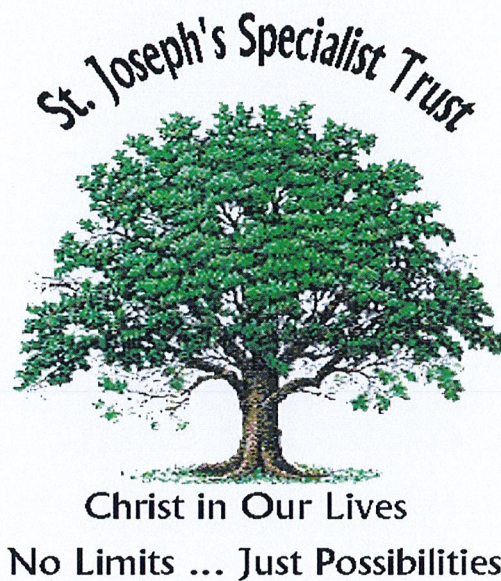


ST. JOSEPH'S SPECIALIST TRUST
REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2022



ST. JOSEPH'S SPECIALIST TRUST

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

CONTENTS	Page
Trustees and Advisers	1
Executive Principal's Annual Review	2-3
Trustees' Report	4 - 10
Statement of Trustees' Responsibilities	11
Independent Auditors' report	12 - 14
Statement of financial activities	15
Balance sheet	16
Statement of cash flows	17
Notes to the financial statements	18 - 25

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES AND ADVISERS

FOR THE YEAR ENDED 31 AUGUST 2022

CHARITY TRUSTEES AND MEMBERS OF THE EDUCATION GOVERNING COMMITTEE

Trustees

Fr. Jonathan How, Chair
Richard Boyle (appointed 08.10.2021)
Simon Charleton (appointed 08.10.2021)
Una Corning
Dominic Gorton (appointed 08.10.2021)
Kate Sarama (appointed 19.07.2022)
Bernard Smith
Rebecca Vickers
Lawrence Bartel (resigned 15.12.2021)
Joanna Homewood (end of office 13.01.2022)

Education Governing Committee

Richard Boyle, Chair (appointed 04.02.2022)
Annie Sutton, Executive Principal
Leonie Collingwood-Johnson
Una Corning
Maria Gavrili
Jean Keane
Melissa Longmire
Tim O'Dwyer
Monica Whitehead
Grace Bradley (resigned 31.10.2021)
Jo Jacques (resigned 11.07.22)
Gemma Mitchell (resigned 21.02.22)
Andrew Pusey (end of office 17.09.2021)

Registered charity number	1177680
Registered Office	Amlets Lane, Cranleigh, Surrey. GU6 7DH
Website	www.st-josephscranleigh.surrey.sch.uk/
Bankers	Barclays Bank plc 1 Churchill Place London E14 5HP
Auditor	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2022

"No limits.....just possibilities", is the mission statement of St Joseph's seen every day in our caring community where actions speak louder than words.

This year, our community of approximately 253 staff have supported 77 young people from the age of 5 – 19 and 13 adults with complex and severe learning disabilities, many of whom are on the autistic spectrum, and have other associated difficulties. We are trusted by Local Authorities to provide education and care, not just locally but also nationally, for some of the most challenging young people who have reached a point of complexity and often of crisis, whereby they can no longer be supported safely or adequately within mainstream settings. We provide fully committed care supported by exceptional expertise and experience in this complex and often physically and emotionally challenging field. To uphold the trust placed in us by Local Authorities, we continue to provide a financially secure and stable environment. We invest all surplus funds only into securing and ensuring the continued development and support of our beneficiaries. We are fully focused on the pursuit of securing for our young people a stable future quality of life that represents the highest levels of personal autonomy, self-respect and contentment as is possible for each individual. We continue to be supported by generous donors in the year which has led to the forthcoming opening of our new Work Skills and Enterprise Centre, a significant development that will greatly enhance life opportunities and personal skills for our students and the wider community.

We are a Catholic provision with Christian principles at our core; welcoming students, residents and staff of all faiths and of none. We are blessed to know that we can count on such guidance, on His wishes and to follow the wisdom that He has wished for us all.

This year has been challenging, not uniquely to our setting, but by withstanding the Covid-19 pandemic, national shortages of skilled staff and the cost of living increase, St Josephs has been unswerving in its dedication to the children and adults. We have never compromised their needs, and have ensured all facilities are 'business as usual'. We have continued to work with a wider community of family, guardians and providers.

Once more this year we have sought to improve and excel in our specialist provision for students. Ofsted inspections in both Education and Care support our specialist provision and in their observations, they highlight;

- ❖ Having a rich curriculum that is sharply focused on meeting pupils' needs and aspirations. Pupils' learning and wider development is catered for extremely well.
- ❖ Teaching and closely working with therapists is sharply attuned to pupils' learning and development needs and is even more strongly rooted in a holistic understanding of pupils' progress and learning needs. This supports outstanding progress over time."
- ❖ There is a heightened focus on preparing pupils for adulthood increasing and broadening pupils' opportunities to experience the world of work. The school provides a rich range of opportunities for all pupils which is highly bespoke to each pupil's interests and aspirations. Links with colleges and local employers are utilised very effectively
- ❖ Safeguarding arrangements are fit for purpose and records are of high quality
- ❖ There is clear evidence that the children who live in our Children's Home are achieving life-changing outcomes. Staff don't let their children's needs slow them down, they ensure that children are able to grow and learn in a fun environment and are supported to spend time in the community participating in activities and creating special memories, building their confidence and independence. Staff are fond of the children knowing their likes and dislikes well and with such a personal investment this has helped children communicate when once they could not, to undertake simple chores even at their home. Managers and staff seek children's views and incorporate these into their care planning so their voice is evident and understood by all working with them.
- ❖ Senior managers in Children's Homes support careful planning for children's futures and closely link with Adult Supported Living to assess and provide the best opportunities.
- ❖ We have continue to invest significantly in plans to provide improved accommodation
- ❖ St Joseph's is a happy and caring place.

