

COMPANY REGISTRATION NUMBER: 09011968
CHARITY REGISTRATION NUMBER: 1157004

Ridley Hall, Cambridge
Company Limited by Guarantee
Financial Statements
For the year ended
31 July 2023

Ridley Hall, Cambridge

Company Limited by Guarantee

Financial Statements

Year ended 31 July 2023

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Ridley Hall, Cambridge

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

Year ended 31 July 2023

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 2023.

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 (Resigned 23 November 2022) The Rt Revd Dr Jo Bailey Wells (Resigned 22 November 2023) Very Revd John Irvine Mrs Sibella Laing Dr Kevin John Holmes Mr Simon McGuire (Resigned 22 November 2023) Revd Rebecca Dyball (Vice Chairman) Canon Andrew R Presland Rt Revd Dr Pete Wilcox Revd Michael David Bigg Mrs Kina Robertshaw Professor Simeon Zahl Mr Andrew West (Appointed 20 March 2023) Miss Susan Pope (Appointed 22 December 2022) Rt Revd Debbie Sellin (Appointed 9 January 2023)
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

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

Year ended 31 July 2023

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 governance 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 changes to the Church of England ordination recruitment process and the threat of an ongoing reduction in ordinand numbers do present a risk to the financial sustainability of the College. Ministry Division have made some constructive steps and Finance Committee have also worked to develop a range of mitigation options - these are under consideration by the board.

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Year ended 31 July 2023

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 an international, national 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 celebrated 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, establishing what is now known as Ridley Online.

The mission of the College, which is to train leaders for the church, is supported by a clear vision, which emerged under the direction of the Principal and leadership team; 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 in 2022-23 through the support and encouragement of key staff members, detailed attention to the curriculum, ongoing improvements to college buildings and the growth of income streams from room rental, catering and hosting external events.

Ridley Hall, Cambridge

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

Year ended 31 July 2023

Objectives and activities *(continued)*

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 refreshment programme provides opportunities for sabbaticals, study leave and postgraduate awards for church leaders and visiting scholars, self-financed or through bursary-funding. Having had to pause during the pandemic, the College resumed this important aspect of our shared life and has continued to benefit from guests during the 2022-23 academic year. A senior priest from the Episcopal Church in the United States, stayed with us during the duration of the Easter term and wrote,

'The Community at Ridley is its most important asset. Both faculty and students are deeply committed to their respective missions within the Church community and it shows. The rhythms of community life are vital to maintaining a regular life of prayer and fellowship in its midst of demanding schedules. And yet, in the midst of all this, many members found time to extend themselves to me as a guest in the midst but for a time... I came to Ridley Hall, in part, to move myself beyond my own comfort zone. Ridley did this for me and gave me a renewed hope for the Church – that the Holy Spirit is moving in new and varied ways among God's people.'

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 2022-23 the department had 28 men and women across three year-groups studying for the Common Awards BA in Theology, Ministry and Mission. In addition, 15 lay ministry students were enrolled on Common Award modules taught through our Ridley Online (previously Ridley London) teaching centre, and 9 students were studying for various awards under the heading 'flexible studies'.

Achievements and performance

Overview

In 2022-23 Ridley Hall had 48 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 2022-23 there were 28 students enrolled on our Lay Ministry Pathway, mentioned above and 9 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 15 students enrolled, some of whom were London diocese apprentices undertaking Common Awards.

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 student visa sponsor status enabling Ridley Hall to recruit international students requiring a student visa for its Common Awards pathways. We currently have two RLM students who have made use of this facility.

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

Year ended 31 July 2023

Achievements and performance *(continued)*

During the 2022-23 academic year, we continued to focus on student recruitment for 2023-24. There continues to be serious concerns across the TEI sector about the new two-stage ordinand discernment process recently rolled out by the national church. Following meetings with TEI Principals and Ministry Council, a funding package was agreed that provided a proportion of the academic fee income for the difference between our current number of ordinands and the total number of ordinands at Ridley during the 2022-23 academic year. It was helpful to be provided with additional financial security, given lower numbers coming forward for training. However, we continue to notice a marked difference in ordinand recruitment with very small numbers coming for interview early in the year and potential ordinands seeking to book bespoke interviews late in the year and even after the academic year has finished. We have recruited 12 ordinands for entry in 2023-24, this continues to be far lower than has been expected in previous years, where we would expect approximately 25 new ordinands per year, and we share serious concerns with other residential TEIs about the impact of a variety of factors on the discernment of new vocations to ordained ministry, including the new discernment processes, the cost of living crisis, and uncertainty around LLF.

