

EPILEPSY SOCIETY

England & Wales · Charity number 206186

Details

Other names	THE NATIONAL SOCIETY FOR EPILEPSY, EPILEPSY SOCIETY
Status	Registered
Legal form	Charitable company
Company number	00492761
Registered	1962-09-22
Register	View on the Charity Commission register

Contact

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Website	www.epilepsysociety.org.uk

Activities

Objects: (A) TO PROVIDE BOTH NATIONALLY AND INTERNATIONALLY FOR THE MAINTENANCE, CARE, TREATMENT, EDUCATION, OCCUPATIONAL TRAINING, OCCUPATION AND EMPLOYMENT OF PEOPLE WITH EPILEPSY AND, TO THE EXTENT THAT RESOURCES ARE AVAILABLE AFTER GIVING PRIORITY TO THE FOREGOING, FOR PEOPLE WITH OTHER PHYSICAL OR NEUROLOGICAL DISORDERS OR HANDICAPS.(B) TO PROVIDE FACILITIES FOR RECREATION, BOTH INDOOR AND OUTDOOR, INCLUDING PLAYING FIELDS, LAWNS, BUILDINGS AND OTHER STRUCTURES AND ALL NECESSARY EQUIPMENT FOR PEOPLE WITH EPILEPSY AND, TO THE EXTENT THAT RESOURCES ARE AVAILABLE AFTER GIVING PRIORITY TO THE FOREGOING, FOR PEOPLE WITH OTHER PHYSICAL OR NEUROLOGICAL DISORDERS OR HANDICAPS.(C) TO PROVIDE BOTH NATIONALLY AND INTERNATIONALLY BY ANY LAWFUL METHOD AS THE SOCIETY MAY CONSIDER PROPER SUPPORT, EDUCATION, TRAINING AND INFORMATION FOR PEOPLE WITH EPILEPSY, THEIR FAMILIES, CARERS, SUPPORT GROUPS AND BRANCHES AND OTHER PEOPLE INTERESTED IN THE CONDITION.(D) TO CARRY OUT RESEARCH INTO THE CAUSES, TREATMENT AND PREVENTION OF EPILEPSY.(E) TO CARRY ON AND EXTEND AND DEVELOP THE CHARITABLE WORK PREVIOUSLY CARRIED ON BY THE UNINCORPORATED SOCIETY KNOWN AS THE NATIONAL SOCIETY FOR EPILEPSY (WHICH UNINCORPORATED SOCIETY IS HEREINAFTER REFERRED TO AS "THE UNINCORPORATED SOCIETY") AT THE CHALFONT CENTRE FOR EPILEPSY AT CHALFONT ST. PETER, GERRARDS CROSS, BUCKINGHAMSHIRE, SL9 0RJ.

Activities: To enhance the quality of life of people affected by epilepsy by promoting public awareness and education, by undertaking research and by delivering specialist medical care and support services.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Accommodation/housing
- **Who:** People With Disabilities

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£20,658,000	£21,796,000	£26,517,000	368
2024-03-31	£18,860,000	£20,783,000	£26,650,000	319
2023-03-31	£17,899,000	£19,472,000	£28,149,000	325
2022-03-31	£16,675,000	£16,888,000	£27,942,000	266
2021-03-31	£15,956,000	£17,127,000	£25,226,000	276

Trustees

Name	Role	Appointed
CATHERINE ALCOCK DL	Chair	2015-12-02
Andrew Gray		2021-12-14
Andrew Thomas Gosling		2021-12-14
Dr Karen Skinner		2023-12-13
Dr Robin Woolfson		2023-12-13
Hannah Purves		2023-12-13
Jacqueline Anne Sullivan		2022-03-08
Nikolas Grant		2023-12-13
Paul Airey		2025-12-12
Penny Owen		2024-12-14
Rae Avatar Barnett		2023-12-13
Rakhi Rajani		2025-12-12
Sarah Miller		2024-12-13

Accounts

epilepsy
society



Annual Report
2024/2025

epilepsysociety.org.uk

We are **Epilepsy Society**

**The UK's only charity
transforming the
lives of people with
epilepsy through
world-leading research,
advocacy and care.**

Epilepsy Society

Chesham Lane,
Chalfont St Peter
Buckinghamshire SL9 0RJ
epilepsysociety.org.uk

Registered charity: 206186
Company limited by guarantee: 492761

Contents

Group Financial Statements and Annual report for the year ended 31 March 2025

02 Chairman's review of the year

04 Letter from the Chief Executive

06 Trustees' annual report

- 06 About Epilepsy Society
 - 06 What we do
 - 07 Our year in numbers
 - 08 Structure
 - 08 Charitable objectives, values and strategy
-

09 Research

- 10 Our research
 - 10 Cutting-edge diagnostic equipment
 - 10 Drug resistance linked to genes
 - 10 Severe epilepsies in adulthood
 - 11 Climate change and epilepsy
 - 11 Epilepsy Society Brain and Tissue Bank
-

12 Medical

- 13 New multi-disciplinary clinic
 - 13 MRI
 - 13 Ella's story
 - 14 Our medical progress
 - 14 TDM unit
 - 14 EEG
 - 15 Jo's story
-

16 Care services

- 17 Digital and technology
 - 18 Our care services
 - 18 Complex care, supported living and respite
 - 19 Phoenix Games
 - 19 Connecting with nature
-

20 Advocacy

- 21 Putting epilepsy on the political agenda
 - 21 Medication shortages campaign
 - 21 Parliament Square and letter to Keir Starmer
 - 22 Our advocacy
 - 22 Exhibition at the House of Commons
 - 23 Media work
 - 23 Parliamentary engagement
 - 23 Leading the conversation
 - 23 Sharing on social media
-

24 Helpline and information

- 25 Our trusted information
 - 25 External training
 - 25 Easy read pack for people with a learning disability
 - 25 Family and friends free training courses
-

26 Fundraising

- 27 Marathon and running events
 - 27 Every donation makes a difference
 - 28 The lasting impact of legacies and gifts in memory
 - 29 Corporate fundraising
-

30 Looking to the future

32 Principal risks

34 Financial review

36 Engagement with stakeholders

40 Independent Auditor's Report

- 44 Consolidated statement of financial activities
 - 45 Balance Sheets as at 31 March 2025
 - 46 Consolidated Cashflow Statement for the year
 - 47 Notes to the Financial Statements for the year
-

68 Trustees, officers and advisors

Chairman's review of the year



KATE ALCOCK
CHAIRMAN

The great joy about my role at the Epilepsy Society is the people. Our incredible supporters, the patients whose lives we are able to turn around and the amazing staff who, from our support workers through to our researchers and everyone in between, are dedicated to alleviating the impact of epilepsy.

While international politics may make you question the very essence of humanity, in our own camp, humanity is never in question. Every day is inspirational at the Epilepsy Society.

I was thrilled to be able to join our team for a reception in the Houses of Parliament which took place, literally, in the corridors of power. We were privileged to have Rosie Wrighting MP as a guest speaker and England rugby player, Tommy Freeman. Both of them have epilepsy and spoke with great generosity and candour about their lived experience of the condition. They are determined to make sure their experiences benefit others.

But we also had life-sized cardboard cut-outs on display – the reception was part of a week-long exhibition – of people whose lives have been transformed by the Epilepsy Society. Jo, who was experiencing over 2,000 seizures a year and is now seizure-free and able to pursue her dream of pole dancing. And Evan, a Paralympic judo fighter who was able to compete in the games in Paris last year after treatment at our Chalfont Centre finally brought his seizures under control. I am certain their stories gave the Government goosebumps.

In fact, I know they did. At the close of our reception, Lord Hayward who had been listening quietly at the back of the hall, stepped forward to offer to speak on behalf of people with epilepsy in the House of Lords. Exactly the sort of champion we need.

On the subject of champions, we said a fond farewell to our Medical Director, Professor Ley Sander who has been at the Chalfont Centre for over 40 years. Ley is globally revered as an expert in epilepsy and he has helped shape our direction for the future as well as being a voice for people with epilepsy. He will now concentrate on his international commitments, including his work in China. Thank you, Ley, from all of us.

And, as we look to the future, we are delighted to announce the appointment of Professor Sanjay Sisodiya as our Transformation Director. This is a new role that will oversee the transformation of our current research and medical



services, towards the establishment of the expanded provision that we aspire to achieve if our application for planning permission is successful. You can read more about this in the letter from our Chief Executive, Clare Pelham.

People are at the very heart of everything we do but of course, alongside the pioneering research and heart-warming stories, there are also the spreadsheets which themselves tell a less emotional but equally important story.

This year it has been very much a tale of two halves. Income has risen but so have our costs. And world economics have inevitably impacted on our return on investments. Last year the return on our investments was just over half a million. This year it is just £112,000. There is so much that is out of our control.

On a positive note, we have seen a £1.8m rise in our income. £1m of that is thanks to a very generous legacy bequeathed to the charity and I cannot overstate how grateful we are to everyone who remembers the Epilepsy Society in their will. What a wonderful legacy to know that your gift could lead to better diagnosis and treatment for thousands of others in the future.

The additional £0.8m is down to our amazing fundraisers who will stop at nothing to support our vital work. Our supporters love a challenge and our team makes sure there is something for everyone.

We were fortunate to be able to create a designated fund six years ago, due to the sale of some of our estate, which had an initial value of £11.9m. We always intended to invest that money in four key areas: essential management of the estate, our pension deficit, optimising our charitable assets and of course research. The investment is paying dividends on all fronts but the pot is diminishing and we are now down to £2m. As I said, spreadsheets also tell a story.

And so finally to chocolate. Every so often we have one of those left-of-field ideas that takes on a life of its own. The team invested in personalised Epilepsy Society chocolate bars this year to raise awareness of epilepsy. The front of the wrappers bore our name and on the back our *raison d'être*, just slightly modified – “Transforming lives through research, advocacy and chocolate”.

We hoped people would like them, and those who were able to enjoy a bar of Cadbury's Dairy Milk while hearing about epilepsy, were big fans. But so were our online supporters who, in spite of only being able to have a very virtual experience of the chocolate, liked it in their droves – 1.7k likes on Facebook alone.

It's what keeps us on our toes. We plan. We brainstorm. We do wash-ups. We examine data. We analyse. But just occasionally something takes us by complete surprise. Thank goodness.

Letter from the Chief Executive



CLARE PELHAM
CHIEF EXECUTIVE

Times are hard.

A recent report from the Charity Commission showed that the number of people donating money or goods to charity dropped from 62 per cent in 2020 to 40 per cent in 2023. Trust in charities is high with charities among the most trusted groups in society, second only to doctors. But the UK Giving 2025 Report, produced by the Charities Aid Foundation, showed that 44 per cent of people cannot afford to give to charities.

Times are hard and the cost-of-living crisis is real. But our commitment is steadfast and our supporters are undaunted. We know that it is vital that we raise the money that has the potential to transform the lives of people with epilepsy. The backbone of our charity is the thousands of people who find ingenious ways to fundraise for us. And we are so grateful to them. This year, 73 amazing runners raised over £225,000 for us in the London Marathon alone.

We are also fortunate that, as a national charity founded over 130 years ago, we have a 300-acre estate. This estate holds the key to better diagnosis and better treatments for people with epilepsy. We must translate the wealth buried in the land into better health for people with epilepsy.

We know that, by building homes on less than 40 per cent of our land, we could raise over £90m for research into epilepsy. That would enable us to more than double the number of patients we see. That is thousands more people with epilepsy potentially achieving seizure freedom, with all that means. A job, a driving licence, perhaps the opportunity to travel, to study or to start a family without the challenges and anxiety that uncontrolled epilepsy can bring.