ST. JOSEPH'S SPECIALIST TRUST

EXECUTIVE PRINCIPAL'S ANNUAL REVIEW

FOR THE YEAR ENDED 31 AUGUST 2022

The educational highlights in the year to name but a few have been

- ❖ A renewal of our accreditation by the National Autistic Society – we hope to achieve Advanced Status through improvements. The Head Teacher is now external expert on the DfES consultants list and also conducting School Improvement work for other provisions.
- ❖ We hosted our Creativity Conference with workshops which ten schools attended plus a New Choices and Decisions Day careers event ran successfully on site.
- ❖ We successfully had three Local Authority Quality Assurance inspections in the year and our Embedded Therapies was evaluated and awarded centre of excellence status.
- ❖ We continue to support teacher training and also have a successful participant on the SSAT (Schools Students and Teacher Network) future leaders programme.
- ❖ The use of our newly built Work Skills & Enterprise Centre has led to the creation of work experience opportunities with a café complete with delivery, and a catering service. Such ventures put functional literacy and numeracy skills into practical application in preparation for the future. The DT workshop has seen students create saleable products in preparation for developing commercial relationships within our community and, in addition, the on site Choices and Decisions day was very successful and offered 19 different workshops to students. Pottery and Craft have been a successful centre for lessons, Arts week and our Arts Conference outreach which shows off our new facilities to the wider sector.

The sterling work and commitment by the Adult Supported Living staff in the year has led to residents who use the service and their relatives, who speak highly of the service, feeling that they are supported in a kind and caring way. Residents with individual goals are able to live independent lives with maximum control that includes dignity, privacy and respect for human rights. Above all, the right culture, ethos, values, attitudes and behaviours of leaders and care staff ensure residents lead confident, inclusive and empowered lives. In addition St Joseph's has always ensured that Adult Supported Living accommodation, which is situated in residential areas, has no outward signs to differentiate it from other houses in the street, so that the residents are able to be a part of the community

Such high standards highlight our greatest asset, our dedicated and committed staff who directly contribute towards the overall wellbeing, future happiness and quality of life of our young people and vulnerable adults. In turn, this also impacts directly on the quality of life and the happiness of siblings and family members. They do so by collectively providing innovative leadership, teaching in classes, therapeutic support, safeguarding and protecting, being custodians of care in our children's home and having vital support staff who, together with all staff ensure that St Joseph's runs successfully and smoothly. As a 52 week, 24 hour, 7 day a week organisation, St Joseph's never really sleeps or stops.

Our unique setting for children is in a 23 acre site situated on the outskirts of Cranleigh nestled in the scenic Surrey Hills. Cranleigh is England's largest village, providing not only a supportive community but also many vibrant opportunities for the children and adults in our care; being just on our doorstep, we are most fortunate to benefit from its patronage in many ways. The site is surrounded with fields, woodland, local flora and fauna. A world that offers grace and guidance, a time for insight, renewal and healing, to listen and learn, and surmount the challenges the young people and adults face daily.

St Joseph's strives every day to make positive futures from despair, conjuring happiness from sadness, creating the best possible quality of life right now for everyone at St Joseph's and providing a lasting legacy of hope and security for the lives of the students, the supported adults and their families. As we go forward into the unknown elements of 2022-23, the support, love and compassion of our community is a given, the impossible becomes possible.

There are *"no limits.....just possibilities"*,

With deepest respect and best wishes
Annie Sutton
Executive Principal

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual Trustees' Report for the period ended 31 August 2022, together with the audited financial statements.

About the Trust

St Joseph's Specialist Trust comprises a non-maintained, co-educational school / college and registered children's home for students aged 5-19 with ASD & complex needs and two supported living houses for up to 13 vulnerable adults. St. Joseph's was originally founded by the Sisters of the Sacred Hearts of Jesus and Mary and, whilst a Catholic setting, welcomes those of all denominations or none.

At the heart of St Joseph's, and reflecting its Catholic foundation, is a commitment to furthering the coming of God's kingdom through ensuring that young people with ASD and complex learning needs are enabled to grow as children of God and members of the human family and to share as fully as possible in its life. St Joseph's welcomes all those, like its staff, supporters, residents, students and their families all those who share this aim, irrespective of their own faith or beliefs.

Established as an independent Charitable Incorporated Organisation (CIO) on 1st September 2018, the assets and liabilities of St Joseph's Specialist School and College, an operation of the Diocese of Arundel and Brighton, were transferred to the Trust from the Diocese under a 999 year lease with peppercorn rent.

Objectives and Activities

The objects of the CIO are for the public benefit, and are given in its constitution as:

- (a) the advancement of the Roman Catholic religion;
- and, in accordance with the tenets, teaching and practices of the Roman Catholic religion:
- (b) the advancement of education and training; and
- (c) the provision of residential accommodation and support to those in need,

This is achieved, particularly but not exclusively within Surrey and Sussex by:

- (a) the management, maintenance and development of St. Joseph's Specialist School and College for children and young people with complex learning and behavioural difficulties and ancillary charitable activities; and
- (b) the provision of residential accommodation to children and young people, and supported housing to adults, both of these with complex learning and behavioural difficulties.

The St Joseph's campus sits on the former Wyphurst Estate in the Surrey Hills. The main house, surrounding buildings, some historical, some purpose developed, provide the secure and tranquil setting for some of the most complex and challenging young people in the UK allowing them to benefit from highly specialist education, care and therapy.