The Director of the Newbigin Centre, the Rev Dr Paul Weston continues to supervise research students for MPhil/PhD degrees. After 20 years of faithful service as a member of staff at Ridley Hall, Dr Weston retired in August 2023.

Part of Ridley's commitment to becoming a beacon of Christian learning and formation is building and maintaining an exceptional staff team. In September 2022, the Rev Dr Olga Fabrikant-Burke moved into accommodation on site at Ridley Hall and took up the post of Tutor in Old Testament and Tutor in Admissions (one post). Olga has made a very solid start in her teaching and tutorial responsibilities and has brought energy and fresh ideas to the area of recruitment and admissions. During the Michaelmas Term, Dr Fabrikant-Burke was commissioned to research Ridley's approach to recruitment and admissions. She drafted an excellent report which was shared with staff, who were invited to comment. Recommendations were considered and a plan was developed for a new Recruitment and Admissions Hub, which was established in the Easter term and which will oversee all related planning and processes.

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 2022-23, among others, we welcomed Paul Harcourt, leader of the New Wine network and Revd Alexandra Lilley, vicar of St George's Tufnell Park. Author, Dr Andrew Root stayed with us for a week in November. As well as preaching at College Communion and delivering a superb Spirituality Lecture, he delivered a well-attended public lecture titled, *Ministry Inside the Immanent Frame: Speaking of God in a Secular Age*. The Revd Chris Lee, vicar of St Saviour's, Wendell Park, with 150,000 Instagram followers from around the world gave a lecture on 'Social Media and Mission'. Alionore Smith from the International Justice Mission, spoke on slavery and anti-trafficking and Rev Debbie Ford, presented on the Lyn's House community.

Tim Farron, Liberal Democrat MP delivered our Moule Day Lecture in June 2023. His title was based on his book, *A Mucky Business: Why Christians Should get Involved in Politics*. Tim's address was inspiring and generated a great deal of positive feedback. It was wonderful to have former students, staff and supporters of the college on site for this important annual event. Guests were treated to an excellent lunch and had the opportunity to hear about the launch of a new appeal to repair and refresh the College chapel.

Having concluded a fruitful two-year term as President of the Cambridge Theological Federation in July 2022, the Principal of Ridley Hall was elected by fellow-Principals Chair of the Theological Education Institutions Steering Group. In this capacity Dr Volland also took up a seat on the Ministry Council of the Church of England, where he has responsibility for representing theological colleges and courses.

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

Year ended 31 July 2023

Achievements and performance *(continued)*

Strategic Developments

In summer 2021 Trustees approved the direction of travel of the 2021-26 strategic plan and requested that the Principal and staff team move to action the priorities. The leadership and staff team have continued to focus on making progress on the delivery of the goals set out in the plan, which committed us to striving for excellence in key areas of College life, and exploring possibilities for future endeavours.

5 Priorities for 2022-26

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

Having completed another academic year, staff at Ridley Hall have been working with colleagues across the Cambridge Theological Federation to plan for a more sustainable and streamlined academic offering, given the current reduction in overall student numbers. Following the creation of Ridley's Academic Hub last year, we have now established an Admissions Hub to oversee the recruitment and admissions of our students. One priority for the coming year is to ensure these two groups work well together so student applications and course admissions happen as efficiently as possible.

Ridley increased access to its postgraduate offering in 2022-23 by delivering MA modules in Mini-Block-Weeks, taught during the ordinand term. Mini-Block teaching enables Ridley to offer part-time postgraduate study to distance students, lay and ordained, who learn alongside resident ordinands. The modules are taught by both full-time Ridley faculty and associate tutors. For each module, teaching is concentrated in two Mini-Blocks, which run from Monday afternoon until Wednesday lunchtime. The aim is to provide a complete Mini-Block curriculum, including modules on specialist ministry topics, that enables students to complete a PG Certificate in one year, a PG Diploma in two years, and an MA over three years. While we are currently offering Mini-Blocks to three students in our pilot year, we see this as a significant growth opportunity and are recruiting to the full Mini-Block teaching programme for the 2023-24 academic year.

The block-teaching mode of delivery for lay ministry (RLM) training has now completed its seventh successful year. The Vice Principal and Dean of Lay Ministry, the Rev Fiona Green, completed her fourth year of leadership of RLM. The Church of England's Resourcing Ministerial Formation 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.

Through the work of our Director of Innovation, Robin Barden, opportunities to develop the reach and profile of Ridley Hall Lay Ministry activities in 2022-23 have continued to be fruitful. There has been a broader and increasing student profile, and the continued development of valuable relationships with dioceses, particularly London, to train lay ministers.

