair

Helen Kippax – Senior Executive Mentor

Oliver Cheney – Director of Colleges & Rise

Tara Gratton – Director of Schools & Rise

Constantin Court – Director of PSTE Pedagogy

Associate Members:

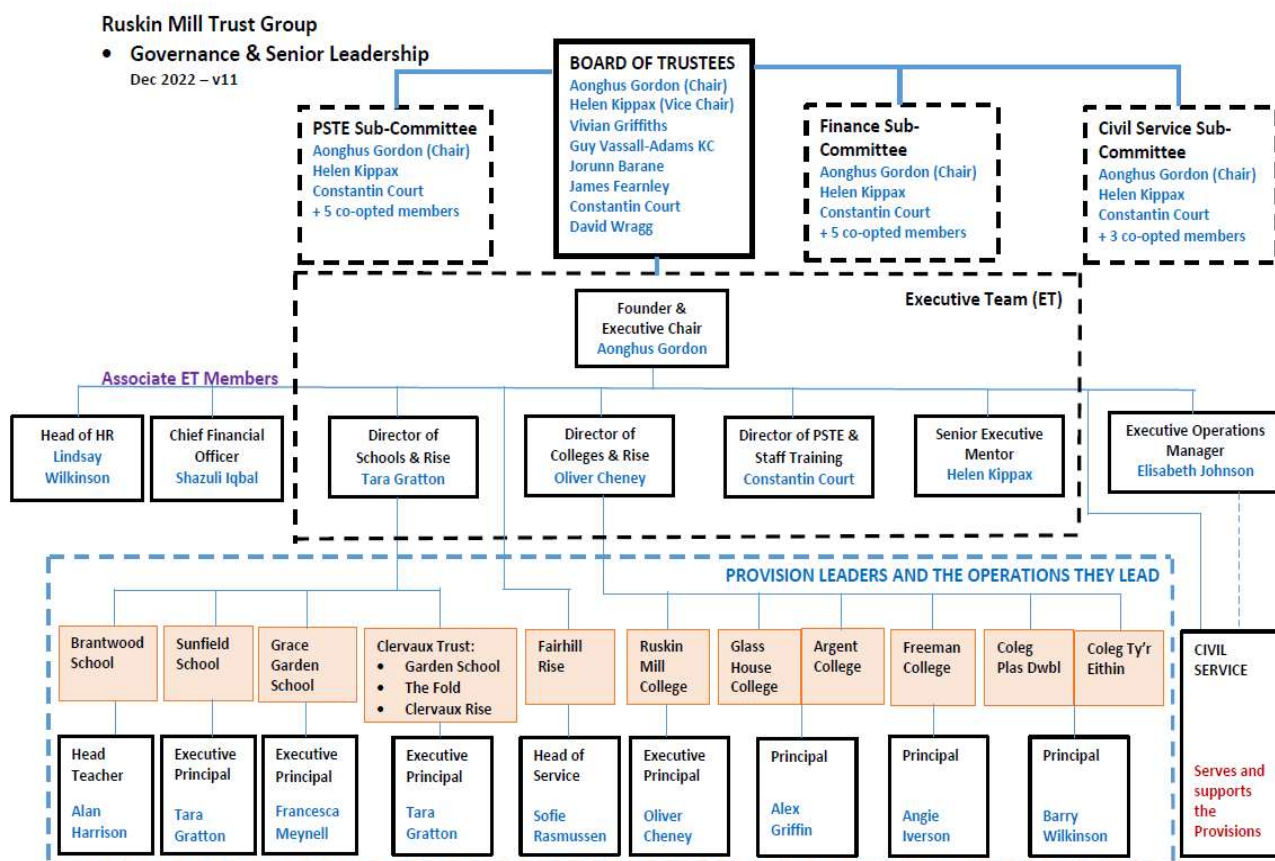
Shazuli Iqbal – Chief Financial Officer

Lindsay Wilkinson – Head of Human Resources

Elisabeth Johnson – Executive Operations Manager

In addition, the Board of Trustees has appointed three Sub-Committees, each comprising trustee members and co-optees and each with specific terms of reference and a mandate that has been delegated by the main Board.

*This is the Governance & Senior Leadership Structure of the Ruskin Mill Trust Group (December 2022)*



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• **The Johnson Cup**

The Johnson Cup is an award that honours skills in wool and textile achievements. There were three winners across the Trust:

- Oliver Carnaby from Ruskin Mill College for his knitted mittens and hat
- Amelia Reynolds from Clervaux Garden School for her felted slippers
- Lewis O'Sullivan from Glasshouse College for his weaving

The cup will travel between Ruskin Mill College (autumn), Glasshouse College (spring) and Clervaux Garden School (summer).



From left: knitted hat and mittens by Oliver Carnaby, slippers made by Amelia Reynolds from Clervaux Garden School and Lewis O'Sullivan's woven bag, Glasshouse College

• **Awards & Fundraising**

Fifty-eight different trusts and foundations gave grants during the year, and the Trust also received numerous donations from organisations and individuals, including legacies and in-memoriam gifts. We are very grateful for this support, from new and existing funders, enabling us to deliver some excellent new initiatives across the Trust this year, and build upon previous years' work.

Grace Garden School was supported by an annual donation from the Sterling Charity, as well as donations and legacies from various individuals to Catherine Grace Trust. The Worshipful Company of Woolmen and the Alpkitt Foundation both contributed funds towards the purchase of 6 Shetland sheep for the school, to add to its existing family of goats, chickens, pigs and cows. Brantwood Specialist School received a donation from the Finnis Scott Foundation towards the development of its gardens, creating a new stone circle, fire pit and raised beds. Future plans include the installation of new play equipment.

Sunfield School has benefitted from an award from the Edward Cadbury Charitable Trust, which will be used towards the construction of the new Lower School in 2023. Other donations have been received for bike racks, from the Dumbreck Charity; and a trampoline, from the Mary May Sheward Charitable Trust.

Internal work progressed on the Wool Barn at Ruskin Mill College, including the installation of toilets and a kitchen. The Wool Barn now provides space for the College to accommodate performances, music, dyeing, weaving and staff training. In addition to funds received in previous years for this project, we are grateful to the Worshipful Company of Woolmen and Champriss Charitable Trust. The Horlock Education Trust and the Dennis Gould Foundation have both supported the construction of a new lambing shed and associated equipment.

Developments at High Riggs this year have included the installation of a Shepherd's Hut, made possible by the Hasluck Charitable Trust, Professor Nick Bishop, JG Graves Charitable Trust, the Clancy Foundation and the Cleaves and Whitehead Charitable Trust. The hut is used for weaving, crochet, knitting, sewing, spinning and natural dyeing. In addition, the Hugh Neill Charity funded the construction of new animal shelters. At Freeman College, metalwork and cutlery projects have been supported by the Cutlers Company in Hallamshire.

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The Fold has been supported by North Yorkshire County Council, the Community Covenant Fund, the Worshipful Company of Turners and Broadacres to deliver a variety of activity programmes to support serving military personnel, veterans, their families and civilians. These have included Knit and Natter sessions, Food for the Future activities, Forces for Change Family Days, Green Woodwork sessions and other craft and wellbeing courses. The Hadrian Trust enabled the purchase of a large walk-in fridge at Clervaux Rise to provide effective food storage for its organic veg box scheme. ALA Green Charitable Trust contributed towards Clervaux Trust's Electric Vehicle Charging Point installation. Darlington Building Society generously funded a large shepherd's hut for a dedicated textiles classroom at Clervaux Garden School, as well as sending 30 volunteers to help plant around 1,500 tree saplings at the Fold Family Centre.

Two of the Trust's ageing tractors have had to be retired this year – those based at Vale Head Farm and Coleg Plas Dwbl. We are grateful to the Albert Hunt Trust, Eveson Charitable Trust, Eric W. Vincent Trust Fund, Delamere Dairy Foundation, Newfields Masonic Lodge, PF Charitable Trust, the Moondance Foundation and other individuals, for their donations to enable us to replace these large capital items. The sister of a student who ran the Royal Parks Half Marathon and donated the money she raised, funded the establishment of a soft fruit garden at Coleg Ty'r Eithin.

The Townscape Heritage Fund continues to support the development and maintenance of 9 Regent Place, part of Argent College; and the National Lottery Heritage Fund continues its funding for The Hive in the Jewellery Quarter, which is part way through a five-year funded programme of community activities.

A project development grant from the Architectural Heritage Fund, enabled us to cover project management, professional and consultancy fees and produce a heritage assessment, schedules of repair and develop plans for Trigonos.

Creative Black Country supported a trip to Tintagel in preparation and rehearsal for the play *Arthur*. The trip was undertaken by staff and college students and the playwright, Peter Oswald. A grant from Arts Council England enabled the play to be performed in Summer 2022 at provisions across the Trust, with further performances planned during 2023.

- **Conferences & Festivals**

**UK, International Festival of Glass**

The International Festival of Glass took place in August 2022 and was centred at the Glasshouse, extending to other sites across Stourbridge and Wolverhampton. The festival celebrated East Asian glass and culture and included the spectacular Expanding Horizons exhibition, as well as workshops in manga drawing, kimchi making, Korean calligraphy, ink painting and Taekwondo. A particular highlight was the Hot Hanbok/Cool Glass evening, featuring music, modern dance and a catwalk show of contemporary and traditional Korean clothing, combined with wearable glass designed to match each outfit, created by 33 international artists. The festival also included the British Glass Biennale exhibition and the new International Bead Biennale.

Thank you to the festival's sponsors, including Arts Council England, Daiwa Foundation, Japan Society, Great Britain Sasakawa Foundation, the International Year of Glass and the Korean Cultural Centre UK.

REPORT OF THE TRUSTEES

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- **International Developments & Collaborations**

**Lillehammer Inland Norway University: BA Work Experience from August 2022 to December 2022**

This excellent partnership has continued this year for Norwegian students in the third year of their BA in Special Education course at Lillehammer University, Norway. They were offered work experience placements at four college provisions across the UK: Freeman College, Glasshouse College, Argent College and Ruskin Mill College. The project started in mid-August 2021 and finished on 10 December 2021. The Trust hopes to continue this into the following years. Four candidates have just passed their Master's with Inland Norway University in PSTE. The Trust is delighted with the results. A number of students have passed with distinction.

**Erasmus Grant**

The Trust continues to work with Erasmus research project into the second year. This year, the collaboration has included Bodo in the north of Norway. It will complete the cycle at Trigonos in north Wales. It centres on eco-entrepreneurship and how to take this perspective forward into a training.

**Brazil, Monte Azul**

The Trust continues to work with Monte Azul, with a key leader of the project undertaking the Ruskin Mill Master's in PSTE.

**USA, New Hampshire, Temple Wilton**

Further developments are taking place with a new programme being offered in the new year of 2023 with PhD research jointly funded with Coventry university looking at the decommmodification of agriculture and researching the rise of the CSA movement to fulfil Trauger and Alice Groh's vision.

**Switzerland, World Social Initiative Forum (WSIF), Goetheanum**

The Trust is involved in the development of the WSIF with some joint sponsorship to support the initiative. It is expected that an international conference will take place at Ruskin Mill in July 2023.

- **New Developments**

In May 2022 the trustees of the Helios Trust decided to merge it with the Catherine Grace Trust, thereby becoming part of the Ruskin Mill Trust Group. The Helios trustees are now looking at developing a Health Centre together with an opportunity for taking in children from 7-10 years old on the Helios site, which is a 10 minute drive from Grace Garden School.

- **Patron**

I would like to thank our Patron, Karen Morgan OBE, for her continued, active support for the Trust.

Finally, I would like to thank our parents, students and pupils for their progress at Ruskin Mill Trust centres. Many of the stories of success, achievement and overcoming significant barriers to learning were described in great detail at the end of year ceremonies at schools and colleges. It was humbling to hear them.

Aonghus Gordon OBE – Chair of Trustees

REPORT OF THE TRUSTEES

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**SECTION 2: Strategic Report**

**2.1 Achievements and Performance**

• **Report from the Executive Team**

The Trust continued to work dynamically and responsively throughout the year, adapting to the changing restrictions around Covid and ensuring that staff and students were able to continue to attend School, College and Rise provisions. As the restrictions lifted, the Trust was subject to a number of regulatory inspections from Ofsted, CQC and Estyn (see the table of current Statutory Inspection Grades [September 2022] on page 5 of this Report). These inspections provided an opportunity for the Directors to work with the Trust's Civil Service and Provision Leaders to ensure that the quality of each provision was evident to the inspection teams. This collaboration, along with the hard work of staff teams at each site, and the students, contributed to very positive inspection outcomes.

In addition to the successes from the inspections, the Trust experienced strong growth, especially at its schools. It is anticipated that with the further positive inspection results, this growth will continue.

The Trust also experienced several challenges over the 2021/22 academic year and the Executive Team, working with the Civil Service and Provision Leaders, focused on ensuring that students continued to receive high quality education and care, aligned to the Trust's Method of Practical Skills Therapeutic Education (PSTE) and within the context of the 7 Fields of Practice. This was achieved whilst addressing difficulties in recruiting staff, preparing for regulatory inspections, budget planning, financial management and ongoing development work across the Trust.

The Directors continued to work well with their leadership teams, meeting regularly to share good practice and new ideas. The appointment of a Deputy Director for Schools helped to strengthen the Schools' leadership team and provide some additional resource, enabling the schools to continue to grow.

The Executive Team, which met weekly throughout the year, has closely monitored and supported all these developments, through regular reporting and meetings with key staff.

The main areas of focus for the Executive Team over the year have been:

1. Recruitment of support staff and reducing the use of agency staff
2. Financial management and rolling out new systems
3. The development of the Civil Service
4. Bringing more consistency to reporting and quality assurance

**1. Recruitment of support staff and reducing the use of agency staff**

The Trust has continued to experience challenges with staff recruitment, particularly in support staff roles in the residential service. In order to ensure that students received the support they need, the Trust has had to rely on agency staff to fill many vacancies, until staff can be recruited. The Executive Team has closely monitored the use of agency staff over the year, including negotiating rates with agencies and providing schools and colleges with a list of preferred agencies to try and reduce cost; also employing a specialist recruitment team to focus on attracting residential support staff to fill vacancies. In addition, the Executive Team has reviewed the salary structure for support staff and, in addition to the increase in national minimum wage, have raised the annual rate of pay for the support roles in order to provide a more competitive offer. The in-house recruiters have focused on the advantages of working for Ruskin Mill Trust including the training options and employment package and have attended various job fairs and increased social media presence to improve recruitment. There is evidence of their success in the reduced vacancy list. The Executive Team will continue to monitor agency use and the new Access MIS system will help to track support hours ensuring that students are receiving the right levels of support.

**2. Financial Management and rolling out new systems**

The Chief Financial Officer has been leading on new systems for budget setting and financial monitoring and has been working closely with the Executive Team to ensure that the Directors are receiving accurate and timely financial information to inform decision making. The new Access MIS system provides real time account information as well as tracking purchase orders, invoices and expenses. The staff rota section of the system will also allow improved tracking of time sheets against budgeted hours. The Executive Team

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has worked closely with the finance team to review management accounts and areas of overspend and put in measures to address areas that are over budget. The Executive Team will continue to regularly monitor spend against budget as well as the deployment of hourly paid staff and will continue to work quickly to address areas of concern.

### **3. The Development of the Civil Service**

Although the development of the Civil Service is being led by the Trustees, the Executive Team has continued to inform and help shape that development. The Civil Service will need to meet the needs of the Directors and Chief Executive Officer (CEO), therefore the Executive Team has been advising on reporting structures and what information the Directors require from the Civil Service. In addition, the Executive Team has been kept informed of developments and participated in Civil Service development days with the Heads of Departments.

### **4. Bringing more consistency to reporting and Quality Assurance**

In line with the development of the Civil Service, the Executive Team has been reviewing the quality assurance and reporting procedures of the provisions. The schools have introduced a reviewed, weekly reporting structure for the Executive Team and both schools and colleges have proposed a quality assurance cycle. The colleges are working on bringing consistency to their Self-Assessment Reports (SARs) and Quality Improvement Plans (QIPs) and this will continue to be worked through in the following academic year. Both the reporting structure and the quality assurance procedures are informed by the recent inspections that both schools and colleges have experienced over the year.

### **Objectives**

The Executive Team continues to hold operational oversight and management of the 12 schools, colleges and adult social care provisions within the Group. As the Civil Service continues to develop, the Executive Team has identified the need for stronger financial management, clear governance processes, effective quality assurance processes and increased cohesion between the different provisions. With these aims in mind, the Executive Team has identified for itself the following overarching objectives:

- To continue to closely monitor financial reports, ensuring that action is taken to appropriately address areas of overspend.
- To continue to oversee the delivery of education, care and operational outcomes across all provisions, ensuring that provisions have the resources they need to delivery high quality services
- To work with the Civil Service to identify and implement the most appropriate governance structure for the Trust's operational activities, and develop an associated governance framework including reporting policies and procedures.
- To work with the Civil Service to develop effective quality assurance processes to enable Provision Leaders, the Executive Team and trustees to assess whether quality standards are being met.
- To understand the potential risks to the Trust's operations and success, and identify ways to manage and mitigate these risks, identifying areas where the Civil Service Heads can contribute and/or lead.
- To continue the implementation of the integrated Access Systems Project (Finance, Maintenance, HR, Payroll, Workforce Planning and H&S), and ensure that staff have the resources and training needed to use these functions effectively.
- To continue to develop student & pupil progress reporting and data capture linked to the method of Practical Skills Therapeutic Education (PSTE) and the 7 Fields of Practice.
- To work with the Hiram Education & Research Team (HEaRT) to ensure that staff can access appropriate training in a timely manner and identify areas for new training development.

### **• Staff Training and Development**

#### **Ruskin Mill Centre for Practice (RMCfP) and the application for Taught Degree Awarding Powers (TDAP)**

The Master's degree (MA) in Practical Skills Therapeutic Education started in April 2022. The degree is designed and delivered by Ruskin Mill Centre for Practice staff and validated through a collaborative partnership with the University of Huddersfield - School of Education & Professional Development.