St Joseph's School and College

St Joseph's School and College offers a fully integrated approach that enables it to meet the needs of young people with complex learning needs, who additionally have often experienced crisis, rejection or exclusion leading to a fear of school. Learning and teaching at St Joseph's is fully integrated with a broad range of therapies and opportunities, including speech and language therapy, occupational therapy, art, drama and music therapies, an arts centre with artist in residence, sports facilities, a swimming pool, horticulture provision, outdoor classrooms, a nature reserve and enterprise ventures including a student run café.

Each of the small classes is run by a trio of teacher, occupational therapist plus a speech and language therapist supported by a team of teaching assistants and designated therapy assistants who work to remove the obstacles to learning, which traditional educational approaches have failed to achieve.

Mental health and well-being are supported through daily therapy led group sessions. The availability of a clinical psychologist and a psychiatrist in-house gives students fast and effective access to Child and Adolescent Mental Health Services (CAMHS) as required.

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

St Joseph's School and College continued

In place of the usual Key Stages, students at St Joseph's follow one of three educational pathways:

- **Adventurer Pathway:** for students identified as having the ability and disposition to follow a more academic route through the school, who on leaving St Joseph's are likely to go into Further Education and then employment. Although the academic side of the Adventurer Pathway is important, there is also an equally important emphasis on developing social and life skills, and internal and external work experience placements at an appropriate age.
- **Discoverer Pathway:** enables students to follow a curriculum that prepares them for a future that is likely to be in a specialist residential Further Education college, or in supported living, with part-time working and as great a degree of autonomy as possible being long-term goals.
- **Explorer Pathway:** nurtures students characterised as having higher levels of dependency in the areas of communication, social interaction and relationships, flexibility of thought (activities and interests) and sensory issues. They may have high levels of need in personal care and health. It is anticipated that students in this Pathway will continue to require high levels of support into adult life and that some will continue to be non-verbal, relying on augmentative and alternative communication systems. The curriculum for these students aims to develop their communication and independence.

St Joseph's engages in research through the National SENCO Award with research assignments being carried out by the Pathway Leaders. The Director of Care is currently engaged in a research project exploring the impact of transitions for young people with complex needs and ASD in the residential care setting.

Children's Home

St Joseph's Specialist Trust is registered with Ofsted as a Children's Home. There are seven boarding houses that encourage and support young people to maximise their full potential. Young people have the benefit of the waking day curriculum where they develop and achieve in many aspects of their lives and maximise key skills towards independent living. They can spend time pursuing their various hobbies and interests whilst achieving their objectives within their EHCP. Staff encourage and support young people in all areas of independence and the development of skills to enable interaction out in the community. The links to education and therapies to ensure a cohesive and consistent approach in all areas of their home.

Adult Supported Living

Supported Living for vulnerable adults is provided at two locations away from the main site. Springvale, originally a student house, was launched as adult supported living in 2012. Standing on the edge of Cranleigh village, it enables tenants to be a part of the local community with the social and training opportunities, retail and leisure facilities this offers. In 2015 a second provision was opened at Long Barn, in the more rural Beare Green area, a setting well suited to tenants for whom community interaction is extremely challenging. Long Barn is owned by the equity group Equitix Renaissance, the landlord by association is First Priority/Myshon. It is staffed by St Joseph's expert care provision.

St Joseph's is at the heart of the Cranleigh community. Goodwill towards the operation has attracted local patronage for various ventures. St Joseph's works hard to continue to attract the significant donations necessary for the continuation and improvement of its aims.

Achievement and Performance

In 2021/22 St Joseph's provided quality education to 77 children and young people (2021: 79), and supported living for 13 adults (2021: 11). St Joseph's has managed to remain fully open throughout the height of the greatest challenges of lockdown and staff absence from Covid-19, providing all usual services together with a safe environment for students, and staff and their families. Student progress is monitored using CASPA scores. Considering overall progress against expectation, of a cohort of 63 students in KS1-4.

- 3 students exceeded expectation by 2 or more points
- 16 students exceeded expectation by between 1 and 2 points
- 43 students exceeded expectation by between 0 and 1 point.
- 4 students narrowly missed progressing as expected

The data further suggests that many students make significant progress above previous expectation when they move into the St Joseph's setting.

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

Achievement and Performance (continued)

This provision is well rated. In November 2017 OFSTED maintained their assessment that the education provision is Outstanding in all areas. This was supported by an overall grade 1 for effectiveness by the inspectors of the Catholic Schools Inspectorate in December 2019 and also more recently confirmed, in March 2020 and October 2022, by an inspection by West Sussex Local Authority and Surrey Local Authority respectively, on behalf of the CCRAAG, a joint commissioning group of local authorities.

CQC inspect adult supported living provision. The last report on Springvale was following an inspection in November 2016 and which assessed "Good" across all aspects of provision. Likewise, the Long Barn inspection of 2016 reported "Good" across all aspects of provision. The inspection of Long Barn in November 2021 continued to report "Good" across all aspects of provision except "Well led" which it rated as "requires improvement". In July 2022, Ofsted Care confirmed the Trust provides effective care services that meet the requirements for good. The Trustees are confident that appropriate measure have been implemented that would result in a "Good" rating under re-inspection.

Financial Review

The Trust generated a surplus £613,337 for the year (2021: £422,730). The Trust's work with Children and Young People generated a surplus of £766,317. Adult supported living generated a deficit of £152,980. Key Performance Indicators show a net surplus margin of 4.67%, working capital of £3.4m and a current ratio of approximately 4:1.

The principal source of income this year has been the fees and bursaries received from Local Authorities and the Education and Skills Funding Agency, to secure an appropriate and effective education and care that meets the significant additional needs of the children who are placed at St Joseph's. The largest part of this relates to the funding provided by Local Authorities.

