

COMPANY REGISTRATION NUMBER: 09011968
CHARITY REGISTRATION NUMBER: 1157004

Ridley Hall, Cambridge
Company Limited by Guarantee
Financial Statements
For the year ended
31 July 2021

Ridley Hall, Cambridge

Company Limited by Guarantee

Financial Statements

Year ended 31 July 2021

	Pages
Trustees' annual report (incorporating the director's report)	1 to 12
Independent auditor's report to the members	13 to 17
Statement of financial activities (including income and expenditure account)	18
Statement of financial position	19
Statement of cash flows	20
Notes to the financial statements	21 to 38

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 July 2021

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 July 2021.

Reference and administrative details

Registered charity name	Ridley Hall, Cambridge
Charity registration number	1157004
Company registration number	09011968
Principal office and registered office	Ridley Hall Road Cambridge CB3 9HG
The trustees	Mr Mark Spelman (Chairman) The Venerable Hugh McCurdy (Vice Chairman) Revd Canon Frederick Kilner The Rt Revd Dr Jo Bailey Wells Very Revd John Irvine Mrs Sibella Laing Revd Dr Jonathan Linebaugh Dr Kevin John Holmes Mr Keith Wood Mr Simon McGuire Revd Rebecca Dyball Mrs Lyn Brisley Canon Andrew R Presland Rt Revd Dr Pete Wilcox Revd Michael David Bigg Mrs Kina Robertshaw Revd Dr James E Kennedy Revd Catherine J Blair (Appointed 25 February 2021) (Appointed 21 June 2021) (Appointed 13 October 2021) (Resigned 16 June 2021) (Resigned 12 July 2021)
Principal	Revd Dr Michael Volland
Company Secretary	Mr Guoliang Zhang
Auditor	Streets Audit LLP Chartered accountants & statutory auditor 3 Wellbrook Court Girton Cambridge CB3 0NA
Bankers	Barclays Bank Plc St Andrews Street Cambridge CB2 3AA

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2021

Structure, governance and management

Constitution

Ridley Hall, Cambridge ("the College" or "Ridley Hall") is governed by the Memorandum and Articles of Association. The Articles of Association provide for the government and management of the College to be vested in a Trustee Board and its day-to-day control with the Principal.

The Board of Trustees is responsible for:

- Determining and approving the vision and strategic direction for the College
- Monitoring the quality of the education, training, and spiritual formation the College provides for its students
- Approving the College's budget and related accounting, audit, investment and other financial policies
- Delegating management of the College to the Principal and the Leadership Team, within the framework of vision, strategy and financial policies which the Board will from time to time approve
- Appointing the Principal in accordance with appropriate terms and conditions of remuneration and employment which the Board will set from time to time
- On the recommendation of the Principal, appointing, and determining the particular roles of, members of the Leadership Team
- Ensuring that appropriate human resources and employment policies are established and implemented within the College, in accordance with best practice
- Ensuring that appropriate best practice safeguarding policies are established and implemented within the College and reviewed annually

The Trustee Board meets at least 3 times a year during term time. Additional meetings may be held when required.

New Trustees

In appointing new trustees, the Trustee Board seeks to ensure that a range of experience and expertise is represented. New trustees are expected to engage in the life of the College and to be fully conversant with its aims and objectives.

Risk Management

The Trustees monitor risk through a risk register which is revised by the Finance Committee and discussed by the Board at least once a year. The exceptional issues created by the pandemic required a detailed evaluation of Covid risk in March - April 2020. A detailed Covid risk plan was developed and implemented by the Leadership team with full Board support and the priorities are set out later in the text on page 5.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) (*continued*)

Year ended 31 July 2021

Objectives and activities

Objectives

The objects of the College are to provide theological instruction consistent with the principles of the Church of England to candidates for ordination and, subject thereto, to provide theological education with a preference for individuals who are undertaking a course of study in theology or who have been ordained.

In carrying out its objects, the College may provide accommodation for students.

Public benefit

The Trustees have referred to the Charity Commission's general guidance on public benefit and have considered their public benefit obligations under charity law and believe that they are in compliance with those obligations.

Purpose and Direction

Ridley Hall is a national, international and regional resource for theologically rigorous training and formation for lay and ordained ministry with activities radiating from our historic site in Cambridge. The College was founded in 1881 to train clergy for the Church of England and for Anglican ministry across the world. We continue to major on training Anglican ministers, but today have more students and more diverse activities and new partnerships. From our location in Cambridge, the very heart of academic excellence, we partner with a unique range of Christian and educational organisations. We are a founder member of the Cambridge Theological Federation ("CTF"), which celebrates its 50th anniversary in 2022; we have the flexibility to offer undergraduate and postgraduate pathways with Cambridge University and Durham University. In September 2018 an additional teaching centre was established in London in partnership with St. Andrew's, Enfield. As a result of the pandemic delivery of teaching for the London centre moved entirely online. In autumn 2020 the College took the strategic decision to make the move to online delivery of teaching for the London centre permanent.

The College has a clear vision, which has emerged under the direction of the current Principal; We believe that God is calling us to become a beacon of Christian learning and formation; to invest in our beautiful site, buildings and staff in order to provide a warm, safe and comfortable home for our diverse and growing community of lay and ordained students; and to ensure that Ridley Hall is able to respond to the opportunities of the future. This vision continues to be fulfilled this year through the recruitment of key staff team members, detailed attention to the curriculum, ongoing improvements to College buildings and the completion of a major plan for developing the site by creating a fully accessible library and new residential accommodation for married and single students. The building project was completed on time and very close to budget. Tenants were quickly found for the residential accommodation, which has started to generate income.

All our activities reflect our distinctive Christian ethos. Training future leaders for ordained ministry in the church is still our core activity. Woven into this is the *Newbigin Centre*, which promotes research and reflection on mission and Christian engagement with Western Culture. The College's international programme provides opportunities for sabbaticals, study leave and postgraduate awards for church leaders and visiting scholars, self-financed or through bursary-funding. The pandemic meant a temporary pause on sabbatical or other guests but the College hopes to resume this important aspect of our shared life in the 2021-22 academic year.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2021

Objectives and activities *(continued)*

Ridley Hall continues to respond to the growing demand for robust training and preparation for lay ministry through our *Department for Lay Training and Formation*. In 2020-21 the department had 42 men and women across three year-groups studying for the Common Award BA in Theology, Ministry and Mission. In addition, 9 lay ministry students were enrolled on Common Award modules taught through our London (online) teaching centre.