Significantly, this investment in research would also save the NHS and wider public sector over £300m per year. The long-term gains are eye-watering and the potential to generate a sea change in the treatment of epilepsy is very exciting. So, we have been taking every opportunity possible to make certain that the Government is aware of just what we can contribute to life sciences, the NHS and, of course, economic productivity.



By building 1,000 homes on 40 per cent of our land, we could raise over £90m for epilepsy research – transforming treatment and saving the NHS over £300m each year.

Tackling economic inactivity is central to the government's goal of promoting economic growth and our ambitious plans to turn land into research could enable many people with epilepsy to get back to work and contribute to the economic productivity of the country. People with epilepsy want to work and we want to enable them to, through better seizure control.

This year it has been even more vital to make sure that epilepsy is on the political agenda. We have attended party conferences, sat alongside politicians on health panels and have spent a week in Parliament talking to MPs about the impact of epilepsy and the challenges that people face. During National Epilepsy Week, Sir Keir Starmer mentioned epilepsy and our campaigners twice during Prime Minister's Questions.

Epilepsy is definitely on the map.

Our proposal to release the value currently locked up in our land and fund research, demonstrates how life sciences, health and building can work together to revolutionise the treatment of epilepsy and transform lives. We are looking forward to a better future where for people with epilepsy, all things are possible.

This time next year, I hope that I will be able to report that we have been granted planning permission, and that the diggers are on site. And that a brighter future for people with epilepsy is in sight.

Trustees' annual report

Our values:

Caring, accountable, improving, respectful and open

The Trustees are pleased to present their report for the year ended 31 March 2025 which provides a commentary on these results and the operations of the Epilepsy Society during the year, which are set out in the audited financial statements following this report. The report also acts as the Society's strategic report and the Directors' Report for the year.

Under section 17 of the Charities Act 2011, the Trustees have a duty to have due regard to the public benefit guidance published by the Charity Commission. During the year, the Trustees have acted in accordance with this requirement and they are satisfied that all the activities of the Society are for the public benefit.

PIONEERING
the treatment
of epilepsy
since 1892

About Epilepsy Society

Epilepsy Society is the UK's leading provider of epilepsy services. Through our cutting-edge research, awareness campaigns, information resources and expert care, we work for everyone affected by epilepsy in the UK.

Our vision is for a world where epilepsy is irrelevant and people with epilepsy lead the lives they want to lead.

What we do

RESEARCH: Our world-leading research team is passionate about translating research findings into improving the lives of people with epilepsy. The ultimate goals of our current research are to spearhead personalised treatment and to incorporate genomic diagnosis into the NHS for people with epilepsy.

ADVOCACY: We are a voice for people with epilepsy, striving to push epilepsy up the political agenda and bring about change. We operate a confidential helpline and webchat service offering help and support for anyone affected by epilepsy, and have a wealth of online information for people at any stage of their epilepsy journey.

We also provide training for individuals and organisations to improve their epilepsy awareness.

MEDICAL: Medical services at our Chalfont Centre provide the most sophisticated diagnostic tools and tailored treatments for people with drug-resistant seizures.

CARE: We provide specialist residential care for about 100 people, who, in addition to their epilepsy, may have an additional condition, such as a brain injury or a physical disability.



A further
£1.8m
invested into our research
programme



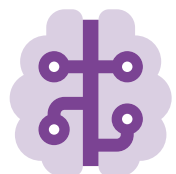
↑
11%

5,696
contacts made to the
Helpline via calls, emails
and webchats



↑
8.7%

20,322
Therapeutic Drug Monitoring
samples processed



↑
18.3%

1,872
MRI scans completed

Our year in numbers



3,169
information resources sent
out from the Helpline



87
awareness-raising training
courses, delivered to over
600 delegates



Over
1.3m
visitors to our website



5.2m
reach on Facebook
and Instagram



89
academic papers published
by our researchers
in conjunction with UCL



Just under
5,000
whole genomic sequences
now analysed cumulatively



7 out of 7
of care services rated
'good' by CQC

Structure

Epilepsy Society is a charitable company limited by guarantee. It is governed by its Memorandum and Articles of Association and it is registered as a charity with the Charity Commission (charity number 206186).

The Society has two wholly-owned subsidiaries — Epilepsy Enterprises Limited and NSE Facilities Limited. Epilepsy Enterprises Limited is the Society's trading company and it carries on commercial activities, such as merchandising, with a view to raising money for the charity. NSE Facilities Limited was incorporated in 2000 to build the Gowers Centre and to manage the healthcare services provided by UCLH within it. However, the management of healthcare services is now being done directly by the Epilepsy Society, and therefore this subsidiary is effectively dormant and the only financial transactions relate to the depreciation of the property and some minor administration. The Boards of each subsidiary consist of two Trustees and the Society's Chief Financial Officer.

Charitable objectives, values and strategy

The Society's strategy is set by the Board of Trustees and they also agree the vision and objectives following discussions with stakeholders including the staff who work for the Society.

Our charitable objective

The Society's charitable objective is to secure a full life for everyone affected by epilepsy and other neurological conditions. Under the Society's constitution, we will try to do this by:

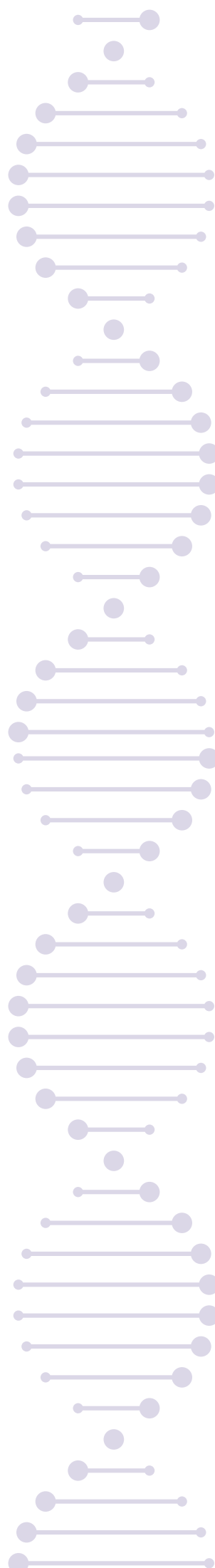
- promoting acceptance of people with epilepsy and other neurological conditions, and challenging discrimination against them;
- preventing the development of epilepsy and other neurological conditions;
- seeking effective treatments for epilepsy and other neurological conditions; and
- providing services to people with epilepsy and other neurological conditions.

Our values

We aim to fulfil this objective while meeting our values, which are being: *Caring; Accountable; Improving; Respectful; Open* while putting the person with epilepsy at the centre of everything that we do.

Public benefit

The Charities Act 2011 requires the Society to have due regard to public benefit guidance published by the Commission in determining the activities undertaken by the charity. The Trustees confirm through this report that they have complied with this requirement. Research carried out and funded by the Society meets the Charity Commission's test for Public Benefit. In addition, the application of the results of the research is not restricted by gender, ethnicity, religion, or ability to pay and in that respect the public at large benefit. Other services that the Society carries out in care, helping people through support and advice and providing medical services all comply with the public benefit test too.





Research

Our research is crucial to understanding the underlying genetic architecture of epilepsy, its causes and how it can be better treated. The deeper we delve into the genomic data, combined with other information such as brain imaging, the more we understand the value of genomic testing for people from the point of diagnosis. We are also looking at the impact of external influences such as climate change on seizures.

Our research



WE BELIEVE

- Genomic data provides invaluable information to support high-quality, tailored healthcare.
- That genomic data should be available for everyone with epilepsy at the time of diagnosis.



TO ACHIEVE THIS, WE:

- Will push forward research aiming to show the value of early genomic testing for as many people with epilepsy as we can.
- We will promote the value of genomic testing for people with epilepsy to the neurological community and service providers.



Severe epilepsies in adulthood

A team of our researchers including Professor Sanjay Sisodiya and Angeliki Vakrinou (pictured left) conducted a study exploring how severe epilepsies that often begin in childhood, evolve during a lifetime. The study focused on a group of adults with Developmental and Epileptic



Encephalopathies — DEEs — looking at their health, seizures and other symptoms. Results showed that while the majority continue to have severe seizures, some may become seizure free or have milder seizures. However, they will still face cognitive difficulties and health problems related to their condition. This highlighted a need for early targeted care and a holistic approach that goes beyond managing seizures. It brings us closer to integrating genetic insights into clinical care.

The Epilepsy Society is leading research into the use of Transcranial Magnetic Stimulation with EEG (TMS-EEG) to better understand epilepsy, aiming to support diagnosis and follow-up in treatment for seizure control. This pioneering, non-invasive technique allows researchers to stimulate the brain and record its responses, helping to monitor brain activity in the outer cortical regions.

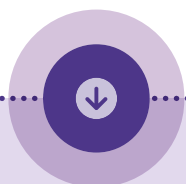
In 2024, inomed provided the clinical research team with the Nexstim NBS 5 — the most advanced clinically approved TMS system. This fully integrated equipment enhances participant comfort and relaxation during sessions, while offering greater precision and reliability for clinical researchers.

Diego Jimenez, epilepsy research fellow said: "This technology offers significant benefits, it is smoother, quieter and more comfortable for participants. For our team, it delivers more accurate and reliable data, supported by clinical approval."

To date, we have completed 28 sessions, contributing to our growing dataset of over 310 participants. Our research is already deepening understanding of epilepsy and helping shape more accurate diagnosis and treatment. In a recent study, we were able to show that people with postictal psychosis exhibit similar patterns of brain activity as those seen in people with schizophrenia.

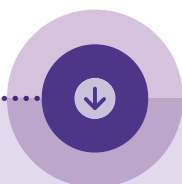
Drug resistance linked to genes

We welcomed the findings of an international study, led by senior author Professor Sanjay Sisodiya, that provides evidence that common genetic variants significantly contribute to drug resistance in epilepsy. In the future it may be possible to predict from the point of diagnosis which individuals are likely to be drug resistant. And it could lead to the development of newer, more effective medications.



WORKING TOWARDS THIS, WE HAVE:

- Obtained genome sequences for another 500 people with various types of epilepsy to show how useful genomics can be in different types of epilepsy.
- We published two important papers on the genetic basis of multi-drug resistance in epilepsy and SUDEP. Both were well received, and have led to expansion of the work with the ILAE Consortium on Complex Epilepsies and the Epi25 Consortium.



IN THE NEXT 12 MONTHS, WE WILL:

- Work towards making Whole Genome Sequencing (WGS) a standard test at diagnosis for everyone with epilepsy.
- Continue work on merging genomic research with other phenotyping approaches such as imaging and Transcranial Magnetic Stimulation ("TMS").



Climate change and epilepsy



PROFESSOR SANJAY SISODIYA

Climate change, and its effects on weather patterns and adverse weather events, can negatively affect the health of people with brain conditions. Professor Sanjay Sisodiya and his team have been leading on research exploring the impact of climate change on the quality of life for people with epilepsy.