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Year ended 31 July 2023

Achievements and performance *(continued)*

During 2022-23 Robin continued to develop the Ridley Award (<https://ridleyawards.online>), working with the Diocese of Ely to develop an Award in Schools Chaplaincy to complement the existing Award in Sports Ministry. The Award launched publicly in May 2021 and has continued to develop in 2022-23.

Dona McCullagh 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 continued to maintain an increased sense that the College is a lively and engaged place where things are happening.

Ridley were able to offer significant staffing resource to assist the central team of the Cambridge Theological Federation (CTF) during 2022-23. Our Development Director, Andy Chamberlain, was seconded for two days a week to the CTF central team as Head of Central Services. Andy served with distinction and Ridley has benefitted hugely from his careful attention to significant compliance responsibilities alongside many other important matters. Andy successfully led a process of recruitment for a permanent Head of Central Services, who took up the post in August 2023. An additional staff member, Charlotte Bentley, was seconded full-time from Ridley to the CTF during 2022-23 and this secondment is due to continue until August 2024. Charlotte did an excellent job of ensuring that academic administration relating to the Durham Common Awards was delivered on time and to a high standard.

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.

Cambridge University awards, 2022-23

In 2022-23 one Ridley Hall ordinand was enrolled in the Tripos. He completed the degree this year and is planning on continuing his studies through undertaking a Cambridge MPhil in 2023-24. Three of our students completed the MPhil this year. One intermitted her studies due to maternity leave and will return to complete the degree before June 2024. The other two MPhil candidates both passed, each achieving a distinction. These are tremendous results for students with significant formational commitments alongside their studies, including the demands of finding a curacy.

This year, we had two ordinands enrolled in the BTh; one finalist and one first year student. The finalist completed the degree with Lower Second Class Honours. Our first year BTh candidate has had some long extensions approved for her submitted work and so we will know her grades in due course.

We are very pleased to report that one former Ridley student has recently defended her PhD thesis successfully in the Faculty of Divinity. Another former student is preparing to submit his PhD thesis while a third former student continues to work on his PhD part-time alongside his curacy duties.

As in previous years, we are grateful to the Henry Smith Charity and several Cambridge Colleges, notably Selwyn, Trinity, Trinity Hall, and Corpus Christi, for their continuing financial support of our ordinands who are reading for Cambridge degrees.

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

Year ended 31 July 2023

Achievements and performance *(continued)*

Common Awards, 2022-23

Postgraduate

Twenty-five Ridley Students pursued postgraduate study within Common Awards, taking either an MA, Post-Graduate Diploma, or Post-Graduate Certificate.

Fifteen students completed postgraduate qualifications this year: eleven finished an MA (with three of these returning students writing dissertations only), three completed Post-Graduate Diplomas, and 1 a Post-Graduate Certificate.

Ridley welcomed eight new postgraduate students in 2022-23, with three entering our newly launched part-time distance MA programme, taught through block-teaching. A further three new completed a Post-Graduate Diploma with the remaining two entering the first year of the MA, with the aim of completing next Summer.

Undergraduate

Ridley Hall delivers a suite of undergraduate Common Awards: the Foundation Award, 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.

In 2022-23 eighty students were enrolled for an accredited undergraduate Common Award: twenty five ordinands, twenty eight Lay Ministry students, thirteen flexible Study students and fourteen Ridley Online students. In addition, four online students completed a Common Awards taster module, which offers progression to an accredited undergraduate course.

Twenty six finalists will be presented for undergraduate Common Awards: fourteen for the BA (Hons), five for the Diploma of Higher Education, and seven for the Certificate of Higher Education.

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, and sports ministry.

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

The RLM team has continued to develop its training offer during the academic year 2022/23. The number of sports students has increased year-on-year since the launch of the sports stream in 2019, supported by the offer of student bursaries, through the generosity of an external donor.

The School Chaplaincy stream continues to be developed by our Tutor for Schools chaplaincy, and a non-accredited Ridley Award has been launched in the local diocese, to encourage applicants onto the RLM degree pathway to be launched in 2023.

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

Year ended 31 July 2023

Achievements and performance *(continued)*

Ridley Hall has also just been awarded a grant from the National Church to pilot a new Youth and Children & Family Ministry training scheme in the academic year 2023/24 drawing on RLM'S expertise.

In 2022-23 RLM had 28 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, among others, Southwell Minster and a Fresh Expression in Oxford as well as parish churches in Hordle and Tiptoe, Bury St Edmunds, and London. Students who opt to experience Anglican contexts outside the UK have visited contexts in, among others, Toronto (Canada), Accra (Ghana) and Cape Town (South Africa). 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.

Financial review

Income

Total income for the year amounted to £1,708,979 (£1,582,617 in 2021/22). This comprised of £1,696,735 unrestricted income and £12,244 restricted income.