Achievements and performance

Overview

In 2020-21 Ridley Hall had 68 ordinands engaged in full time residential training for ordained ministry in the Church of England. These ordinands study for a variety of undergraduate and postgraduate awards with Cambridge University and Durham University. The Common Awards pathways validated by Durham University form part of a national provision for training future ministers for the Church of England and other partner churches. Alongside our ordinands, in 2020-21 there were 42 students enrolled on our Lay Ministry Pathway, mentioned above and 10 independent students studying for a range of awards. Ridley's London teaching centre continued its strong start and continued to be fruitful this academic year. We had 9 students enrolled, all of whom were London diocese apprentices undertaking Common Awards.

The 2020-21 academic year was marked by the national and international effects of the Coronavirus pandemic. Major restrictions meant a significant rethink of every aspect of life at College. Teaching, worship, tutoring, eating, socialising and administration were all re-imagined for remote or restricted delivery. The Senior Team at Ridley formed a Covid Working Group which met regularly to monitor developments and form appropriate plans for the College. We successfully navigated the year and were able to effectively deliver all of our teaching and much of our formational activity. We experienced a significant negative financial impact with the cancellation of the language school who lease our site during the summer months. However, with good cost controls, use of the government furlough scheme and rental income from the newly completed accommodation, our financial position is more encouraging than might have been hoped at the beginning of the year.

The majority of Ridley Hall's academic pathways continue to be delivered in partnership with other member institutions of the Cambridge Theological Federation. The Cambridge Theological Federation has Tier 4 Sponsor status, enabling Ridley Hall, should we wish, to recruit international students requiring a Tier 4 visa for its Common Awards pathways.

During the 2020-21 academic year, we continued to focus on student recruitment for 2021-22 and our efforts have borne fruit in spite of the ongoing Coronavirus restrictions with 25 ordinands accepting places for 2021 entry and a further 2 accepting places for 2022 entry. Unfortunately, 4 of those who accepted places with us were not successful at their online selection panels and were not recommended for ordination training.

We continued to enjoy our newly constructed onsite laundry facilities and in 2020-21 we completed a major (£2M) accessibility and accommodation construction project aimed at improving access to the site and providing a dependable income stream.

The Director of the Newbigin Centre, the Rev Dr Paul Weston continues to supervise 6 research students for MPhil/PhD degrees. The regular summer conference organised by the Centre had to be cancelled this year due to the Covid19 pandemic.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2021

Achievements and performance *(continued)*

The College continued to respond effectively to the Coronavirus pandemic in line with three key priorities: i) the health and wellbeing of staff and students, ii) the continuation of learning and formation for lay and ordained ministries and, iii) attending to our financial stability. We learnt many valuable lessons and have drawn on these in planning for 2021-22. The leadership team were proactive and continued to work towards long-term sustainable finance, managing our 2020-21 outcomes carefully and being prudent with our 21-22 budget. We took advantage of the government's furlough scheme and were able to reduce outgoings in some areas. In line with the College vision, we continued our progress towards ensuring the College is sustainable in the short, medium and long terms.

Part of Ridley's commitment to becoming a beacon of Christian learning and formation is building and maintaining an exceptional staff team. In August 2021 our New Testament Tutor moved to Cambridge with his family. The Rev Dr Andy Byers began work immediately and collaborates on delivering New Testament teaching across the CTF with academic colleagues in other CTF Houses.

Our attempt to recruit a full time Tutor in Old Testament to replace the Rev Dr Philip Jenson, who retired in June 2021, was successful in identifying a strong candidate. However, the person offered the post was subsequently unable to take up our offer. The teaching of Old Testament in the 2021-22 academic year will be undertaken by an exceptionally gifted former student of Ridley Hall, the Rev Dr Olga Fabricant-Burke. Olga is a chaplain at Trinity College and is looking forward to joining the academic year on a part time basis.

Dr Andrew Goddard was appointed on a part-time basis to teach ethics to Ridley students in 2019-20 and 2020-21. He will continue to deliver teaching in this area and has agreed a three-year term running from 2021-24.

Dr Jo Griffiths became our new Children and Families Tutor, Rev Ruth Adams joined us as a part-time Pastoral Tutor and Rev Nikki Mann joined us to advise on race, racism and movement towards greater inclusion and diversity.

An important part of formation of those training for lay and ordained ministries is the opportunity to meet and hear from distinguished visitors to the College. In 2020-21, we were delighted to welcome many guests including: Bishop Rose Hudson-Wilkin, Ruth Valerio (author of the Archbishop of Canterbury's 2020 Lent Book, *Saying Yes to Life*), the Rev Canon Dr Joseph Bilal, Rev Richard Springer and the Rev Professor Maggie Dawn.

Ben Lindsay, the author of 'We Need to Talk About Race' delivered our Moule Day Lecture in June 2021. Ben was able to come to the site in person and deliver his lecture to thirty members of the community in a marquee erected for the purpose. The lecture was recorded and made available via our social media platforms after the event. Ben's lecture was challenging and encouraging and it was a great privilege to host him for the day.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2021

Achievements and performance *(continued)*

In line with our vision to become a beacon of Christian learning and formation, the Leadership Team have committed themselves to re-shaping the College and expanding its reach and impact. Part of striving for excellence and sustainability has included a focus on ensuring our beautiful buildings and facilities are accessible to everyone. An important additional focus has been working towards the provision of accommodation for married students. At the beginning of 2019 a plan was devised that would increase accessibility to Ridley Hall by installing ramps and lifts to the main teaching and dining areas of the College and by moving the existing library from the second floor into the basement beneath the Lecture Hall. In addition, the project aimed to contribute to the financial sustainability of the College by converting A-staircase into income-generating self-contained accommodation units. As well as bringing the College in-line with twenty-first century expectations, we believe that improved access to facilities will positively impact Ridley's reputation, increase student recruitment and make the College more attractive to a range of income-generating external users such as sabbatical guests and conference organisers.

In December 2019 we received Listed Building Consent. This was followed by positive consultation feedback from within the Ridley community and from local neighbours in Old Newnham. Ridley's Board of Trustees approved both the concept and the funds required to undertake the technical design stage of the project. In January 2020 detailed work was undertaken to plan the works and create the design. This led to the development of a full set of technical drawings for the project and the draft agreement of contracted sums. To ensure a smooth beginning to the construction project, interim work to empty A-basement, move several thousand volumes housed in the library, relocate RLM and admin offices into the Principal's Lodge and set up a new B-basement storage area were carried out in June 2020.

Construction work on the project began in August 2020 and was completed on time and very close to budget in April 2021. Disruption to living arrangements for students on site was minimised as a result of the pandemic, which resulted in fewer people living on site and remote delivery of teaching. The finished project is hugely impressive and the visual impact of the improvements to the interior court are significant. The new library provides a welcoming space to study and students were able to use this area immediately. The new accommodation units were quickly rented and the addition of external residents to the site was well-managed with students and staff quickly adjusting to the change. The access facilities were tested by two wheelchair users on separate occasions and both report a very positive user experience. The facilities will be officially opened and blessed by the Bishop of Huntingdon and a former disabled student of the College in October 2021.