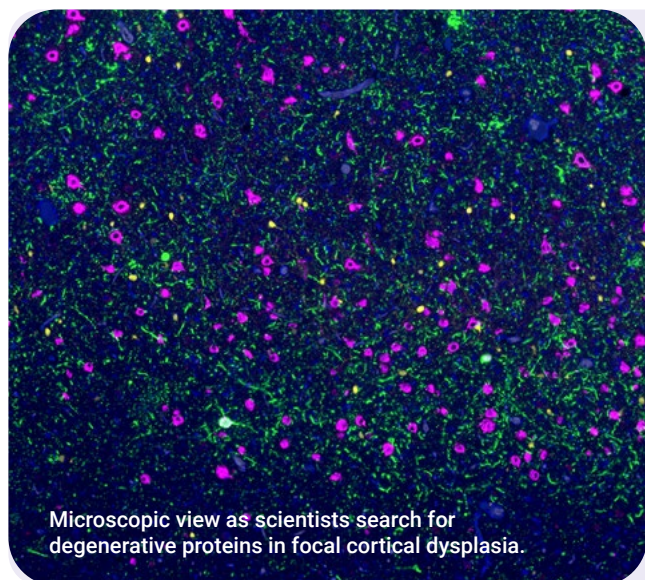
Professor Sisodiya has co-authored two reports this year, one exploring how changing weather patterns resulting from climate change affect sleep and how heat and humidity can impact the effectiveness of common anti-seizure medications.

For many people with epilepsy, sleep deprivation is an important trigger for seizures and this report identified that people with epilepsy are likely to be particularly vulnerable to heatwaves and higher temperatures.

The second report explored the potential effects of climate change on anti-seizure medications, antipsychotics and antidepressants and how it could affect people across the globe.

The paper underlines the need to conduct further research to understand how fluctuations in temperature and humidity could consequently alter the effectiveness of various drugs.

To read more about our research on climate change and epilepsy, go to epilepsysociety.org.uk



Microscopic view as scientists search for degenerative proteins in focal cortical dysplasia.

Epilepsy Society Brain and Tissue Bank

The Epilepsy Society Brain and Tissue Bank collection at UCL is the only UK collection specifically supporting epilepsy research. We now have 273 donors on our register, having signed up 22 new donors this year and received over 70 donor request enquiries.

Research work on epilepsy tissue samples donated to the tissue bank in the last year includes studies on traumatic brain injury in epilepsy, studies on Dravet Syndrome and identifying potential SUDEP risk factors.



Medical

Our medical services provide the most sophisticated tools and tailored treatments for people with drug-resistant epilepsy. This year we have launched a brand new multi-disciplinary clinic which we hope will be the first of many.

New multi-disciplinary clinic

We have launched a unique one-stop clinic for people with Dravet syndrome at our Chalfont Centre.

The service, thought to be the only one of its kind in the UK, is designed to reduce the number of clinical appointments a person has to attend, reducing the stress for both the person and their caregiver, and accelerating any treatment changes as required.

The new service is specifically for people with a severe form of epilepsy, Dravet syndrome, and who are prescribed the medication fenfluramine which requires careful heart monitoring. For the first time, patients will be able to see a cardiologist at their epilepsy clinic without having to make a separate appointment at another hospital.

We hope that in time, multi-disciplinary clinics for adults will become the gold standard in treating people with complex epilepsy care.



Ella's story

Ella is the first person to benefit from our new one-stop clinic. Being prescribed fenfluramine has helped to reduce the number of tonic clonic seizures she experiences by half and has improved her quality of life. And her Mum, Tara, says that it has really helped to be able to have an echocardiogram at the same time as her neurology appointment.



Previously we had to go to a different hospital for the echocardiogram. That could be quite stressful for Ella as it meant more car journeys, waiting rooms and tests. Quite often the echocardiogram would be carried out in very small rooms where there wasn't enough room for both myself and Ella's carer. At the Chalfont Centre we can see Ella's doctor and then have the echocardiogram in the room next door where there is plenty of space. It is much more relaxing for everyone, but particularly for Ella.

—TARA, ELLA'S MUM



MRI

Our MRI (magnetic resonance imaging) team are dedicated to helping to identify and treat the causes of epilepsy. The MRI scanner produces very high-resolution images for people undergoing innovative surgical procedures such as LITT (Laser Interstitial Thermal Therapy). We have also expanded our range of services to assist the government to reduce waiting times and scanned 1,872 patients in the last 12 months.

We have been able to offer our expertise to many neuro-oncology, MS (multiple sclerosis), and neuro-vascular patients looked after by the specialist UCL team at Queen Square in London and who live in the vicinity of our Chalfont Centre.

Our medical progress



WE BELIEVE

- That research-based personalised treatments will transform the lives of people with epilepsy and reduce the burden of epilepsy to the individual and society. It will also reduce pressures on the NHS by decreasing the number of people with chronic epilepsy symptoms.



TO ACHIEVE THIS, WE:

- Will revolutionise the investigation and treatment of forms of epilepsy through the cutting-edge application of medical tools like genotyping, high resolution imaging and analytic pharmacology. This will ensure those with the most complex forms of epilepsy get an accurate diagnosis and that the correct and most effective management pathway is implemented at the earliest opportunity.

TDM unit

Our Therapeutic Drug Monitoring (TDM) unit specialises in measuring medication levels in people with epilepsy, usually through blood samples but also through saliva samples. This helps to ensure that a person is on the right dosage for them as an individual, in order to maximise seizure control and minimise side effects. The Unit provides a specialist service for in-patients and out-patients attending the National Hospital for Neurology and Neurosurgery (Queen Square), University College Hospitals NHS Trust and Epilepsy Society.

We also receive samples from many NHS and private hospitals, institutions, forensic laboratories, private pathology laboratories and from veterinary practices throughout the UK.



In 2024/2025 we analysed over 20,000 samples.

EEG

In the last year we carried out 180 EEGs (electroencephalograms) to record brain wave activities and help us diagnose epilepsy and guide its management. As well as routine EEGs, we also carried out 171 ambulatory EEGs and 171 video telemetry studies.

SPECIALIST EEG AND MONITORING SERVICES

Video telemetry studies	171
Ambulatory EEG studies	171
Routine EEG studies (including sleep deprived and prolonged EEGs)	180

WORKING TOWARDS THIS, WE HAVE:

- Seen and assessed over 4,500 people with epilepsy. We have performed over 1,800 high-resolution MRI brain scans to look at the structure and function of the brain to guide the treatment. We have performed analysis of over 20,000 blood and saliva samples across 25 assays, to guide the management of the medication people use to treat their epilepsy. We have also added new medications to our repertoire of assays.

IN THE NEXT 12 MONTHS, WE WILL:

- Continue to invest in and further develop our MRI imaging centre and our drug monitoring laboratory so they can continue their pioneering work. We will continue to develop the new laboratory information management system to increase efficiencies throughout the team. We will introduce additional drug assays to our repertoire, including research to provide biomarker services.

Jo's story

In 2022 Jo Hardiman was experiencing more than 2,000 seizures a year. Now, thanks to a new medication and treatment at the Epilepsy Society, she is seizure-free and finally able to enjoy life. She says:



I am still on edge every day, worrying about whether I will have another seizure, but I can at last get on with my life. I am excelling at pole dancing, and am able to spend more time with my boyfriend."





Care services

We provide the highest standard of quality care for around 100 people with the most complex epilepsy and associated disabilities. All care is person-centred so that it reflects the needs and preferences of the individual, enabling them to lead as full a life as possible.

Digital and technology

The Epilepsy Society supports around 100 people in our residential, nursing and supported living services. Although they all share a diagnosis of epilepsy, in all other ways each person is very different, and our aim is to provide tailored high-quality person-centred support. Our goal is to support people to lead as full a life as possible. With that in mind we have developed a Quality of Life project to better understand where people are currently with all aspects of their life, but equally as important is to understand where they would wish to be so we can support that journey.

To achieve the highest standards of quality support, we adopt an individualised approach for every person. A person-centred model means providing people with the support that places their needs, preferences, goals and overall wellbeing at the core of the care process. It is moving away from a one-size-fits-all approach and focuses on the unique needs and individuality of each person.

It can take time to really establish what a person wants, and it's also important to be flexible and understand that their needs can change from day to day.

People who we support have been able to make decisions about their lives through this approach. For some, this has been small changes such as deciding what time they want to get up or go to bed, while for others it is choosing a holiday, the destination and accommodation and who they would like to accompany them.

Our commitment to constantly improving standards is reflected in the recruitment of a full-time Quality and Compliance manager. The role not only ensures we are adhering to key areas of statutory responsibilities, but also how we can go above and beyond in care to realise people's ambitions.

Over the course of 2024 care services introduced and delivered a wide-ranging programme of digitalisation. We commissioned a study to review the effectiveness of acoustic monitoring for seizure detection at night and this revealed some extremely positive outcomes. We are now on the cusp of upgrading our existing motion sensor alarms for people who are at higher risk of SUDEP (Sudden Unexpected Death in Epilepsy).

We are continuing to refine our digital social care records with systems that include electronic medication administration records, efficient management of services and quality assurance to measure our performance.

This year's annual meeting of the European Association of Epilepsy Centres conference took place in Berlin with

representation from our Development Director, Jonny Anders, see below. The focus was on technology and innovation where colleagues were able to share insights from across European centres. The Epilepsy Society was able to showcase our acoustic monitoring system including a short film made in co-production with our partners Adaptive.



People at the Epilepsy Society are supported to live as full a life as possible.



Complex care, supported living and respite

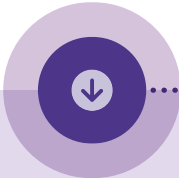
We believe that wherever it is a realistic possibility, people in our care should be offered the opportunity to move into supported living and enjoy all the benefits of community life that come with it. While there have been some frustrations with obtaining housing options to set up supported living pilot services, we are now fully primed with positive opportunities in Buckinghamshire.

We continue to offer placements in our residential and nursing houses at our main Chalfont site. Here we can harness the unique expertise offered by our team of

physiotherapists, occupational therapists, and speech and language therapists in addition to an on-site doctor for 24-hour medical care and our nursing teams, above.

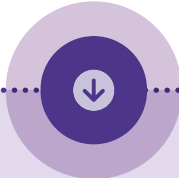
In addition to supported living there is increasingly a recognition of the lack of respite for families and carers, not only in Buckinghamshire but beyond. We have been liaising with commissioners across counties and neighbouring London Boroughs who have expressed an interest for support in this area from the Epilepsy Society.

Our care services



WE BELIEVE:

- People should be empowered to live the fullest life possible. Everyone has a right to live a life meaningful to them, irrespective of their support needs.
- In ordinary life principles, community engagement, choice and control.
- We are ambitious for people to live out their goals and aspirations. People are not defined by their epilepsy and our focus should be on their abilities, gifts and skills.
- It is Epilepsy Society's role to offer outstanding health and social care.



TO ACHIEVE THIS, WE:

- Support individuals in a person-centric way, focussing on what is both *important* to and *for* them to live their life.
- Seek to invest in our colleagues working in care services, so they can have the values, skills and knowledge to deliver outstanding support.
- Aim to be the leaders of innovation and equip our colleagues with technology so that people with refractory epilepsy can stay safe.
- Harness the unique expertise at Epilepsy Society with a coordinated approach for our medical expertise, neurologists, world-leading research and social care offer

Phoenix Games



Yet another amazing year for the Phoenix Boccia Team who represent the Epilepsy Society. Team players who all live at Chalfont site have played team and individual matches across England. The principles of Boccia are similar to that of bowls, and competition is fierce between two teams of three or between individuals. The season began with the Heathcoat Cup singles tournament in Nottingham where we were placed 8th and 11th in the individuals against over 200 competitors. In the team league, Phoenix narrowly missed out on the final 'end' and last ball of the match to the impressive Pace A team who have England players in their ranks.