Income from the College's charitable activities (Note 6) was £974,018 (£1,113,289 in 2021/22). The main source of income for the College is student tuition fees and maintenance charges. The significant decrease on student income was mainly resulting from the reduction on ordinand student numbers following the Church of England changes to the ordinand discernment process. A support grant of £96,927 was provided by the Church of England to mitigate the impact, this has been included in the donations and grants income (Note 5).

Donations and grants income increased from £103,746 in 2021/22 to £169,085 in 2022/23 (Note 5). This includes the Church of England support grant of £96,927 as mentioned above.

Income from other trading activities (Note 7) amounted to £564,636 (£365,358 in 2021/22), consisting of conference income of £143,229 (£78,444 in 2021/22) and other income of £421,407 (£286,914 in 2021/22). The increase in conference income was resulting from the Studio language school returning to its six weeks compared to four weeks in 21/22, and the higher rates charged in 22/23. The other income mainly consisted of rental and catering income. Rental income has become a main source of other income since A Staircase development completed in 2021, in addition there was extra rental income due to increased capacity resulting from the lower student numbers in 22/23. The increased catering income was also related to the Studio language school. Included in the other income, £56,426 related to the two staff seconded to the Cambridge Theological Federation during 22/23.

Interest received (Note 8) amounted to £1,240 (£224 in 2021/22).

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

Year ended 31 July 2023

Financial review *(continued)*

Expenditure

Total expenditure amounted to £1,980,554 (£1,913,915 in 2021/22). The increases were mainly caused by the high inflation in particular on food and energy costs.

The cost of raising donations and legacies (Note 9) was £43,233 (£45,718 in 2021/22). 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 £1,931,859 (£1,868,197 in 2021/22). Overall staff costs (Note 16) were £1,140,100 (£1,108,714 in 2021/22). Average number of full-time equivalent employees remained the same, whereas the average staff headcount went up by two. Auditors' remuneration is £8,520 for the year (£7,276 in 2021/22).

Depreciation on tangible fixed assets (Note 14) amounted to £180,471 (£180,157 in 2021/22) and fixed asset additions amounted to £31,023 for the year (£36,569 in 2021/22).

Net movement in Funds

The activities for the year show a net movement of funds of a deficit of £268,575 (deficit of £321,298 in 2021/22).

Balance Sheet

Total charity funds at 31 July 2023 were £4,392,940 (£4,661,515 on 31 July 2022). This comprises restricted funds of £81,034 (£105,262 on 31 July 2022), and unrestricted funds of £4,311,906 (£4,556,253 on 31 July 2022).

Unrestricted funds are also detailed in Note 26. As a result of adopting FRS 102, the balance sheet now includes a pensions provision of £nil (£11,000 at 31 July 2022), see Note 25. This provision has been reflected separately as a pensions reserve in Note 26.

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

Subsequent Events

The College are in the process of disposing one of their freehold properties (Note 31).

Reserves Policy

The Trustees have agreed a policy of holding six months budgeted operating costs in the General Reserve, which would equate to approximately £990k. At 31 July 2023, the unrestricted cash funds, excluding the premises fund and pension reserve, amounted to negative £43,317 a decrease on a surplus of £61,371 at 31 July 2022. Addressing the shortfall continues to be a focus for Finance Committee and the Leadership Team – not only by reviewing income streams and ways of cutting costs but also through a release of value from existing assets. This is under consideration by the board.

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.

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Year ended 31 July 2023

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.

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.

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Year ended 31 July 2023

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 11/12/2023 and signed on behalf of the board of trustees by:



Mr Mark Spelman
Chairman of the Trustees



Dr Kevin Holmes
Chairman of the Finance Committee

Ridley Hall, Cambridge

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

Year ended 31 July 2023

Opinion

We have audited the financial statements of Ridley Hall, Cambridge (the 'charity') for the year ended 31 July 2023 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 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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.

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

Year ended 31 July 2023

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 2023

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 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

Ridley Hall, Cambridge

Company Limited by Guarantee

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

Year ended 31 July 2023

- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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.

Ridley Hall, Cambridge

Company Limited by Guarantee

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

Year ended 31 July 2023

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

Use of our report

This report is made solely to the 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.