Strategic Developments

The block-teaching mode of delivery for lay ministry (RLM) training has now completed its fifth successful year. The Vice Principal and Dean of Lay Ministry, the Rev Fiona Green, completed her second year of leadership of RLM. The Church of England's Resourcing Ministerial Education proposals envisage increased emphasis on lay training throughout the Church of England and so RLM continues to be a major strategic focus for Ridley Hall. Our engagement in a range of lay ministries including youth, children's, pioneer, chaplaincy and sports ministry is providing a solid platform for responding creatively to these new training needs. In 2020-21 we successfully bid for £41k to use for bursaries for sports ministry students.

Through the work of our Director of Innovation, Robin Barden, opportunities to develop the reach and profile of Ridley Hall Lay Ministry activities continue to be fruitful. There has been a broader and increasing student profile, and the continued development of valuable relationships with dioceses, particularly London - delivering requirements needed to train lay ministers. The restrictions imposed by the Coronavirus led to a strategic review of all teaching, including our London offer. A decision was made to move teaching entirely online for the 2020-21 academic year.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2021

Achievements and performance *(continued)*

During 2020-21 Robin led a project to develop and launch an online course in Sports Ministry known as the Ridley Award. This is the first in a suite of Ridley Awards that the College will develop in the coming years. The Award launched publicly in May 2021.

In December 2020 a Strategy Working Group (SWG) was formed by the Principal. This included the Vice Principal, Chair of Trustees and Chair of the Finance Committee. The SWG set out to be research-driven, seeking interviews with key voices in the field and data from competitors and market leaders, and focused on generating a draft 5-year strategy for consideration by Trustees by June 2021. The exercise produced five key strategic priorities and a working draft of the strategy was presented to Trustees for discussion in June 2021. Trustees were content to approve the direction of travel and requested that the Principal and staff team move to action the priorities.

Dona McCullagh has continued to drive up the College's profile through strategic use of social media. Making use of several popular platforms, Dona has ensured that Ridley has a consistent and carefully managed social media presence. This has led to a greatly increased sense that the College is a lively and engaged place where things are happening.

We have continued to be active in conducting an ongoing review of our academic curriculum and our teaching and tutorial staff roles and responsibilities and continued to implement and monitor these in 2020-21.

The Cambridge Theological Federation (CTF) continued to function well in 2020-21 with central administrative staff working remotely and all meetings taking place via Zoom. The central administration, with whom Ridley's academic team worked closely, delivered a good level of service to the member houses. In 2020-21 the Principal of Ridley, Michael Volland, served as President of the CTF and will continue to act in this capacity during the 2021-22 academic year.

5 Priorities for 2021-26

1. Strive for excellence in our provision of degree-level residential ordinand training
2. Strive for excellence in our provision of degree-level, lay ministry theological training and formation
3. Become a leading provider of online theological contextual training
4. Continue to focus on recruiting and retaining an exceptional teaching, tutorial and support staff team
5. Continue our lively programme of building maintenance and property improvement

Student Achievements

The wide range of awards on offer at Ridley allows us to match individual students with a suitable course. The excellent results below indicate a high degree of success in this.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) (*continued*)

Year ended 31 July 2021

Achievements and performance (*continued*)

Cambridge University awards, 2020-21

In 2020-21 there were four new Tripos students, including one student entering the final year, and three finalists. All four finalists achieved good 2.1 awards. One will proceed to a Cambridge University MPhil, and three to the Common Awards Postgraduate Diploma, which provides opportunities to engage with theology that has a conscious applied and reflective dimension and is oriented to ministry. Two of the first year students achieved good 2.1s, and the other a starred first (all papers with first class marks). The financial demands of the Tripos (and MPhil) are heavy, since Ministry Division only pays less than half the tuition fee. Fortunately a number of colleges can help out by subsidising either the college or the tuition fee, and the Henry Smith charity generously helps with most of the remaining shortfall. There are therefore limits to the number of Tripos students we can accept and fund, since we are dependent on colleges that can offer substantial bursaries. The other limiting factor is the number of qualified applicants who apply for the course, and this varies widely year by year.

Seven students completed the BTh, with very good results. There were three first class awards, and four upper seconds.

Common Awards, 2020-21

Common Awards includes three postgraduate courses: the Postgraduate Certificate (PGCert, 60 credits), the Postgraduate Diploma (PGDip, 120 credits) and the MA (180 credits including a 60 credits Dissertation). In 2020-21 one post-BTh student and one Lay Ministry student completed the Postgraduate Certificate. Six students took the Postgraduate Diploma.

The main course for those with a theology degree is the MA over two years, alongside auditing other modules important for their ministry formation. The number of such students varies widely year by year. In 2020-21 there were seven students in this category, including one finalist, and one deferring completion to 21-22. Two students took the MA after successful completion of an undergraduate award, and one took the MA as a one year programme, following the BTh. One student upgraded to the MA (i.e., writing the dissertation) in the parish, and there were also five part-time flexible students, including three finalists. Overall, this means that there were twenty-four students studying a Common Awards Postgraduate Course at Ridley, a substantial increase from the previous year.

Ridley Hall delivers a suite of undergraduate Common Awards, comprising the Certificate of Higher Education, Diploma of Higher Education, BA (Hons) and Graduate Diploma in Theology, Ministry and Mission. Flexible course delivery, including block week teaching, means that programmes are accessible to a diverse student body. Due to Covid-19, teaching of Common Awards in 2020-21 was moved to online delivery.

In 2020-21 seventy-nine students were enrolled for an accredited undergraduate Common Award: twenty-seven ordinands, forty Lay Ministry students, three flexible study students and nine Ridley Hall London students. A further five RH London students completed a Common Awards taster module, which leads to progression to an undergraduate course.

Due to the pandemic, confirmation of awards and classifications by Durham University has been delayed. Thirty-one students will be presented for undergraduate Common Awards, including eighteen for the BA (Hons), nine for the Diploma of Higher Education, two for the graduate-entry Diploma and two for the Certificate of Higher Education. The Diploma and Certificate of Higher Education are not classified. BA (Hons) classifications are expected to include at least one first class award, with a majority of 2.1 classifications, and no failures.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2021

Achievements and performance *(continued)*

Department of Lay Ministry Training and Formation (RLM)

RLM offers degree level training within Common Awards as a key part of Ridley Hall's offer to the whole church. RLM has developed a contextual approach that works in partnership with dioceses, faith organisations and individual churches to train the laity for a variety of roles including youth ministry, children and family's ministry, sports ministry, and pioneer ministry.