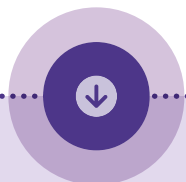
Martin Evans, captain of team Phoenix said, 'I am very proud of the team who have trained hard and played really well'.



Connecting with nature

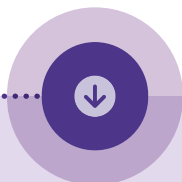
Residents and staff were in for a treat when Ark Farm brought their petting zoo to our beautiful nature trail in the grounds of our Chalfont Centre.

From cuddly rabbits to chirpy chicks, hedgehogs and mice, there was something for everyone to enjoy. Despite the cold breeze there was a great turn out and everyone got to play nature detective with resources created by our team and Inclusion Unlimited who showcased some amazing artwork. Thanks to the Family and Friends of Epilepsy Society.



WORKING TOWARDS THIS, WE HAVE:

- Worked to build our respite proposals for either Chalfont or out in the community.
- Developed pathways for people to live in supported living community settings.
- Increased our Complex Care offer for people living at Chalfont through partnership working in medical and care services.
- Carried out a baseline for individuals through Quality-of-Life indicators.
- Assessed our performance in digitalisation programme.



IN THE NEXT 12 MONTHS, WE WILL:

- Develop our respite offer to offer support to families and carers in desperate need of a break.
- Deliver on our ongoing digitalisation and assistive technology ambitions for people to live independently and safely.
- Work with housing developers and commissioners to open the first pilot service for Ordinary Lives.
- Maintain our overall 'Good' rating across all of our registered services with CQC and strive for 'Outstanding'.
- Seek to deliver on Quality-of-Life indicator goals for people.



Advocacy

Our advocacy work is all about listening and communicating. Our Helpline team is there six days a week to ensure that anyone who needs to talk about epilepsy has somewhere to go for trusted information and emotional support. Our campaign work makes certain that people with epilepsy are heard in the public domain, in parliament and through the media. That is how we help to bring about changes that are important for people with epilepsy.

Putting epilepsy on the political agenda

Sir Keir Starmer nailed it when he described our External Affairs team as 'tireless campaigners' during Prime Minister's Questions, in National Epilepsy Week. It has certainly been a busy year.

We have pushed epilepsy up the political agenda with passion and focus, meeting with MPs from across all parties and Cabinet ministers. Highlights have included: a roundtable with experts from across the medicines supply chain to address the issue of medication shortages; hand delivering a letter about shortages to Number 10; a meeting with Health Minister, Karin Smyth; attending the Labour and Conservative party conferences; and hosting an exhibition in the House of Commons with guest speakers Rosie Wrighting MP and England rugby player Tommy Freeman. Both spoke openly about living with epilepsy, and their commitment to raising awareness of epilepsy and ensuring that people get the right support.



Medication shortages campaign

We joined forces with other charities, pharmacy associations, medication manufacturers and distributors to lobby government about medication shortages. Sadly, two people with epilepsy lost their lives because they weren't able to get their medication on time, which makes our call for the government to commission a review of the medicines supply chain, even more urgent.

We engaged with the new government straight away, campaigning with Parkinson's UK, Epilepsy Action and SUDEP Action about the need to review the medications supply chain. We also asked our supporters to write to their MPs to make sure the issue was top of Health Minister, Karin Smyth's inbox. And we persuaded 45 MPs to sign a letter led by Cat Smith MP to Health Secretary, Wes Streeting, calling for action over medication shortages.

At the Labour Party Conference we spoke to Wes Streeting and Stephen Kinnock, Minister for Social Care about the need to address the situation. We hosted a round table bringing together patient organisations, pharmacies, charities, manufacturers and distributors to explore medicine supply shortages. It was recognised that it is a global issue and there are no quick fixes or easy solutions. The consensus from the roundtable was that politicians have got the message that there is a serious medicine shortage crisis but now is the time for action. By working in partnership with patient organisations, pharmacies and charities, and creating a taskforce for a comprehensive review of the current medicine supplies shortages, we believe we could collectively create a strategic plan for the future and minimise the impact that people are facing daily.

Parliament Square and letter to Keir Starmer

Epilepsy Society were joined by Chloe Christoforou, who has epilepsy, to present a letter to No 10 Downing Street on behalf of the 630,000 people who live with the condition and need their medication on time, at the right dose and in the right quantity.

Additionally, a team from Epilepsy Society took a giant letter and medicine bottle to Parliament Square to raise awareness of medication shortages. Our campaign has also been supported by James Cracknell, former Olympian and now an endurance athlete, who has epilepsy.



Our advocacy

WE BELIEVE THAT:

- People with epilepsy should be both listened to and heard. We want to increase public understanding of epilepsy and the impact of living with seizures.
- People with epilepsy should lead the life they wish to lead, free from stigma and with the best possible seizure control.

TO ACHIEVE THIS, WE:

- Provide a unique epilepsy Helpline that offers emotional support and information about the condition.
- Strive to increase public understanding of epilepsy in the community and the workplace, making sure everyone is aware of our critical first aid message – Calm, Cushion, Call.
- Amplify the voices of those with epilepsy nationally and politically so that people with epilepsy are given the support they need.

THIS YEAR WE HAVE:

- Worked with Government and across the medicines supply chain to address the ongoing issue of medication shortages.
- Held a week-long exhibition in parliament, raising awareness of epilepsy among MPs and ensuring epilepsy is high up on the political agenda.
- Delivered epilepsy training in prisons and worked with the College of Police to improve understanding of the challenges of epilepsy during a crisis.
- Introduced a new free online course for families and friends to support loved ones with epilepsy.

NEXT YEAR WE WANT TO:

- Have epilepsy recognised as a cliff-edge condition with appropriate safeguarding measures systemically embedded in the prescribing and treatment of medication.
- Increase awareness of Sudden Unexpected Death in Epilepsy to support our goal of halving the number of epilepsy deaths in 10 years.
- Ensure that the charity is able to fulfil its potential to support the NHS and wider public sector, saving it millions every year.
- Secure a medical exemption for people who damage their teeth during a seizure.

Exhibition at the House of Commons

We believe we are the first epilepsy charity to hold a week-long exhibition in the House of Commons. Our thanks to Bambos Charalambos MP, who hosted the event. As well as having productive conversations with over 50 MPs, the team from Epilepsy Society were able to talk to many of the hard-working staff 'behind the scenes' about the importance of epilepsy seizure first aid.

Our exhibition was in the Upper Waiting Hall off 'committee corridor' so we had a constant stream of visitors stopping by to learn more about epilepsy. We also held a reception with speakers including the rugby player Tommy Freeman, Rosie Wrighting MP and an impromptu speech from Lord Hayward, who was so inspired by our work, he wanted to add his voice to our campaign.

Our specially customised Epilepsy Society chocolate bars, proved to be great conversation starters with people saying they knew a friend or family member with epilepsy.



Tommy Freeman (pictured on the left above) is a talented England rugby player who was diagnosed with epilepsy aged 13. When he opened up about living with epilepsy last year, he became a source of inspiration for others. We were delighted that Tommy was able to attend our event at the Houses of Parliament to promote understanding of the condition.



Media work

BBC Lifeline appeal

Back in June we launched our first-ever BBC Lifeline appeal to raise funds to support our research into Sudden Unexpected Death in Epilepsy (SUDEP). We were very grateful to Hamish and Debbie Roberts who bravely spoke about the impact of losing their daughter, Amelia to SUDEP. Also to Kirsty Barnett and Evan Molloy who shared their experiences of epilepsy. We were very lucky to have broadcaster and writer, Edith Bowman as our presenter. Edith has her own experience of epilepsy which brought an extra layer of poignancy to the appeal.



Purple Day

On Purple Day, the international day of epilepsy on 26 March, we joined forces with our friends at Shout Communications for a special radio day talking about the challenges of epilepsy and promoting our seizure first aid messaging — *Calm, Cushion, Call*. Thanks to all our wonderful supporters who shared their personal stories across 24 local radio stations including 15 BBC outlets and reached 5.3 million listeners.

Parliamentary engagement

Our Chief Executive, Clare Pelham, explains in *The House* magazine how development on our site could revolutionise the treatment of epilepsy. *The House* magazine is read by politicians from all parties, from Cabinet ministers to backbenchers.



Sharing on social media

We regularly post information, personal stories and fundraising feats across our social media platforms to raise awareness and connect with our supporters.



there is from the public! When we posted about the bars online, we received over 1.7k likes and many comments from people around the world asking where they could purchase them. Watch this space as we explore whether we can make this a reality.

And finally, we briefly hopped on the AI trend and created a virtual 'Gus' (our g-nome) which proved to be very popular and was a great way to spread our epilepsy seizure first aid message of *Calm, Cushion, Call*.

We are very grateful to Éamonn Borg-Neal, who kindly shared a video of himself having a tonic clonic seizure while at work, being ably supported and cared for by his colleagues. This post on Instagram and Facebook generated around 1,000 likes each and had a reach of 34.4k on Facebook.

We commissioned personalised chocolate bars from Cadbury's for our House of Commons exhibition. They were a great conversation starter but what we didn't anticipate was the demand



Leading the conversation

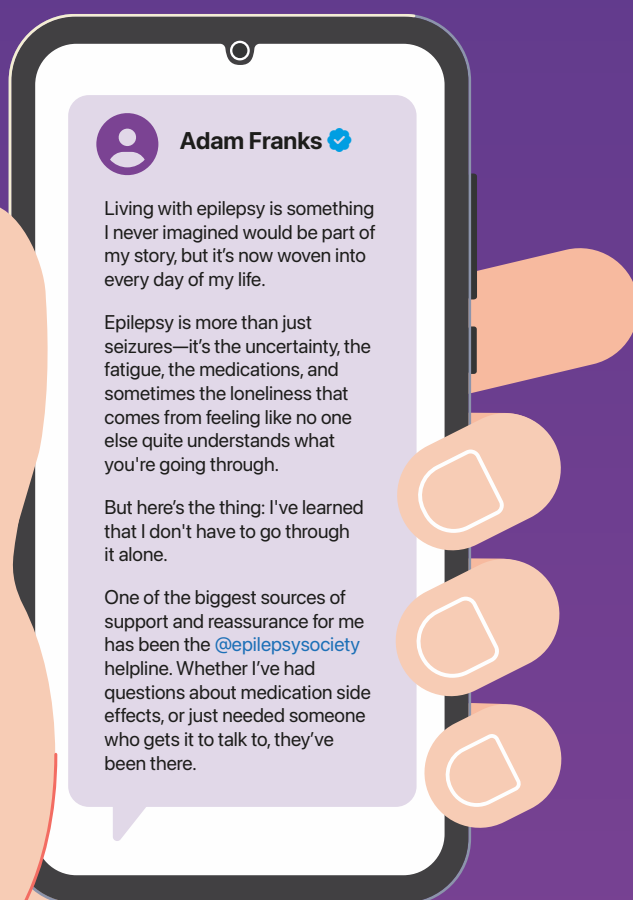
Epilepsy Society and the *New Statesman* led a roundtable event attended by a panel of influential Third Sector organisations, to discuss how the voluntary sector can play a greater role in supporting the NHS through its ongoing reform.



Helpline and information

Helpline, information and webchat

Our confidential Helpline is there for anyone who wants to talk about epilepsy, and that includes people with the condition as well as families, friends and those who support them.