The MA in PSTE critically explores and examines the function and impact of the Seven Fields of Practice and situates it in the current educational research and scientific paradigm. It is a taught course, part-time

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over three years. It aligns with the UK Framework for Higher Education Qualifications: 180 credits at Level 7, six 20-credit taught modules and a 60-credit dissertation or research and practice project. By offering our own degree in PSTE, we are able to:

- Continually develop and externally validate PSTE as the Trust's unique method
- Offer an internationally recognized, practitioner-orientated qualification
- Innovate a research-enhanced curriculum for Trust students

There are currently 19 participants on the course. This degree (and other future higher educational developments) will safeguard the Trust's method for the future and secure its authenticity and integrity, ensuring RMT students and pupils benefit from innovative, research-enhanced practice. The faculty for the delivery of the Master's will be drawn from the Trust's PhD sponsorship of research into the Seven Fields of Practice.

RMCfP are now actively seeking registration with the Office for Students (OfS) as a Higher Education provider in order to gain Taught Degree Awarding Powers (TDAP). This means that, if successful, it will be registered as a Higher Educational provision and granted the power to validate its own degrees. This form of academic independence is sought in order to develop and externally validate the Trust's unique methodology whilst offering its staff an internationally recognised, practitioner orientated qualification.

**Hiram Education & Research Team (HEaRT) – internal courses**

Through its Hiram Education & Research Team (HEaRT), the Trust continues to invest in staff and trustee education, which centres on knowledge, skills and mandatory needs. The educational offer concentrates on the Trust's unique method, PSTE. The training begins on day 1 of a colleague joining the Trust through a two-week induction. This offer continues and expands through to specific job-related training pathways. Set out below is a summary of the training courses that are currently offered by the Trust; some are also open to external participants

- **Pedagogic Potential of Craftwork (2 years)**  
This course is for staff who want to deepen their understanding of crafts, their impact on students and their interrelationship to the other Fields of Practice.
- **Growing the Land, Growing People Biodynamic Training (2 years)**  
The aim of the Trust's biodynamic programme is to equip participants with the knowledge, skills and attitudes to become independent and confident in biodynamic working, in order to work within a biodynamic or organic holding.
- **Holistic Practices in Nutrition (4 days)**  
This course is designed to enable all people working directly in education, care and social enterprise settings to connect with the potential of a practical food culture that has health, nutrition and wellbeing at its heart.
- **Homemaking (4 days)**  
This is a fundamental aspect of the Trust's method of PSTE and is centred around a set of Seven Care Qualities.
- **Two Goethean Science courses - Four-Fold (4 weekends) & Polarities (1 weekend)**  
These courses invite participants to experientially and comparatively work with Goethean science in either professional or personal practice. Goethean science broadens the boundaries to acknowledge that the observer and what is observed are in a state of relationship rather than detachment.
- **Leadership in Health & Social Care Level 5 (PSTE) (2 year)**  
While providing an externally recognised qualification, this course gives Care Managers the opportunity to deepen their understanding of the 7 Fields of Practice as they are applied in the residential setting and gives them the insights and tools to run a high-quality Ruskin Mill care service.
- **Steiner Educational Insights (1 year)**  
This course aims to provide a broad outline of Rudolf Steiner's indications regarding physical, emotional and spiritual development from birth to young adulthood.



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- **Teaching in Specialist Steiner Garden School (1 year)**  
The Teaching in Specialist Steiner Garden Schools course aims to equip educators with the understanding, skills and confidence to apply Rudolf Steiner's insights through the method of Practical Skills Therapeutic Education.
- **Therapeutic Music for Special Needs Education**  
A new Tonalis foundation training explores the overlaps between Music Education, Music Therapy and Community Music and how they can enrich each other.
- **University of Lillehammer (INN) Master's Course (final year)**  
This year is the final year that the Trust will co-create a Master's degree with Lillehammer University in Norway. With the 6 who will complete this year, the total number of staffs who have graduated with an MA in Special Education in PSTE is 44.

### Overall Staff Education and Development

Comparing to the previous year there was an increase of 509 in the number of staff training sessions to 1,438 individual staff training sessions covering PSTE as well as compliance related matters, with 32% of individual training occurrences being dedicated solely to PSTE (7,415 out of 22,995) which is equal to the previous year.

The large increase in the number of sessions can be credited mainly to the end of Covid-19 related limitations. Furthermore, Grace Garden School has become a functioning school with students and has increased staff which has contributed to the steady rise in the total number of staff cross-trust. Overall, the training numbers have resumed its pre-Covid levels with several provisions surpassing them.

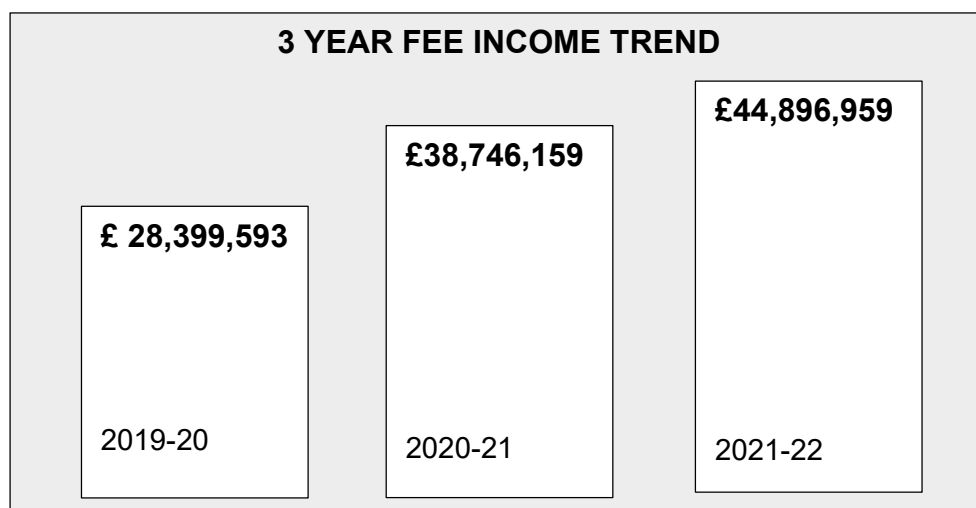
## 2.2 Financial review

### • Admissions & Business Development

Throughout the year the Trust continued to build relationships with parents and local authorities, and offer assessments through on-line meetings and attendance at national conferences and exhibitions.

Total student and pupil numbers were 313 at the end of August 2022 having stood at 327 at the beginning of the year in September 2021. Total numbers were 363 at the start of 2022/23 and it is anticipated that there is again likely to be some further net-growth during the financial year. This all mirrors the 5-year growth trend across the Trust.

In addition, as can be seen from the graph below, the income from student & pupil fees increased significantly during 2021-22. This was partly due to the increase in numbers but also because, for a small number of students and pupils, the Trust was providing high levels of support to meet complex needs.



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• **Consolidated Performance**

The consolidated financial statements for 2021/22 include the results of the Trust's subsidiary companies for the full twelve months. Trustees value the consolidated surplus of £123,757 made during the year (2021: Surplus of £3,440,904).

• **Investment powers, policy and performance**

Investment powers are governed by the Trust's Memorandum and Articles of Association and permit the Trust's funds to be invested in a wide range of assets.

• **Financial Management & Reserves policy**

Monthly Management Accounts and Cash Flow Forecasts are scrutinised initially by the Executive Team before being reported to the Board's Finance Sub-Committee, and then to the Main Board of Trustees for review. High agency staff costs continued to be a concern during the year and steps were taken to increase the proportion of employed staff, particularly through the appointment of dedicated, in-house recruiters. These and other related measures appear to be having a positive impact on this issue.

The Group's Reserves Policy is that Free Reserves should consistently exceed three months staff related expenditure. The reserves currently held in the Group at year-end are £3,155,531 (2021: £2,957,200) restricted and £7,546,305 (2021: £7,620,879) unrestricted. Three months staff related expenditure was approximately £6.5m throughout the year, therefore the Group has been able to operate in line with Policy.

Within the charity there are £3,006,709 (2021: £2,872,180) restricted and £1,213,619 (2021: -£21,198) unrestricted reserves at the year-end.

**2.3 Risk and uncertainties**

These are the key risks and uncertainties facing the Ruskin Mill Trust Group and the mitigation in place. This have been drawn from the Risk Register 2022/2023

Strategic Risk	Specific Risk	Comments/Mitigation
<b>Long term demand / Failure to engage with Partners</b>	Lack of a proper Trust Strategic or Provision Development Plan	The strategy for the Trust is discussed annually at the Trustee' Strategic Review in November. It is here that the Founder's vision is shared and the Strategic Aims & Direction are determined. The Executive Team then implements and co-ordinates the approved Strategic Aims & Direction
	Failure/inability to respond to national priorities / react to changes in regional economy which could reduce external funding and donations, such as Local Area Reviews	Using relevant and up to date marketing information the Admissions teams, supported by the Civil Service and Executive team can mitigate this by good planning. The Trust has appointed a Trust Head of Business development and a Business Development Manager with a focus on Welsh provisions.
	Failure to meet demand for places on programmes or to provide sufficient residential places	Continuous review of pipeline and workforce planning, including housing drives where stock is short. Active recruitment of residential staff to meet need, however, this is currently challenging due to the national shortage of care staff. The Trust has appointed a specialist team to help improve staff recruitment. Directors of Colleges and Schools delivering strong residential offers at each provision.
	Failure to maintain effective relationships with external partners and stakeholders and maintain the support of stakeholders and partners	Lack of stability in local authority funding continues, however relationships built with local authorities are generally strong and developing. The Trust is re-introducing face to face meeting with local authorities, stakeholders and parents as appropriate. The Trust has built a strong online/virtual presence to offer alternative means of engagement.

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<b>Reputation</b>	Failure to maintain profile and reputation of the provisions	Marketing strategy implemented and reviewed. New website developed. Additional social media presence to counter lack of face-to-face opportunities.
	A provision becomes liable for damages as a result of legal action	Procedures to be followed. Areas of risk are monitored and actions addressed promptly and evaluated for further development if necessary. Insurance cover in place. PR advisers are on retainer.
	Breach of confidentiality leading to loss of reputation and potential legal action	Staff training on GDPR awareness of the need for staff to read policies to ensure that awareness is created about breaching confidentiality. Appointment of external Data Protection Officer to strengthen GDPR compliance and staff training.
	Poor Ofsted and/or CQC results - funders do not consider a provision provides valuable and/or high quality education and care	Included in QIP and SAR. Directors and Provision Leaders taking responsibility for making sure their provision is working within the inspection framework. Regular QA visits / mock inspections from Civil Service Heads, ET, Trustees and External Consultants. Continued education and residential consultant support.
	Student safeguarding and/or staff issue results in adverse publicity for a provision or the wider Trust	The Trust Head of Safeguarding is part of the Civil Service and works closely with the Director of Schools and the Director of Colleges as well as the RMT Trustee lead for Safeguarding and Designated Safeguarding Leads and Provision Leaders across the Trust. Data is provided to SMTs and ET weekly; reviewed across the Trust monthly and reported to Trustees at all Board meetings. The Trust Head of Safeguarding reviews the cross-Trust position, identifying trends and developing actions accordingly, including networking with external agencies. Safeguarding knowledge and support are provided to all individuals attending/visiting Trust sites. Safeguarding and associated trainings are provided to all staff to maintain and update their knowledge.
	Fraud/financial irregularities discovered at a provision/the Trust generates adverse publicity	Risk of staff not following financial procedures. Online staff training is available to support staff. Finance procedures and segregation of duties implemented and monitored regularly.
<b>Educational risk</b>	Failure to engage with learners and achieve targeted learner outcomes	Improved communication and engagement with QIP/SIP will ensure that this risk is low. Head of IT/ MIS to support tracking of achievement of targets, regular feedback to senior management teams/ET. Widescale review of progress data has resulted in improved assessment and tracking tools and improved reporting. University research project has been commissioned to review the quality of data collected by the Trust to assess progress and learner outcomes. Improved joining-up with the RMT Trustees PSTE Sub-Committee to ensure learner outcomes are embedded within the PSTE method.
	Inability to deliver current and effective approaches to teaching and learning	Continued development and improvement planned during 2022 - 2023. More focussed teaching and learning improvements as between the two business streams: schools and colleges. Initial delivery of the Steiner Educational Insights training for schools
	Failure to develop and deliver an appropriate curriculum and embed high quality teaching	Curriculum development for both Colleges and Schools remains a priority for 2021-2022. The QA framework for 2021/22 will continue to focus on Teaching and Learning with increased lesson observations and book checks etc. This will be monitored and reported on centrally. The Teaching & Learning Policy to be embedded this academic year.

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	Failure to engage effectively with learners in the wider life of a provision	All English adult residential services are now formally registered under Ruskin Mill Trust. This will further improve integration of day and residential. Continued work on shifting the culture of a 24hour curriculum. Ongoing support for Welsh residential provisions with focus on community integration and Welsh culture.
	Inability of a provision to develop the estates and facilities to support changes in the curriculum	Maintenance team structure has been reviewed and new posts appointed. Greater emphasis on the importance of aesthetics and the learning environment and its impact on learner outcomes. Re-establishment of the Aesthetics & Design group, which includes the Founder, senior leaders and staff from the property team.
	Failure to identify a student causing concern	"Student at risk" register completed on a weekly basis at provision level. Robust guidance for identifying students at risk and systems for increasing support as required. Students at high risk of placement failure discussed at Executive Team meetings weekly and support strategies agreed.
<b>Competition Risk</b>	A provision's facilities fall behind those of competitors leading to slow decline in number and quality of students	Continued development of provision/site facilities; marketing strategies developed to promote specialism of particular provision based on location; continue to develop relationships with Local Authorities. The strength of the RMT outdoor curriculum has proved invaluable during the Covid-19 pandemic. RMT is leading the market in this area and parent choice is driving interest in a PSTE curriculum and learning environment model.
	A provision is undercut by a competitor	Marketing strategies continue to be developed and to promote RMT's USP. Wholesale review of programmes and fee structures continues.
<b>Management</b>	Failure to provide effective governance, leadership and management	Accountability Framework charting responsibilities of three layers of governance being embedded. A wholesale review of the overarching Governance Policy is underway. Regular reporting to the Executive Team from Provision Leaders, along with QA visits allows continued monitoring and oversight and early identification of any areas of weakness. Development of the Civil Service to support governance and quality improvement.
	Change in senior leadership	Strategic Support from the Civil Service ensuring continuity of the Trust's method. Management training programmes provided for senior staff. Continuous discussions taking place with regards to succession planning in all areas across the Trust. Clarity embedding as regards split business streams of Colleges and Schools. Directors of each stream are working to develop the senior leadership across their provisions. The Director of PSTE and Trust Head of Staff Training & Development are working on improved support and training for new and existing senior leaders.
	Failure to meet legislative duties	Ofsted, CQC, CIW and Estyn inspections and results, compliance across all necessary areas. Head of Legal Services is part of the Civil Service and works closely with the Executive Team. Strong Civil Service team of Trust Heads of compliance and other central services to oversee adherence to legislative duties.
	Failure to meet a provision's commitment to equalities, access and inclusion	Maintain training for all staff on E & D and disabilities. Ongoing assessments, maintenance and improvements of access and facilities for staff and students.
	Failure to communicate clear vision, aims and objectives	Marketing strategy, central admissions team, website. Use events to promote vision, aims and objectives to all stakeholders. Staff newsletters and training enhanced each year; continued access for staff on training programmes on the Ruskin Mill Trust method.

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	Failure to motivate and engage with staff in contributing to the setting and achievement of a provision's aims and objectives	Staff morale and engagement monitored closely by the Executive Team. Acknowledgement of excellent practice. The Founder visits and presents in person to each site. Financial recognition to staff where appropriate. The PDR process is now wholly aligned with the Trust's vision, values & purpose. Staff are rewarded for their contribution to these areas.
	Failure to protect and maintain the physical assets of a provision	Maintenance structures have been reviewed across the Trust. Maintenance schedules have been prepared in each area and the increased budget capacity has been agreed for 2022/2023. A goal remains to fully embed 3 year maintenance plans.
	Failure to protect and maintain/invest sufficient monies into the assets of each provision	Directors and Provision leaders now responsible for the successful delivery of provision operating budgets. Directors, with Provision Leaders, have monthly meetings with the Chief Financial Officer. Monthly management accounts are presented to the Executive Team and the Finance Sub - Committee meets regularly to review income. Longer-term capital investments being considered and planned for.
	Failure to effectively monitor a provision's performance against its objectives and targets	Directors of Colleges and of Schools monitor this closely. Each Provision Leader provides their Director with weekly reports. Directors report into ET weekly and to every Board of Trustees meeting throughout the year. Civil Service supports ongoing quality assurance.
	Failure to maintain current workforce skills and effectively manage a provision workforce planning and development	Succession planning to continue across all areas. Promotion of staff encouraged including secondment opportunities. Training programme aims to develop skills and knowledge of staff. Ongoing review at Executive Team meetings.
	Failure to plan for adverse effect of external factors on ability of a provision to maintain its business	Continued review of the development of alternative business and funding streams for the Trust.
	Inability to attract quality staff/retain existing staff	Continue the development of staff communication and engagement in provision activities through training days. Offers of internal promotion and secondment opportunities. Recruitment of three regional Recruiters to focus solely on recruitment.
	Lack of succession planning across the Trust	This is an area that the Trust is considering in all areas and continues to be the focus for the forthcoming year.
<b>Quality of service</b>	Failure to embed a culture of quality enhancement and improvement	Formalisation of the College/School improvement and quality assurance cycles. The Civil Service supports quality assurance across central functions. Regular senior leader meetings between school and college leaders, led by the Directors, to share good practice and developments.
	Inappropriate/inadequate education provision results in the withdrawal of funding	Education and CQC consultants provide critical advice and support. Internal QA visits with action plans in place. This process will continue throughout the forthcoming year.
	Overstretched resources result in poor service delivery	Monthly meetings to review provision operating budgets will take place with each Director, Provision Leader and the Chief Financial Officer. Enhanced reporting to both Executive Team and Trustees Finance Sub-Committee