RLM delivers the degree in six block teaching weeks over the year at Ridley Hall, where students undertake academic study within an intentional worshipping community. Students apply their learning within substantial placements and are supported in their reflections through group tutorials.

The RLM team was strengthened further this year by the appointment of two new staff, as it held to its vision to deliver excellent training for Christian leaders. Rob French, Tutor in Sports Ministry, with his academic and teaching gifts and excellent networks within sports ministry, enabled further development of this stream. Lucy Anstey, recently appointed as Tutor for Schools Chaplaincy, is looking to develop this area as a new specialism for Ridley in the year ahead, tying in with a new emphasis on this ministry within the wider church.

In 2020-21 RLM had 42 students enrolled over the three years, placed with churches and dioceses across the East, South, West and the Midlands of the UK.

Student Placements

Ridley ordinands usually undertake a four-week summer placement shadowing clergy and experiencing practical ministry. Some students remain in Cambridge and nearby villages whilst others venture further afield in the UK and abroad, selecting contexts which range from deeply rural to city centre. In recent years destinations in the UK have included a multi-ethnic context in Leicester, a rural benefice in Wales, a resource church in Derby, and various cathedrals. Students who opt to experience Anglican contexts outside the UK have visited, among others, Hong Kong Cathedral, Perth, Western Australia, and Baghdad. They have returned enriched by the experience to share their stories and their questions with their fellow students as they continue to prepare for ordained ministry. In summer 2020, because of the restrictions imposed by the Coronavirus, ordinand placements were postponed and took place in the Christmas and Easter vacations during the 2020-21 academic year.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2021

Financial review

Income

Total income for the year amounted to £1,555,458 (£2,223,333 in 2019/20). This comprised of £1,481,748 unrestricted income and £73,710 restricted income. The significant decrease on total income was mainly due to a one-off restricted grant of £645,700 in the prior year. The underlying total income for 2019/20, excluding this grant is £1,577,633, which is in line with the total income for the year 2020/21.

Income from the College's charitable activities (Note 6) was £1,207,003 (£1,226,686 in 2019/20). The main source of income for the College is student tuition fees and maintenance charges.

Donations and appeals income decreased from £81,136 in 2019/20 to £67,408 in 2020/21 (Note 5).

Income from other trading activities (Note 7) amounted to £208,932 (£251,040 in 2019/20), consisting of conference and lettings income of £1,645 (£63,113 in 2019/20) and other income of £207,287 (£187,927 in 2019/20). The decrease in conference income was due to the Studio language school cancelling their usual hire of our site and buildings as a result of the Covid-19 pandemic. The increase in other income was mainly achieved through receiving the government furlough grants and the additional rental income from A-staircase accommodations.

Interest received (Note 8) amounted to £2,229 (£15,901 in 2019/20). The decrease was due to the significant amount of cash spent on the A-staircase project in the year, resulting in less cash invested in the business saving accounts.

Expenditure

Total expenditure amounted to £1,768,976 which is similar to total expenditure in prior year, (£1,771,143 in 2019/20).

The cost of raising donations and legacies (Note 9) was £49,673 which is in line with the cost of £49,863 in 2019/20. The expenditure on charitable activities (Notes 10 and 11) relates to the operation of the College, the provision of staff and student housing, and support costs. This expenditure amounted to £1,719,303 (£1,721,280 in 2019/20). Overall staff costs (Note 15) were £1,107,138 (£1,119,964 in 2019/20). Average staff headcount and the average number of full-time equivalent employees went down by 3 and 1 respectively. Auditors' remuneration is £6,180 for the year (£6,500 in 2019/20).

Depreciation on tangible fixed assets (Note 13) amounted to £115,469 (£92,768 in 2019/20) and fixed asset additions amounted to £1,859,141 for the year (£249,491 in 2019/20). The significant increases were mainly due to the completion of the A-staircase building project.

Net movement in Funds

The activities for the period show a net movement of funds of a deficit of £218,518 (surplus of £571,190 in 2019/20). However, it is important to note that the surplus in the prior year is as a result of a one-off grant of £645,700 and the pension provision movement of £140,000.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2021

Financial review *(continued)*

Balance Sheet

Total charity funds at 31 July 2021 were £4,982,813 (£5,201,331 on 31 July 2020). This comprises restricted funds of £90,504 (£748,141 on 31 July 2020), and unrestricted funds of £4,892,309 (£4,453,190 on 31 July 2020).

Unrestricted funds are also detailed in Note 25. As a result of adopting FRS 102, the balance sheet now includes a pensions provision of £33,000 (£50,000 at 31 July 2020), see Note 24. This provision has been reflected separately as a pensions reserve in Note 25.

The College has no other significant endowment or investments. There are no borrowing facilities in place at this time.

Subsequent Events

There are no subsequent events to report.

Reserves Policy

The Trustees have agreed a policy of holding six months budgeted operating costs in the General Reserve, which would equate to approximately £900k. At 31 July 2021, the unrestricted cash funds, excluding the premises fund and pension reserve, amounted to £274,518 a decrease on £1,594,752 at 31 July 2020. The focus in 2021/22 continues to be on how to address the shortfall both by reviewing income streams and ways of cutting costs.

Investment Powers

The Trustees have the power to make investments at the discretion of the Trustee Board of up to two thirds of monies held.

Plans for future periods

Following the introduction of four subcommittees within the Trustees' Committee, we aim to achieve significant support from each subcommittee, each of which has specific aims:

- Education and Formation - to review all curriculum and staffing in a revised Federation and build stronger relationships with key stakeholders;
- Finance - to achieve operational break even or better supported by robust financial systems, processes and controls;
- Fund Raising and Development - to develop fund raising plans, prioritisation and evaluation using an updated contact database;
- Nominations - to review succession planning and to recruit a full complement of Trustees.