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

13 December 2023

Ridley Hall, Cambridge
Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

Year ended 31 July 2023

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
	Note				
Income and endowments					
Donations and grants	5	158,881	10,204	169,085	103,746
Charitable activities	6	971,978	2,040	974,018	1,113,289
Other trading activities	7	564,636	—	564,636	365,358
Investment income	8	1,240	—	1,240	224
Total income		<u>1,696,735</u>	<u>12,244</u>	<u>1,708,979</u>	<u>1,582,617</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	9	43,233	—	43,233	45,718
Expenditure on charitable activities	10,11	1,924,637	7,222	1,931,859	1,868,197
Taxation	13	5,463	—	5,463	—
Total expenditure		<u>1,973,332</u>	<u>7,222</u>	<u>1,980,554</u>	<u>1,913,915</u>
Net expenditure		<u>(276,597)</u>	<u>5,022</u>	<u>(271,575)</u>	<u>(331,298)</u>
Transfers between funds	18	29,250	(29,250)	—	—
Other recognised gains and losses					
Actuarial gains/(losses) on defined benefit pension schemes		3,000	—	3,000	10,000
Net movement in funds		<u>(244,347)</u>	<u>(24,228)</u>	<u>(268,575)</u>	<u>(321,298)</u>
Reconciliation of funds					
Total funds brought forward		4,556,253	105,262	4,661,515	4,982,813
Total funds carried forward		<u>4,311,906</u>	<u>81,034</u>	<u>4,392,940</u>	<u>4,661,515</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

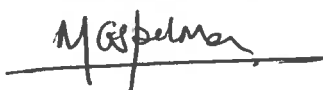
Statement of Financial Position

31 July 2023

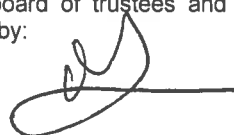
	Note	2023 £	2022 £
Fixed assets			
Intangible assets	19	—	1,210
Tangible fixed assets	20	4,359,074	4,508,522
		<u>4,359,074</u>	<u>4,509,732</u>
Current assets			
Debtors	21	48,311	116,245
Cash at bank and in hand		105,253	216,986
		<u>153,564</u>	<u>333,231</u>
Creditors: amounts falling due within one year	23	<u>119,698</u>	<u>170,448</u>
Net current assets		<u>33,866</u>	<u>162,783</u>
Total assets less current liabilities		<u>4,392,940</u>	<u>4,672,515</u>
Provisions			
Pensions and similar obligations	24	—	11,000
Net assets		<u>4,392,940</u>	<u>4,661,515</u>
Funds of the charity			
Restricted funds		81,034	105,262
Unrestricted funds:			
Defined benefit pension reserve		—	(11,000)
Other unrestricted income funds		4,311,906	4,567,253
Total unrestricted funds		<u>4,311,906</u>	<u>4,556,253</u>
Total charity funds	26	<u>4,392,940</u>	<u>4,661,515</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 11/12/2023, and are signed on behalf of the board by:



Mr Mark Spelman
Chairman of the Trustees



Dr 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 2023

	2023 £	2022 £
Cash flows from operating activities		
Net expenditure	(271,575)	(331,298)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	180,471	180,157
Amortisation of intangible assets	1,210	1,320
Other interest receivable and similar income	(1,240)	(224)
Taxation	5,463	—
<i>Changes in:</i>		
Trade and other debtors	67,934	(77,504)
Trade and other creditors	(56,213)	12,173
Provisions and employee benefits	(8,000)	(12,000)
Cash generated from operations	(81,950)	(227,376)
Interest received	1,240	224
Net cash (used in)/from operating activities	<u>(80,710)</u>	<u>(227,152)</u>
Cash flows from investing activities		
Purchase of tangible assets	(31,023)	(36,569)
Net cash used in investing activities	<u>(31,023)</u>	<u>(36,569)</u>
Net decrease in cash and cash equivalents	(111,733)	(263,721)
Cash and cash equivalents at beginning of year	216,986	480,707
Cash and cash equivalents at end of year	<u>105,253</u>	<u>216,986</u>

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 2023

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

The College acknowledges a deficit of £268,575 for the year. However, the College are confident there is no material uncertainty relating to going concern due to preparing detailed cashflow forecasts which predict an improvement in performance, and as a result, no going concern issues.

The College are also in the process of selling one of their properties which will raise funds, as per note 31 of the financial statements.

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 2023

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 a 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 2023

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.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

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 between 10-25 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.

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.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

3. Accounting policies *(continued)*

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 25 of the financial statements.