Trusted
Information
Creator

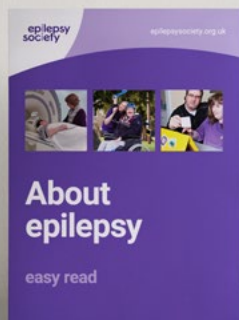


Patient Information Forum

Our trusted information

This year Epilepsy Society gained PIF TICK accreditation, the UK's only assessed quality mark for print and online health and care information. By becoming a trusted information creator, it means that people can be assured that what they are reading, watching or listening to is evidence-based, understandable, jargon-free, up-to-date and produced to the best possible standard.

Easy read pack for people with a learning disability



Out of every 100 people with a learning disability, around 22 also have epilepsy. This means epilepsy affects about one in five people with a learning disability. We have updated our award-winning easy read booklets about epilepsy, treatment, and how people with epilepsy may feel. Our easy read materials have large text, photos and symbols and were developed with input from people with epilepsy and learning disabilities.

EXTERNAL TRAINING

We run training courses for anyone wanting to build their understanding of epilepsy and how to manage seizures, as well as providing training for administering emergency medication. Our courses are run both in-person and online by qualified nurses and experienced trainers, see above.

We hosted 87 courses in 2024/25, attended by 637 people. Highlights included:

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Providing training for office staff at the Premier League
.....

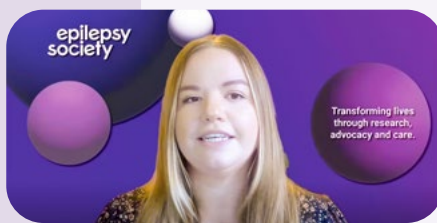
Two bespoke sessions for Jazz Pharmaceuticals
.....

Following the success of our course for disability advisors working in Higher Education last year, we ran a second course in July 2024 and received positive feedback

Some feedback on the courses:

I cannot rate this training enough! I feel positive now that I'm a lot more informed.

Invaluable information. Some of the best and most informative we have received so far.



.....
We were invited to visit the College of Policing to discuss epilepsy in relation to missing persons and asked to produce information to help police search advisors learn more about the condition. This followed recommendations in a Coroner's Preventing Future Deaths report after the death of Gaia Pope who had epilepsy
.....

Two training sessions for prison healthcare staff based at a London prison, highlighting the need for more training and epilepsy awareness
.....

A bespoke lunch and learn awareness session for a workers cooperative grocery in Manchester, who were looking to support staff, customers and local people.

Family and friends free training courses

Following a generous donation, we have been able to develop our new free family and friends training courses.

Living with epilepsy can be challenging, not just for those diagnosed but also for their family and friends. Understanding more about epilepsy and how to offer effective support can make a significant difference in their lives. Our courses have been developed alongside people with epilepsy and their families, ensuring the content is relevant and impactful.





Fundraising

The Fundraising and Marketing team plays a crucial role in driving voluntary income and bringing our cause to a wider audience through thought provoking, relevant and engaging activities. We'd like to thank our amazing donors and supporters: individuals, businesses, Trusts and Foundations, for every penny raised. Together we are delivering positive change.

Marathon and running events

Marathons and running events remain an important source of income for the Epilepsy Society and are central to our fundraising community. During the 2024/25 financial year, we raised an incredible £482,654 through sporting events, which included The London Marathon, Royal Parks Half, The Great North Run and London Landmarks Half Marathon.

Additionally, we raised £116,409 via public support for three virtual challenges: Challenge 100, The Gone Too Soon Memory Walk and the 79 Squats a Day in July Challenge. Whether running in memory of a loved one with epilepsy, or impacted by the condition themselves, we are extremely grateful and humbled by the inspirational individuals who choose to support us through events.

With the London to Brighton Bike Ride now established in our calendar, we continue to look for new ways of event fundraising for all abilities — from UK-wide challenge events to family-friendly inflatable assault courses, walks and accessible community activities.

Every donation makes a difference

The Epilepsy Society is privileged to receive donations from individuals who generously support us via one-off donations, monthly payroll giving, by becoming a regular giving Society Member or through gifts made in memory of a loved one.

The team runs two major appeals each year: one in the lead-up to Christmas and the second to coincide with an internationally recognised epilepsy awareness event, to maximise impact. This year's Christmas appeal focused on the devastating impact of Sudden Unexpected Death in Epilepsy (SUDEP) and highlighted the research which we are conducting aimed at halving the number of deaths caused by epilepsy over the next 10 years. This hard-hitting content resonated with supporters and raised over £50,000 towards this vital work. In 2025, our second appeal was moved from March to May to coincide with National Epilepsy Week.



The lasting impact of legacies and gifts in memory

Legacies and gifts in memory play a vital role in funding our work. Together with our supporters, we are creating lasting change. Every donation makes a difference, but legacies are a vital way we can accelerate that change and help to secure lasting impact.

Gifts in wills provide over a third of our voluntary fundraised income, crucial for driving the pioneering research that can

transform the lives of people living with epilepsy – improving diagnosis, aiding early interventions and treatment.

In the financial year 2024/5 we benefited from an exceptional legacy of £1m, which will enable us to plan and commit to life-changing research projects and treatments. Breakthroughs which may not be possible without the gift of legacies.



The Society has its own fundraising team which supports individuals and businesses fundraising in the community, solicits donations via direct marketing and makes applications to companies, trusts and foundations. Events are small scale and managed directly by the Society, which generally does not employ professional fundraisers or commercial participants.



The Society follows the Fundraising Regulator's Code of Fundraising Practice, aspires to apply the highest standards in its fundraising activities and is a member of the Chartered Institute of Fundraising. The Epilepsy Society's code of conduct for the Society or its supporters fundraising takes all reasonable steps to protect vulnerable people and members of the public from intrusion into their privacy, persistent requests and undue pressure.

We received only five formal complaints about our fundraising activities during the year. All have been resolved sensitively and as appropriate, according to our complaints policy and procedures. Nothing was in breach of the fundraising code.

Corporate fundraising

Corporate fundraising offers a crucial pillar of support for the Epilepsy Society, and we are grateful to have longstanding partnerships with a wide range of companies, as well as Trusts and Foundations. Alongside funding, these partnerships raise public awareness of epilepsy and help to address the stigma many people living with epilepsy feel every day. The Epilepsy Society campaigns for inclusivity: a world where epilepsy is irrelevant and people with epilepsy can live their life to the full.



Above: tough-mudder Dan Morten. And, from left, some of our corporate fundraisers, Roche and Live Innovative Solutions. Below, Acrisure.

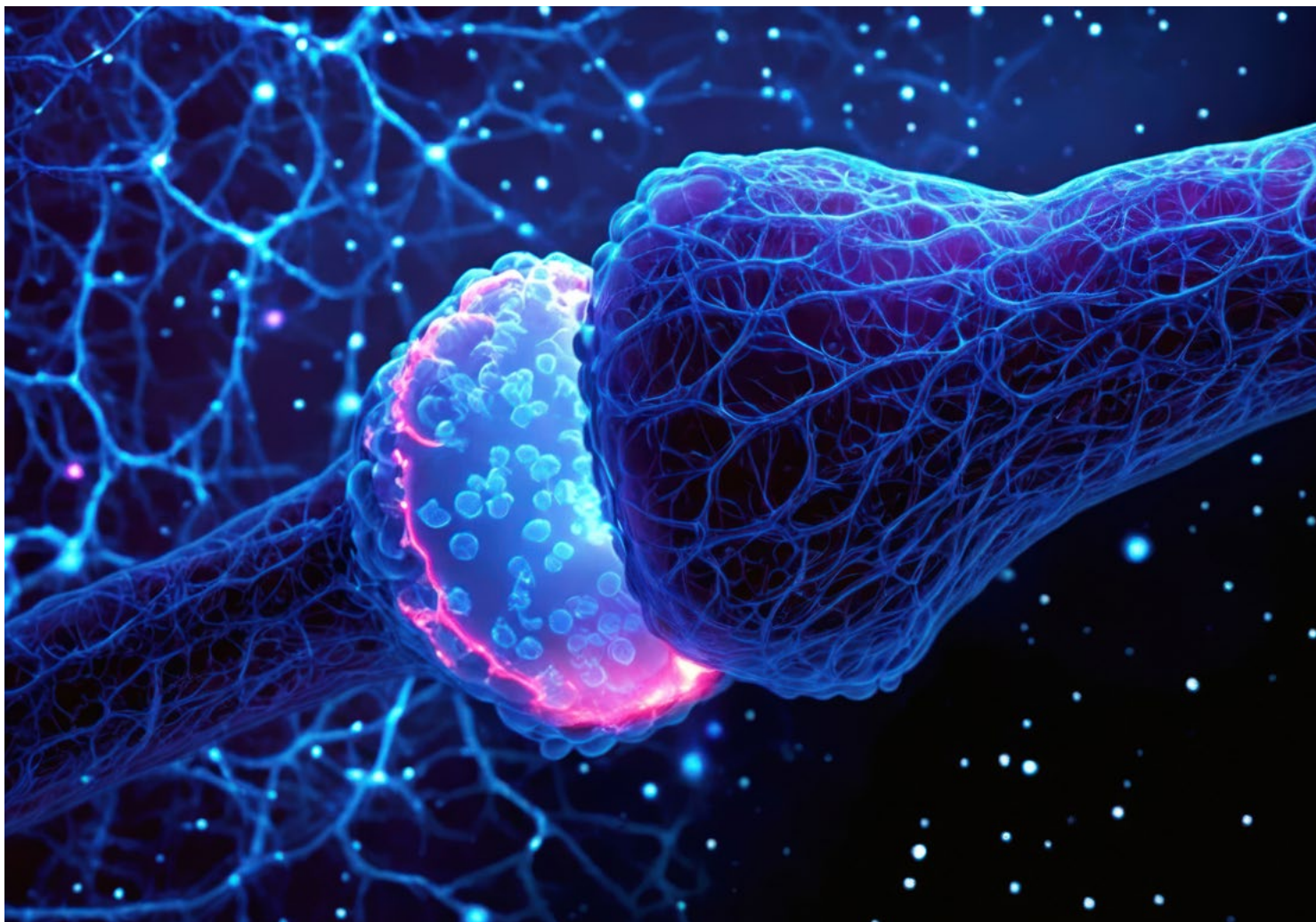
By working with businesses we are helping to shape strategies and communications which positively impact communities across the UK. With 1 in 100 people living with epilepsy, our corporate supporters acknowledge the impact of epilepsy on their customers, clients and suppliers. The Epilepsy Society understands the need for shared values and mutual benefits in the corporate partnerships we co-create. Working together with local and national businesses, we share ways of support and enable brands to reach new audiences and evidence their commitment to inclusivity in the workplace. This is through bespoke, inclusive activities and communications which tackle the stigma of epilepsy and resonate with their customers and staff. The Epilepsy Society is extremely grateful for the incredible support received and we would like to thank all our extraordinary corporate partners including Acrisure, Ascot Underwriting, Live Innovative Solutions and Roche Diagnostics.



If you would like to make a donation, go to epilepsysociety.org.uk/donate

Or to join one of our fundraising events, go to epilepsysociety.org.uk/fundraising-events





Looking to the future

As our Annual Report went to print, we were still on tenterhooks, awaiting the outcome of a planning inquiry which really is the gateway to a better, brighter future for people with epilepsy.

We talk a lot about research and what it could deliver in terms of improved seizure control and fewer side effects through faster diagnosis and better, more targeted treatment options. But the real, unparalleled value is the difference it could make to people's lives in terms of education, employment, freedom to drive and, in a word, happiness.



At the heart of everything will be the people we support.