Ridley Hall, Cambridge

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 July 2021

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 8/12/2021 and signed on behalf of the board of trustees by:



Mr Mark Spelman
Chairman of the Trustees



Mr Kevin Holmes
Chairman of the Finance Committee

Ridley Hall, Cambridge

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ridley Hall, Cambridge

Year ended 31 July 2021

Opinion

We have audited the financial statements of Ridley Hall, Cambridge (the 'charity') for the year ended 31 July 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 July 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Ridley Hall, Cambridge

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ridley Hall, Cambridge *(continued)*

Year ended 31 July 2021

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Ridley Hall, Cambridge

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ridley Hall, Cambridge *(continued)*

Year ended 31 July 2021

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the charity and theological education sector in which it operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, Charities Act 2011, taxation legislation, data protection, anti-bribery, employment, environmental and health and safety legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

Ridley Hall, Cambridge

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ridley Hall, Cambridge *(continued)*

Year ended 31 July 2021

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates set out in Note 3 were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims; and
- reviewing correspondence with HMRC, relevant regulators and the charity's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Ridley Hall, Cambridge

Company Limited by Guarantee

Independent Auditor's Report to the Members of Ridley Hall, Cambridge *(continued)*

Year ended 31 July 2021

Use of our report

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

Shane Tharby

Mr Shane Tharby (Senior Statutory Auditor)

For and on behalf of
Streets Audit LLP
Chartered accountants & statutory auditor
3 Wellbrook Court
Girton
Cambridge
CB3 0NA

17 December 2021

Ridley Hall, Cambridge

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 July 2021

		Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
	Note				
Income and endowments					
Donations and legacies	5	66,944	70,350	137,294	729,706
Charitable activities	6	1,203,643	3,360	1,207,003	1,226,686
Other trading activities	7	208,932	—	208,932	251,040
Investment income	8	2,229	—	2,229	15,901
Total income		<u>1,481,748</u>	<u>73,710</u>	<u>1,555,458</u>	<u>2,223,333</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	9	49,673	—	49,673	49,863
Expenditure on charitable activities	10,11	1,693,004	26,299	1,719,303	1,721,280
Total expenditure		<u>1,742,677</u>	<u>26,299</u>	<u>1,768,976</u>	<u>1,771,143</u>
Net (expenditure)/income		<u>(260,929)</u>	<u>47,411</u>	<u>(213,518)</u>	<u>452,190</u>
Transfers between funds	17	705,048	(705,048)	—	—
Other recognised gains and losses					
Actuarial (losses)/gains on defined benefit pension schemes		(5,000)	—	(5,000)	119,000
Net movement in funds		<u>439,119</u>	<u>(657,637)</u>	<u>(218,518)</u>	<u>571,190</u>
Reconciliation of funds					
Total funds brought forward		<u>4,453,190</u>	<u>748,141</u>	<u>5,201,331</u>	<u>4,630,141</u>
Total funds carried forward		<u><u>4,892,309</u></u>	<u><u>90,504</u></u>	<u><u>4,982,813</u></u>	<u><u>5,201,331</u></u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 21 to 38 form part of these financial statements.

Ridley Hall, Cambridge

Company Limited by Guarantee

Statement of Financial Position

31 July 2021

	Note	2021 £	£	2020 £	£
Fixed assets					
Intangible assets	18		2,530		3,850
Tangible fixed assets	19		4,652,110		2,908,438
			<u>4,654,640</u>		<u>2,912,288</u>
Current assets					
Debtors	20	38,741		696,656	
Cash at bank and in hand		<u>480,707</u>		<u>1,703,950</u>	
		519,448		2,400,606	
Creditors: amounts falling due within one year	22	<u>158,275</u>		<u>61,563</u>	
Net current assets			<u>361,173</u>		<u>2,339,043</u>
Total assets less current liabilities			<u>5,015,813</u>		<u>5,251,331</u>
Provisions					
Pensions and similar obligations	23		<u>33,000</u>		<u>50,000</u>
Net assets			<u>4,982,813</u>		<u>5,201,331</u>
Funds of the charity					
Restricted funds			90,504		748,141
Unrestricted funds:					
Defined benefit pension reserve		(33,000)		(50,000)	
Other unrestricted income funds		<u>4,925,309</u>		<u>4,503,190</u>	
Total unrestricted funds			<u>4,892,309</u>		<u>4,453,190</u>
Total charity funds	25		<u>4,982,813</u>		<u>5,201,331</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 8/11/2021, and are signed on behalf of the board by:


Mr Mark Spelman
Chairman of the Trustees


Mr Kevin Holmes
Chairman of the Finance Committee

The notes on pages 21 to 38 form part of these financial statements.

Ridley Hall, Cambridge

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 July 2021

	2021 £	2020 £
Cash flows from operating activities		
Net (expenditure)/income	(218,518)	571,190
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	115,469	92,768
Amortisation of intangible assets	1,320	1,320
Other interest receivable and similar income	(2,229)	(15,901)
<i>Changes in:</i>		
Trade and other debtors	657,915	(600,708)
Trade and other creditors	96,712	(77,595)
Provisions and employee benefits	(17,000)	(140,000)
Cash generated from operations	633,669	(168,926)
Interest received	2,229	15,901
Net cash from/(used in) operating activities	635,898	(153,025)
Cash flows from investing activities		
Purchase of tangible assets	(1,859,141)	(249,491)
Net cash used in investing activities	(1,859,141)	(249,491)
Net decrease in cash and cash equivalents	(1,223,243)	(402,516)
Cash and cash equivalents at beginning of year	1,703,950	2,106,466
Cash and cash equivalents at end of year	480,707	1,703,950

The notes on pages 21 to 38 form part of these financial statements.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 July 2021

1. General information

The charity is a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Ridley Hall Road, Cambridge, CB3 9HG.

The charity is a public benefit entity as defined by FRS 102.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)), the Companies Act 2006 and the Charities Act 2011.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Significant judgements

There are no significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Key sources of estimation uncertainty

Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. The key assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

Tangible fixed assets are recognised at cost, less accumulated depreciation. Depreciation is charged over the estimated useful life of the asset to its estimated residual value.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

3. Accounting policies *(continued)*

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Income and endowments

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events and non-charitable trading activities.
- expenditure on charitable activities includes all costs incurred by the charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

3. Accounting policies *(continued)*

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Cash and cash equivalents

Cash at bank and in hand is held to meet the day to day running costs of the charity as they fall due.

Cash equivalents are short term, highly liquid investments, in 125-day notice, or less, interest bearing savings accounts.

Intangible assets

Intangible assets are initially recorded at cost, and are subsequently stated at cost less any accumulated amortisation.

Amortisation

Amortisation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Cloud based server	-	25% straight line
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If there is an indication that there has been a significant change in amortisation rate, useful life or residual value of an intangible asset, the amortisation is revised prospectively to reflect the new estimates.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation.

Depreciation

Expenditure on furniture and fittings and equipment is capitalised and written off respectively at 10% and 10-25% on cost annually. Freehold land is not depreciated. Freehold buildings including refurbishment and improvement costs are depreciated on a straight-line basis over their useful economic lives which are estimated to be 24 or 25 years, except where the estimated residual values (based on prices at the time of acquisition) of the buildings are not materially different from their carrying value in the accounts. Improvements are not depreciated until they are brought into use.