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	Failure to maintain morale leading to poor standards	Continuation of effective and regular supervision/ line management to ensure staff feel supported and able to achieve targets. Introduction of a mentoring scheme and improved support for newly recruited staff members, in particular support workers and other student-facing roles. Regular staff meetings with clear communication relating to provision matters. Regular internal updates from different sites delivered to all staff.
	Failure to ensure that staff are trained/capable of performing duties	The Trust continues to undertake vast investment in training and reviewing/improving its impact on each of its areas of activity.
<b>Employee Legislation</b>	Failure to comply with employment law	Clear directives and support from HR.
	Failure to ensure a provision complies with and has knowledge of current legislation	As above
	Incident of claim/tribunal due to poor employment processes	Robust processes in place. Continued external consultancy and access to specialist employment law advice.
	Failure to perform employment checks for new and existing staff	Strict monitoring carried out. Staff personnel files and single central register regularly updated and reviewed.
	Failure to meet legislative requirements	Qualified personnel in place and HR have external legal consultants if required.
	Failure to meet pensions legislation	Update sessions are attended when required to ensure any changes in legislation are followed.
<b>Financial Risk</b>	Government funding changes reduces income or impacts cash flow	Continuation of up to date knowledge of government initiatives to enable effective planning to reduce impact. Diversify provision to meet student needs and develop areas of provision that bring in new funding streams.
	Inadequate marketing of a provision leading to major deterioration in student numbers	Continue the development of the central admissions function with a clear marketing strategy.
	Failure/inability to innovate ways of increasing student numbers and associated funds	Outreach strategies have been put in place to grow the student 'pipeline'. New website under development. More successful inter-trust movement of students; more successful continuation of programmes for students with the introduction of Rise programmes. Development of further provisions, particularly schools.
	Student numbers	Focussed work on ensuring that the Trust's care provision is of the highest standard. Changes and improvements to staffing structures. Continued development and improvement of the 24 hour curriculum to promote positive benefits of residential provision.
	Inaccurate financial information supplied to Executive Team/Trustees	Monthly meetings occur with each Director, Provision Leader and the Chief Financial Officer. New Access system provides live financial data for Directors and Provision leaders
	Trust Budget is prepared inaccurately with over-optimistic assumptions about income	The Trust budget is prepared by the Chief Financial Officer and approved by the Trustees. Detailed planning process for 2022/2023, with weekly reporting to the Trustees Finance Sub-Committee. Separate operating budgets are set for each provision/region but these combine into an overall Trust budget so that each area of the business plays its part in supporting the whole.
	Regular monitoring of performance against budget does not take place resulting in major overspend	The monthly accounts are sent to the Trustees and variances explained. Monthly meetings occur between each Director, Provision Leader and the Chief Financial Officer. Financial thresholds for spending approvals are strictly adhered to. Cross-trust monitoring of the budget is reviewed monthly by the Executive Team, to include CCS and development/project spending and budgets. Introduction of new 'real-time' finance system

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	Inadequate financial controls in place resulting in inaccurate reconciliations/fraud/error	Accounts are audited annually by external auditors who would pick up on anything significant. Financial protocols in place and monitored by the Chief Financial Officer and Finance Team. Finance staff attend fraud awareness and prevention training. Introduction of Access, a 'real-time' finance system.
	Failure to monitor a capital project resulting in it running late/over budget	Clear plan including timescales and budget are to be in place for all capital projects and monitored regularly at Executive Team meetings. Improved business planning.
	Contractor goes out of business/contractor dispute	Approved contractors lists for each site. Payment is made on completion of work.
	Inability to control staff costs	All recruitment requests are approved by the Executive Team and vacancies strictly linked to the budgets. Strict protocols are in place at all provisions around pre-approvals for overtime. Enhanced monitoring and reporting of agency usage.
	Failure to respond to variations in funding	All student costings are provided by the Contracts & Liaison Officer and checked by the Chief Financial Officer before sending to Local Authorities.
	Failure to attract/secure donations/achieve fundraising targets	Across the Trust this is centrally managed by the Fundraising Team.
	Poor financial monitoring results in low turnover/loss of profits of commercial activities	The social enterprises are not in place across the Trust to provide commercial returns.
	Inability to maintain cash flow due to Local Authorities not paying	The Chief Financial Officer and Directors/Provision Leaders monitor which Local Authorities are not paying; significant outstanding invoices are brought to Executive Team meetings monthly; involvement from Head of Legal Services where necessary. Further resources in the finance team to monitor and chase contracts and late payments.
<b>Compliance</b>	Failure to promote a culture of safety in the provisions with appropriate systems and procedures	H & S training of staff. H & S audits, regular communication with all staff in morning meetings. Updated policies. Safeguarding Manager updates staff on safeguarding themes on a weekly basis. Regular monitoring of accident statistics. Trust Head of H & S to monitor and drive improvement and compliance across the Trust. Improved budgetary planning to support compliance.
	Failure to comply with Health & Safety legislation results in an employee/student/third party being injured	Risk assessments are in place for all individual students and activities. H & S monitoring and audits to check and maintain compliance. Regular staff training to raise awareness of potential H&S risks.
	Failure to comply with fire safety and other legislation	Fire safety audits take place across the Trust.
	Failure to comply with food standards regulations	Staff trained in food hygiene. QA inspections of food areas and food processes/practices. Environmental Health Officer inspections.
	Failure to comply with employee legislation and failure to have correct policies and procedures in place	Policies updated. HR staff all trained. Legislative changes are monitored.
	Security breach/loss of data / sensitive data becomes corrupted and unavailable	Data Protection Compliance Team in place to monitor and train. External specialist support now in place. Tight protocols around information security and frequent back-up of soft data enables data to be retrieved in emergency as necessary. Improved training underway.
	Risk that educational or pastoral policies deemed inadequate/poor	Trust policies are in place that are updated regularly.



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	Risk that safeguarding policy is deemed inadequate/poor/not followed	Trust policies are in line with Keeping Children Safe in Education (KCSIE) 2022 and the latest Prevent guidance. All staff receive and sign confirmation of receipt of all updates to KCSIE and safeguarding policy.
	The Equality & Diversity policy is deemed inadequate/poor/not embedded within a provision	Trust policy in place. E&D action plan to be reviewed, including on-the-ground posts as well as overarching responsible persons.
	Failure to deliver shared services to agreed standards/service level agreement (SLA)	The Trust works across its provisions to ensure that this occurs. Drive to ensure all appropriate SLAs are in place.
	Failure to ensure adequate training/precautions/risk assessments re off-site trips/activities resulting in injury	Individual student risk assessments carried out and off-site/placement risk assessments carried out. Changes to risk assessments and strategies for individual students discussed in full staff meetings. Automated updates to relevant staff from any changes made to risk assessments on Databridge.
	A provision's inability/failure to comply with requirements of Ofsted/CQC and other regulatory bodies	Working with consultants for education and residential to ensure compliance with legislative demands. QA visits ensure standards are met through clear action points.
<b>Other</b>	Failure to plan for major fire/disaster affecting a provision's ability to function from its existing premises and resources	The Trust would move students to its other provisions to ensure that education/care continues. The data is stored electronically so the information would be accessible. Trust Business Continuity Plan updated for 2022/2023.
	Failure to have adequate back-up systems in place in case of major power failure e.g. access to IT/Student database	Modern server backs up data on a regular basis. Remote access to Databridge and other key IT systems for all staff. Contingency planning underway to test systems. Trust has achieved Cyber Essentials +
	Failure to plan for and guard against an outbreak causing temporary closure of provisions	Business Continuity Response Team in place. Risk Assessments in place and reviewed/updated regularly to reflect changes to Covid-19, and other infectious diseases transmission levels, individual student risk assessments and staffing levels. Cross-trust support from Trust Head of Health & Safety and Trust Head of HR. Contingency planning set out in the Trust's Business Continuity Plan.
	Failure to plan for major fire/disaster affecting a provision's ability to function from its existing premises and resources	The Trust would move students to its other provisions to ensure that education/care continues. The data is stored electronically so the information would be accessible. Trust Business Continuity Plan updated for 2022/2023.

## 2.4 Future plans

- An increasingly important feature of the Trust's forward planning process is the Annual Strategic Review which brings together trustees and senior leaders for three days each autumn to debate and analyse the key strategic challenges facing the organisation, and to develop plans for addressing them creatively and effectively in furthering the Trust's Objects.

At the 2022 Review, trustees resolved that the Group's strategic aims and priorities for 2022-23 were:

### 1. Governance

Complete implementation of the governance arrangements set out in the RMT Group's Governance Handbook, in line with Charity Commission recommendations and good practice.

### 2. Civil Service

Continue the development of the Ruskin Mill Civil Service, focusing on 4 particular initiatives:

- Converting research insights into sound organisational policies and practical actions
- Improving the presence and visibility of the Civil Service
- Developing Service Level Agreements between the Civil Service and the Trust's Provisions
- Establishing a small management team to oversee and steer the Civil Service

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**3. Schools**

Continue the development & expansion of the RMT Group's school provision, specifically:

- a) Build the new Sunfield Garden Lower School and open it in September 2023
- b) Create a new Lower School for the Grace Garden School at the Helios Centre and open it in September 2023
- c) Explore the opportunity to create a new school in the East Midlands Region

**4. Rise Offer** (Post Education facilities for those without an EHCP)

Double the numbers of individuals accessing the Group's 'Rise' offer, and increase the opportunities for training and employment within the RMT Group's social enterprises. Specifically:

- a) Develop a collaboration between Clervaux Rise and the Seol Trust Rise
- b) Develop a Ruskin Mill Rise with new, purpose built residential accommodation on-site

**5. Broadening Ruskin Mill's Scope**

- a) Review the Objects & Powers of RMT and its subsidiaries
- b) Evaluate the potential for creating a new RMT subsidiary specifically to promote, research and operate within Field 6 (Holistic Medicine), including the use of anthroposophic therapies and the potential for working with or merging with other organisations operating in these areas

**6. UK-wide Provision**

Consolidate the RMT Group as a UK-wide provider by:

- a) Developing well-led provision at Coleg Plas Dwbl & Coleg Ty'r Eithin that is closely aligned with the Welsh Assembly's agenda for special needs provision in the Principality
- b) Develop additional residential provision for Coleg Plas Dwbl & Coleg Ty'r Eithin
- c) Review the potential for establishing Coleg Trigonos as a Day College offering hospitality & training opportunities for young adults with special learning needs
- d) Develop residential provision for the Seol Trust's offer in Scotland

**7. New Opportunities**

Explore and evaluate further opportunities for the growth and development of the RMT Group through both new initiatives and mergers or collaborations with other organisations with a similar vision and purpose. Specifically:

- a) Continue to support West Midlands Eurythmy and Peredur Eurythmy to merge to create Eurythmy UK as a single training entity for the whole of the UK and as a subsidiary of Ruskin Mill Land Trust
- b) Continue to develop the Helios Health Centre to create an anthroposophic medical & therapy initiative for the Bristol area based at the Helios Centre and open it in September 2023
- c) Explore opportunities to acquire land & property in order to further the Trust's Objects

**8. International**

Continue to maintain existing and develop new International collaborations where there is interest in learning about and applying the Trust's Method. Specifically:

- a) Continue to work with the Norway Inland University on a BA Course
- b) Explore further opportunities with the Therapeutic Centre at Temple Wilton, New Hampshire
- c) Explore further opportunities with the Nature Institute at Ghent, New York
- d) Explore further opportunities in China and with the Chinese community in Vancouver

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**9. Capital Projects**

In partnership with Ruskin Mill Land Trust, continue to develop and implement a programme of capital investment to improve facilities for the people served by the RMT Group. In particular:

- a) Complete the Wool Barn at Ruskin Mill (December 2022)
- b) Complete Phase 2 [Stage 1] of Coleg Ty'r Eithin (December 2022)
- c) Review the refurbishment of residential provision at Vale Head Farm (September 2023)
- d) Complete the new Lower School at Sunfield (September 2023) and progress the phased implementation of the other elements of the Sunfield Development Project (2023-25)
- e) Complete the Lower School for Grace Garden School & the Helios Health Centre (September 2023)
- f) Prepare a Feasibility Study for Ruskin Mill College Rise on-site residential provision (March 2023)
- g) Purchase Quince Cottage for use by the Seol Trust (March 2023)
- h) Prepare a Feasibility Study for the re-development of the Grace Garden School's Canford Lane property (March 2023)
- i) Complete the re-development of Mill Bottom to provide visitor accommodation (June 2023)

**10. Communications & Marketing**

Complete the redesign and re-launch of the RMLT and Ruskin Glass Centre Websites (April 2023)

**11. Systems Upgrade**

- a) Continue the upgrade of the RMT Group's Access based Management Information System (MIS), to create a more integrated, whole-system approach that reduces inefficiencies and costs and leads to better information for managers, better workforce planning and an improved service for students. Roll-out HR and Payroll Modules (January - April 2023)
- b) Undertake a review of the current structure, content and management of data held on RMT Group File Servers to assess whether current arrangements are fit for purpose. Present the findings with recommendations to the Executive Team (April 2023)

**12. Policies, Procedures & Protocols**

Undertake a review of the RMT Group's Policies, Procedures & Protocols with respect to PSTE. Present the findings to the PSTE Sub-Committee (April 2023)

**13. Fees**

- a) Implement an annual review of the Group's Base Fees once the performance of the RMT Group for the first four months of the new Financial Year is known. Following this review make fee level recommendations to the RMT Board (January 2023)
- b) Review what is included in the Base Fee bearing in mind changing student/pupil profiles (January 2023)

**14. Fundraising**

Achieve a total of £500,000 from fundraising (revenue and capital combined) in the 2022/23 Financial Year (September 2023)

**15. Higher Education**

Work together with Ruskin Mill Land Trust and the Ruskin Mill Centre for Practice (RMCfP) on the development of Ruskin Mill's Higher Education offer (Key Milestones: Office for Student's registration [2023] / Taught Degree Awarding Powers application [2022-24] / Goethean Enquiry Masters Programme launched [2023-24])

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**16. Research**

- a) Support the creation of the Ruskin Mill Centre for Research (RMCfR) as a new subsidiary charity of Ruskin Mill Land Trust that takes responsibility for Goethean Science and Spiritual Science Research
- b) Establish protocols that (1) facilitate research findings from RMCfR to flow back into staff training and to inform RMT Group Policies, Procedures, Protocols & Practice and (2) ensure all research sponsored by the RMT Group is approved in advance by the RMT Board's PSTE Sub-Committee

**17. Staff Training**

- a) Undertake a full-scale review and evaluation of all RMT Group staff training that includes (September 2023):
  - 1. In general:
    - a. The development of criteria for reviewing and evaluating training programmes
    - b. The PSTE content in all training
  - 2. Specifically:
    - a. The Education Health & Care Manager (EHCM) training programme
    - b. The Teaching in Specialist Steiner Garden Schools programme
    - c. The Biodynamic Training programme
    - d. The Leadership for Holistic Support & Care programme
    - e. The Pedagogic Potential of Craftwork programme
- b) Develop new training programmes for the following roles and for sign-off by the PSTE Sub-Committee (September 2023):
  - 1. Middle Managers - both (a) emergent [recently appointed] and (b) more senior [established]
  - 2. Civil Service Members
  - 3. Hiram Education & Research Team (HEaRT) Co-ordinators
  - 4. School Staff (after-school training programmes to embed PSTE more fully)
  - 5. A bespoke training programme for school teachers on Steiner's insights into Phasic Development, to be accredited at Level 4 through Huddersfield University
- c) Develop individual Training Dashboards for each member of staff (April 2023)
- d) Review all Job Descriptions to ensure there is adequate PSTE training content in each (September 2023)

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### **SECTION 3: Structure, Governance & Management**

#### **3.1 Governing Document**

The charity Ruskin Mill Trust Limited is governed by its Articles of Association of 12 May 2010.

#### **3.2 Objects**

The charity's objects, as set out in the Articles of Association are:

- a) The advancement of the education of young people with learning difficulties and/or behavioral problems or special educational needs through training in the areas of the arts, crafts, agriculture and environmental sciences, with particular reference being given to the indications and insights of Rudolf Steiner in these areas
- b) The promotion of research into the practice and development of those areas of education provided that all research findings will be widely disseminated
- c) The promotion of Rudolf Steiner educational establishments

#### **3.3 Governing Body**

Ruskin Mill Trust Limited was registered with Companies House on 13 May 2010 (Company number 07252866) and with the Charity Commission on 29 July 2010 (Charity number 1137167). The charity is a company limited by guarantee. The Trustees of the charity, whose names are listed on page 1, are also the directors for the purposes of the Companies Act 2006.

#### **3.4 Recruitment and Training of Trustees**

The charity's practice regarding recruitment is for members of the Board to make recommendations for suitably skilled and experienced people who are then appraised and interviewed by the full Board. The names of the current Board and details of any resignations or appointments since the beginning of the 2021/22 Financial Year, are set out on page 1 of this report.

Each new trustee receives an Induction which includes a description of the Trust and the structure of the Group. This is supplemented with trustee training to which all trustees in the Group are invited and that includes sessions on the role of a trustee, charity law and good governance practice, together with mandatory trainings such as Safeguarding, H&S, Prevent and Equality & Diversity. In arranging this training with HEaRT, good use is made of the charity law expertise of the Trust's Head of Legal Services.

#### **3.5 Organisational Management**

The trustees are legally responsible for the overall governance and control of the charity and met six times during the year. While maintaining full overall control of the Trust and accountability for it, the trustees have continued to delegate day to day leadership and management to an Executive Team in line with Article 55 of the Trust's Articles of Association. The membership of this Executive Team is currently Aonghus Gordon OBE (Founder & Executive Chair), Helen Kippax (Senior Executive Mentor), Oliver Cheney (Director of Colleges & Rise), Tara Gratton (Director of Schools & Rise) and Constantin Court (Director of PSTE Pedagogy). Elisabeth Johnson (Executive Operations Manager) chairs meetings of the Executive Team; she, Shazuli Iqbal (Chief Financial Officer) and Lindsay Wilkinson (Head of Human Resources) are Associate Members of the Executive Team.

The Trust's comprehensive Pay & Grading Policy together with the results of the annual PDR, are used as the basis for setting the pay and remuneration of key management personnel. Benchmarking is conducted externally and, based on the results of this, action is taken if required.

#### **3.6 Group Structure and Relationships**

Overall, the Group, Ruskin Mill Trust and its subsidiaries, has continued to show itself to be a powerful and effective structure within which aligned organisations can work together in a mutually supportive way to achieve common objectives.