If our plans to develop just under 40 per cent of our 300-acre estate are approved, it would mean an injection of over £93 million into epilepsy research. We are looking to change the lives of people with epilepsy, just as our founders set out to do in 1892.

Every day on our Helpline we hear from people who want to work, but can't. Who want to drive, but can't. Who are struggling in education due to poor memory, inability to concentrate and, of course, seizures. Who are scared to go out because they don't know when the next seizure will up-end their plans, often resulting in broken limbs, bruises, fatigue and confusion.

As a medical research charity, we are in a unique position to have people at the very heart of our work, both through callers to the Helpline and through people who we see in our on-site clinics. This distinguishes us from the more wide-ranging and theoretical work of university-led research.

Visiting researchers often tell us how much they envy our close proximity to patients and how inspiring and motivating it is to hear about the real-life experience of people with epilepsy. We know. It is what has driven our decision to do everything in our power to release the wealth in our land by building houses to fund research that will build better futures for the people we support.

Our goal is that, rather than addressing unique and specialised areas, our research will address the areas that people tell us concern them most: fast, accurate diagnosis; management of their medication; and living well with their epilepsy in a changing environment.

We have always been pioneers in the treatment of epilepsy and our research into the impact of climate change on people with epilepsy and ways to mitigate those impacts, further cements our standing as world leaders in science.

We want to establish 10 new research groups which will be supported by the most cutting edge and advanced technology, across neuro-imaging, genomics and pharmacology. Medical avatars could even be used to simulate the precise working of an individual to assess the efficacy of possible treatment strategies.

But at the heart of everything will be the people we support. Avatars could undoubtedly mean more tailored, safer treatment options for people without the trial and error model that is too often part of the patient journey. But for the 'how I feel' and 'what matters to me most' questions, nothing will replace that face-to-face interaction between patient and doctor.

Principal risks

The principal risks and uncertainties to which the Society and Group are exposed are very similar and managed through the same processes. The major strategic risks, that is those that have the potential to adversely impact the Group in achieving its future strategic objectives, are listed below. They are identified, classified, managed and reported on using Rhiza, a bespoke risk and assurance platform. The most effective controls to manage the risks are identified and plans to mitigate the risks to ensure the delivery of the Society's objectives are established and implemented.

Quality of care provided across some or all client stakeholders falls significantly below required standards — our uppermost priority as a charity is ensuring that the people we support, as well as our staff and visitors, and contractors are kept safe. We appreciate that the risk of harm and injury cannot be eliminated in its entirety. We manage the risk that exists by ensuring a robust and rigorous adherence to regulatory standards, the law and legal procedures to safeguard people, as well as by modelling best practice. Risk management is embedded as part of our everyday processes. We also conduct lessons learned reviews and commission quality assurance audits to improve our practice and compliance with CQC regulations and assessment (PAMMs). The quality audit programme for Care Services has been expanded and mock CQC inspections have been delivered by PK Consulting. The Quality and Compliance framework has been rolled out across all the services, feeding into service continuous improvement plans. A Care Quality and Compliance Manager was recruited during the year. There is executive oversight by the Health and Safety Committee and trustee oversight from the Research, Medical and Care Services Committee.

Insufficient funding to continue current and future operations — financial management is a key element of the Trustees' responsibilities, as is ensuring the long-term financial viability of the charity. Like many others, the charity has been impacted by the continuing cost-of-living crises exacerbated by high inflation and economic downturn. To ensure the Society's longer term financial sustainability and cushion the charity from the impact that current and future financial challenges may have on its operations, we have sought to embrace technological advancements across care, source additional funding for research and re-negotiated the terms of existing contracts and grants to reflect the increased costs of operation. Balanced financial transparency has been shared with all colleagues, instilling a shared sense of common purpose. Fundraising results were reported quarterly to the Finance Committee, and more grant funding in Research has been targeted and structural

changes made to support that ambition. A new Fundraising and Marketing Strategy was developed and approved in May 2025, and we are planning a new care contract management system and a new accountancy software package. Trustees are closely monitoring the risks that exist and may materialise, particularly those associated with the land development application through the Finance Committee and Trustee Board, and regular meetings of the Estates Working Group.

Failure to attract, retain and develop sufficient and suitably qualified talent — this applies to staff in all areas, but particularly in care, where there is a shortage of suitable people across the sector, and in research, where we need highly trained professionals to progress work in areas such as genomics and who are much in demand across the various research sectors. To mitigate the risk of potentially unsafe staffing levels, we use a mixture of bank and regular agency workers in those care services with high volume on vacancies. We have put a strong, cost-effective, high quality agency network in place to take up any temporary shortfalls in staff availability. To retain and attract high quality staff we have: a competitive pay and benefits offer; have targeted smart and quick recruitment and induction processes; fostered proactive career developments and clear internal opportunities; have a strong programme of statutory and mandatory training in place; and have offered staff flexibility in working times, locations and frequencies and benefits offer outside of pay (e.g. salary finance). We launched the staff survey in February 2025, and have driven up rates of exit interviews undertaken. We have also engendered employee welfare and well-being and professional psychological safety as part of what we do.

Failure of cyber security — safeguarding and upholding the Society's data and the integrity of its data is of paramount importance, not least due to the amount of highly sensitive data the Society handles in its delivery of medical services and social care services. Cyber risk poses a real and ever-increasing threat against the charity's operations. To guard the charity against a cyber-attack, and to mitigate the risk of cyber and digital security failure, the charity has strengthened its policies and procedures and focused on their management, monitoring and enforcement. An Artificial Intelligence (AI) Policy was initiated in 2023/24, with guidelines for the use of AI tools at the Society, and this is being monitored. The emphasis is on the potential risks associated with AI — not disclosing confidential information, adhering to the code of conduct, human involvement in decision-making, verifying AI output, and respecting copyrights. Cyber Essentials Plus certification has been renewed, and we achieved "Standards Exceeded" in our Data Security and Protection Toolkit ("DSPT") assessment. A number of internal controls have been created to enhance digital security including remote access controls with

secure connections, firewalls and automatically updated anti-virus software and e-mail/internet filtering, restricted end user software installations, IT equipment asset tagging and encryption deployed to laptops and smartphones.

Failure to deliver the Society's strategic objectives across the three pillars of care, advocacy and research – trustees are responsible for the strategic direction of the charity, whilst its implementation has been delegated and devolved to executive directors. To ensure that the Society is focused on what is appropriate to the improvement of the lives of those with epilepsy, we regularly consult and collaborate with those affected by epilepsy as well as with other charities and research bodies. We aim to expand the search for, and secure, additional funding to support existing and future research and advocacy work. We have also strengthened our engagement with key political and other stakeholders and built partnerships. We often ask ourselves are we providing the space for our senior leaders to try new things and there is the right culture to back that up? Are we properly measuring impact? In response, we emphasise learning, improving and recognising and rewarding effective and impactful innovation. To ensure that the Society's vision becomes reality and to drive our strategy, the charity develops actions and implementation plans that are subject to evaluation and ongoing monitoring by trustees through Working Groups, and at both Committee and Board level. The Society has progressed the Change Management Programme begun in 2024, developing programmes of work across the organisation with clear milestones and deliverables. This gives focus to the creation of the right culture within the expanded charity, and the importance of internal communications.

The land development application is not successful and negatively affects longevity and ability to have a real impact for people affected by epilepsy – to ensure that the charity is in a stable position to continue to deliver its services and further its objectives, it is seeking to utilise its land assets to support the delivery of the charity's purposes. In the event that the application is unsuccessful the charity has sought to develop a plan to enable it to manage Business As Usual finances as well as possible for as long as possible. A robust and comprehensive project plan has been implemented and is being closely monitored and managed from a risk management perspective to provide the best possible chance of success to the application. The Society continues to receive expert advice from experienced external firms and King's Counsel. The Estates Working Group provide knowledgeable support and guidance. Particular care is being taken to ensure that the charity partners with the right organisation to see the application and development through.

The land development application is successful, but the Society fails to be prepared and take full advantage of the opportunities afforded – the charity believes that a successful planning application will transform the lives of thousands of people with epilepsy across the UK, revolutionising their treatment and also providing exciting new housing opportunities for people living in Chalfont St Peter where it is based. However, to optimise the likelihood of this occurring and make best use of our funds, we have developed a detailed business plan and a headline implementation programme, involved trustees through the Estates Working Group, and commissioned architects and shared their initial designs with the local authority. The Board approved an enabling document in September 2024 to provide sufficient information for the architects to complete a draft design of the new Research Centre that will meet our needs for the foreseeable future. It will also provide a foundation document for the development of a more detailed Research Strategy in due course. The Society commissioned Syneos Health to review the research funding landscape and begin the planning for how we might need to adapt our structures and governance to take full advantage should our land development application be successful.

Performance of medical services falls behind a reasonable level and/or is not highly regarded – medical services at our Chalfont Centre provide the most sophisticated diagnostic tools and tailored treatments for people. To counter the risk of reputational damage, lack of new opportunities, financial investment failing to deliver a return and failing to implement and demonstrate an appropriate level of compliance there is continuous monitoring by the Business Manager Medical Services, Management Board and Board of Trustees. We reviewed options and have begun work on a business case for the future location of the TDM which will also identify additional resourcing. We also discussed the results of the SHO Audit and have been planning for a shadow UKAS regulatory inspection to support future UKAS review.

Financial review

2024/25 financial year saw another slight improvement in our bottom line, before gains or losses on the defined benefit pension scheme, with a reduction in the deficit from £1,367k in 2023/24 to £1,026k in 2024/25. The causes of the overall deficit continue to be non-operational costs like the land development application, contributions to the pension scheme and the high maintenance costs of the estate.

Total income grew from £18.9m to £20.7m, with the increase being mostly due to a growth in fundraising income (up from £2.9m to £4.8m). £1m of this growth was from one sizeable legacy, for which we are extremely grateful, and that is to be restricted to the funding of research into existing or new treatments, or in the provision of new diagnostic equipment. Care income was quite flat year on year; although we continued to successfully work with commissioners for general fee inflation and to review individual funding packages, we did see a higher level of voids in our services this year and so the overall position was slightly down. We were very pleased to see income from medical services and help, information and advocacy grow again, up by 10% this year, from £1,840k to £2,030k.

During the year we spent a further £1,420k (2024: £1,200k) from the designated reserve set up in 2019 from the sale of land to Audley developments, see note 17 for more details.

Partly as a result of our increased contributions towards the deficit, the defined benefit pension scheme liability improved in 24/25, reducing from £3,761k to £2,517k; see note 20 for details.

Income

Total income for the Society was up 9.5% (2024: 5.4%), from £18.9m to £20.7m. Voluntary income drove this growth in 24/25, with the largest increase in legacy income (from £1.2m to £2.4m), and also saw a substantial rise in general donations (from £1.5m to £2.2m). Donations include £293k (2024: £233k) of goods in kind income related to internet advertising, with the same value showing as expenditure in our costs of raising funds.

Our investment income in the year was significantly down on our 23/24 returns (from £556k to £112k), as a result of the global economic environment experienced in the last few months of the financial year.

Expenditure

We continue to try and manage our cost base as carefully as possible; our overall expenditure did increase by £1m from £20.8m to £21.8m, but as in previous years this was driven in the main by the increase in direct costs of care delivery from £10.1m to £10.6m, in turn driven by the National Living Wage increase effective 1 April 2024.

Our overall wage bill grew from £10.4m to £12.3m, on an increased level of headcount (up from 319 to 368 for the full year average). We continued to have good success in recruiting to our care services, which was the main driver of the increase in headcount there, reducing our need for agency staff and improving the continuity of care for our residents.