Ridley Hall continued to be the joint owner of 15 Guest Road, Cambridge, a residential property purchased in 1989 for £190,000. The purchase price has been met by a loan from the Church Commissioners which is only repayable upon realisation. Under the agreement, the Church Commissioners benefit from any increase in the value of the property on sale and the Charity is responsible for the repair and maintenance of the property. This property and corresponding loan have therefore not been included within the balance sheet.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

3. Accounting policies *(continued)*

Investment income

Investment income is credited to the appropriate fund accounts.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the company will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability.

Value added tax

As the Charity's activities are classified as exempt or non-business activities for the purposes of value added tax, the Charity is unable to reclaim the value added tax which it incurs on its purchases. Expenditure in these financial statements is therefore shown inclusive of value added tax.

Provisions

Provisions are recognised when the entity has an obligation at the reporting date as a result of a past event, it is probable that the entity will be required to transfer economic benefits in settlement and the amount of the obligation can be estimated reliably. Provisions are recognised as a liability in the statement of financial position and the amount of the provision as an expense.

Provisions are initially measured at the best estimate of the amount required to settle the obligation at the reporting date and subsequently reviewed at each reporting date and adjusted to reflect the current best estimate of the amount that would be required to settle the obligation. Any adjustments to the amounts previously recognised are recognised in income or expenditure unless the provision was originally recognised as part of the cost of an asset. When a provision is measured at the present value of the amount expected to be required to settle the obligation, the unwinding of the discount is recognised as a finance cost in the statement of financial activities in the period it arises, and is allocated to the appropriate expenditure heading.

Defined contribution plans

Contributions to defined contribution plans and other plans accounted for as defined contribution plans are recognised as an expense in the period in which the related service is provided.

Any agreed deficit recovery contributions are recognised immediately once agreed. Further details about the Charity's pension arrangements can be found in Note 24 of the financial statements.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 July 2021

3. Accounting policies (continued)

Transfer of assets on formation of new corporate charity

All activities, assets, liabilities and corresponding funds from the old unincorporated charity, Ridley Hall, (Charity number 311456) were transferred to the new corporate charity, Ridley Hall, Cambridge (Charity number 1157004) as of 1 August 2014.

As a result, all tangible fixed assets transferred, including property assets, were initially recorded in this new corporate charity at their net book value, separately split in the fixed asset note between cost and accumulated depreciation at the time of transfer in the previous unincorporated charity. No fair value adjustments had been made to reflect the open market value of the property as at the time of transfer.

Future depreciation on the tangible fixed assets transferred have continued to be calculated based on the original purchase price and estimated useful economic lives as at the time of original acquisition

The trustees are of the opinion that accounting for the transfer in this way gives a true and fair view and best reflects the substance of the transfer such that nothing fundamental has changed.

4. Limited by guarantee

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations and appeals	66,658	750	67,408
Grants			
Grants receivable	286	69,600	69,886
	<u>66,944</u>	<u>70,350</u>	<u>137,294</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Donations			
Donations and appeals	77,723	3,413	81,136
Grants			
Grants receivable	—	648,570	648,570
	<u>77,723</u>	<u>651,983</u>	<u>729,706</u>

Included within restricted funds above is a grant of £645,700 from the Maurice & Hilda Laing Charitable Trust which was awarded for the A-staircase building project.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Fees	1,203,643	3,360	1,207,003
Sabbaticals	—	—	—
	<u>1,203,643</u>	<u>3,360</u>	<u>1,207,003</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Fees	1,210,662	—	1,210,662
Sabbaticals	16,024	—	16,024
	<u>1,226,686</u>	<u>—</u>	<u>1,226,686</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Conferences and lettings	1,645	1,645	63,113	63,113
Rental income	84,727	84,727	65,110	65,110
Catering income	4,066	4,066	46,813	46,813
Other income	118,494	118,494	76,004	76,004
	<u>208,932</u>	<u>208,932</u>	<u>251,040</u>	<u>251,040</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Bank interest receivable	2,229	2,229	15,901	15,901

9. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Development office costs	49,673	49,673	49,863	49,863

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Operation of theological college and provision of staff and student housing	1,428,914	26,299	1,455,213
Support costs	264,090	–	264,090
	<u>1,693,004</u>	<u>26,299</u>	<u>1,719,303</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Operation of theological college and provision of staff and student housing	1,416,013	38,074	1,454,087
Support costs	267,193	–	267,193
	<u>1,683,206</u>	<u>38,074</u>	<u>1,721,280</u>

11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2021 £
Operation of theological college and provision of staff and student housing	1,455,213	257,910	1,713,123
Governance costs	–	6,180	6,180
	<u>1,455,213</u>	<u>264,090</u>	<u>1,719,303</u>
	Activities undertaken directly £	Support costs £	Total funds 2020 £
Operation of theological college and provision of staff and student housing	1,454,087	257,796	1,711,883
Governance costs	–	9,397	9,397
	<u>1,454,087</u>	<u>267,193</u>	<u>1,721,280</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

12. Analysis of support costs

	Total 2021	Total 2020
	£	£
Wages and salaries	159,799	154,124
Employer's NIC	15,052	14,293
Pension costs	15,880	15,396
Audit fees	6,180	6,500
Legal and professional fees	—	2,820
Costs of trustees' meetings	—	77
Communication costs	15,378	16,390
Finance fees	4,376	5,103
Admin costs	18,296	21,468
Reception costs	6,884	9,255
IT costs	22,245	21,767
	<u>264,090</u>	<u>267,193</u>

13. Net (expenditure)/income

Net (expenditure)/income is stated after charging/(crediting):

	2021	2020
	£	£
Amortisation of intangible assets	1,320	1,320
Depreciation of tangible fixed assets	115,469	92,768
Foreign exchange differences	<u>3,762</u>	<u>4,899</u>

14. Auditors remuneration

	2021	2020
	£	£
Fees payable for the audit of the financial statements	<u>6,180</u>	<u>6,500</u>

15. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2021	2020
	£	£
Wages and salaries	912,554	927,313
Social security costs	75,909	76,339
Employer contributions to pension plans	118,675	116,312
	<u>1,107,138</u>	<u>1,119,964</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

15. Staff costs *(continued)*

The average head count of employees during the year was 39 (2020: 42). The average number of full-time equivalent employees during the year is analysed as follows:

	2021 No.	2020 No.
Academic	14	14
Administration	5	5
Catering	4	4
Domestic	4	4
Premises	1	1
RLM	2	3
Development	1	1
	<u>31</u>	<u>32</u>

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £195,576 (2020: £183,065).

16. Trustee remuneration and expenses

The trustees received no remuneration or other benefits from the charity in the current or previous year. During the year, no (2020: one) trustees were reimbursed for travel and subsistence expenses (2020: £77).