**REPORT OF THE TRUSTEES**

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The extent and breadth of the Group's activities throughout the UK can be seen in the Map of Provisions on page 33. This covers both the Ruskin Mill Trust Group and the Ruskin Mill Land Trust Group and provides a snapshot of both current provisions and provisions that are in the pipeline.

Ruskin Mill Trust has the following subsidiaries: Transform Residential Services Limited is responsible for residential services in Wales. Brantwood Specialist School Limited, Sunfield Children's Home Limited, Catherine Grace Trust Ltd and Clervaux Garden School Ltd operate specialist schools and children's homes for pupils with special educational needs between the ages of 5 and 19 in Sheffield, near Stourbridge, in Bristol and in North Yorkshire respectively. Clervaux Trust Limited provides educational facilities for adults and young people in and around Darlington. The Seòl Trust Limited operates Ruskin Mill Trust's activities at Fairhill in East Lothian, Ruskin Mill Trust's first venture north of the border.

On 5 May 2022, members of the Helios Trust voted unanimously for it to become a subsidiary of the Catherine Grace Trust. It is now planned to develop the Helios Centre in Bristol, the sole property owned by the Helios Trust, into an anthroposophic health centre on the lower floor and the Lower School for the nearby Grace Garden School on the upper floor; planning consent for the latter, which is planned to accommodate up to fifteen children and to meet the demand for special school placements in the area, was submitted in September 2022. The aim is to have both elements operational by September 2023.

Any profits made by these subsidiaries are donated via Giftaid to Ruskin Mill Trust. See note 6 to the Financial Statements for extracts from the subsidiary companies' audited financial statements.

### **3.7 Related Parties and Partnerships**

The Trust leases most of the property it occupies from Ruskin Mill Land Trust (or one of its subsidiaries), the Responsive Earth Trust, the Living Earth Land Trust Limited, the Hiram Trust and Clervaux Trust Holdings Limited. The charity leases its headquarters from Ruskin Mill Limited. For full details of related parties and their relationship to the Trust, its trustees and senior management, refer to note 21 to the Financial Statements.

### **3.8 Risk Management**

The Trustees have assessed the major risks to which the charity is exposed, in particular those relating to its operations and finances and are satisfied that systems are in place to mitigate exposure to the major risks. See Section 2.3 of this Trustees' Annual Report for more details.

### **3.9 Award of an OBE to the Founder**

Of particular note this year was the announcement that Aonghus Gordon, the Trust's Founder & Executive Chair, had been awarded an OBE in the 2022 New Year's Honours List, for his services to heritage and education. Since the 1980s, Aonghus has been a pioneer in the provision of high-quality and fulfilling educational initiatives for people with learning difficulties, drawn from the inspiration of Rudolf Steiner, John Ruskin and William Morris, driven by his vision to afford all people the opportunity and skills to shape their own future

This was both a tremendous accolade for Aonghus and also for Ruskin Mill Trust, and all that has been achieved by it over almost 40 years of dedicated work in the service of young people with special needs.

REPORT OF THE TRUSTEES

**SECTION 4: Environmental Report**

**4.1 10 Year Environmental Plan**

The Trust recognises that good environmental management must be an integral and fundamental part of its Group strategy and vision. It believes that the protection and enhancement of the environment, and adopting sustainable practices, are an essential part of good educational practice and it is fully committed to reducing the harmful impacts of its operations. It aims to continuously improve its environmental performance through careful management of the Estate and all its operations.

Respect for the relationship between humanity and the environment is inherent in the Trust's vision and is made manifest through its method (PSTE) and, specifically, through the adoption of Biodynamic land practices. However, the deterioration of the global ecosystem and a recognition that more action is needed, has led the Trust to begin preparing a 10 Year Environmental Plan. This will cover Climate Change, Biodiversity, Land Management & Food Production, Pollution and the Use of Materials; the Plan will review the current position across the whole Group and set challenging targets, and will also spell out clearly how those targets are going to be met within a realistic timescale; it will also include updating the Trust's Environmental Policy.

**4.2 Streamlined Energy & Carbon Reporting (SECR)**

As a concrete step towards reducing its carbon emissions, the Trust has prepared its second Streamlined Energy & Carbon Report (SECR) for the whole Group. SECR is intended to encourage the implementation of energy efficiency measures and the adoption of low or zero carbon practices. The methodology used was in accordance with the Government guidelines and the results will be used as a benchmark for future reports. The exercise of determining the Trust's Carbon Intensity Ratio has itself highlighted opportunities to improve and this will form a key component to the 10 Year Environmental Plan.

• **Annual Reporting Figures**

**a) The total consumption and emissions figures for energy supplies**

○ **Consumption (kWh) and Greenhouse Gas emissions (tCO<sub>2</sub>e) Totals**

The following figures make up the baseline reporting for Ruskin Mill Trust Limited and its subsidiaries. 2021/22 is the second year that Ruskin Mill Trust Limited and its subsidiaries have reported this information.

Scope 1 consumption and emissions relate to direct combustion of natural gas and fuels utilised for transportation operations, such as company vehicle fleets.

Scope 2 consumption and emissions relate to indirect emissions relating to the consumption of purchased electricity in day-to-day business operations.

Scope 3 consumption and emissions relate to emissions resulting from sources not directly owned by the RMT Group; this is related to grey fleet (business travel undertaken in employee-owned vehicles) only.

**Totals**

The total consumption (kWh) figures for energy supplies reportable by Ruskin Mill Trust Limited and its subsidiaries are as follows:

<b>Utility and Scope</b>	<b>2021/22 UK Consumption (kWh)</b>
Grid-Supplied Electricity (Scope 2)	2,278,826
Gaseous and other fuels (Scope 1)	4,503,295
Transportation (Scope 1)	717,342
Transportation (Scope 3)	836,679
Heat and Steam (Scope 2)	382,000
<b>Total</b>	<b>8,718,142</b>



REPORT OF THE TRUSTEES

The total emission (tCO<sub>2</sub>e) figures for energy supplies reportable by Ruskin Mill Trust Limited and its subsidiaries are as follows. Conversion factors utilised in these calculations are detailed in the appendix to the full SECR:

<b>Utility and Scope</b>	<b>2021/22 UK Consumption (tCO<sub>2</sub>e)</b>
Grid-Supplied Electricity (Scope 2)	440.68
Gaseous and other fuels (Scope 1)	916.44
Transportation (Scope 1)	170.03
Transportation (Scope 3)	192.98
Heat and Steam (Scope 2)	65.22
<b>Total</b>	<b>1,785.35</b>

o **Intensity Metric**

Intensity metrics of tCO<sub>2</sub>e per £m and tCO<sub>2</sub>e per m<sup>2</sup> have been applied for the annual total consumption/emission of Ruskin Mill Trust and its subsidiaries.

The methodology of the intensity metric calculations is detailed in the appendix to the full SECR, and the results of this analysis are as follows:

<b>Intensity Metric</b>	<b>2021/22 Intensity Metric</b>
tCO <sub>2</sub> e per £m	36.30
tCO <sub>2</sub> e per m <sup>2</sup>	0.05
tCO <sub>2</sub> e per FTE	2.17

**b) Relevant changes to the RMT Group since the previous SECR**

During the past 12 months the following, relevant changes have taken place to the RMT Group:

- The Helios Trust and its substantial property in Bristol became part of the Catherine Grace Trust and, in doing so, joined the RMT Group. The property had not been brought into use by the end of the reporting period
- Trigonos Trading Ltd, which operates the Trigonos Retreat & Conference Centre in North Wales, joined the RMT Group during the reporting period
- Rented residential properties have been both leased and handed back to their owners during the reporting period

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REPORT OF THE TRUSTEES

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**c) Energy Efficiency Improvements**

Ruskin Mill Trust Limited and its subsidiaries are committed to year-on-year improvements in their operational energy efficiency. As such, a register of energy efficiency measures has been compiled, with a view to implementing these measures in the course of the next 3 years:

**Measures ongoing and undertaken through 2021/22:**

- Continued the principle that electricity is purchased from suppliers that determine to provide 100% of electrical energy from renewable sources; where possible, suppliers/tariffs have been changed to 100% renewable sources
- Continued to install LED lighting where fittings needed replacing
- New building projects/refurbishments have been completed using the highest levels of insulation possible; also moving towards more electrically based heating installations to benefit from the renewable electricity being purchased
- Repaired and brought back into use the Biomass boiler and feed system together with the replacement of outdated back-up LPG gas boilers; also, continued to develop an overall energy strategy for the whole Trigonos Centre
- Installed new, upgraded electricity supplies to the Coleg Ty'r Eithin site to enable the use of electrically powered heating
- Energy awareness has been raised with staff and students to enable them to understand the scale of the challenge and how they can contribute to meeting it

**Measures prioritised for implementation in 2022-25:**

- Continuing to develop the 10 Year Environmental Plan
- Continue to develop a long-term strategy for replacing fossil fuel consuming boilers through a Heat Decarbonisation Plan for each site
- Completion of the energy audit of Sunfield School and the implementation of a scheme to replace historic gas boilers
- Continued improvements in insulation and better controlled heating systems by, for example, replacing old-style storage heaters
- At Ruskin Mill, complete the replacement of the historic wind turbine and the installation of Air Source Heat Pump technology at the new Wool Barn facility
- Undertake a review of Energy Performance Certificates (EPCs) across the whole of the property portfolio

**d) Reporting Methodology**

Scope 1, 2 and 3 consumption and CO<sub>2</sub>e emissions data has been calculated in line with the 2019 UK Government environmental reporting guidance. Emissions Factor Database 2021 version 1 has been used, utilising the published kWh gross calorific value (CV) and kgCO<sub>2</sub>e emissions factors relevant for reporting period 01/09/2021 – 31/08/2022.

Estimations undertaken to cover missing billing periods for properties directly invoiced to Ruskin Mill Trust Limited and its subsidiaries were calculated on a kWh/day pro-rata basis at meter level. These estimations equated to 8% of reported consumption.

For properties where Ruskin Mill Trust Limited and its subsidiaries are indirectly responsible for utilities (i.e. via a landlord or service charge), an average consumption for properties with similar operations was calculated at meter level and applied to the properties with no available data.

Intensity metrics have been calculated using total tCO<sub>2</sub>e figures and the selected performance indicator agreed with Ruskin Mill Trust Limited for the relevant report period:

- Total turnover (£m) **£49.19m**
- Gross internal area (m<sup>2</sup>) **39,327.66**
- Full-time equivalents (FTE) **821.32**

## REPORT OF THE TRUSTEES

### SECTION 5: Section 172 Statement

- **The long-term consequences of decisions**

The Vision, Values, Purpose & Method of the Trust are set out in its Strategic Plan. Each year Ruskin Mill Trust's Board of Trustees holds a Strategic Review with senior leaders at which Strategic Aims & Direction are reviewed and the Strategic Plan is updated and rolled forward. Integral to this process is an assessment by trustees and senior leaders of the short, medium and long-term consequences of those decisions. The origins of the Trust date back more than thirty five years and its steady growth during that period, up to its present position as a leading provider of specialist education and care services, is a testament to the quality of its decision-making and foresight, particularly at critical points in its history.

- **The interests of the Group's employees**

Trustees fully appreciate the work of the Trust's staff and this appreciation is guided by values that are embodied in the Strategic Plan, namely:

- The potential of all people for development and positive change
- Relating with openness, goodwill, tolerance and treating individuals with dignity and respect
- Respecting, striving to understand and celebrating all peoples' differences and uniqueness

This is backed up with access to a comprehensive staff training & development programme, including access to Higher Education, opportunities for promotion and transfer within a Group of organisations that now employ over one thousand staff, a well-developed Pay & Grading Scheme and structured, annual Personal Development Reviews.

- **The need to foster the Group's business relationships with suppliers, customers and others**

The Trust recognises the value in fostering relationships with all its stakeholders; it leads to loyalty, mutual respect, trust and openness which are central to its Vision & Values as a charitable organisation with high principles. Feedback from local authority customers is positive, evidenced by the growing number of students and pupils who attend Trust Provisions, and at each of its Centres (see the Map on page 34), local staff have worked hard to develop good, long-term relationships with local suppliers which are based on fair payment arrangements and mutual respect.

- **The impact of the Group's operations on the community and the environment**

The Trust has a fine track record of positive community engagement and making its facilities available to the local community and public at large. This is part of the design thinking whenever a new Centre is developed and includes, subject to Trust safeguarding policies and practices, access to permissive rights of way, cafes (using organic and biodynamic ingredients, including food grown on Trust land), retail outlets, theatres and other performing spaces that are used by local societies and other members of the community for a variety of purposes, and festivals such as the biennial International Festival of Glass that is held at the Glasshouse.

The Trust also has a fine track record of making a positive impact on the environment within which it operates. Its approach over the last 35 years has been to acquire, refurbish and re-purpose sites that have fallen into decay and disrepair. Many of these sites contained iconic industrial or agricultural buildings with a rich heritage, which the Trust has restored sensitively and to high environmental standards and which now form the basis of the local curriculum for students and pupils. Hand in hand with the sensitive refurbishment of buildings, land is converted to biodynamic standards as it is acquired. However, in spite of these positive steps, the Trust acknowledges that it has more to do and fully embraces the need for the 10 Year Environmental Plan that it is committed to producing.

- **Maintaining a reputation for high standards of business conduct**

The Trust's Vision & Values enshrine the importance of high standards in its external relationships and these encompass maintaining high standards in the way that the whole Group conducts its business. As a result, and because it is also 'Not-for-Profit', the Trust has developed an enviable reputation which is supported by the use of rigorous vetting of new staff and the ethical ethos that underpins its operations. The Trust has also fostered, with the assistance of its Auditors, a culture which rejects any form of fraudulent practice, bribery or corruption. Over thirty-five years of successful operation, twelve in its current legal form, reflects well on the Trust's standards of business conduct.

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REPORT OF THE TRUSTEES

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**SECTION 6: Financial Review**

**6.1 Financial review and trading results for the 12 months to 31 August 2022**

Trustees value the consolidated surplus of £123,757 made during the year (2021: consolidated surplus of £3,440,904).

- **Fundraising**

Fundraising at Ruskin Mill Trust is managed by its own Fundraising Department which is led by the Director of Fundraising who supervises a small in-house team. No use is made of any external, professional fundraiser or any commercial participator, so no fundraising activities were carried out on its behalf during the year nor were any approaches made to vulnerable individuals in pursuit of the raising of funds for the charity or any of its charitable subsidiaries.

Ruskin Mill Trust has signed up to the Fundraising Regulator's Code of Fundraising Practice and it pays an annual levy to the Regulator. During the year there was no failure to comply with a scheme or standard cited nor were any complaints received about the fundraising activities conducted by the Trust. Money raised through fundraising activities is used by the Trust as agreed with the donor and complies with any conditions attached by the donor.

- **Subsidiaries**

The Trust's subsidiaries generated £19,156,865 in fees from health, care and educational income, a 19% rise compared to the previous year (excluding intercompany transactions and proceeds from the sale of freehold land and buildings to Ruskin Mill Land Trust in 2021, the latter amounting to £3,878,875).

Transform Residential Limited continued to provide residential placements for students in Wales and it received its income from residential students attending the Trust's provision in the Principality.

Brantwood Specialist School Limited saw its income grow during the year by £627,623 (excluding intercompany transactions), a 17% rise compared to the previous year (excluding intercompany transactions).

Sunfield Children's Home Limited received income of £9,828,029 (excluding intercompany transactions), an 8% rise compared to the previous year (excluding intercompany transactions).

Clervaux Garden School Limited received income of £1,637,196 (excluding intercompany transactions), an 82% rise compared to the previous year.

Clervaux Trust Limited received income of £896,367 (excluding intercompany transactions), a 28% rise compared to the previous year (excluding intercompany transactions).

Seol Trust Limited received income of £62,495 (excluding intercompany transactions), a 19% rise compared to the previous year (excluding intercompany transactions).

Catherine Grace Trust Limited received income of £1,895,294 (excluding intercompany transactions).

Any profits from the trading activities of its subsidiaries are gift aided to the charity to be used in the furtherance of its Objects.

- **Local Authorities**

Throughout the year there was continued uncertainty about how local authority funding might affect the Trust's services, and tight control over expenditure has had to be maintained. Significant measures were also undertaken across the Trust to reduce current and projected costs and efforts continued to be made to diversify income streams.

- **Capital Expenditure and Borrowings**

Capital expenditure by the charity for the year totaled £1,893,895 (2021: £1,674,415). There were nil new borrowings in the year (2021: £nil).

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REPORT OF THE TRUSTEES

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## 6.2 Statement of Trustees' responsibilities

The trustees (who are also directors of Ruskin Mill Trust Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report & Financial Statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the trustees to prepare financial statements for each financial year. 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 charitable company and the group and of the incoming resources and application of resources, including the income and expenditure of the charitable group for that period. In preparing these financial statements, the trustees are required to:

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

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

The trustees consider that Ruskin Mill Trust and its subsidiaries is a going concern.

## Qualifying third party indemnity provisions

Trustees' indemnity insurance, indemnifying each director against liability to third parties, has been in place throughout the year ended 31 August 2022 and up to the date of approval of this report.

## 6.3 Provision of Information to Auditor

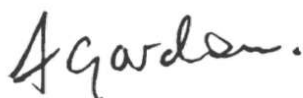
Each of the persons who are trustees at the time when this Trustees' Annual Report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the company's auditor is unaware; and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the company's auditor in connection with preparing its report and to establish that the company's auditor is aware of that information.

## 6.4 Auditor

The auditor, Grant Thornton UK LLP, will be proposed for reappointment at the annual general meeting.