Funds and reserves

In line with Charity Commission guidance, the Trustees aim to have an appropriate level of reserves to allow the Society to continue to operate through temporary reductions in income levels or increases in costs. To help meet that aim the Society has a reserves policy, approved by the Board, which sets minimum levels of reserves.

The policy states that the Society shall maintain a level of 'free reserves' that covers all the annual expenditure of the Society (based on current projected costs for the year excluding depreciation) for at least four months and expenditure of the Society excluding care and medical service costs (where there is an established flow of income) for at least nine months. Free reserves are defined within the policy and are consistent with the reporting requirements of the Charities Statement of Recommended Practice (SORP).

Total reserves for the Group reduced slightly from £26.7m last year to £26.5m as at 31 March 2025. The reserves comprise restricted reserves of £3.2m (2024: £2.4m), a negative pension reserve reflecting our pension scheme deficit of £2.5m (2024: £3.8m), a revaluation reserve of £2.2m (2024: £2.2m) and unrestricted funds of £23.6m (2024: £25.8m), of which £2.0m (2024: £3.5m) is the balance of the designated reserve.

Free reserves, which exclude funds held as fixed assets, total £12.0m at 31 March 2025 (2024: £11.8m), and this represents 6 months (2024: 8 months) of total budgeted expenditure for 2025/26 and 13 months (2024: 18 months) of total expenditure excluding care and medical services costs. Although these levels of cover remain higher than those set by the reserves policy, the Trustees remain comfortable with the position because the free reserves balance includes £2.0m of designated reserves, held separately for specific uses.

The Society's budget for 2025/26 was approved in March 2024, and shows a small operational surplus before one-off costs related to backlog estates maintenance, expenditure related to our future land strategy and an increase in our contributions to the defined benefit scheme deficit. With cash and liquid investment balances remaining strong, the Trustees believe that the Society has sufficient working capital to fund operations for the foreseeable future, and sufficient time to take any appropriate action should circumstances change negatively.

In 2019/20, the Trustees established a designated reserve to support and keep track of the use of the funds for four specific purposes and a balance of £10.4m was transferred into designated funds as at 1 April 2019. Since 2019/20 expenditure of £8.4m has been attributed to the designated reserve and so the balance at 31 March 2025 is £2.0m.

Details of fund movements for the year are set out in note 17 and restricted reserves are detailed in note 19 to the accounts.

Balance sheet

Group cash at bank and in hand reduced from £2.4m as at 31 March 2024 to £1.7m at 31 March 2025. In line with our treasury management policy, we have £7.9m of investments with our fund manager, £5.6m in a multi-asset fund and £2.3m receiving a fixed rate of return. Fixed asset purchases were lower in 24/25 (down from £812k to £384k). Our total debtor balance increased by £1.3m, but most of this was due to the accrual of the £1m legacy income referred to above, as the funds did not arrive until after 31st March.

Going concern review

The Trustees continue to review the financial sustainability of the Society in detail, both at the Board and through the Finance, Performance and Resources Committee. In particular, we have considered expected cashflows for several years after the date of signing of these accounts and the potential impact of a number of scenarios across care funding, pay and general cost inflation and fund-raising income growth. The Trustees consider there are no material uncertainties regarding the charity's ability to continue as a going concern, and therefore are satisfied that in all cases the Society remains able to meet its obligations to at least 31 March 2027, and that these accounts should be prepared on a going concern basis.

Engagement with stakeholders

The Trustees, who are Directors for the purposes of the Companies Act, confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider most likely to achieve the purposes of the Company. In making this assessment, the Trustees consider the relevant actions of the Board, and engagement with all stakeholders is described throughout the annual review. Taking the areas required for disclosure in turn:

The likely consequences of any decision in the long term

Epilepsy Society's long-term sustainability is considered by the Trustees as set out in the Funds position and reserves policy and Going concern sections on page 35. Risk management is also discussed further in the report, on pages 32 and 33.

The interests of the company's employees

This is detailed below under the Employment and volunteers section.

The need to foster the company's business relationships with suppliers, customers and others

Epilepsy Society always seeks to maintain a positive relationship with its suppliers, ensuring all non-disputed invoices are paid within 30 days – in line with Epilepsy Society's agreed payment terms. Our business partnerships are further outlined in the Fundraising activities section on pages 26 and 29. Lived experience sits at the heart of all we do, in particular working with our most important stakeholders, people with epilepsy. All of our engagement with key stakeholder groups involves consideration of this, including Board and Committee discussions.

The impact of the company's operations on the community and environment

Epilepsy Society's environmental reporting is detailed on this page and overleaf.

The desirability of the company maintaining a reputation for high standards of business conduct

Epilepsy Society has a risk register and assurance framework to manage regulatory and legal risk and is committed to complying with all applicable laws and regulations relating to fraud, bribery and corruption.

Employment and volunteers

The Society employs more than 300 staff and is lucky to have volunteers to help us in offering an onsite café provision that serves staff and the local community. We value and embrace difference, and we work hard to ensure we are inclusive, and we are championing diversity. We have continued to grow our diverse workforce with international recruits from countries including Kenya, Pakistan and Nigeria and have successfully also enhanced our nursing provision with two overseas recruits.

The Society aims to be a place where staff and volunteers enjoy working, are involved in establishing the Society's approach and help to provide high quality services to people with epilepsy. We want staff to feel supported and have a range of support mechanisms in place to provide them with help when they need it, such as Mental Health First Aiders, a well-being helpline, well-being weeks and an Employee Forum. We are also striving this year to introduce Grief First Aiders to our wellbeing portfolio.

Learning and development is a key part of making sure our staff are fulfilled in their roles, and have the skills required to carry out their roles to a high standard. We continue to ensure we are meeting people's needs as well as those of our sector.

Insurance, health and safety and energy reporting

Health and Safety remains extremely important to the Society. We are dedicated to the care of our residents, staff and volunteers by providing a safe and pleasant environment for every person who uses or provides our services. All new starters receive our H&S Policy and a H&S induction, and all staff are required to complete regular training in all H&S aspects applicable to their role. The Head of Estates produces a monthly H&S report which is reviewed by both the management board, and the H&S committee who also meet quarterly. It is also reviewed regularly by the Audit, Governance and Risk Committee and the Board of Trustees. Last year we implemented a comprehensive compliance tracker to support accurate documentation and monitoring of the multitude of statutory tasks carried out by the society across their buildings.

The Society maintains a comprehensive suite of insurance policies to protect it against the various insurable risks it faces. Each policy is reviewed before renewal each year, and cover is adjusted, sometimes by taking out new and additional cover, to take account of changing risks and Value for Money considerations. The policies include cover for members of the Board and officers against liabilities in relation to the Society and its activities.

Under the Energy and Carbon Report Regulations, we are required to include Streamlined Energy and Carbon Reporting. This information is set out in the tables opposite.

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting. The chosen intensity measurement ratios are based on numbers of staff and number of residents, which the Trustees believe are the most appropriate measurements.

UK greenhouse gas emissions and energy use data	Year ended 31 March 2025	Year ended 31 March 2024
Energy consumption used to calculate emissions (kWh)	4,904,888	4,829,768
Energy consumption breakdown: gas (kWh) electricity (kWh) transport fuel (kWh)	3,399,589 1,423,817 81,481	2,881,958 1,878,754 69,056
UK greenhouse gas emissions and energy use data	Year ended 31 March 2025	Year ended 31 March 2024
Emissions in metric tonnes CO2e: Gas and electricity Owned transport Total	1,246.4 21.1 1,267.5	1,230.2 17.4 1,247.6
Intensity ratios in metric tonnes CO2e: Per FTE staff member – 281 in 2025 (297 in 2024) Per resident – 94 in 2025 (94 in 2024)	1.9 7.7	1.8 7.4
	(Based on average usage per resident being 4 x that of staff member)	(Based on average usage per resident being 4 x that of staff member)

In 2024/2025 average consumption per capita remained very similar to previous years. Gas consumption has increased (partly due to some back-billing), whilst electricity usage has decreased, leading to a broadly similar total kWh. The number of staff has decreased a little, but the number of residents is the same. Fuel consumption remains consistent with last year, after refreshing and enhancing our vehicle fleet and employing a dedicated driver. We continue to partner with EIC who are supporting our ESOS reporting process.

Governance, the Board and Executive Officers

The Society is governed by its Articles of Association which set out the composition of the Board. The Articles were recently updated and modernised to allow for hybrid meetings, to clarify that trustees are automatically Members and to provide clarification of the process for all trustee appointments which is now more robust. The Society currently has around 100 voting members.

The Board has to be made up of between 6 and 16 Trustees of whom no more than 4 Trustees may be co-opted. Currently, there are 13 Trustees who are listed on page 68 and meet quarterly. They delegate some authority to their four Committees: Audit, Governance & Risk; Finance, Performance & Resources; Research, Medical and Care Services and Appointments & Remuneration. These delegation areas, and appropriate levels of authorisation, are captured in a Schedule of Delegation which is reviewed by all Committees and approved by the Board. Each Committee is chaired by a Trustee and the membership is composed of a number of other Trustees.

The Committees and their membership during 2024/25 were the following:

Appointments & Remuneration Committee

The Committee's purpose is: to ensure that the Board is fully recruited, resourced and retained in accordance with the Constitution of the Society; to oversee on behalf of the Board the selection of the Chairman of the Board and the CEO of the Society; to ensure that the executive capacity and capability of the Society is fully recruited, resourced and retained in accordance with the Constitution; to oversee on behalf of the Board the monitoring of performance of the Board, trustees, the CEO and, as appropriate, direct reporting executives; and to receive reports on behalf of the Board all external or internal processes related to employment, human resources or organisational culture matters that require confidentiality or discretion.

Members

- Rae Avatar Barnett (Chair)
- Kate Alcock
- Andrew Gosling
- Andrew Gray

Audit, governance and risk

The Committee's purpose is to ensure that: the Society's financial and related affairs and controls are prepared, maintained, and independently audited appropriately; the Society's other operational affairs are independently audited appropriately; the Society's governance regime, including legal, regulatory and best practices requirements, is adhered to, maintained and enhanced; and that material risks are systematically managed in line with applicable best practice and the risk appetite of the Board of Trustees.

Members

- Andrew Gosling (Chair)
- Hannah Purves
- Karen Skinner
- Robin Woolfson

Finance, Performance & Resources Committee

The main functions of the Committee are: to monitor in detail on behalf of, and make recommendations to, the Board in relation to Financial and operational sustainability, Annual, Multi-annual or other Business or Operational Plans, Financial modelling, Budgets, the preservation, maintenance or allocation of Resources (whether human, capital, land, improvements or fixtures, or other assets or property), or the relevant legal, financial, best practice or other standards appropriate to them; to monitor in detail performance, and risk related to performance, against Board approved Annual Multi-annual or other Business or Operational Plans, Financial modelling, Budgets, or plans for the preservation,

maintenance or allocation of Resources (whether human, capital, land, improvements or fixtures, or other assets or property); and to liaise as appropriate with the Audit, Governance & Risk Committee on the annual internal audit plan, and risk management in general, to ensure risks related to Finance, Performance and Resources are appropriately covered.