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 trustee's 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.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

5. Donations and grants

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations and appeals	61,157	7,954	69,111
Grants			
Grants receivable	97,724	2,250	99,974
	<u>158,881</u>	<u>10,204</u>	<u>169,085</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations and appeals	64,386	750	65,136
Grants			
Grants receivable	1,000	37,610	38,610
	<u>65,386</u>	<u>38,360</u>	<u>103,746</u>

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Fees	955,734	2,040	957,774
Sabbaticals	16,244	—	16,244
	<u>971,978</u>	<u>2,040</u>	<u>974,018</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Fees	1,098,740	2,240	1,100,980
Sabbaticals	12,309	—	12,309
	<u>1,111,049</u>	<u>2,240</u>	<u>1,113,289</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

7. Other trading activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Conference income	143,229	143,229	78,444	78,444
Rental income	225,920	225,920	184,019	184,019
Catering income	125,292	125,292	77,817	77,817
Other income	70,195	70,195	25,078	25,078
	<u>564,636</u>	<u>564,636</u>	<u>365,358</u>	<u>365,358</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	1,240	1,240	224	224

9. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Development office costs	43,233	43,233	45,718	45,718

10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Operation of theological college and provision of staff and student housing	1,631,434	7,222	1,638,656
Support costs	293,203	—	293,203
	<u>1,924,637</u>	<u>7,222</u>	<u>1,931,859</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Operation of theological college and provision of staff and student housing	1,558,078	25,842	1,583,920
Support costs	284,277	—	284,277
	<u>1,842,355</u>	<u>25,842</u>	<u>1,868,197</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2023 £
Operation of theological college and provision of staff and student housing	1,638,656	284,683	1,923,339
Governance costs	—	8,520	8,520
	<u>1,638,656</u>	<u>293,203</u>	<u>1,931,859</u>
	Activities undertaken directly £	Support costs £	Total funds 2022 £
Operation of theological college and provision of staff and student housing	1,583,920	277,002	1,860,922
Governance costs	—	7,275	7,275
	<u>1,583,920</u>	<u>284,277</u>	<u>1,868,197</u>

12. Analysis of support costs

	Total 2023 £	Total 2022 £
Wages and salaries	150,279	146,890
Employer's NIC	14,927	14,798
Pension costs	15,028	14,571
Audit fees	8,520	7,276
Communication costs	32,141	41,259
Finance fees	5,450	5,334
Admin costs	39,180	25,280
Reception costs	6,816	8,103
IT costs	20,862	20,766
	<u>293,203</u>	<u>284,277</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

13. Taxation

Major components of tax expense

	2023 £	2022 £
Current tax:		
UK current tax expense	5,463	—
Taxation	<u>5,463</u>	<u>—</u>

Reconciliation of tax expense

The tax assessed on the net expenditure for the year is higher than (2022: higher than) the standard rate of corporation tax in the UK of 19% (2022: 19%).

	2023 £	2022 £
Net expenditure before taxation	(266,112)	(331,298)
Net expenditure by rate of tax	(50,561)	(61,047)
Net expenditure on charitable activities	56,024	61,047
Tax on expenditure	<u>5,463</u>	<u>—</u>

14. Net expenditure

Net expenditure is stated after charging/(crediting):

	2023 £	2022 £
Amortisation of intangible assets	1,210	1,320
Depreciation of tangible fixed assets	180,471	180,157
Foreign exchange differences	—	(943)

15. Auditors remuneration

	2023 £	2022 £
Fees payable for the audit of the financial statements	<u>8,520</u>	<u>7,276</u>

16. Staff costs

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

	2023 £	2022 £
Wages and salaries	941,586	913,215
Social security costs	79,084	78,095
Employer contributions to pension plans	119,430	117,404
	<u>1,140,100</u>	<u>1,108,714</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

16. Staff costs *(continued)*

The average head count of employees during the year was 40 (2022: 38). The average number of full-time equivalent employees during the year is analysed as follows:

	2023 No.	2022 No.
Academic	14	14
Administration	4	4
Catering	5	5
Domestic	3	3
Premises	1	1
RLM	2	2
Development	1	1
	<u>30</u>	<u>30</u>

No employee received employee benefits of more than £60,000 during the year (2022: 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 £241,568 (2022: £232,449).

17. Trustee remuneration and expenses

The trustees received no remuneration or other benefits from the charity in the current or previous year. During the year, two (2022: one) trustees were reimbursed for travel and subsistence expenses totalling £267 (2022: £227).

18. Transfers between funds

During the year, £29,250 has been transferred from the UK Bursary restricted fund to general funds in relation to the costs involved in funding the tuition for students.

19. Intangible assets

	Cloud based intangible server £
Cost	
At 1 August 2022 and 31 July 2023	<u>5,280</u>
Amortisation	
At 1 August 2022	4,070
Charge for the year	<u>1,210</u>
At 31 July 2023	<u>5,280</u>
Carrying amount	
At 31 July 2023	<u>—</u>
At 31 July 2022	<u>1,210</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 July 2023

20. Tangible fixed assets

	Freehold property £	Equipment £	Fixtures and fittings £	Total £
Cost				
At 1 August 2022	5,584,175	288,712	430,744	6,303,631
Additions	10,261	19,874	888	31,023
At 31 July 2023	5,594,436	308,586	431,632	6,334,654
Depreciation				
At 1 August 2022	1,233,291	258,885	302,933	1,795,109
Charge for the year	149,751	10,191	20,529	180,471
At 31 July 2023	1,383,042	269,076	323,462	1,975,580
Carrying amount				
At 31 July 2023	4,211,394	39,510	108,170	4,359,074
At 31 July 2022	4,350,884	29,827	127,811	4,508,522

Included within Freehold Property is land and buildings of £1,869,157 (2022: £1,869,157) which is not depreciated.