Approved by the trustees on 28 March 2023 and signed on their behalf by:



.....  
**A C H Gordon OBE**  
**Executive Chair and Trustee**

# RUSKIN MILL TRUST CENTRES

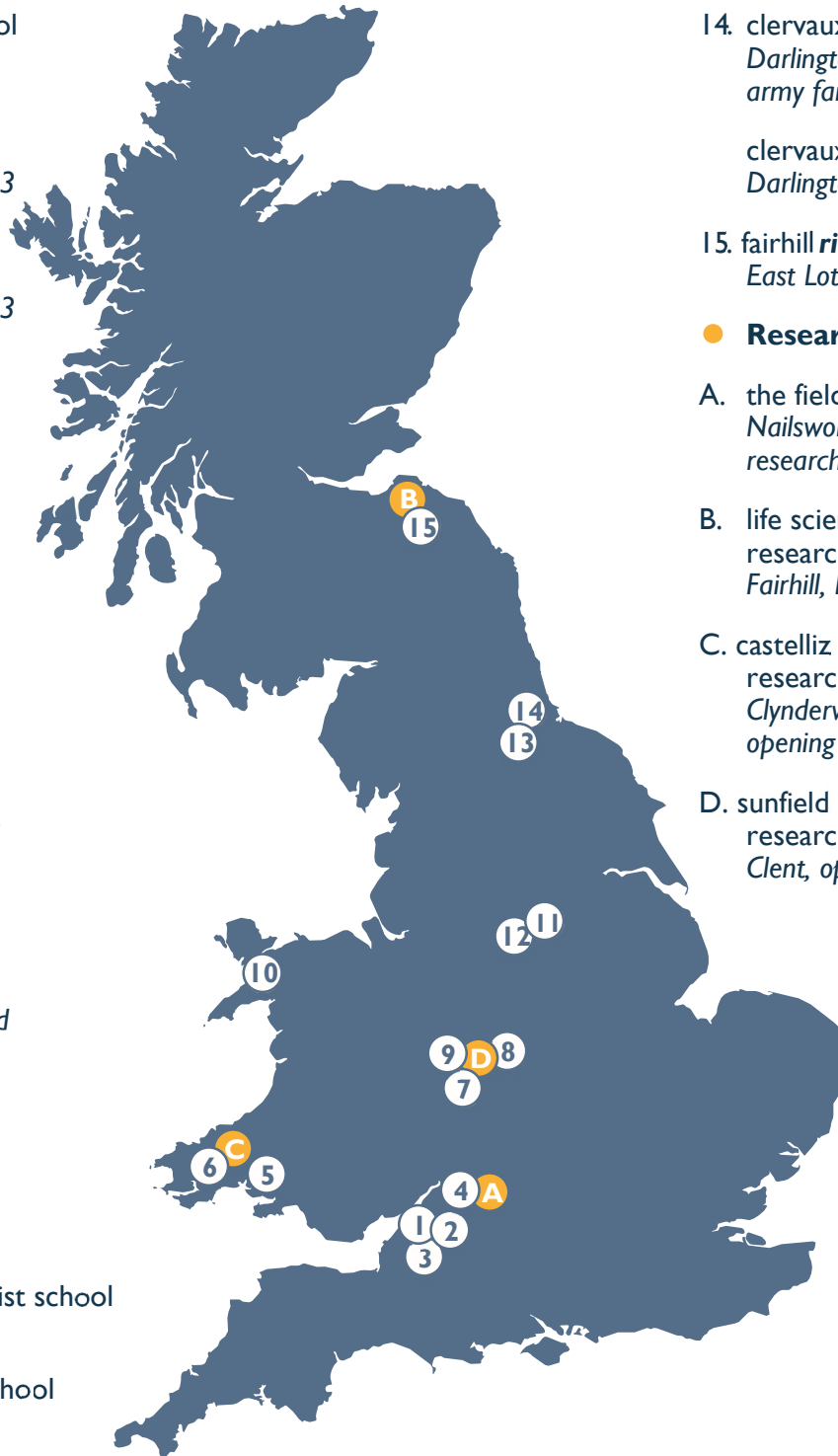
In England, Scotland & Wales

1. grace garden school  
Bristol, 9–16
2. grace garden  
early years  
Bristol, opening 2023
3. helios  
health centre  
Bristol, opening 2023
4. ruskin mill college  
Nailsworth, 16–25
5. ty'r eithin  
Coleg Plas Dwbl  
campus  
Swansea, 16–25
6. coleg plas dwbl  
Clynderwen, 16–25
7. sunfield school  
Clent, 6–19
8. argent college  
Birmingham, 16–25
9. glasshouse college  
Stourbridge, 16–25
10. trigonos  
Social enterprise and  
conference centre  
  
coleg trigonos  
opening 2024
11. freeman college  
Sheffield, 16–25
12. brantwood specialist school  
Sheffield, 7–19
13. clervaux garden school  
Darlington, 10–19

14. clervaux fold  
Darlington,  
army families  
  
clervauxrise  
Darlington, 18+
15. fairhill rise  
East Lothian, 16+

## ● Research Centres

- A. the field centre  
Nailsworth, RMT  
research centre
- B. life science  
research centre  
Fairhill, East Lothian
- C. castelliz  
research centre  
Clynderwen,  
opening 2024
- D. sunfield  
research centre  
Clent, opening 2024



**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF RUSKIN MILL TRUST LIMITED**

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**Opinion**

We have audited the revised financial statements of Ruskin Mill Trust Limited (the 'parent charitable company') for the year ended 31 August 2022, which comprise the Group Statement of Financial Activities (incorporating an Income and Expenditure Account), the Group Balance Sheet, the Charity Balance Sheet, the Group Cash Flow Statement and notes to the revised financial statements, including a summary of significant accounting policies. These revised financial statements replace the original financial statements approved by the trustees on 28 March 2023. 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). The revised financial statements have been prepared under the Companies (Revision of Defective Accounts and Reports) Regulations 2008 and accordingly do not take account of events which have taken place after the date the original financial statements were approved.

In our opinion, the revised financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 August 2022 and of the group's and the parent charitable company's incoming resources and application of resources, including the group's and the parent income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice seen as at the date the original financial statements were approved; and
- have been prepared in accordance with the requirements of the Companies Act 2006 as they have effect under the Companies (Revision of Defective Accounts and Reports) Regulations 2008.

**Basis for opinion**

We have been appointed as auditor under the Companies Act 2006 and report in accordance with regulations made under those Acts. 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 revised financial statements' section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the revised 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

**Emphasis of matter – revision of employees earning in excess of £60,000**

We draw attention to note 9 to these revised financial statements which revises the number of employees disclosed who earn in excess of £60,000 by correctly excluding employer national insurance and pension costs. The original financial statements were approved on 28 March 2023 and our previous audit report was signed on that date. We have not performed a subsequent events review for the period from the date of our previous auditor's report to the date of this report. Our opinion is not modified in this respect.

**Conclusions relating to going concern**

We are responsible for concluding on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the parent charitable company and group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify the auditor's opinion. Our conclusions are based on the audit evidence obtained up to the date of our report. However, future events or conditions may cause the parent charitable company or group to cease to continue as a going concern.

In our evaluation of the trustees' conclusions, we considered the inherent risks associated with the parent charitable company's and group's business model including effects arising from macro-economic



uncertainties such as the cost of living crisis, we assessed and challenged the reasonableness of estimates made by the trustees and the related disclosures and analysed how those risks might affect the group's and parent charitable company's financial resources or ability to continue operations over the going concern period.

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 and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

### **Other information**

The other information comprises the information included in the Trustees' Report, other than the revised financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Trustees' Report. Our opinion on the revised 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 revised 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 revised 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.

### **Opinion on other matters prescribed by the Companies Act 2006**

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

- the information given in the Strategic Report and the Directors' Report, prepared for the purposes of company law, included in the Trustees' Report for the financial year for which the revised financial statements are prepared is consistent with the financial statements.
- the Strategic Report and the Directors' Report included in the Trustees' Report have been prepared in accordance with applicable legal requirements.

### **Matter on which we are required to report under the Companies Act 2006**

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified any material misstatements in the Strategic Report or the Directors' Report included in the Trustees' Report.

### **Matters on which we are required to report by exception**

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's revised 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 Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the revised 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 revised financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the revised financial statements, the trustees are responsible for assessing the group 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 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 revised 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 revised financial statements.

We are also required to report whether in our opinion the original financial statements failed to comply with the requirements of the Companies Act 2006 in the respects identified by the directors. The audit of revised financial statements includes the performance of procedures to assess whether the revisions made by the directors are appropriate and have been properly made.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

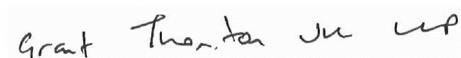
- We obtained an understanding of the legal and regulatory frameworks that are applicable to the group and the sector in which it operates. We determined that the following laws and regulations were most significant: The Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102), Charities SORP (FRS 102), the Companies Act 2006 and Charities Act 2011;
- We understood how the group is complying with these legal and regulatory frameworks by making inquiries of management and those charged with governance. We enquired of management and those charged with governance whether there were any instances of non-compliance with laws and regulations, or whether they had any knowledge of actual or suspected fraud. We corroborated the results of our enquiries through our review of board and other minutes and through our legal and professional expenses review;
- We assessed the susceptibility of the group's financial statements to material misstatement, including how fraud might occur and the risk of material override of controls. Audit procedures performed by the engagement team included:
  - Identifying and assessing the design effectiveness of certain controls management has in place to prevent and detect fraud
  - Challenging assumptions and judgements made by management in its significant accounting policies
  - Identifying and testing journal entries, with a focus on manual postings, journals that directly impacted on the surplus reported in the statement of financial activities and journal entries posted in the closing and accounts preparation period
  - Identifying and testing related party transactions
  - Inspecting the board and other committee minutes

- Assessing the extent of compliance with the relevant laws and regulations as part of our procedures on the related financial statement item
- audit procedures were designed to provide reasonable assurance that the financial statements were free from fraud or error. The risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error and detecting irregularities that result from fraud is inherently more difficult than detecting those that result from error, as fraud may involve collusion, deliberate concealment, forgery or intentional misrepresentations. Also, the further removed non-compliance with laws and regulations is from events and transactions reflected in the financial statements, the less likely we would become aware of it;
- Assessment of the appropriateness of the collective competence and capabilities of the engagement team included consideration of the engagement team's:
  - understanding of, and practical experience with audit engagements of a similar nature and complexity through appropriate training and participation
  - knowledge of the charity, education and care sector
  - understanding of the legal and regulatory requirements specific to the group including:
    - the provisions of the applicable legislation
    - guidance issued by the Charities Commission.
- The team communications in respect of potential non-compliance with relevant laws and regulations included the potential for fraud in revenue through manipulation of income and management override of controls; and
- In assessing the potential risks of material misstatement, we obtained an understanding of:
  - the group's operations, including the nature of its income and expenditure and its services and of its objectives and strategies to understand the classes of transactions, account balances, expected financial statement disclosures and business risks that may result in risks of material misstatement.
  - the group's control environment, including:
    - the policies and procedures implemented by the group to ensure compliance with the requirements of the financial reporting framework and relevant laws and regulations
    - the adequacy of procedures for authorisation of transactions and review of management accounts
    - procedures to ensure that possible breaches of laws and regulations are appropriately resolved.

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](http://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 company's members, as a body, in accordance with the Companies (Revision of Defective Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



William Devitt BSc FCA DChA  
Senior Statutory Auditor  
for and on behalf of Grant Thornton UK LLP  
Statutory Auditor, Chartered Accountants  
Birmingham

Date: 24 May 2023

**RUSKIN MILL TRUST LIMITED**

**GROUP STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2022  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)**

	Notes	2022			2021
		Unrestricted	Restricted	Total	Total
		£	£	£	£
Income					
Grant & Donations	2,3	1,163,100	465,540	1,628,640	370,504
Charitable Activities	4	44,896,959	-	44,896,959	38,746,159
Other trading activities	6	1,222,531	-	1,222,531	7,770,203
Investments Income	7	13,470	-	13,470	17,826
Total Income		47,296,060	465,540	47,761,600	46,904,692
Expenditure					
Raising Funds	8	(241,554)	-	(241,554)	(386,856)
Charitable Activities	8	(40,898,323)	(89,491)	(40,987,814)	(39,004,116)
Other Expenditure	8	(6,292,671)	(64,650)	(6,357,321)	(8,030,964)
Total Expenditure		(47,432,548)	(154,141)	(47,586,689)	(47,421,936)
Net (Expenditure)/Income for the year before (loss)/gain on investments					
		(136,488)	311,399	174,911	(517,244)
(Loss)/gain on investments					
		(54,564)	-	(54,564)	78,612
Group net income					
		(191,052)	311,399	120,347	(438,632)
Transfers between funds	18	113,068	(113,068)	-	-
Net gains on disposal of fixed assets					
	6	3,410	-	3,410	3,879,536
Net income and net movement in funds					
		(74,574)	198,331	123,757	3,440,904
Reconciliation of funds					
Total funds brought forward	17	7,620,879	2,957,200	10,578,079	7,137,175
Total funds carried forward	17,18	7,546,305	3,155,531	10,701,836	10,578,079

All amounts relate to continuing operations.

The notes on pages 42 to 72 form part of these financial statements.

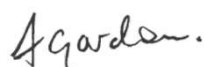
**RUSKIN MILL TRUST LIMITED**

**GROUP BALANCE SHEET  
AS AT 31 AUGUST 2022  
REGISTERED NUMBER – 07252866**

	Notes	2022		2021	
		£	£	£	£
<b>Fixed Assets</b>					
Intangible assets	13		112,424		124,916
Tangible assets	12		6,454,679		4,346,882
Investments	14		<u>507,816</u>		<u>563,227</u>
			<u>7,074,919</u>		<u>5,035,025</u>
<b>Current Assets</b>					
Stock		15,481		15,669	
Debtors	15	6,773,382		6,449,057	
Cash at bank and in hand		<u>3,571,051</u>		<u>4,475,218</u>	
		<u>10,359,914</u>		<u>10,939,944</u>	
<b>Creditors:</b> amounts falling due within one year	16	<u>(6,679,997)</u>		<u>(5,262,940)</u>	
<b>Net current assets</b>			<u>3,679,917</u>		<u>5,677,004</u>
<b>Total assets less current liabilities</b>			<u>10,754,836</u>		<u>10,712,029</u>
<b>Creditors:</b> amounts due after more than one year			<u>(53,000)</u>		<u>(133,950)</u>
<b>Net Assets</b>			<u>10,701,836</u>		<u>10,578,079</u>
<b>Funds</b>					
Restricted funds	17		3,155,531		2,957,200
Unrestricted funds	18		<u>7,546,305</u>		<u>7,620,879</u>
			<u>10,701,836</u>		<u>10,578,079</u>

The parent charity's net surplus for the year was £526,067 (2021: *surplus* £737,132)

The financial statements were authorised and approved for issue by the Trustees on 28 March 2023 and signed on their behalf by



**A C H Gordon OBE**

**Executive Chair and Trustee**

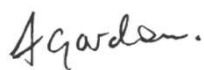
The notes on pages 42 to 72 form part of these financial statements.

**RUSKIN MILL TRUST LIMITED**

**CHARITY BALANCE SHEET  
AS AT 31 AUGUST 2022  
REGISTERED NUMBER – 07252866**

	Notes	2022	2021
		£	£
<b>Fixed Assets</b>			
Tangible assets	12	4,158,854	3,418,445
Investments	14	<u>2,065,834</u>	<u>2,065,834</u>
		<u>6,224,688</u>	<u>5,484,279</u>
<b>Current Assets</b>			
Stock		15,432	15,669
Debtors	15	4,106,243	3,566,830
Cash at bank and in hand		<u>669,689</u>	<u>726,494</u>
		<u>4,791,364</u>	<u>4,308,993</u>
<b>Creditors:</b> amounts falling due within one year	16	<u>(6,795,724)</u>	<u>(6,942,290)</u>
<b>Net current liabilities</b>		<u>(2,004,360)</u>	<u>(2,633,297)</u>
<b>Total assets less current liabilities</b>		<u>4,220,328</u>	<u>2,850,982</u>
<b>Net assets</b>		<u>4,220,328</u>	<u>2,850,982</u>
<b>Funds</b>			
Restricted funds	17	3,006,709	2,872,180
Unrestricted funds	18	<u>1,213,619</u>	<u>(21,198)</u>
		<u>4,220,328</u>	<u>2,850,982</u>

The financial statements were authorised and approved for issue by the Trustees on 28 March 2023 and signed on their behalf by



**A C H Gordon OBE**

**Executive Chair and Trustee**

The notes on pages 42 to 72 form part of these financial statements.

**RUSKIN MILL TRUST LIMITED**

**GROUP CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2022**

	Notes	2022 £	2021 £
<b>Cash flows from operating activities:</b>			
<b>Net cash inflow from operating activities</b>	22	<b>2,002,564</b>	4,056,247
<b>Cash flow from investing activities:</b>			
Interest received		13,470	17,826
Payments to acquire tangible fixed assets		(2,732,879)	(1,674,415)
Proceeds on disposal of tangible assets		53,386	(5,800)
Payments to acquire fixed asset investments		(35,800)	(92,219)
Receipts from sale of investments		36,647	82,921
<b>Net cash used in investing activities</b>		<b><u>(2,665,176)</u></b>	<b><u>(1,671,687)</u></b>
<b>Cash flow from financing activities:</b>			
Interest paid		(241,555)	(241,555)
<b>Net cash used in financing activities:</b>		<b><u>(241,555)</u></b>	<b><u>(241,555)</u></b>
<b>Change in cash and cash equivalents in reporting period</b>		<b><u>(904,167)</u></b>	<b><u>2,143,005</u></b>
<b>Cash and cash equivalents at beginning of the reporting period</b>		<b><u>4,475,218</u></b>	<b><u>2,332,213</u></b>
<b>Cash and cash equivalents at the end of the reporting period</b>	23	<b><u>3,571,051</u></b>	<b><u>4,475,218</u></b>

The notes on pages 42 to 72 form part of these financial statements.

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

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**1. Accounting policies**

**1.1 Legal status of the Charity**

Ruskin Mill Trust Limited was incorporated in the United Kingdom as a company limited by guarantee (registered no. 07252866) and has no share capital.

Ruskin Mill Trust Limited is also registered as a charity with the Charity Commission (registered no. 1137167).

**Registered and principal office**

The registered and principal office of Ruskin Mill Trust is Ruskin Mill, Mill Bottom, Old Bristol Road, Nailsworth, Gloucestershire, GL6 0LA.

**Basis of accounting**

The financial statements have been prepared in accordance with the 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) – (Charities SORP (FRS 102)) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The financial statements have been prepared under the historical cost convention.

The financial statements are presented in sterling (£) which is the functional currency of the charity.

Ruskin Mill Trust Limited meets the definition of a public benefit entity under FRS 102.