There have been some further donations of £48,222, which have contributed towards the final completion stage of the Work Skills and Enterprise Centre, and are reflected in the surplus shown for the year. Actual income received exceeded planned income due largely to increased fees for school/college and for the adult supported living intake.

Despite a lengthy waiting list of potential applicants, the Trust is unable to increase intake to capacity because of a severe shortage of staff seen in recruitment challenges experienced across the sector. Much of these are part of a post-pandemic and post-Brexit setting. The Trust makes use of contractor/agency staff to fill some gaps but the costs of these have risen steeply over the last year or so and account for some of the underlying volatility in overall staffing costs. The Trust has measures in place to alleviate this position and to retain directly employed staff.

The Trust continues to apply robust cost controls to general overheads at the point of planning as well as delivery.

Capital expenditure in the year has spent on improving facilities within administration / education and principally on improving accommodation for children in care, as part of a longer term strategy to ensure that higher standards are met.

The Trust retains the use of the land and premises at the school and college and at Springvale for a peppercorn rent for a period of 999 years donated by the RC Diocese of Arundel & Brighton in 2018.

All funds raised in connection with operating activities are solely expended for the benefit of the Trust and its beneficiaries who are the Children & Young People and adults in Supported Living.

Reserves policy

The Trustees recognize the need for the Trust to maintain sufficient reserves to:

- i. provide for future maintenance and development of the infrastructure;
- ii. provide for managed closure, possibly without much income but with a responsibility to ensure the wellbeing of its children, young people and adults;
- iii. provide for variations of cash flow;
- iv. cover its duties for staff pensions' liabilities.

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

Reserves policy (continued)

The Trustees have established an initial target for free reserves, in net current assets, of 6 months operating costs. They plan to build this up over the coming years by generating a small operating surplus while meeting their duties to provide Value for Money for public funds. At year end free reserves stand at £3,443,651 (2021: £2,578,703) against a target of £5.5 million.

At 31st August 2022 the Trust has a restricted fund of £783k (2021: £680k) held in relation to monies received for the Work Skills & Enterprise Centre. There are no other current designated reserves.

Future Plans

The work to build the Work Skills & Enterprise Centre was completed by August 2022, with costs having been met through fundraising. St Joseph's looks forward to making full use of the Work Skills & Enterprise Centre from the autumn term of 2022. This facility will add further value to the provision for children and young people that is already in place. The Workshop and the Creative Craft Room are officially now in the 2022/23 academic timetable. The café facility is functioning as a student-led timetabled activity, similar to the enterprise and work experience activities that are already well established and had previously operated out of the now demolished DT block. Final remaining catering standard machines await professional installation (such as the commercial standard coffee machine) and, once installed, an additional catering manager will be employed to run the café to professional commercial standards serving the entire St Joseph's community. The Café facility (Café Caritas) is hoped to be fully completed and for full use and café experience introduced to all students in the academic year 2022/2023. It will then also serve as an outreach amenity for the local community.

Plans to further develop the residential facilities at the main site with the addition of two new Day Rooms to two of the existing residential houses are nearing completion. This will enable them to safely and comfortably accommodate three residents in each. One is due to be registered for the purpose of Adult Supported Living. Ofsted Care have worked with St Joseph's to advise and comment on the ageing housing stock of the Children's Home facility. Work is ongoing to progressively upgrade all Children's Home housing stock to accommodate the desired standards, which includes en suite facilities for each bedroom and a separate bathroom in each housing unit. Holy Family has already been upgraded to provide a self-contained ground floor one bedroomed flat. Work is now progressing on upgrading the first floor to provide a three bedroom house, all with en suite facilities, with separate bathroom and two living rooms.

The Trust plans to restructure Adult Supported Living arrangements in 2022/23, following a review of the costs incurred, and has given notice to withdraw from the provision of services at Long Barn.

The past few years, with respect to the quality of education, have been spent focusing on driving the quality of teaching delivery and developing the pathway curriculum. Through this, we have seen a significant drop in negative pupil behaviour as an indicator of improved engagement, alongside other initiatives such as more ongoing and developmental Behaviour Support training for all staff and improved induction of new staff. We are now turning our heads towards the Cognitive Science, which underpins the curriculum; the repetition and spacing of information to optimise on the long-term retention of knowledge and development of skills. By lengthening the time between recalling information, a student will improve their long-term memory and hopefully their understanding. Teachers are also using evidence-based practice to support existing processes and explain why we use certain ASD friendly approaches, which provide them with both the credibility and the confidence in developing their practice.

Structure, Governance and Management

The Board of Trustees was originally appointed on the date of incorporation (23 March 2018). The Board of Governors of the School and College became a sub-committee of the Trust (Education Governing Committee), supporting the Trustees in the governance of the educational activities of the school and college. Members of the Education Governing Committee are still known as governors, though the usual responsibilities of a Governing Board now sit with the Board of Trustees. The current Trustees and Governors are listed on page 1.

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

Structure, Governance and Management (continued)

The Board of Trustees, as the accountable body for the major decisions of St Joseph's, ensures clarity of vision, ethos and strategic direction; it holds the executive leaders to account for the performance of the organisation and its management, and oversees the financial performance of the charity. The Board meets at least four times a year. Day to day management of the charity is delegated to the Executive Principal who reports regularly to the Board of Trustees on the progress of key matters.

The Board of Trustees has delegated to the Education Governing Committee, responsibility for overseeing the management of the School and College including policies, staffing and use of resources. The Governance arrangements for the School and College fall under the Non-Maintained Special School Regulations and mirror school governance within the Local Authority maintained sector.