21. Debtors

	2023 £	2022 £
Trade debtors	30,965	64,589
Prepayments and accrued income	12,242	48,400
Other debtors	5,104	3,256
	48,311	116,245

The debtors above include the following amounts falling due after more than one year:

	2023 £	2022 £
Trade debtors	11,750	15,500

22. Cash and cash equivalents

Cash and cash equivalents comprise the following:

	2023 £	2022 £
Cash at bank and in hand	104,699	187,394
Short-term deposits	554	29,592
	105,253	216,986

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Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

23. Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	19,437	25,944
Accruals and deferred income	65,504	110,541
Corporation tax	5,463	–
Social security and other taxes	20,782	22,397
Other creditors	8,512	11,566
	<u>119,698</u>	<u>170,448</u>

24. Provisions

	Pensions and similar obligations £
At 1 August 2022	11,000
Deficit contributions paid	(8,000)
Other movements	(3,000)
At 31 July 2023	<u>–</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 25 to the accounts.

25. 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 £119,430 (2022: £117,404).

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 scheme 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 2021. The 2021 valuation revealed a surplus of £560m, based on assets of £2,720m and a funding target of £2,160m, assessed using the following assumptions:

Ridley Hall, Cambridge

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Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

25. Pensions and other post retirement benefits *(continued)*

- An average discount rate of 2.7% p.a.;
- RPI inflation of 3.6% p.a. (and pension increases consistent with this);
- CPIH inflation in line with RPI less 0.8% pre 2030 moving to RPI with no adjustment from 2030 onwards;
- Increase in pensionable stipends in line with CPIH;
- Mortality in accordance with 90% of the S3NA tables, with allowance for improvements in mortality rates in line with the CMI2020 extended model with a long term annual rate of improvement of 1.5%, a smoothing parameter of 7, an initial addition to mortality improvements of 0.5% pa and an allowance for 2020 data of 0% (i.e w2020 = 0%).

Following the 31 December 2018 valuation, a deficit recovery plan was put in place until 31 December 2022 and the deficit recovery contributions (as a percentage of pensionable stipends) were as set out in the table below. An interim reduction to deficit contributions to 3.2% pensionable stipends was made with effect from 1 April 2022. Following finalisation of the 31 December 2021 valuation, deficit contributions ceased with effect from 1 January 2023, since the Scheme was in surplus.

As at 31 December 2020 and 31 December 2021 the deficit recovery contributions under the recovery plan in force were set out in the table below. For senior office holder, pensionable stipends are adjusted in the calculations by a multiple, as set out in the Scheme's rules.

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

Section 28.11A of FRS 102 requires agreed deficit recovery payments to be recognised as a liability. However, as there are no agreed deficit recovery payments from 1 January 2023 onwards, the balance sheet liability as at 31 December 2022 is nil. The movement in the balance sheet liability over 2021 and over 2022 is set out in the table below.

	2022 £	2021 £
Balance sheet liability at 1 January	11,000	33,000
Deficit contribution paid	(8,000)	(12,000)
Remaining change to the balance sheet liability* (recognised in SoFA)	(3,000)	(10,000)
Balance sheet liability at 31 December	<u>Nil</u>	<u>11,000</u>

*Comprises change in agreed deficit recovery plan, and change in discount rate and inflation 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. No assumptions are needed for December 2022 as there are no agreed deficit recovery payments going forward. No price inflation assumption was needed for December 2021 since pensionable stipends for the remainder of the recovery plan were already known.

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

25. Pensions and other post retirement benefits *(continued)*

	December 2022	December 2021	December 2020
Discount rate	n/a	0.0% pa	0.2% pa
Price inflation	n/a	n/a	3.1% pa
Increase to total pensionable payroll	n/a	-1.5% pa	1.6% pa