For the year ended 31 August 2022 the Group financial statements consolidated the financial statements of the Charity and its subsidiaries; Brantwood Specialist School Limited, Transform Residential Limited, Clervaux Trust Limited, Sunfield Children's Homes Limited, Catherine Grace Trust, SEOL Trust and Clervaux Garden School.

All inter-group transactions have been fully eliminated on consolidation for the year ended 31 August 2022. The parent Charity has taken advantage of the exemptions available to a qualifying entity in FRS 102 from the requirement to present a Company only Statement of Cash Flows and certain disclosures about the Company's financial instruments within the Consolidated Financial Statements. The Charity has also taken the exemption from presenting an unconsolidated SOFA as permitted under Section 408 of the Companies Act 2006 and paragraph 397 of the SORP. The unconsolidated surplus of the charity for the period was £526,067 (2021: £2,451,669).

**1.2 Going concern**

Ruskin Mill Trust Limited has group net current assets of £3,679,917 (2021: *net current asset* £5,677,004) at the balance sheet date. The charity manages its working capital requirement through bank balances and borrowings with an overdraft facility which is not currently being fully utilised.

The Trust ensures that robust budgets are set, and that actual spend against these budgets is analysed on a monthly basis by both the Executive Team and the Board of Trustees' Finance Sub-Committee; the full Board also receives these monthly management accounts and reviews them on a two-monthly cycle. The Trust is currently negotiating fee increases with local authorities to mitigate the impact of inflation on the Trust's expenditure.



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

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**Accounting policies (continued)**

The forecast figures for 2023/24 show an asset of £3,722,000 with positive cash flow estimated at £2,522,000. Having regard to these matters, the Trustees consider that there is no material uncertainty about the Trust's ability to continue as a going concern, and therefore it is appropriate to prepare the financial statements on a going concern basis

**1.3 Incoming resources**

College fees receivable and charges for services are accounted for in the year in which the service is provided.

Voluntary income is received by way of donations and gifts and these are credited to the Statement of Financial Activities when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable the income will be received and the amount can be measured reliably.

Any profits from the trading activities of its subsidiaries are gift aided to the charity to be used in the furtherance of its Objects. The charity records gift aid donations to distributable profits, as the associated profits earned by its subsidiaries relate to the preceding financial year.

Grant income, including government grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable. The capital grants received by the Trust are not permanent endowments.

Income from investments is included in the year in which it is receivable.

**1.4 Resources expended**

Resources expended are recognised in the Statement of Financial Activities on an accruals basis.

Charitable activity expenses are allocated to functional headings on a direct cost basis or apportioned according to staff time or space occupied.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs are those incurred in connection with governing the charity and compliance with constitutional and statutory requirements, including legal fees and audit fees.

Cost of raising funds includes all the fundraising and financing costs of the entity.

**1.5 Termination payments**

Termination payments are accounted for as soon as the charitable company is aware of the obligation to make the payment.

**1.6 Investments**

Listed investments are stated at market value at the balance sheet date. The Charity balance sheet also includes investments in subsidiary companies, these investments are accounted for at cost less any impairment at the balance sheet date. The SOFA includes the net gains and losses arising on revaluation and disposal throughout the year.

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

**1. Accounting policies (continued)**

**1.7 Tangible fixed assets and depreciation**

Depreciation is provided at rates calculated to write off the cost less residual value of each asset, over its expected useful life, as follows:

Leasehold improvements	-	Over the term of the lease
Fixtures, fittings and equipment	-	10% - 33% straight line
Motor vehicles	-	25% straight line

Assets are only depreciated once complete and operational; thus no depreciation is charged on assets under construction.

Items costing less than £500 are written off as an expense as acquired.

**1.8 Intangible fixed assets and amortisation**

Goodwill is the difference between amounts paid on the acquisition of a business and the fair value of the identifiable assets and liabilities. Goodwill is to be amortised over its economic useful life of 20 years. No amortisation is charged in the year of acquisition.

**1.09 Stock**

Stocks are valued at the lower of cost and estimated selling price less costs to complete and sell.

**1.10 Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**1.11 Debtors**

Short term debtors are initially measured at transaction price, less any impairments. Prepayments are measured at the amount prepaid.

**1.12 Creditors**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured reliably. Creditors and provisions are recognised at their settlement amount after allowing for any trade discounts due.

**1.13 Financial Instruments**

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The listed investments are initially recognised at their transaction value and are subsequently measured at their fair value (market value) as at the balance sheet date. All other basic financial instruments held by the group are initially recognised at transaction value and subsequently measured at their settlement value.

**1.14 Significant estimates and judgements**

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

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

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**1. Accounting policies (continued)**

The items in the financial statements where these estimates and judgements have been made include the following:

*Useful economic lives of intangible and tangible assets*

The annual depreciation charges for the intangible and tangible assets are sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation and the physical condition of the assets.

*Impairment of debtors*

The Group makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See Note 15 for the net carrying amount of the debtors and note 25 for the associated impairment provision.

**1.15 Pensions**

The pension costs charged in the financial statements represent the contributions payable to the personal pension plans of certain employees during the year. Amounts paid in relation to these defined contribution schemes are charged to the Statement of Financial Activities when they fall due. All pension costs are allocated to unrestricted funds.

**1.16 Operating leases**

Rentals payable under operating leases are charged against income on a straight-line basis over the period of the lease.

**1.17 Unrestricted funds**

The General Funds comprise the accumulated surplus. As such, the Trustees consider these funds to be Unrestricted Funds within the definitions contained in the Charities Act in that they are funds over which they have complete discretion as to their use.

**1.18 Restricted funds**

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

**1.19 Taxation**

As a registered charity Ruskin Mill Trust Limited is entitled to taxation exemptions on all its income and gains as long as they are properly applied for its charitable purpose.

**RUSKIN MILL TRUST LIMITED**

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

**2. Donation income**

	<b>2022</b>	<i>2021</i>
	<b>£</b>	<b>£</b>
Donations received	<b><u>1,628,640</u></b>	<b><u>370,504</u></b>

**3. Grant income**

	<b>2022</b>	<i>2021</i>
	<b>£</b>	<b>£</b>
RMC Farm Projects	-	351
Youth Exchange 2	-	6,246
Wool Barn Build	<b>88,500</b>	90,926
Ridan Composter	<b>1,000</b>	3,750
Shepherd's Hut	<b>14,610</b>	-
Green Vehicle	<b>5,000</b>	-
Green Woodwork	<b>5,512</b>	16,160
Lower School	<b>50,000</b>	-
Fold Food for Future Programme	<b>4,992</b>	-
Defibrillators	-	411
Composting	-	200
Walk-in Fridge	<b>2,000</b>	-
Armed Forces Covenant	<b>9,424</b>	-
Knit & Natter Group	<b>1,000</b>	-
Outdoor Centres	-	1,250
Battery Powered Tools	-	9,912
Steiner Research	<b>40,000</b>	-
Pathways Project	-	475
Farm Machinery	-	3,000
Willow Weaving Equipment	-	750
Bee Keeping Equipment	-	1,913
High Riggs Shepherd's Hut	<b>8,000</b>	-
Animal Shelters	<b>500</b>	-
Equipment	<b>22,500</b>	-
Soft Fruit Garden	<b>892</b>	-
Ironmonger's Equipment	<b>8,105</b>	-
Art Council	<b>140,650</b>	-

**RUSKIN MILL TRUST LIMITED**

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

**3. Grant income (continued)**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Hort/Farm Equipment	-	8,750
Hen House	-	950
King Arthur & Parfizal story	-	478
S Reed – Erasmus	<b>10,179</b>	10,817
VHF Tractor	<b>14,761</b>	675
Andrew Greavy Stone Plaque Project	-	3,000
Bike Equipment	-	125
Centrifugal Casting Machine	<b>2,000</b>	11,960
Apple Pressing Equipment	-	1,295
Baron Davenports	<b>500</b>	1,369
Horticulture Tools	-	3,500
Sheep Handler	-	1,000
Summer Camps	-	2,000
Horticulture Activities & Equipment	-	4,000
Cruck Barn	<b>250</b>	6,000
CGS Developments	-	1,000
Bike Storage	<b>400</b>	200
Nineva Trust	<b>30,765</b>	5,089
FUN289 Equipment	<b>4,000</b>	2,000
FUN235 Weather Equipment	-	1,000
FUN294	-	2,000
Responsive Earth Grant	-	16,523
	<b><u>465,540</u></b>	<b><u>219,076</u></b>

**4. Incoming resources from charitable activities**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Education</b>		
College fees	<b>24,322,981</b>	22,638,744
Respite Care	<b>3,526,172</b>	3,537,457
Subsidiary Charitable income	<b>16,307,235</b>	12,228,299
Other	<b>740,571</b>	341,659
	<b><u>44,896,959</u></b>	<b><u>38,746,159</u></b>

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

### 5. Net income for the year

The net income / (expenditure) for the year is stated after charging:

	2022 £	2021 £
Amortisation – intangible fixed assets	12,492	12,492
Depreciation – owned tangible assets	575,106	810,005
Operating lease – land and buildings	5,485,049	2,634,998
Auditor's remuneration - audit services	67,000	61,500
- non-audit services	<u>-</u>	<u>700</u>

### 6. Income from subsidiaries trading activities

Ruskin Mill Trust owns the whole of the share capital of three of its subsidiaries which are Lantern Trading Limited (formerly Ruskin Mill Trading Limited) and Transform Residential Limited. Ruskin Mill Trust Limited is also the sole member of Clervaux Trust Limited, Brantwood Specialist School Limited (BSS), Sunfield Children's Homes Limited, Catherine Grace Trust, SEOL Trust and Clervaux Garden School.

a) Transform Residential Limited (registered no. 07275053) provides residential placements in Yorkshire, the Midlands, Gloucestershire and Pembrokeshire.

Its trading results, as extracted from the audited financial statements, are summarised below:

	2022 £	2021 £
Turnover	1,627,577	2,148,104
Cost of sales	<u>(279,336)</u>	<u>(33,631)</u>
<b>GROSS PROFIT</b>	<b>1,348,241</b>	<b>2,114,473</b>
Administrative expenses	(1,234,801)	(1,292,339)
Interest payable and expenses	(463)	(238)
<b>PROFIT BEFORE TAX</b>	<b>112,977</b>	<b>821,896</b>
<b>PROFIT FOR THE YEAR</b>	<b>112,977</b>	<b>821,896</b>
Total assets	1,289,099	1,962,907
Total liabilities	<u>(142,909)</u>	<u>(86,415)</u>
Capital and reserves	<u>1,146,190</u>	<u>1,876,492</u>

Transactions with the parent undertaking, eliminated on consolidation, include £1,627,577 (2021: £2,147,718) of turnover and £nil (2021: £nil) of cost of sales and administrative expenses. A donation of £843,279 (2021 £3,557,348) was also made to Ruskin Mill Trust Limited.

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

**b)** Ruskin Mill Trust Limited is the sole member of Brantwood Specialist School Limited (a company limited by guarantee, registered company no. 07481656) which deals with the education of young people with emotional and behavioural difficulties and special learning needs.

Its trading results for the year to 31 August 2022 as extracted from the audited financial statements are summarised below:

	2022	2021
	£	£
Turnover	<b>4,265,092</b>	3,637,469
Cost of sales	<b>(170,033)</b>	(108,219)
<b>GROSS PROFIT</b>	<b>4,095,059</b>	3,529,250
Administrative expenses	<b>(3,924,744)</b>	(2,723,890)
Other operating income	<b>7,440</b>	-
Interest payable and expenses	<b>(110)</b>	(150)
<b>PROFIT BEFORE TAX</b>	<b>177,645</b>	805,210
<b>PROFIT FOR THE YEAR</b>	<b>177,645</b>	805,210
Total assets	1,446,438	2,007,624
Total liabilities	(606,331)	(497,327)
Capital and reserves	<u>840,107</u>	<u>1,510,297</u>

Transactions with the parent undertaking eliminated on consolidation include £nil (2021: £nil) of recharged expenses included in turnover and £nil (2021: £nil) of cost of sales and administrative expenses. A donation of £847,835 (2021: £575,000) was also made to Ruskin Mill Trust Ltd.

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

c) Clervaux Trust Limited - registered in England and Wales, (company number 04295400 and charity number 1143033). Ruskin Mill Trust Limited is the sole member of Clervaux Trust Limited (a company limited by guarantee). Clervaux exists to advance the education of the public in the subject of conservation, protection and restoration of the natural environment and the sustainable and rational use of natural resources with particular reference to the setting up or establishing either jointly or with others educational facilities for children and adults, including children and adults with learning difficulties, to include arts and crafts activities, woodland management and residential accommodation, with particular reference being given to the indications and insights of Rudolf Steiner in these areas.

Its trading results for the year to 31 August 2022 as extracted from the audited financial statements are summarised below:

	2022	2021
	£	£
Income	896,367	701,391
Expenditure	<u>(880,311)</u>	<u>(871,749)</u>
<b>NET INCOME FOR THE YEAR</b>	<b><u>16,056</u></b>	<b><u>(170,358)</u></b>
	£	£
Total assets	617,457	488,427
Total liabilities	<u>(829,417)</u>	<u>(716,443)</u>
<b>TOTAL FUNDS</b>	<b><u><u>(211,960)</u></u></b>	<b><u><u>(228,016)</u></u></b>



**RUSKIN MILL TRUST LIMITED**

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

**d)** Sunfield Children's Home Ltd – (company number 00413810 and charity number 527552). Sunfield exists to help, support and educate young people with severe and complex learning needs including those with autistic spectrum disorder.

During the prior year, the company sold freehold land and buildings to related company Ruskin Mill Land Trust, for which the gain on sale was £3,878,875. This gain included the release of an associated impairment reserve valued at £2,558,831. Its trading results for the year to 31 August 2022 as extracted from the audited financial statements are summarised below:

	2022 £	2021 £
Income	9,828,029	9,137,385
Expenditure	(10,402,730)	(8,889,393)
Gain on sale of Freehold	-	3,878,875
Investment (loss)/gain	(54,240)	78,612
<b>NET INCOME</b>	<b>(628,941)</b>	<b>4,205,480</b>
	£	£
Total assets	6,527,936	6,607,372
Total liabilities	(1,000,666)	(451,161)
<b>TOTAL FUNDS</b>	<b>5,527,270</b>	<b>6,156,211</b>

**e)** Clervaux Garden School – (company number 11740783 and charity number 1190556). Ruskin Mill Trust is the sole member of Clervaux Garden School, which deals with the education of young people with emotional, behavioural difficulties and special learning needs. The company achieved charity status 24<sup>th</sup> July 2020.

Its trading results for the year to 31 August 2022 as extracted from the audited financial statements are summarised below:

	2022 £	2021 £
Income	1,637,196	899,331
Expenditure	(1,450,660)	(963,984)
<b>NET INCOME FOR THE YEAR</b>	<b>186,536</b>	<b>(64,653)</b>
	£	£
Total assets	223,346	222,378
Total liabilities	(416,210)	(601,778)
<b>TOTAL FUNDS</b>	<b>(192,864)</b>	<b>(379,400)</b>

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

f) Seol Trust is a registered charity in Scotland (charity number SC050258) and a company registered by guarantee (company number SC626147). Ruskin Mill Trust Ltd is the sole member of Seol Trust. Seol Trust sub-leases from the Life Science Trust (related party), Pishwanton Woods, a 60-acre woodlands with pastures, for the purpose of delivering work and living skills training for young people and adults with special needs both day and residential. The company achieved charity status 24<sup>th</sup> July 2020.

Its trading results for the year to 31 August 2022 as extracted from the audited financial statements are summarised below:

	2022	2021
	£	£
Income	62,495	52,603
Expenditure	<u>(149,634)</u>	<u>(163,002)</u>
<b>NET EXPENDITURE FOR THE YEAR</b>	<b><u>(87,139)</u></b>	<b><u>(110,399)</u></b>
	£	£
Total assets	58,277	62,470
Total liabilities	<u>(361,627)</u>	<u>(278,681)</u>
<b>TOTAL FUNDS</b>	<b><u>(303,350)</u></b>	<b><u>(216,211)</u></b>

g) Catherine Grace Trust – (company number 00462901 and charity number 311740). Ruskin Mill Trust is the sole member of Catherine Grace Trust. The charitable objectives are “to advance the education and care in accordance with the principles, methods or philosophy of Rudolph Steiner”.

Its trading results for the year to 31 August 2022 as extracted from the audited financial statements are summarised below:

	2022	2021
	£	£
Income	1,895,294	58,503
Expenditure	<u>(1,262,887)</u>	<u>(651,276)</u>
<b>NET EXPENDITURE</b>	<b><u>632,407</u></b>	<b><u>(592,773)</u></b>
	£	£
Total assets	2,567,850	1,712,283
Total liabilities	<u>(974,281)</u>	<u>(751,121)</u>
<b>TOTAL FUNDS</b>	<b><u>1,593,569</u></b>	<b><u>961,162</u></b>

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

**h)** Trigonos Trading Limited – (company number 13906633). Trigonos Trading Limited, a private company limited by guarantee, was incorporated on 10 February 2022. Ruskin Mill Trust is the sole member of Trigonos Trading Limited.

Its trading results for the period to 31 August 2022 are summarised below:

	2022
	£
Income	207,316
Expenditure	<u>(156,933)</u>
<b>NET INCOME FOR THE YEAR</b>	<b><u>50,383</u></b>
	£
Total assets	100,048
Total liabilities	<u>(49,665)</u>
<b>TOTAL FUNDS</b>	<b>50,383</b>

**i)** Helios Trust – (company number 03270088). In May 2022, the trustees of the Helios Trust decided to merge it with the Catherine Grace Trust, thereby becoming part of the Ruskin Mill Trust Group.