17. Transfer between funds

The transfer from the restricted Development Fund to the general unrestricted fund was done following the costs incurred during the year on tangible fixed asset improvements which are held for the long term general purposes of the charity and not for a restricted purpose. Therefore the transfer is in accordance with the Charity SORP.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

18. Intangible assets

	Cloud based intangible server £
Cost	
At 1 August 2020 and 31 July 2021	<u>5,280</u>
Amortisation	
At 1 August 2020	1,430
Charge for the year	<u>1,320</u>
At 31 July 2021	<u>2,750</u>
Carrying amount	
At 31 July 2021	<u>2,530</u>
At 31 July 2020	<u>3,850</u>

19. Tangible fixed assets

	Freehold property £	Fixtures and fittings £	Total £
Cost			
At 1 August 2020	3,784,136	623,785	4,407,921
Additions	<u>1,775,364</u>	<u>83,777</u>	<u>1,859,141</u>
At 31 July 2021	<u>5,559,500</u>	<u>707,562</u>	<u>6,267,062</u>
Depreciation			
At 1 August 2020	996,193	503,290	1,499,483
Charge for the year	<u>88,218</u>	<u>27,251</u>	<u>115,469</u>
At 31 July 2021	<u>1,084,411</u>	<u>530,541</u>	<u>1,614,952</u>
Carrying amount			
At 31 July 2021	<u>4,475,089</u>	<u>177,021</u>	<u>4,652,110</u>
At 31 July 2020	<u>2,787,943</u>	<u>120,495</u>	<u>2,908,438</u>

Included within Freehold Property is land and buildings of £1,869,157 (2020: £1,861,415) which is not depreciated.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

20. Debtors

	2021	2020
	£	£
Trade debtors	21,420	26,480
Prepayments and accrued income	14,652	665,083
Other debtors	2,669	5,093
	<u>38,741</u>	<u>696,656</u>

Included within accrued income in 2020 above is a restricted grant of £645,700 from the Maurice & Hilda Laing Charitable Trust which was received in August 2020.

21. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2021	2020
	£	£
Cash at bank and in hand	451,249	229,055
Short-term deposits	29,458	1,474,895
	<u>480,707</u>	<u>1,703,950</u>

22. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	1,312	12,377
Accruals and deferred income	130,056	21,711
Social security and other taxes	20,798	19,299
Other creditors	6,109	8,176
	<u>158,275</u>	<u>61,563</u>

23. Provisions

	Pensions and similar obligations
	£
At 1 August 2020	50,000
Deficit contributions paid	(22,000)
Other movements	5,000
At 31 July 2021	<u>33,000</u>

The pension provision is for the agreed deficit recovery plan in respect of the Church of England Funded Pension Scheme. Further details of the scheme as disclosed in note 24 to the accounts.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

24. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £118,675 (2020: £116,312).

Church of England Funded Pension Scheme

Ridley Hall, Cambridge participates in the Church of England Funded Pensions Scheme for stipendiary clergy, a defined benefit pension scheme. This scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of Ridley Hall, Cambridge and the other participating employers.

Each participating employer in the scheme pays contributions at a common contribution rate applied to pensionable stipends.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This means it is not possible to attribute the Scheme's assets and liabilities to each specific participating employer, and this means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pension costs charged to the SoFA in the year are contributions payable towards benefits and expenses accrued in that year, plus the figures highlighted in the table below as being recognised in the SoFA.

A valuation of the Scheme is carried out once every three years. The most recent Scheme valuation completed was carried out as at 31 December 2018. The 2018 valuation revealed a deficit of £50m, based on assets of £1,818m and a funding target of £1,868m, assessed using the following assumptions:

- An average discount rate of 3.2% p.a.;
- RPI inflation of 3.4% p.a. (and pension increases consistent with this);
- Increase in pensionable stipends of 3.4% p.a.; and
- Mortality in accordance with 95% of the S3NA_VL tables, with allowance for improvements in mortality rates in line with the CMI2018 extended model with a long term annual rate of improvement of 1.5%, a smoothing parameter of 7 and an initial addition to mortality improvements of 0.5% pa.

Following the 31 December 2018 valuation, a recovery plan was put in place until 31 December 2022 and the deficit recovery contributions (as a percentage of pensionable stipends) are as set out in the table below.

	January 2018 to December 2020	January 2021 to December 2022
Deficit repair contributions	11.9%	7.1%

As at 31 December 2018 the deficit recovery contributions under the recovery plan in force at that time were 11.9% of pensionable stipends until December 2025.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 July 2021

24. Pensions and other post retirement benefits (continued)

As at 31 December 2019 and 31 December 2020 the deficit recovery contributions under the recovery plan in force were as set out in the above table.

For senior office holders, pensionable stipends are adjusted in the calculations by a multiple, as set out in the Scheme's rules.

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. The movement in the balance sheet liability over 2019 and over 2020 is set out in the table below.

	2020 £	2019 £
Balance sheet liability at 1 January	50,000	190,000
Deficit contribution paid	(22,000)	(25,000)
Interest cost (recognised in SoFA)	Nil	4,000
Remaining change to the balance sheet liability* (recognised in SoFA)	5,000	(119,000)
Balance sheet liability at 31 December	<u>33,000</u>	<u>50,000</u>

*Comprises change in agreed deficit recovery plan, and change in discount rate and assumptions between year-ends.

This liability represents the present value of the deficit contributions agreed as at the accounting date and has been valued using the following assumptions set by reference to the duration of the deficit recovery payments:

	December 2020	December 2019	December 2018
Discount rate	0.2% pa	1.1% pa	2.1% pa
Price inflation	3.1% pa	2.8% pa	3.1% pa
Increase to total pensionable payroll	1.6% pa	1.3% pa	1.6% pa

The legal structure of the scheme is such that if another Responsible Body fails, Ridley Hall, Cambridge could become responsible for paying a share of that Responsible Body's pension liabilities.