The Constitution provides for up to eleven Trustees. Eight appointed by members of the CIO, two by the Diocese of Arundel and Brighton and one by the Bishop of Arundel and Brighton. The consent of both the Trustees and the Bishop of Arundel and Brighton is needed to amend the objects of the Trust. The Trustees have taken steps to ensure that they have the breadth and depth of experience and understanding to carry out their duties effectively and efficiently particularly as regards education, SEND, care and therapy, financial, audit and legal, health and safety, HR and remuneration. The recruitment of suitable and available individuals remains a challenge in common with many charities.

New Trustees receive an introduction to the work of the Trust from the Core Senior Leadership Team. Trustee training is accessed through Strictly 4 Education and other training services. Most Trustees bring significant skills from other settings. The Trustees and the Governors understand their roles in relation to equality and diversity, and comply with legislative requirements including those relating to disability, safeguarding, and health and safety.

Management

The operational management of the Trust is delegated to its Core Senior Leadership Team, which comprises:

Annie Sutton	Executive Principal
Alan Day	Director Residential Care
Cedric de Souza	Director of Finance
Elizabeth Hurst	Director of Business
Simon Jaggard	Director of Education (Head Teacher)
Adrian Maxey	Director of Estates & Facilities
Karen May	Director of Therapies
Elizabeth Sanders	Director of Human Resources

Employee involvement

St Joseph's policy is to work collaboratively with employees on matters likely to affect employees' interests through organised forums such as the anonymous "Ask the Boss" online facility and regular staff updates via weekly meetings and email circulars. Each half term welcomes all staff with an update on the current state of affairs led by the Executive Principal and supported by all Core and Senior Leaders. This may be information regarding matters of personal, local or national concern; we seek to achieve a common awareness on matters relating to strategic, operational and financial factors affecting St Joseph's performance. In matters that significantly change policies or terms, full and extensive consultation processes are followed, to ensure that all staff are able to offer their opinions, suggestions and concerns. There is sound evidence that demonstrates that the consultation process at the Trust takes this on board and has adapted new proposals in line with suggestions offered by the wider staff. In some cases where there has been significant concerns raised by staff, new initiatives or changes have been abandoned. There is sound evidence that the Executive Principal leads the Core Senior Leadership Team and wider management team in giving serious consideration to all staff queries and gives respectful and full comprehensive feedback to staff.

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

Equality and Diversity

St Joseph's has a robust Equality Policy and Safer Recruitment process and is committed to ensuring equality of education, care and opportunity for students, residents and staff irrespective of race, gender, sexuality, disability, or socio-economic background. We aim to encourage inclusion and diversity in which all those connected to the Trust feel equally valued and are able to participate fully.

Gender Pay Gap

As at 31st August 2022, our strong, diverse and engaged network of 253 employees indicates pay gap of 3% in favour of the female gender based on an hourly rate of pay. Further analysis as follows:

Gender	Staff	Staff%	Rate/Hour
Male	84	33%	15.50
Female	169	67%	15.95

The proportions of male and female employees in respective pay bands is as follows:

Quartile	Female	Male
Lower	77.3%	22.7%
Lower Middle	65.2%	34.8%
Middle	60.6%	39.4%
Upper	69.1%	30.3%

The Core Senior (Executive) Leadership Team is comprised of 4 male and 4 females, with a pay gap of 6% in favour of the female gender and it is to be noted that this includes that Executive Principal of the organisation who is of the female gender. The Board of Trustees is comprised of 5 male and 3 females who are all volunteers and hold unpaid positions of responsibility.

Our strategy is to continue to create a culture of inclusion and development for everyone and we will continue to shape a more diverse and inclusive culture at the Trust.

Pupil Data

The school participates in the Department for Education (DfE) annual census in January each year. The school reported the following pupil numbers:

Key Stage	2022 Pupils	<i>of which</i> Boarding	2022 Boarders	Key Stage	2021 Pupils	<i>of which</i> Boarding	2021 Boarders
KS 1	2	Weekly	4	KS 1	3	Weekly	3
KS 2	16	Termly	2	KS 2	17	Termly	7
KS 3	25	52 week	12	KS 3	26	52 week	11
KS 4	20			KS 4	14		
KS 5	14			KS 5	19		
Total	77		18		79		21

Supported Living Tenancies at August 2022: Springvale: 7 tenancies, Long Barn: 6 tenancies.

ST. JOSEPH'S SPECIALIST TRUST

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

Admissions and Funding

Admissions criteria for the school and college require potential students to have an Education, Health and Care Plan that specifies a disability. Residential placements are only available to students either already in or taking up an academic placement. Adults accessing supported living accommodation must initially meet assessment criteria of Local Authority Adult Social Care or Continuing Health Care in order to apply for the provision. St Joseph's specialises in provision designed to meet the needs of those with complex and significant learning difficulties. All education, care and adult supported living services are fully funded by public bodies. The majority of students are placed and funded by Local Authorities and tenants are charged rent capped at Housing Benefit maximum.

Compliance with Charity Commission Guidance and Public Benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The Trustees have considered the question of public benefit and are satisfied that the Charity's activities are as defined by charity law and Charity Commission regulations.

St. Joseph's is a member of the National Association of Independent Schools & Non-Maintained Special Schools (NASS) a membership organisation working with and for special schools in the independent, voluntary and private sectors within the UK. The Executive Principal is a Trustee of NASS ensuring that St Joseph's is fully involved at a national level within the special educational sector. In addition, the Head Teacher ensures that St Joseph's works collaboratively with the local maintained sector, and is an active member of the Cranford Confederation, an informal confederation of schools in the South Guildford area.