Its trading results for the period to 31 August 2022 are summarised below:

	2022
	£
Income	233
Expenditure	<u>(19,698)</u>
<b>NET INCOME FOR THE YEAR</b>	<b><u>(19,465)</u></b>
	£
Total assets	1,310,354
Total liabilities	<u>(440,094)</u>
<b>TOTAL FUNDS</b>	<b>870,259</b>

### 7. Investment income

	2022	2021
	£	£
Deposit interest	<u>13,470</u>	<u>17,826</u>

**RUSKIN MILL TRUST LIMITED**

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

**8. Resources expended**

<b>Year ended: 31 August 2022</b>	<b>Staff Costs £</b>	<b>Depreciation £</b>	<b>Other Costs £</b>	<b>Total 2022 £</b>	<b>Total 2021 £</b>
<b>Charitable expenditure</b>					
Teaching and educational costs	14,157,903	50	-	14,157,953	12,048,426
Premises costs	-	272,610	3,703,001	3,975,611	3,672,196
Support costs and administration	2,925,559	148,445	5,233,528	8,307,532	11,737,673
	<b>17,083,462</b>	<b>421,105</b>	<b>8,936,529</b>	<b>26,441,096</b>	<b>27,458,295</b>
<b>Governance costs</b>					
<b>Costs of generating funds</b>					
Fundraising costs (incl NI and Pension)	152,668	-	-	152,668	145,302
Financing costs	-	-	241,554	241,554	241,555
<b>Charity</b>	<b>17,236,130</b>	<b>421,105</b>	<b>9,178,083</b>	<b>26,835,318</b>	<b>27,845,151</b>
Non-charitable expenditure within subsidiaries	2,679,277	67,840	3,610,204	6,357,321	8,030,964
Charitable expenditure within subsidiaries	6,534,768	86,162	7,773,120	14,394,050	11,545,821
<b>Group</b>	<b>26,450,175</b>	<b>575,107</b>	<b>20,561,407</b>	<b>47,586,689</b>	<b>47,421,937</b>

Governance costs include payments to the auditor of £67,000 for audit related services. (2021: £62,200) and legal costs of £471,099 (2021: £129,219).

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

9. Employees

**Number of employees**

The average monthly numbers of full-time equivalent employees during the year were:

	<b>2022 Number</b>	<b>2021 Number</b>
Teaching	<b>191</b>	157
Care support and administration	<b>566</b>	562
Management	<b><u>70</u></b>	<u>56</u>
	<b><u>827</u></b>	<u>775</u>

**Number of employees**

The average headcount during the year was:

	<b>2022 Number</b>	<b>2021 Number</b>
Teaching	<b>242</b>	212
Care support and administration	<b>774</b>	769
Management	<b><u>77</u></b>	<u>66</u>
	<b><u>1,093</u></b>	<u>1,041</u>

**Employment costs**

	<b>2022 £</b>	<b>2021 £</b>
Wages and salaries	<b>22,080,947</b>	21,521,103
Social security costs	<b>2,400,252</b>	1,999,059
Other pension costs	<b>563,161</b>	501,294
Welfare, training and volunteers	<b><u>1,405,815</u></b>	<u>847,970</u>
	<b><u>26,450,175</u></b>	<u>24,869,427</u>

The numbers of employees earning in excess of £60,000 (excluding employer NI and pension costs) were:

	<b>2022 Number</b>	<b>2021 Number</b>
£60,001 - £70,000	<b>6</b>	6
£70,001 - £80,000	<b>3</b>	2
£80,001 - £90,000	<b>2</b>	2
£90,001 - £100,000	<b>3</b>	3

Contributions payable into the pension schemes for higher paid employees amounted to £41,951 (2021 £36,496).

Remuneration for key management personnel (including employer NI and pension costs) totalled £539,577 in the year (2021: £683,169).

During the year there were termination payments made which amounted to £41,358 (2021: £6,000). At 31 August 2022 there was £nil outstanding (2021: £nil).

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

10. Trustees' emoluments

The emoluments of the Executive Chair were £96,425 (2021: £96,425) with Employer's Pension contributions of £12,348 (2021: £12,348) into the scheme. Two Trustees, H Kippax received salary of £31,370 during the period (2021: £31,370), and C Court received salary of £79,585 (2021: £79,585) and pension of £1,321 (2021: £1,318).

These payments to Trustees are authorised in the Charitable Company's Memorandum of Association and the Charity Commission has been informed.

Expenses reimbursed to 7 Trustees (2021: 7) during the year amounted to £45,824 (2021: £42,697) all of which were for travel and subsistence.

11. Pension costs

The charity operates a defined contribution pension scheme in respect of the staff. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the group and amounted to £563,161 (2021: £501,294).

12. Tangible fixed assets – Group

	Leasehold Improvements	Freehold Property	Assets Under Construction	Motor Vehicles	Fixtures, Fittings and Equipment	Total
	£	£	£	£	£	£
<b>Cost</b>						
<i>Brought forward at 1 September 2021</i>	4,884,489	36,736	930,035	770,089	2,459,708	9,081,057
Additions	284,615	-	1,142,628	165,943	300,709	1,893,895
Acquisitions	-	845,887	-	-	25,073	870,960
Transfer	50,446	(36,736)	(13,710)	-	-	-
Disposals	-	-	-	(62,500)	-	(62,500)
Carried forward at 31 August 2022	<b>5,219,550</b>	<b>845,887</b>	<b>2,058,953</b>	<b>873,532</b>	<b>2,785,490</b>	<b>11,783,412</b>
<b>Depreciation</b>						
<i>Brought forward at 1 September 2021</i>	1,974,980	-	-	582,443	2,176,752	4,734,175
Charge	341,658	-	-	84,914	148,535	575,107
Acquisitions	-	10,417	-	-	21,559	31,976
Transfer	-	-	-	-	-	-
Disposals	-	-	-	(12,525)	-	(12,525)
Carried forward at 31 August 2022	<b>2,316,638</b>	<b>10,417</b>	<b>-</b>	<b>654,832</b>	<b>2,346,846</b>	<b>5,328,733</b>
<b>Net Book Value 2022</b>	<b>2,902,912</b>	<b>835,470</b>	<b>2,058,953</b>	<b>218,700</b>	<b>438,644</b>	<b>6,454,679</b>
<i>Net Book Value 2021</i>	2,909,509	36,736	930,035	187,646	282,956	4,346,882

The net book value of assets held under hire purchase contracts for the group was £10,177 (2021: £Nil).

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

### 12. Tangible fixed assets – Charity

	Leasehold Improvements £	Freehold Property £	Assets Under Construction £	Motor Vehicles £	Fixtures, Fittings and Equipment £	Total £
<b>Cost</b>						
<i>Brought forward at 1 September 2021</i>	3,906,871	-	780,824	467,398	1,504,041	6,659,134
Additions	106,576	-	859,172	56,539	163,578	1,185,864
Transfer	-	-	-	-	-	-
Disposals	-	-	-	(24,350)	-	(24,350)
Carried forward at 31 August 2022	<b>4,013,447</b>	-	<b>1,639,996</b>	<b>499,587</b>	<b>1,667,619</b>	<b>7,820,649</b>
<b>Depreciation</b>						
<i>Brought forward at 1 September 2021</i>	1,582,243	-	-	331,638	1,326,809	3,240,690
Charge	272,610	-	-	55,490	93,005	421,105
Transfer	-	-	-	-	-	-
Disposals	-	-	-	-	-	-
Carried forward at 31 August 2022	<b>1,854,853</b>	-	-	<b>387,128</b>	<b>1,419,814</b>	<b>3,661,795</b>
<b>Net Book Value 2022</b>	<b>2,158,594</b>	-	<b>1,639,996</b>	<b>112,459</b>	<b>247,805</b>	<b>4,158,854</b>
<i>Net Book Value 2021</i>	<i>2,324,628</i>	-	<i>780,824</i>	<i>135,760</i>	<i>177,232</i>	<i>3,418,444</i>

### 13. Intangible fixed assets

Group	Total Goodwill £
<b>Cost</b>	
At 1 September 2021 and 31 August 2022	<b><u>249,836</u></b>
<b>Depreciation</b>	
At 1 September 2021	<b>(124,920)</b>
Charge for the year	<b><u>(12,492)</u></b>
At 31 August 2022	<b><u>(137,412)</u></b>
<b>Net book value</b>	
At 31 August 2022	<b><u>112,424</u></b>
At 31 August 2021	<b><u>124,916</u></b>

Goodwill arose from the acquisition of shares in subsidiary undertaking Transform Residential Limited from Ruskin Mill Land Trust Limited. Goodwill is amortised over the Trustees' estimate of its useful economic life.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2022

14. Investments

	Group 2022 £	Charity 2022 £	Group 2021 £	Charity 2021 £
Listed investments	507,816	-	560,572	-
Sunfield assets	-	2,065,831	-	2,065,831
Shares in subsidiary trading companies at cost	-	2	-	2
	<u>507,816</u>	<u>2,065,833</u>	<u>560,572</u>	<u>2,065,833</u>

On the basis that the activities of the trading subsidiaries are confined to charitable trading within the objects of the parent charity, the investments in the subsidiaries are classified as social investments. Please see note 6 of the financial statements for details of the trading subsidiaries.

	2022 £	2021 £
<b>Listed investments:</b>		
Market value at 31 August 2021	530,449	442,539
Acquisitions at cost	35,800	92,219
Proceeds on disposal	(36,648)	(82,921)
(Loss)/Gain in the period	<u>(54,240)</u>	<u>78,612</u>
Market value at 31 August 2022	475,361	530,449
Cash held by investment managers	22,884	14,851
Total value at 31 August 2022	498,245	545,300

Sunfield Investments at market value comprised:	£
<b>UK bonds</b>	14,512
<b>UK equities</b>	111,129
<b>Overseas bonds</b>	48,893
<b>Overseas equities</b>	235,845
<b>Alternative investments</b>	28,780
<b>Properties</b>	13,016
<b>Other</b>	23,186
	<u>475,361</u>
<b>Historical cost</b>	<u>430,360</u>
Catherine Grace Trust Investments at market value:	
<b>Invesco</b>	19,463
<b>Henderson</b>	4,835
<b>Threadneedle</b>	<u>5,499</u>
	<u>29,797</u>



**RUSKIN MILL TRUST LIMITED**

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

The following investments represent more than 5% of the total market value:

	<b>2022</b>	<i>2021</i>
	<b>£</b>	<b>£</b>
JUPITER UT MANAGERS	<b>27,832</b>	33,307
VANGUARD US EQUITY	<b>78,033</b>	-
VANGUARD INV UK	-	69,127
BLACKROCK FM EUR DYNAMIC	-	29,794

**15. Debtors**

	<b>Group 2022</b>	<b>Charity 2022</b>	<i>Group 2021</i>	<i>Charity 2021</i>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade debtors	<b>2,415,501</b>	<b>1,176,559</b>	2,180,557	1,266,865
Bad debt provision	-	-	(32,073)	-
Amounts owed by group undertakings	-	<b>2,299,618</b>	-	1,697,472
Other debtors	<b>3,815,016</b>	<b>125,076</b>	3,823,920	166,622
Prepayments and accrued income	<u><b>542,865</b></u>	<u><b>504,990</b></u>	<u>476,653</u>	<u>435,871</u>
	<u><b>6,773,382</b></u>	<u><b>4,106,243</b></u>	<u>6,449,057</u>	<u>3,566,830</u>

**16. Creditors - Amounts falling due within one year:**

	<b>Group 2022</b>	<b>Charity 2022</b>	<i>Group 2021</i>	<i>Charity 2021</i>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trade creditors	<b>2,132,017</b>	<b>1,626,374</b>	1,944,052	1,342,169
Amounts owed to group undertakings	-	<b>2,616,964</b>	-	3,221,713
Fees in advance	<b>2,442,880</b>	<b>1,434,953</b>	1,405,918	954,474
Other creditors	<b>1,121,802</b>	<b>625,309</b>	754,335	670,722
Social security and VAT	<b>477,714</b>	<b>331,544</b>	439,135	334,888
Pension contributions	<b>256,276</b>	-	407,661	178,538
Accruals and deferred income	<u><b>249,308</b></u>	<u><b>160,580</b></u>	<u>311,840</u>	<u>239,785</u>
	<u><b>6,679,997</b></u>	<u><b>6,795,724</b></u>	<u>5,262,940</u>	<u>6,942,290</u>

**Fees received in advance**

	<b>Group 2022</b>	<b>Charity 2022</b>	<i>Group 2021</i>	<i>Charity 2021</i>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Amounts brought forward	<b>1,405,918</b>	<b>954,474</b>	554,038	533,238
Amounts received during the year	<b>41,329,498</b>	<b>24,322,982</b>	36,811,307	22,639,405
Amounts utilised during the year	<u><b>(40,292,536)</b></u>	<u><b>(23,842,503)</b></u>	<u>(35,959,427)</u>	<u>(22,218,618)</u>
	<u><b>2,442,880</b></u>	<u><b>1,434,953</b></u>	<u>1,405,918</u>	<u>954,474</u>

**RUSKIN MILL TRUST LIMITED**

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

The closing balance of fees received in advance relates to fees received from the ESFA in respect of the 2021/2022 academic year.

**17. Restricted funds at 2022**

	As at 1 September 2021	Incoming Resources	Outgoing Resources	Transfer	Balance carried forward as at 31 August 2022
	£	£	£	£	£
<b>Charity</b>					
Building Improvement	528,077	-	-	(113,068)	415,009
RMC Farm Projects	6,624	-	(92)	-	6,532
FMC Crafting the land	2,795	-	-	-	2,795
Youth Exchange 2	6,101	-	(2,073)	-	4,028
Glastir Capital Works	41,669	-	-	-	41,669
Wool Barn Build	92,504	88,500	(57,190)	-	123,814
Ridan Composter	3,344	-	-	-	3,344
Merlin Dining Room	887	-	(887)	-	-
TRL Student Activities	1,500	-	(5)	-	1,495
Defibrillators	1,234	-	-	-	1,234
Covid-19 Donations	9,490	-	(1,925)	-	7,565
Fisheries Response	10,000	-	-	-	10,000
Outdoor Centres	1,193	-	-	-	1,193
Battery Powered Tools	568	-	(568)	-	-
Felting	500	-	-	-	500
Steiner Research	40,000	40,000	-	-	80,000
Sunfield-Grant	2,065,832	-	-	-	2,065,832
Pathways Project	391	-	(253)	-	138
Farm Machinery	3,000	-	-	-	3,000
Willow Weaving Equipment	750	-	-	-	750
Ridan Composter	2,500	1,000	-	-	3,500
Bee Keeping Equipment	934	-	(934)	-	-
Hort/Farm Equipment	8,750	-	(2,000)	-	6,750
Hen House	950	-	-	-	950
King Arthur & Parfizal story	478	-	(478)	-	-
Green Woodwork	16,160	-	(9,465)	-	6,695
S Reed - Erasmus	10,817	10,179	-	-	20,996
Battery Powered Tools	8,216	-	(3,214)	-	5,002
VHF Tractor	675	14,761	-	-	15,436
Andrew Greavy Stone Plaque Project	3,000	-	-	-	3,000
Bike Equipment	125	-	-	-	125
Centrifugal Casting Machine	1,821	2,000	(3,821)	-	-
Apple Pressing Equipment	1,295	-	-	-	1,295
High Riggs Shepherd's Hut	-	8,000	(6,048)	-	1,952
Animal Shelters	-	500	-	-	500
PLD Equipment	-	22,500	-	-	22,500
Soft Fruit Garden	-	892	(538)	-	354
Ironmonger's Equipment	-	8,105	-	-	8,105
Art Council	-	140,650	-	-	140,650
<b>Charity reserves</b>	<b>2,872,181</b>	<b>337,087</b>	<b>(89,491)</b>	<b>(113,068)</b>	<b>3,006,709</b>
Clervaux Trust reserves	44,587	22,928	(28,406)	-	39,109
Sunfield reserves	1,370	50,500	-	-	51,870
Clervaux Garden School reserves	1,200	20,010	(15,244)	-	5,966
Catherine Grace Trust	5,089	30,765	(19,500)	-	16,354
SEOL reserves	10,000	250	(1,500)	-	8,750
Responsive Earth Grant	16,523	-	-	-	16,523
Brantwood reserves	6,250	4,000	-	-	10,250
<b>Group reserves</b>	<b>2,957,200</b>	<b>465,540</b>	<b>(154,141)</b>	<b>(113,068)</b>	<b>3,155,531</b>

## RUSKIN MILL TRUST LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

#### 17. Restricted funds at 2022

Building Improvements	<p>This is a Building Improvement Fund (BIF) grant from the EFSA to help improve the buildings across all sites. The capital projects undertaken include improvements to the Merlin Theatre, Harleston House and Gables Farmhouse. These funds will be held as restricted for the next ten years, in line with the terms of the BIF grant. Each applicable year a transfer of £113,068 will be made from this restricted fund.</p>
RMC Farm Projects	<p>Donations have been received for Farm Projects at Ruskin Mill College. This year funds from these donations have been used to build a new Donkey shed.</p>
FMC Crafting the Land	<p>Donations have been received for the Crafting the Land project that is run at High Riggs Biodynamic Garden. The funds for this will be transferred to next year, due to no event taking place in 2020 due to Covid-19.</p>
Youth Exchange 2	<p>Erasmus Funded Project for students of Ruskin Mill Trust to travel to Germany on a cultural exchange programme.</p>
Glastir Capital Works	<p>An annual farm grant for Coleg Plas Dwbl.</p>
RMC Wool Barn Build	<p>Donations have been received to build a new wool barn at Gables Farm, Ruskin Mill College.</p>
FMC Ridan Composter	<p>Donations have been received for the purchase of a Ridan Composter at High Riggs Biodynamic Garden. This will enable the garden to have improved composting facilities on site.</p>
FMC Merlin Theatre Dining Room	<p>Donations have been received for Freeman College to be able to buy new dining room furniture at the Merlin Theatre. This will enable students to be able to eat on site, rather than being transferred to our main site. The dining furniture will also be used in the Merlin Theatre coffee shop, when events are being held.</p>
TRL Student Activities	<p>A donation was received for expenditure on activities for residential students in the provision during the holiday period.</p>
FMC Defibrillators	<p>Donations have been received to purchase additional defibrillators for other Freeman College sites. One will be placed at High Riggs and a second at the Merlin Theatre.</p>
Covid-19 Donations	<p>Various donations have been received so Ruskin Mill Trust is able to purchase equipment that will enable them to offer the students a safe learning environment during the Covid-19 pandemic. Items purchases have included PPE and home learning equipment.</p>
Fisheries Response	<p>This donation has been received to develop the fish farm at Ruskin Mill College.</p>

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

Outdoor Centres	Donations have been received to develop the Trust's outdoor centres. This will enable the Trust to develop further spaces to enable us to continue delivering education during the pandemic.
PLD Battery Powered Tools	Donation received for the purchase of battery powered tools to be used at Plas Dwbl. This will enable work to continue with the limited electricity supply on site.
TYR Felting	Donation has been received to develop the felting education at our Tyr Eithin site.
Steiner Research	Donation received for the continued research of the Steiner education theory.
Pathways Project	This is a private donation towards the purchase of a shepherd's hut for Freeman College.
Farm Machinery	Grants from The Percy Bilton Charity and Ammco Trust towards new farm machinery at Ruskin Mill College.
Willow Weaving Equipment	Grant from the Oakdale Trust towards willow work equipment at Coleg Ty'r Eithin.
Ridan Composter	Grant for a Ridan composter at Coleg Ty'r Eithin.
Bee Keeping Equipment	Grant from the DPD Eco Fund for bee keeping equipment at Coleg Ty'r Eithin.
Hort/Farm Equipment	Grant from the Margaret Davies Charity for bee keeping equipment at Coleg Ty'r Eithin.
Hen House	Grant from the Carmarthenshire Covid Fund to purchase a hen house for Coleg Ty'r Eithin.
King Arthur & Parfizal story	Funding from Creative Black Country to take Glasshouse College students on a trip to Tintagel, Cornwall.
Green Woodwork	Grant from the Turners Company for green woodwork tools for Coleg Ty'r Eithin.
S Reed - Erasmus	Erasmus funding for a European project in collaboration with Norway.
Battery Powered Tools	Awards for All funding to purchase battery operated equipment for Coleg Ty'r Eithin.
VHF Tractor	Private donation towards the campaign for a new tractor for Vale Head Farm.
Andrew Greavy Stone Plaque Project	Grant funding towards commissioning stone plaques for the Horsley Valley at Ruskin Mill College.
Bike Equipment	Grant funding for bike equipment at Coleg Ty'r Eithin.
Centrifugal Casting Machine	Awards for All funding to purchase a new centrifugal machine for Freeman College.
Apple Pressing Equipment	Grant from the Hilda Farr Charitable Trust for new apple pressing equipment at Ruskin Mill College.