The actuarial gain of £119,000 was included within expenditure on charitable activities on the Statement of Financial Activities in the previous year but has been shown separately under other recognised gains and losses on the face of the Statement of Financial Activities this year.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 July 2021

25. Analysis of charitable funds

Unrestricted funds

	At 1 August 2020 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 July 2021 £
Premises fund	2,908,438	–	–	1,742,353	–	4,650,791
Property improvement and maintenance fund	4,444	14,630	–	(11,643)	–	7,431
Annual fund	61,886	48,371	–	(101,975)	–	8,282
UK Bursary fund	12,776	1,649	(1,250)	–	–	13,175
Overseas Bursary fund	3,150	1,050	(5)	–	–	4,195
Student Aid	7,228	–	–	–	–	7,228
Pension Reserve	(50,000)	–	22,000	–	(5,000)	(33,000)
Special Initiatives fund	1,173,283	–	(59,811)	(1,110,654)	–	2,818
General fund	331,985	1,416,048	(1,703,611)	186,967	–	231,389
	<u>4,453,190</u>	<u>1,481,748</u>	<u>(1,742,677)</u>	<u>705,048</u>	<u>(5,000)</u>	<u>4,892,309</u>

	At 1 August 2019 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 July 2020 £
Premises fund	2,751,716	–	–	156,722	–	2,908,438
Property improvement and maintenance fund	53,443	300	–	(49,299)	–	4,444
Annual fund	138,761	76,223	–	(153,098)	–	61,886
UK Bursary fund	12,626	150	–	–	–	12,776
Overseas Bursary fund	2,100	1,050	–	–	–	3,150
Student Aid	7,228	–	–	–	–	7,228
Pension Reserve	(190,000)	–	21,000	–	119,000	(50,000)
Special Initiatives fund	1,450,000	–	(55,808)	(220,909)	–	1,173,283
General fund	270,035	1,493,627	(1,698,261)	266,584	–	331,985
	<u>4,495,909</u>	<u>1,571,350</u>	<u>(1,733,069)</u>	<u>–</u>	<u>119,000</u>	<u>4,453,190</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

25. Analysis of charitable funds *(continued)*

The **Premises Fund** serves to account for the reserves held within the tangible fixed assets from which the College operates. The transfer between this fund and the general fund represents movements in tangible fixed assets during the period.

The **Property Improvement and Maintenance (PIM) Fund** is established to provide for funding for any work undertaken by the College across its physical estates, at our main site in Ridley Hall Road and beyond. The fund is concerned with the repair, day to day maintenance, adaptation and upkeep of any existing premises of the college including buildings, grounds and gardens.

The **Annual Fund** enables the College to continue to provide the best possible setting for its students' formation. Key areas of the College that benefit from this Fund are teaching, staff training, the library, support services and the chapel. The annual fund consists of donations given to the college for any purpose and so are treated as designated.

The Bursary Funds provide bursaries in support of both UK and Overseas students. The role of the **UK Bursary Fund** is to contribute towards the costs of UK based students, in those cases where student costs may not be covered. The **Overseas Bursary Fund** exists to provide financial assistance to those students from overseas who would not otherwise be able to study at the College.

The **Student Aid Fund** is concerned with providing financial support for students who have specific needs which cannot be met from their main grants. The fund's use is at the discretion of the Principal and all relevant expenditure is charged against the fund.

The **Pension Reserve** reflects the provision arising from the adoption of FRS102.

The **Special Initiatives Fund** has been created following a donation of £1.45 million given to encourage and enable Ridley Hall in pursuing special initiatives with the aim of providing regular income streams to enhance its future sustainability as a theological college in the Church of England. This broad aim gives the trustees wide discretion to apply these funds in the best way they see fit, so this is to be treated as a designated fund. Funds spent on capital items in the year have been transferred to the premises fund reserve. Following the completion of the A-staircase building project during this financial year, this fund has almost been fully spent at the year end.

The **General Fund** is the balance of unrestricted funds after the designated funds listed above have been set aside by the Trustee Board.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

25. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 August 2020 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 July 2021 £
Endowment fund	37,180	–	–	–	–	37,180
UK Bursary fund	22,725	40,500	(19,500)	–	–	43,725
Overseas Bursary fund	3,495	–	(3,495)	–	–	–
Development fund	675,948	29,100	–	(705,048)	–	–
Newbigin Centre	8,793	4,110	(3,304)	–	–	9,599
	<u>748,141</u>	<u>73,710</u>	<u>(26,299)</u>	<u>(705,048)</u>	<u>–</u>	<u>90,504</u>

	At 1 August 2019 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 July 2020 £
Endowment fund	37,180	–	–	–	–	37,180
UK Bursary fund	45,983	–	(23,258)	–	–	22,725
Overseas Bursary fund	6,995	–	(3,500)	–	–	3,495
Development fund	30,185	645,763	–	–	–	675,948
Newbigin Centre	13,889	6,220	(11,316)	–	–	8,793
	<u>134,232</u>	<u>651,983</u>	<u>(38,074)</u>	<u>–</u>	<u>–</u>	<u>748,141</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 July 2021

25. Analysis of charitable funds (continued)

The **Endowment Fund** consists of donations given to assist the College to build up a capital fund and is treated as a restricted fund. The interest earned on the monies is available for use in supporting a variety of educational uses within the College as determined by the Board of Trustees from time to time.

The Bursary Funds provide bursaries in support of both UK and Overseas students. The role of the **UK Bursary Fund** is to contribute towards the costs of UK based students, in those cases where student costs may not be covered. The **Overseas Bursary Fund** exists to provide financial assistance to those students from overseas who would not otherwise be able to study at the College.

The **Development Fund** is specifically used to manage donations for new building projects. This fund is concerned with the finance of any new building project undertaken by the college across its estates. Following the completion of the A-staircase building project during this financial year, all grants and donations given to this fund have been allocated to meet the costs for the project, and so the fund balance is nil at the year end.

The **Newbigin Centre** is named in memory of Bishop Leslie Newbigin, a pioneer in thinking through the missionary challenge facing churches in the contemporary West. It aims to attract research students focusing on themes relating to the Gospel and Western culture and to develop resources for the wider church.

The remaining funds in the table above contain the restricted element of any donations towards the activities explained earlier in this note.

26. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Intangible assets	2,530	–	2,530
Tangible fixed assets	4,652,110	–	4,652,110
Current assets	270,669	90,504	361,173
Provisions	(33,000)	–	(33,000)
Net assets	4,892,309	90,504	4,982,813

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Intangible assets	3,850	–	3,850
Tangible fixed assets	2,908,438	–	2,908,438
Current assets	1,590,902	748,141	2,339,043
Provisions	(50,000)	–	(50,000)
Net assets	4,453,190	748,141	5,201,331

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2021

27. Analysis of changes in net debt

	At 1 Aug 2020 £	Cash flows £	At 31 Jul 2021 £
Cash at bank and in hand	<u>1,703,950</u>	<u>(1,223,243)</u>	<u>480,707</u>

28. Capital commitments

Capital expenditure contracted for but not provided for in the financial statements is as follows:

	2021 £	2020 £
Tangible fixed assets	<u>—</u>	<u>1,604,496</u>

29. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Not later than 1 year	32,568	31,930
Later than 1 year and not later than 5 years	11,790	37,627
	<u>44,358</u>	<u>69,557</u>

30. Related parties

The total amount of donations received from trustees without conditions amounted to £4,533 (2020: £4,568).

There were no other related party transactions in the current or prior year.