Risk Assessment and Risk Management

During the period, the Trustees continued their oversight of the major risks to which the Trust is exposed and have put in place a comprehensive Risk Register. These have not changed significantly during the course of the year and include the following major risks;

MAJOR RISKS	MITIGATION
Poor safeguarding leading to adverse Ofsted judgements and safeguarding concerns	A dedicated Head of Safeguarding manages referrals and compliance requirements, monitoring activities to address risks as well as conducting in-depth training and providing regular updates for staff.
Reputational damage	Implement Business Continuity Plan including media management, negotiation of insurance, discussions with local authority, Ofsted and CQC, managing parental/guardians concerns.
Reliance on local authority placements	Maintain Ofsted and CQC standards, apply strict procedures with new placements and changes in contracts. Manage cash flow issues due to potential delayed payments of billings.
Cyber security	Maintain two separate back-ups of data and multiple layers of protection that meet with stringent standards.
Insufficient staff to deliver services	Adhere to EHCP Plan, dynamically reassign staff from other duties, collapse timetables, create larger classes, and maintain list of children who can be at home.

Trustees have directed the Core Senior Leadership Team to continue to focus on risk reduction in 2022/23 in order to ensure the continued high quality provision that has been maintained over recent years.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees 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).

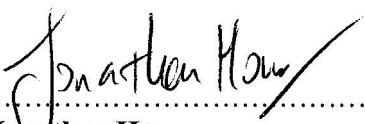
The Trustees are required to prepare a financial statement for each financial year that gives a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- 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 proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity. 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.

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

Approved by the Trustees on 3 February 2023 and signed as authorised on their behalf by:



.....

Fr. Jonathan How
Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
ST. JOSEPH'S SPECIALIST TRUST
FOR THE YEAR ENDED 31 AUGUST 2022

Opinion

Opinion

We have audited the financial statements of St Joseph's Specialist Trust for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102. *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 August 2022 and of the charity's net movement in funds for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder. 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.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF

ST. JOSEPH'S SPECIALIST TRUST

FOR THE YEAR ENDED 31 AUGUST 2022

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charity; or
- sufficient accounting records have not been kept; or
- the charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees for the financial statements

As explained more fully in the Trustees' responsibilities statement set out on page 4 to 10, the Trustees 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:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Ofsted inspections, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and payroll tax.

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

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
ST. JOSEPH'S SPECIALIST TRUST
FOR THE YEAR ENDED 31 AUGUST 2022

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

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

Use of our report

This report is made solely to the charity's Trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's Trustees 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's Trustees as a body for our audit work, for this report, or for the opinions we have formed.



Haysmacintyre LLP
Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

Haysmacintyre LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Date: 17 February 2023

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 AUGUST 2022

	Note	2022 £ Children & Young People Restricted	2022 £ Children & Young People Unrestricted	2022 £ Adult Supported Living Unrestricted	2022 £ Total	2021 £ Total
INCOME						
Charitable activities						
Fees Local Authorities		-	9,884,906	1,173,799	11,058,705	9,782,821
Fees ESFA		-	667,843	-	667,843	692,084
Sundry income		-	1,412	-	1,412	15,287
Voluntary income						
Grants to meet expenditure		53,829	96,944	-	150,773	44,839
Donations		48,222	4,974	-	53,196	636,346
Other trading activities						
Rental income		-	-	135,707	135,707	135,291
Total income		102,051	10,656,079	1,309,506	12,067,636	11,306,668
EXPENDITURE						
Raising funds	3	-	(30,823)	-	(30,823)	(29,611)
Charitable activities	3	-	(9,960,990)	(1,462,486)	(11,423,476)	(10,854,327)
Total expenditure		-	(9,991,813)	(1,462,486)	(11,454,299)	(10,883,938)
Net movement in funds		102,051	664,266	(152,980)	613,337	422,730
Fund balances brought forward at 1 September 2021		680,455	16,487,701	1,079,117	18,247,273	17,824,543
Fund balances carried forward at 31 August 2022		782,506	17,151,967	926,137	18,860,610	18,247,273

There were no recognised gains and losses other than those included in the Statement of Financial Activities.

The accompanying notes form part of these financial statements.

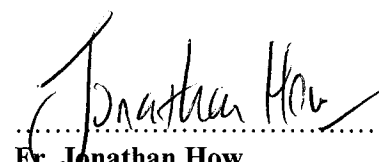
ST. JOSEPH'S SPECIALIST TRUST

BALANCE SHEET

AS AT 31 AUGUST 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible fixed assets	5	15,416,959	15,668,570
CURRENT ASSETS			
Debtors	6	502,872	983,852
Cash at bank and in hand		4,116,568	2,952,489
		4,619,440	3,936,341
CREDITORS: Amounts falling due within one year	7	(665,551)	(761,431)
NET CURRENT ASSETS		3,953,889	3,174,910
TOTAL ASSETS LESS CURRENT LIABILITIES		19,370,848	18,843,480
CREDITORS: Amounts falling due after one year	7	(510,238)	(596,207)
NET ASSETS		18,860,610	18,247,273
FUNDS			
Children & Young People		17,151,967	16,487,701
Adult Supported Living		926,137	1,079,117
Unrestricted funds	8	18,078,104	17,566,818
Restricted funds – Children & Young People	8	782,506	680,455
TOTAL FUNDS		18,860,610	18,247,273

The financial statements were approved and authorised for issue by the Trustees on 3rd February 2023 and were signed below on its behalf by:



Fr. Jonathan How
 Trustee

The accompanying notes form part of these financial statements.