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

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**NEW PROJECTS FOR 2021/2022**

High Riggs Shepherd's Hut	Various donations have been received to purchase a Shepherd's Hut at High Riggs. This has been purchased and is now being used as a classroom on site.
Animal shelters	A £500 donation has been received so animal shelters can be purchased at High Riggs.
PLD Equipment	Various donations have been received so further equipment can be purchased at Plas Dwbl.
Soft Fruit Garden	Donations have been received so a Soft Fruit Garden can be created at Tyr Eithin.
Iron Mongers Equipment	Donations received for the purchase of Iron Mongers equipment at Tyr Eithin. This will enable the curriculum be expanded and hopefully attract further students.
Arts Council	This donation has been received from the Arts Council. This is to be used for the development of the arts centre at Glasshouse.

**RUSKIN MILL TRUST LIMITED**

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

**17. Restricted funds comparative – 2021**

	<i>At 1 September 2020</i>	<i>Incoming resources</i>	<i>Outgoing resources</i>	<i>Transfer</i>	<i>At 31 August 2021</i>
	£	£	£	£	£
<b>Charity</b>					
Building Improvement	661,145	-	-	(133,068)	528,077
RMC Farm Projects	6,273	351	-	-	6,624
FMC Crafting the land	2,795	-	-	-	2,795
Youth Exchange 2	1,780	6,246	(1,924)	-	6,101
Glastir Capital Works	41,669	-	-	-	41,669
Wool Barn Build	25,908	90,926	(24,330)	-	92,504
Ridan Composter	3,344	-	-	-	3,344
Merlin Dining Room	3,500	-	(2,613)	-	887
TRL Student Activities	1,500	-	-	-	1,500
Defibrillators	1,500	411	(677)	-	1,234
Composting	18,904	200	(19,104)	-	-
Covid-19 Donations	9,490	-	-	-	9,490
Fisheries Response	10,000	-	-	-	10,000
Outdoor Centres	500	1,250	(557)	-	1,193
Battery Powered Tools	1,000	1,696	(2,128)	-	568
Felting	500	-	-	-	500
Steiner Research	40,000	-	-	-	40,000
Sunfield-Grant	2,065,832	-	-	-	2,065,832
Pathways Project	-	475	(84)	-	391
Farm Machinery	-	3,000	-	-	3,000
Willow Weaving Equipment	-	750	-	-	750
Ridan Composter	-	2,500	-	-	2,500
Bee Keeping Equipment	-	1,913	(979)	-	934
Hort/Farm Equipment	-	8,750	-	-	8,750
Hen House	-	950	-	-	950
King Arthur & Parfizal story	-	478	-	-	478
Green Woodwork	-	16,160	-	-	16,160
S Reed - Erasmus	-	10,817	-	-	10,817
Battery Powered Tools	-	8,216	-	-	8,216
VHF Tractor	-	675	-	-	675
Andrew Greavy Stone Plaque Project	-	3,000	-	-	3,000
	-	-	-	-	125
Bike Equipment	-	125	-	-	-
Centrifugal Casting Machine	-	11,960	(10,139)	-	1,821
	-	-	-	-	1,295
Apple Pressing Equipment	-	1,295	-	-	-
<b>Charity reserves</b>	<b>2,895,640</b>	<b>172,145</b>	<b>(62,536)</b>	<b>(133,068)</b>	<b>2,872,181</b>
Clervaux Trust reserves	38,087	6,500	-	-	44,587
Sunfield reserves	(2,371,622)	1,369	-	2,371,622	1,369
Clervaux Garden School reserves	-	1,200	-	-	1,200
Catherine Grace Trust	-	5,089	-	-	5,089
SEOL reserves	-	10,000	-	-	10,000
Responsive Earth Grant	-	16,523	-	-	16,523
Brantwood reserves	-	6,250	-	-	6,250
Impairment in Sunfield	3,184,850	-	-	(3,184,850)	-
<b>Group reserves</b>	<b>3,746,956</b>	<b>219,076</b>	<b>(62,536)</b>	<b>(946,296)</b>	<b>2,957,200</b>

**RUSKIN MILL TRUST LIMITED**

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

**18. Unrestricted funds**

	<i>At 1 September 2021 £</i>	<i>Incoming Resources £</i>	<i>Outgoing Resources £</i>	<i>Transfers £</i>	<i>At 31 August 2022 £</i>
Charity General fund	(21,198)	34,077,039	(32,955,290)	113,068	1,213,619
Subsidiary companies reserves	7,517,163	18,671,575	(19,968,474)	-	6,220,264
Consolidation adjustments:					
Goodwill on consolidation	124,914	=	(12,492)	=	112,422
Eliminated on consolidation	=	(5,503,709)	5,503,709	=	=
<b>Group Total</b>	<b><u>7,620,879</u></b>	<b><u>47,244,905</u></b>	<b><u>(47,432,547)</u></b>	<b><u>113,068</u></b>	<b><u>7,546,305</u></b>

**18. Unrestricted funds - Comparative 2021**

	<i>At 1 September 2020 £</i>	<i>Incoming Resources £</i>	<i>Outgoing Resources £</i>	<i>Transfers £</i>	<i>At 31 August 2021 £</i>
Charity General fund	(2,496,326)	32,259,902	(29,917,842)	133,068	(21,198)
Subsidiary companies reserves	5,749,140	23,996,210	(23,041,415)	813,228	7,517,163
Consolidation adjustments:					
Goodwill on consolidation	137,406	-	(12,492)	-	124,914
Eliminated on consolidation	=	(5,612,348)	5,612,348	=	=
<b>Group Total</b>	<b><u>3,390,219</u></b>	<b><u>50,643,764</u></b>	<b><u>(47,359,401)</u></b>	<b><u>946,296</u></b>	<b><u>7,620,879</u></b>

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

### 19. Net assets of the funds of the group – 2022:

The group's net assets belong to the various funds as follows:

	Fixed Assets £	Net Current Assets/(Liabilities) £	Long Term Liabilities £	Fund Balances £
Restricted funds	3,155,531	-	-	3,155,531
Unrestricted funds	<u>3,919,388</u>	<u>3,679,917</u>	<u>(53,000)</u>	<u>7,546,305</u>
	<u>7,074,919</u>	<u>3,679,917</u>	<u>(53,000)</u>	<u>10,701,836</u>

### Net assets of the funds of the group – 2021:

	Fixed Assets £	Net Current Assets/(Liabilities) £	Long Term Liabilities £	Fund Balances £
Restricted funds	2,957,200	-	-	2,957,200
Unrestricted funds	<u>2,077,825</u>	<u>5,677,004</u>	<u>(133,950)</u>	<u>7,620,878</u>
	<u>5,035,025</u>	<u>5,677,004</u>	<u>(133,950)</u>	<u>10,578,079</u>

### 20. Operating lease commitments

At 31 August 2022 the group had future minimum lease payments under non-cancellable operating leases as follows:

	Land and Buildings 2022 £	Other 2022 £	Land and Buildings 2021 £	Other 2021 £
<b>Expiry Date:</b>				
Less than 1 year	1,685,425	32,576	1,570,751	24,513
Within 2 -5 years	5,438,423	46,627	2,612,071	22,927
After 5 years	<u>5,664,693</u>	<u>-</u>	<u>3,321,562</u>	<u>-</u>
	<u>12,788,541</u>	<u>79,203</u>	<u>7,504,384</u>	<u>47,441</u>



# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

### 21. Related party transactions

#### 2022 transactions and year-end balance between the parent entity and its subsidiaries:

	Brantwood	Clervaux Trust	Transform Ltd	Lantern	Sunfield	Clervaux Garden School	Seol Trust	Catherine Grace Trust
Sales to subsidiary								
Purchases from subsidiary								
Donation from subsidiary	1,600,000				3,050,000			
Trade debtor amounts due from Subsidiary		716,184				325,537	354,963	824,485
Trade creditors amounts due to Subsidiary	429,406		3,759,163		979,022			

During the 2022 year, the Executive Chair was a Director of Ruskin Mill Land Trust Limited, the sole corporate Trustee of Ruskin Mill Land Trust (RMLT). Mr A Gordon OBE was also a Director of Ruskin Mill Land Trust's subsidiaries: Ruskin Glass Centre Limited (RGC) and Academy of Makers Limited (AOM). Mr A Gordon OBE is a Trustee for Responsive Earth Trust (RET) and Hiram Trust and also a Director for Living Earth Land Trust (LELT) and Ruskin Mill Ltd.

#### 2022 transactions between the group and its related parties:

	RMLT Group	RET	LELT	HIRAM	Ruskin Mill Ltd
Sales					
Purchases -Ruskin Mill Trust	2,352,624	46,350	41,406	7,500	109,893
Purchases- Brantwood School	188,111				
Purchases-Transform Residential					
Purchases - Clervaux Trust	116,304				
Purchases - Sunfield					
Purchases - Clervaux Garden School					
Purchases - Seol Trust	24,000				
Purchases - Catherine Grace Trust	192,524				
Trade debtor amounts due		11,450	6,499		
Trade creditors amounts due	190,563				36,040
Loans due to AOM					
Loans due from RMLT	3,500,000				

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

There were also charitable donations paid to RMLT during the year totalling £520,863.

A connected party of A Gordon OBE received remuneration of £14,859 (2021: £8,881) in the year as an employee. Two connected parties of H Kippax received remuneration of £26,827 (2021: £39,155) during the year as employees.

### 2021 transactions and year-end balance between the parent entity and its subsidiaries:

	<b>Brantwood Specialist School £</b>	<b>Clervaux Trust Limited £</b>	<b>Transform Residential Limited £</b>	<b>Sunfield Children's Home Limited £</b>	<b>Clervaux Garden School £</b>	<b>SEOL Trust £</b>	<b>Catherine Grace Trust £</b>
Sales to subsidiary	-	-	-	-	-	-	-
Purchases from subsidiary	-	-	2,044,573	-	-	-	-
Donation from subsidiary	320,149	-	3,557,348	-	-	-	-
Trade debtor amounts due from Subsidiary	-	574,988	-	5,886	467,799	269,547	385,391
Trade creditors amounts due to Subsidiary	446,021	-	1,764,971	1,106,860	-	-	-

During the 2021 year, the Executive Chair was a Director of Ruskin Mill Land Trust Limited, the sole corporate Trustee of Ruskin Mill Land Trust (RMLT). Mr A Gordon OBE was also a Director of Ruskin Mill Land Trust's subsidiaries: Ruskin Glass Centre Limited (RGC) and Academy of Makers Limited (AOM). Mr A Gordon OBE is a Trustee for Responsive Earth Trust (RET) and Hiram Trust and also a Director for Living Earth Land Trust (LELT) and Ruskin Mill Ltd.

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

### 2021 transactions between the group and its related parties:

	RMLT and Subsidiaries £	RET £	LELT £	HIRAM £	Ruskin Mill CoP £	Ruskin Mill Limited £	Trignos £	LST £
Sales	-	-	-	-	(6,165)	-	-	-
Purchases - Ruskin Mill Trust	1,382,911	49,000	-	7,500	465,039	100,055	7,228	-
Purchases- Brantwood School	182,495	-	-	-	-	-	-	-
Purchases- Transform Residential	46,668	-	40,200	-	-	-	-	-
Purchases - Clervaux Trust	66,658	-	-	-	-	-	-	-
Purchases - Sunfield	-	-	-	-	-	-	-	-
Purchases - Clervaux Garden School	-	-	-	-	-	-	-	-
Purchases - Seol Trust	-	-	-	-	-	-	-	36,000
Purchases – Catherine Grace Trust	144,393	-	-	-	-	-	-	-
Trade debtor amounts due	19	-	-	-	-	-	-	3,000
Trade creditors amounts due	(217,457)	(14,000)	10,050	-	(23,157)	(14,503)	(778)	-
Loans due to RMLT	600,000	-	-	-	-	-	-	-
RMLT Purchase of SUN Assets	(3,500,000)	-	-	-	-	-	-	-

There were also charitable donations paid to RMLT during the year totalling £300,000.

A connected party of A Gordon OBE received remuneration of £8,881 (2020: £6,242) in the year as an employee.  
Two connected parties of H Kippax received remuneration of £39,155 (2020: £40,546) during the year as employees.

**RUSKIN MILL TRUST LIMITED**

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

**22. Reconciliation of operating gain to net cash inflow from operating activities**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Net incoming resources	<b>123,757</b>	3,440,903
Non-operating cash flows eliminated:		
Interest received	<b>(13,470)</b>	(17,826)
Loss/(Gain) in the period	<b>54,564</b>	(78,612)
Financing costs	<b>241,554</b>	241,555
Depreciation of tangible fixed assets	<b>575,107</b>	810,005
(Profit)/Loss on disposal of fixed assets	<b>(3,410)</b>	2,241,382
Amortisation of goodwill	<b>12,492</b>	12,492
Decrease in stock	<b>188</b>	397
Increase in debtors	<b>(324,325)</b>	(273,330)
Increase/(Decrease) in creditors	<b>1,336,107</b>	(2,319,351)
Petty cash transfer	<b>-</b>	(1,368)
<b>Net cash inflow from operating activities</b>	<b><u>2,002,564</u></b>	<b><u>4,056,247</u></b>

**23. Analysis of changes in net funds**

	<b>Opening Balance £</b>	<b>Cash Flows £</b>	<b>Non Cash Changes £</b>	<b>Closing balance £</b>
Cash at bank and in hand	<b><u>4,475,218</u></b>	<b><u>(904,167)</u></b>	-	<b><u>3,571,051</u></b>
<b>Net funds</b>	<b><u>4,475,218</u></b>	<b><u>(904,167)</u></b>	-	<b><u>3,571,051</u></b>

**24. Capital commitments**

At 31 August 2022 there were capital commitments of £nil (2021: £nil).

## RUSKIN MILL TRUST LIMITED

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

#### 25. Group Financial Instruments

	2022 £	2021 £
Financial assets measured at fair value	475,363	560,572
Financial assets measured at amortised cost	9,801,568	10,479,695
Financial liabilities measured at amortised cost	<u>2,381,326</u>	<u>2,255,892</u>

Financial assets measured at fair value include assets held as investments.

Financial assets measured at cost include cash less overdraft, trade debtors, and accrued income.

Financial liabilities measured at cost comprise trade creditors and accruals.

Impairment losses charged to financial assets measured at settlement value in the year amounted to £nil (2021: £ nil).

# RUSKIN MILL TRUST LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2022

### 27. GROUP STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2021:

	Notes	Unrestricted	Restricted	2021 Total £
<b>Income from:</b>				
Grants and Donations	2,3	151,428	219,076	370,504
Charitable activities	4	38,746,159	-	38,746,159
Other Trading activities	6	7,770,203	-	7,770,203
Investment Income	7	<u>17,826</u>	<u>-</u>	<u>17,826</u>
<b>Total Income</b>		<u>46,685,616</u>	<u>219,076</u>	<u>46,904,692</u>
<b>Expenditure on:</b>				
Raising Funds	8	(386,856)	-	(386,856)
Charitable Activities	8	(38,941,580)	(62,536)	(39,004,116)
Other Trading Expenditure	8	<u>(8,030,964)</u>	<u>-</u>	<u>(8,030,964)</u>
<b>Total Expenditure</b>		<u>(47,359,400)</u>	<u>(62,536)</u>	<u>(47,421,936)</u>
<b>Net Income/(Expenditure) before gain on investments</b>		<u>(673,784)</u>	<u>156,540</u>	<u>(517,244)</u>
Gain on investments		78,612	-	78,612
Transfers between funds	18	946,296	(946,296)	-
Net gains on fixed assets	6	<u>3,879,536</u>	<u>-</u>	<u>3,879,536</u>
<b>Reconciliation of funds:</b>				
<b>Total funds brought forward</b>	17	<u>3,390,220</u>	<u>3,746,956</u>	<u>7,137,175</u>
<b>Total funds carried forward</b>	17,18	<u>7,620,878</u>	<u>2,957,200</u>	<u>10,578,079</u>

### 28. AMENDED ACCOUNTS

These accounts:

- replace the original accounts
- are now the statutory accounts
- are prepared as they were at the date of the original accounts