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

26. Analysis of charitable funds

Unrestricted funds

	At 1 Aug 2022 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 Jul 2023 £
Premises fund	4,505,882	—	—	(150,659)	—	4,355,223
Property improvement and maintenance fund	1,254	75	—	—	—	1,329
Annual fund	1,227	54,982	—	(54,912)	—	1,297
UK Bursary fund	14,250	5,472	—	(9,250)	—	10,472
Overseas Bursary fund	5,058	300	—	—	—	5,358
Student Aid	7,115	1,125	(985)	—	—	7,255
Pension Reserve	(11,000)	—	8,000	—	3,000	—
Special Initiatives fund	—	—	—	—	—	—
General fund	32,467	1,634,781	(1,980,347)	244,071	—	(69,028)
	<u>4,556,253</u>	<u>1,696,735</u>	<u>(1,973,332)</u>	<u>29,250</u>	<u>3,000</u>	<u>4,311,906</u>

	At 1 Aug 2021 £	Income £	Expenditure £	Transfers £	Gains and losses £	At 31 Jul 2022 £
Premises fund	4,650,791	—	—	(144,909)	—	4,505,882
Property improvement and maintenance fund	7,431	280	—	(6,457)	—	1,254
Annual fund	8,282	59,579	—	(66,634)	—	1,227
UK Bursary fund	13,175	4,325	(3,250)	—	—	14,250
Overseas Bursary fund	4,195	863	—	—	—	5,058
Student Aid	7,228	350	(463)	—	—	7,115
Pension Reserve	(33,000)	—	12,000	—	10,000	(11,000)
Special Initiatives fund	2,818	—	(2,818)	—	—	—
General fund	231,389	1,476,620	(1,893,542)	218,000	—	32,467
	<u>4,892,309</u>	<u>1,542,017</u>	<u>(1,888,073)</u>	<u>—</u>	<u>10,000</u>	<u>4,556,253</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

26. 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** was 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 previous year were transferred to the premises fund reserve. The remaining balance was 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 2023

26. Analysis of charitable funds *(continued)*

Restricted funds

	At 1 Aug 2022	Income	Expenditure	Transfers	Gains and losses	At 31 Jul 2023
	£	£	£	£	£	£
Endowment fund	37,180	—	—	—	—	37,180
UK Bursary fund	58,835	2,250	—	(29,250)	—	31,835
Property improvements and maintenance fund	—	7,204	(3,915)	—	—	3,289
Newbigin Centre	9,247	2,790	(3,307)	—	—	8,730
	<u>105,262</u>	<u>12,244</u>	<u>(7,222)</u>	<u>(29,250)</u>	<u>—</u>	<u>81,034</u>

	At 1 Aug 2021	Income	Expenditure	Transfers	Gains and losses	At 31 Jul 2022
	£	£	£	£	£	£
Endowment fund	37,180	—	—	—	—	37,180
UK Bursary fund	43,725	37,610	(22,500)	—	—	58,835
Property improvements and maintenance fund	—	—	—	—	—	—
Newbigin Centre	9,599	2,990	(3,342)	—	—	9,247
	<u>90,504</u>	<u>40,600</u>	<u>(25,842)</u>	<u>—</u>	<u>—</u>	<u>105,262</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

26. 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. During the year £29,250 of Bursaries have been granted against tuition fees and therefore this amount has been transferred from the restricted UK Bursary fund to general reserves.

The **Property Improvement and Maintenance (PIM) Fund** has been established to provide 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 focused on longer term projects that seek to refurbish, renovate, or improve our existing estate, the fund's scope would include buildings, walls, and gardens.

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.

27. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Intangible assets	–	–	–
Tangible fixed assets	4,359,074	–	4,359,074
Current assets/(liabilities)	(47,168)	81,034	33,866
Provisions	–	–	–
Net assets	<u>4,311,906</u>	<u>81,034</u>	<u>4,392,940</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Intangible assets	1,210	–	1,210
Tangible fixed assets	4,508,522	–	4,508,522
Current assets	57,521	105,262	162,783
Provisions	(11,000)	–	(11,000)
Net assets	<u>4,556,253</u>	<u>105,262</u>	<u>4,661,515</u>

Ridley Hall, Cambridge

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 July 2023

28. Analysis of changes in net debt

	At 1 Aug 2022	Cash flows	At 31 Jul 2023
	£	£	£
Cash at bank and in hand	<u>216,986</u>	<u>(111,733)</u>	<u>105,253</u>

29. Capital commitments

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

	2023	2022
	£	£
Tangible fixed assets	<u>49,374</u>	<u>—</u>

30. Operating lease commitments

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

	2023	2022
	£	£
Not later than 1 year	34,110	36,762
Later than 1 year and not later than 5 years	<u>34,086</u>	<u>68,196</u>
	<u>68,196</u>	<u>104,958</u>

31. Post balance sheet events

The College are in the process of disposing one of their properties, included in Freehold property, for proceeds of around £670,000. As at 31 July 2023, the property had a net book value of £268,357.

32. Related parties

The total amount of donations received from trustees without conditions amounted to £12,420 (2022: £10,366).

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