ST. JOSEPH'S SPECIALIST TRUST

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

	Notes	2022 £	2021 £	
Net cash provided by operations	A	1,335,626	2,439,282	
Cash flows from Investing Activities				
Purchase of fixed assets		(171,547)	(934,052)	
Net cash (used in) investing activities		<u>(171,547)</u>	<u>(934,052)</u>	
Change in cash and cash equivalents in the reporting period	B	1,164,079	1,505,230	
Net cash and cash equivalents at the beginning of period		<u>2,952,489</u>	<u>1,447,259</u>	
Net cash and cash equivalents at end of period		<u><u>4,116,568</u></u>	<u><u>2,952,489</u></u>	
A. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH PROVIDED BY OPERATIONS				
		2022 £	2021 £	
Net movement in funds		613,337	422,730	
Depreciation		423,158	487,796	
Decrease/(Increase) in debtors		480,980	1,159,401	
(Decrease)/increase in creditors		<u>(181,849)</u>	<u>369,355</u>	
Net cash provided by operations		<u><u>1,335,626</u></u>	<u><u>2,439,282</u></u>	
B. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS				
	At 31-Aug-2021 £	Cash Flows £	Other Changes £	At 31-Aug-2022 £
Cash and cash equivalents	2,952,489	1,164,079	-	4,116.598
Net cash provided by operations	<u><u>2,952,489</u></u>	<u><u>1,164,079</u></u>	<u><u>0</u></u>	<u><u>4,116,568</u></u>

ST. JOSEPH'S SPECIALIST TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and 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) - effective 1 January 2015. The Trust is a charitable incorporated organisation (charity number: 1177680) registered in England and Wales. The financial statements have been prepared under the historical cost convention.

Going Concern

Having reviewed the funding facilities available to the Trust together with the expected ongoing demand for places and the Trust's future projected cash flows, the Trustees have a reasonable expectation that the Trust has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the Trust's financial viability. When making this assessment the Trustees have considered the implications of the continuing COVID-19 pandemic on the financial and operational plans of the Trust and have concluded that there is no current likelihood of any material impact.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, Trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, or in the period of the revision and future periods if the revision affected current and future periods.

Judgements made by the Trustees, in the application of these accounting policies that have significant effect on the financial statements and estimates with a significant risk of material adjustment in the next year are deemed to be in relation to the depreciation rates of tangible fixed assets and are discussed below. In the view of the Trustees, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

Income

Fees receivable and other fees are accounted for in the period in which the service is provided. Fundraising and other income are accounted for when entitlement arises, the amount can be reliably quantified and the economic benefit to the Trust is considered probable.

Expenditure

Expenditure is accounted for on an accruals basis and are recognised when there is a legal or constructive obligation to pay for expenditure. All costs have been attributed to the functional categories of resources expended in the Statement of Financial Activities. The Trust is not registered for VAT and accordingly expenditure is included gross of irrecoverable VAT.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments.

ST. JOSEPH'S SPECIALIST TRUST

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

1. ACCOUNTING POLICIES (continued)

Tangible fixed assets

Tangible assets, except the freehold property, are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets other than freehold land, at rates calculated to write off the cost less their estimated residual value of each asset over its expected useful life, as follows:

Leasehold building - 2% to 40% on cost

Individual items costing less than £5,000 are normally written off as an expense on acquisition. Freehold land is not depreciated. Computer and IT costs of less than £5,000 per item are expensed through the Income and Expenditure account.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Creditors and provisions

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

Taxation

The Trust is constituted as a registered charity, and therefore is exempt from direct taxation on its charitable activities. There were no tax reclaims in the year on gifts and donations received.

Provision for major repairs

There is an on-going programme of planned repairs. It is considered that work undertaken each year is sufficient to maintain all buildings in their existing condition.

Pensions

The Teachers' Pension Scheme - This scheme is a multi-employer pension scheme. It is not possible to identify the Trust's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS102, accounts for the scheme as if it were a defined contribution scheme. The Trust's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.

ST. JOSEPH'S SPECIALIST TRUST

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

The charity also operates defined contributory group personal pension schemes for non-teaching staff.

Operating lease commitments

The rentals payable under operating leases are charged to the Statement of Financial Activities (SOFA) on a straight line basis over the lease term.

Fund accounting

Funds held by the charity are:

- *Unrestricted funds* – these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees. They are divided between Children and Young People and Adult Supported Living.
- *Restricted funds* – these are funds that can only be used for particular restricted purposes within the objects of the charity and are represented by donations in respect of new building works currently in progress.

2. NET INCOME	2022	2021
	£	£
Net income is stated after charging		
Depreciation of owned tangible fixed assets	423,158	487,796
Auditors' remuneration – non audit services	-	3,500
Auditors' remuneration – audit services	25,000	22,000

3. ANALYSIS OF TOTAL EXPENDITURE

	2022 Staff Costs £	2022 Other Costs £	2022 Depreciation £	2022 Total £	2021 Total £
Raising funds	30,823	-	-	30,823	29,611
Charitable activities					
Teaching	3,396,628	174,861	-	3,571,489	3,349,713
Welfare	4,268,801	201,689	-	4,470,490	3,716,367
Premises	642,130	299,394	423,158	1,364,682	1,203,905
Support costs	1,197,172	796,396	-	1,993,568	2,553,208
Grants	-	23,247	-	23,247	31,134
	<u>9,535,554</u>	<u>1,495,587</u>	<u>423,158</u>	<u>11,454,299</u>	<u>10,883,938</u>

Restricted expenditure in the period in relation to grants received amounted to £23,247 (2021: £0).

ST. JOSEPH'S SPECIALIST TRUST

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

4. PARTICULARS OF EMPLOYEES

	2022	2021
	No.	No.
The average persons employed by the Trust during the period was:	253	271
<i>Their total remuneration was:</i>	£	£
Wages and salaries	6,652,038	7,008,505
Social security costs	660,244	634,825
Other pension costs	460,103	856,635
Other staff costs	150,579	122,555
	7,922,964	8,622,520
Agency staff	1,612,590	516,249
	9,535,554	9,138,769

The total remuneration of key management personnel during the period was £815,700 (restated 2021: £793,044).

The number of staff with emoluments within the following ranges were:	2022	2021
	No.	No.
£60,001 - £70,000	4	3
£70,001 - £80,000	2	2
£80,001 - £90,000	3	3
£100,001 - £110,000	1	1

Other pension costs include liability provisions for the period of £49,043 (2021: £334,684).

The Trust made no defined benefit pension contributions in the period in respect of the higher paid employees.

Termination payments made in the year were £8,650 (2021: £0).

Trustees and Advisers remuneration and reimbursed expenses

Trustees do not receive remuneration from the Charity. No Trustee had any beneficial interest in any contract with the company during the year.

Three Trustees were reimbursed expenses totalling £191 (2021: £543) in the period.

ST. JOSEPH'S SPECIALIST TRUST

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

5. TANGIBLE FIXED ASSETS

Leasehold premises

The premises were acquired from the Trustees of Sacred Heart Sisters of Chigwell Convent on 1 September 1981 at a cost of £425,000 plus furniture and fittings £50,000 (part was sold in 1988 for £69,453). In addition, a house, Springvale, was purchased from the Sisters in September 1986 at a cost of £155,000. The use of the properties which are still owned by the RC Diocese of Arundel & Brighton, has been gifted through a 999 year lease with only peppercorn rent payable.

	School Leasehold premises £	Springvale Leasehold premises £	Total £
Cost			
Beginning of period	16,197,449	789,637	16,987,086
Additions	171,547	-	171,547
Disposals	(332,000)	-	(332,000)
End of year	16,036,996	789,637	16,826,633
Depreciation			
Beginning of period	1,273,396	45,120	1,318,516
Charge for the period	406,357	16,801	423,158
Disposals	(332,000)	-	(332,000)
End of year	1,347,753	61,921	1,409,674
Net Book Value			
As at 31 August 2022	14,689,243	727,716	15,416,959
As at 31 August 2021	14,924,053	744,517	15,668,570

6. DEBTORS

	2022 £	2021 £
Fee debtors	361,446	932,229
Other debtors	141,426	51,623
	502,872	983,852

ST. JOSEPH'S SPECIALIST TRUST**NOTES TO THE FINANCIAL STATEMENTS (continued)****FOR THE YEAR ENDED 31 AUGUST 2022****7. CREDITORS:**

Amounts falling due within one year	2022 £	2021 £
Trade creditors	253,748	327,532
Accruals	121,991	71,600
Staff costs provision	36,926	36,293
Payroll creditors	230,260	244,702
Other creditors	22,626	81,304
	<u>665,551</u>	<u>761,431</u>
Amounts falling due after one year	2022 £	2021 £
Staff costs provision	<u>510,238</u>	<u>596,207</u>

8. STATEMENT OF FUNDS – CURRENT PERIOD

	Brought forward at 1 September 2021 £	Income 2022 £	Expenditure 2022 £	Carried forward at 31 August 2022 £
Children and Young People	16,487,701	10,656,079	(9,991,813)	17,151,967
Adult Supported Living	<u>1,079,117</u>	<u>1,309,506</u>	<u>(1,462,486)</u>	<u>926,137</u>
Unrestricted funds	17,566,818	11,965,585	(11,454,299)	18,078,104
Restricted funds	<u>680,455</u>	<u>102,051</u>	<u>-</u>	<u>782,506</u>
Total funds	<u>18,247,273</u>	<u>12,067,636</u>	<u>(11,454,299)</u>	<u>18,860,610</u>

ST. JOSEPH'S SPECIALIST TRUST

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 AUGUST 2022

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS – CURRENT PERIOD

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Total 2021 £
Tangible Fixed Assets	14,688,281	728,678	15,416,959	15,668,570
Current assets	4,565,612	53,828	4,619,440	3,963,901
Current liabilities	(665,551)	-	(665,551)	(788,991)
Non-current liabilities	(510,238)	-	(510,238)	(596,207)
	<u>18,078,104</u>	<u>782,506</u>	<u>18,860,610</u>	<u>18,247,273</u>

10. FINANCIAL INSTRUMENTS

	2022 £	2021 £
Financial assets that are debt instruments measured at amortised cost	502,872	1,011,412
Financial liabilities measured at amortised cost	<u>1,175,789</u>	<u>1,385,198</u>

Financial assets include fee and other debtors.

Financial liabilities include trade creditors, payroll creditors and provisions for staff and overhead costs.

11. FINANCIAL COMMITMENTS

At 31 August 2022 there were capital commitments of £255k (2021: £nil)

12. OPERATING LEASE COMMITMENTS

At 31 August 2022 there were operating lease commitments of an insignificant amount (2021: £nil).

13. PENSION LIABILITIES

The Trust were notified by the Teachers' Pension Scheme in 2019 that they were to challenge the eligibility of two members of staff from the inception date of the scheme in 2010. This was accepted with one member who has since retired and a liability provision based on a settlement agreement between the Trust and the member is now in place and included in the accounts. The final decision by the TPS for the other member of staff who remains in employment has been referred to the Pensions Ombudsman. Pending this decision and following an independent valuation, a further liability provision has been included in the accounts. The Trust has an unregistered Employer-financed Retirement Benefits Scheme in respect of a former employee whose pension will be administered directly by the Trust.

14. PENSION COSTS

(a) Teachers' Pension Scheme

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £222,390 (restated 2021: £247,502) and at the year-end £nil (2020: £nil) was accrued in respect of contributions to this scheme. The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament. The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%. The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions. On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable. The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations. The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024. Until the 2020 valuation is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

b) Group Personal Pension

The Trust participates in a defined contribution schemes for its teaching and non-teaching staff who are not in a final salary scheme. The cost for the year of the Trust's contributions was £286,756 (restated 2021: £274,449).