Members

- Andrew Gray (Chair)
- Catherine Alcock
- Tracie Coultas-Pitman
- Nick Grant
- James Hagan
- Sarah Miller from January 2025
- Deborah Wheeler until December 2024

Research, Medical and Care Services Committee

The Committee's purposes in the areas of care, medical and research are: to monitor on behalf of, and make recommendations to, the Board; to ensure the quality, safety and compliance of the services delivered and ensure they are of high quality and are compliant with the appropriate regulators and frameworks; to promote compliance, safety and quality improvements and learning including through oversight of the risk management system related. The Committee also: liaises with the Audit, Governance & Risk Committee on the annual internal audit plan, and risk management, to ensure risks related to research, medical and care services are appropriately covered; ensures value for money for the Society and our service users; has oversight of the Society's relationships with key stakeholders that might, in co-operative activities with the Society, further the advocacy, social care, clinical R&D; ensures that research undertaken by the Society is conducted in an ethically sound manner and is aligned with the Society's strategic direction and plans; oversees the grant submissions and other fundraising activity needed to fund our research; and seeks advice from external experts as appropriate.

Members

- Robin Woolfson (Chair)
- Tracie Coultas-Pitman
- James Hagan
- Penny Owen from January 2025
- Karen Skinner
- Jacqueline Sullivan
- Deborah Wheeler until December 2024

The Board is responsible for setting the strategic direction of the Society and ensuring that it is properly controlled, the risks are managed, it is financially sustainable and that it delivers charitable outcomes for people with epilepsy in the UK.

The Trustees have a broad range of skills and expertise and are recruited through open advertisement. Trustees are allowed to serve on the Board for a maximum of nine years. Trustees can serve on the Board beyond the maximum nine years only in exceptional circumstances. Such reappointments will be made in accordance with the guidance contained within the Charity Governance Code at Chapter 5.7.4. Consideration of the Charity Governance Code by the Audit, Governance and Risk Committee will continue into 2025/26.

The Society intends to carry out a Board effectiveness review in April 2026, to evaluate the performance of the Trustees in carrying out their duties. This review will include the Board of Trustees and all four Committees.

The Board delegates the day-to-day operations to the Chief Executive Officer, who is supported by a Chief Financial Officer and six Executive Directors who are also listed on page 68. The pay of the CEO, CFO and of the Executive Directors is reviewed annually by the Board of Trustees, with the salaries being benchmarked against pay levels in other not-for-profit organisations of a similar size.

Statement of Trustees' Responsibilities

The Trustees, who are also directors of the Epilepsy Society for the purpose of company law, are responsible for preparing the Trustees' annual report, which includes the strategic report, and the Financial Statements for the Group and the Society in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year.

They must not approve the Financial Statements unless they are satisfied that these give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the Financial Statements on a going concern basis, unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the Financial Statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the Society and the Group and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Trustees is aware at the time the report is approved:

- there is no relevant audit information of which the company's auditors are unaware; and
- the Trustees have each taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

External auditors

Crowe UK LLP were appointed as the Society's auditors by a General Meeting of members of the Society. Crowe has expressed their willingness to continue in office and a resolution to re-appoint them will be proposed at the Annual General Meeting.

This Trustee's annual report was approved by the Board of Trustees on 19 September 2025 and is signed on their behalf by:



Kate Alcock, Chairman

Independent Auditor's Report

to the Members and Trustees of Epilepsy Society



44	Consolidated statement of financial activities
45	Balance Sheets as at 31 March 2025
46	Consolidated Cashflow Statement for the year
47	Notes to the Financial Statements for the year

Opinion

We have audited the financial statements of the Epilepsy Society for the year ended 31 March 2025 which comprise the Group and Parent Statements of Financial Activities, Group and Parent Balance Sheets, and Consolidated Cash Flow Statement and the related notes 1 to 23 to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2025 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 39, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Care Quality Commission (CQC) regulations, employment legislations, taxation legislations and anti-fraud, bribery and corruption legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Audit, Governance and Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, recording the impact of the CQC regulatory reviews and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Alastair Lyon
Senior Statutory Auditor

For and on behalf of
Crowe UK LLP
Statutory Auditor
London

9 October 2025

Consolidated statement of financial activities (including Income and Expenditure Accounts) for the year ended 31 March 2025

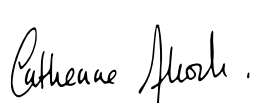
		31 March 2025		31 March 2024	
	Note	Unrestricted funds	Restricted funds	Total funds	Total funds
		£'000	£'000	£'000	£'000
Income from					
Donations and legacies	3	3,347	1,421	4,768	2,893
Charitable activities	4	15,048	135	15,183	15,117
Other trading activities	5	380	7	387	336
Investments	6	277	—	277	345
Other		43	—	43	169
		19,095	1,563	20,658	18,860
Expenditure on:					
Raising funds	3	(833)	—	(833)	(960)
Charitable activities:					
Care	4	(15,093)	(15)	(15,108)	(14,754)
Research	4	(1,171)	(676)	(1,847)	(1,335)
Medical services	4	(1,945)	—	(1,945)	(1,685)
Help, information and advocacy services	4	(862)	(61)	(923)	(838)
Other	4	—	—	—	—
		(19,071)	(752)	(19,823)	(18,612)
Trading activities	5	(765)	—	(765)	(832)
Other costs	8	(375)	—	(375)	(379)
Total expenditure		(21,044)	(752)	(21,796)	(20,783)
Net gains/(losses) on fixed assets	13	—	—	—	—
Net gains/(losses) on investments	14	112	—	112	556
Net income/(expenditure) for the year		(1,837)	811	(1,026)	(1,367)
Transfers between funds	17	—	—	—	—
Other recognised gains/(losses):					
Actuarial gains/(losses) on defined benefit pension scheme	20	893	—	893	(132)
Net movement in funds	17	(944)	811	(133)	(1,499)
Reconciliation of funds:					
Total funds brought forward	17	24,273	2,377	26,650	28,149
Total funds carried forward	17	23,329	3,188	26,517	26,650

Balance Sheets as at 31 March 2025

		31 March 2025		31 March 2024	
	Note	Group £'000	Society £'000	Group £'000	Society £'000
Fixed assets					
Intangible assets	12	61	61	43	43
Tangible assets	13	14,452	13,402	14,824	13,739
Investments	14	10,023	12,469	9,974	12,420
		24,536	25,932	24,841	26,202
Current assets					
Investments		2,267	2,267	3,143	3,143
Stock		18	2	25	5
Debtors	15	3,741	3,750	2,395	2,404
Cash at bank and in hand		1,680	1,360	2,424	2,112
		7,706	7,379	7,987	7,664
Liabilities					
Creditors: Amounts falling due within one year	16	(3,208)	(3,199)	(2,417)	(2,412)
Net Current assets		4,498	4,180	5,570	5,252
Total assets less current liabilities		29,034	30,112	30,411	31,454
Net assets excluding pension liability		29,034	30,112	30,411	31,454
Defined benefit pension scheme liability	20	(2,517)	(2,517)	(3,761)	(3,761)
Total net assets		26,517	27,595	26,650	27,693
The funds of the charity					
Restricted income funds	19	3,188	3,188	2,377	2,377
Unrestricted funds	17	21,570	22,648	22,338	23,381
Designated fund	17	2,036	2,036	3,456	3,456
Pension reserve	17	(2,517)	(2,517)	(3,761)	(3,761)
Revaluation reserve		2,240	2,240	2,240	2,240
Total unrestricted funds		23,329	24,407	24,273	25,316
Total funds		26,517	27,595	26,650	27,693

The loss for the financial year for the parent company was £98,000 (2024: a loss of £1,462,000).

The financial statements on pages 44 to 66 were approved by the Trustees on 19 September 2025 and signed on their behalf by:



Kate Alcock, Chairman Andrew Gray, Treasurer

The notes on pages 47 to 66 form part of these accounts.

Consolidated Cashflow Statement for the year ended 31 March 2025

	31 March 2025	31 March 2024
	£'000	£'000
Cash flows from operating activities:		
Net cash used in operating activities	(1,637)	(4,102)
Cash flows from investing activities:		
Dividends, interest and rents from investments	277	345
Purchase of property, plant and equipment	(384)	(812)
Investment in Cazenove Multi-Asset Fund	—	—
Withdrawal from / (Investment in) Cazenove short term deposit	1,000	(2,131)
	893	(2,598)
Change in cash and cash equivalents in the year	(744)	(6,700)
Cash and cash equivalents at beginning of the year	2,424	9,124
Cash and cash equivalents at end of the year	1,680	2,424

Reconciliation of net (expenditure) to net cash flow from operating activities

Group	31 March 2025	31 March 2024
	£'000	£'000
Net (expenditure) for the year	(1,026)	(1,367)
Adjustments for:		
Depreciation and amortisation	739	686
(Gains)/losses on fixed asset investments	(112)	(556)
(Gains)/losses on current asset investments	(123)	(143)
Investment management fees	63	60
Dividends, interest and rents from investments	(277)	(345)
Pension deficit service and interest costs	187	192
Pension deficit contributions	(538)	(293)
(Profit)/loss on sale of fixed assets	—	—
Investment revaluation	—	—
Decrease/(increase) in stocks	6	(2)
(Increase)/decrease in debtors	(1,347)	(774)
Increase/(decrease) in creditors	791	(1,560)
Net cash used in operating activities	(1,637)	(4,102)

The Society has taken advantage of the exemption that allows it to prepare a Group cashflow and not a separate cash flow for the Society.

Notes to the Financial Statements for the year ended 31 March 2025

1. Legal status

The Society is a company limited by guarantee (registered number 492761). The Directors of the Company are the Trustees set out on page 68. In the event of the Society being wound up, the liability in respect of the guarantee is limited to £1 for each member of the Society.

The Society is registered as a charity with the Charity Commission (charity number 206186).

2. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS102), the Companies Act 2006 and applicable accounting standards. The charity is a Public Benefit Entity as defined by FRS102.

The Trustees consider that there are no material uncertainties regarding the charity's ability to continue as a going concern. In arriving at this view, the Trustees have considered the risks presented by current inflation levels and forecasts, and the timing of future cash flows. They have modelled a range of scenarios and consider that, having taken account of these scenarios (including actions that would be taken in response to any crystallization of risk), the likely timings of cash flows over the 12 months from date of signing do not create uncertainties around the assessment of the charity as a going concern.

b) Significant judgements and estimates

In preparing these financial statements, management has made judgements in the application of the Society's accounting policies which materially affect the amounts recognised in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Key areas subject to judgement and estimation are as follows:

Legacy income

Judgement is applied in the consideration of the likelihood of receipt and reliability of measurement of amounts receivable in respect of legacies to which the charity has established entitlement at the balance sheet date. Subsequent events are monitored to identify those which give additional information about conditions as at the balance sheet date which would warrant adjustment to the financial statements.

Pension scheme accounting

Judgement is applied in the selection of the valuation assumptions applied to the Society's defined benefit pension schemes as set out in note 20.

Value of investment properties

An independent desktop valuation of the Group's farmland was undertaken as at 31 March 2024 in accordance with its accounting policies, and the assumptions made reviewed again as at 31 March 2025. As is normal for this sort of exercise, there was a significant element of judgement used and a number of assumptions made by the Society's professional valuers in arriving at their valuation.

Bad and doubtful debts

The Group provides against rent arrears of current and former tenants and other miscellaneous debts to the extent that they are considered to be irrecoverable.

c) Basis of Consolidation

The Group financial statements consolidate the financial statements of the Society, and its wholly owned subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, at 31 March 2025 with intra group loan and trading account balances and other intra group transactions being eliminated. The consolidated financial statements incorporate the financial statements of Epilepsy Enterprises Ltd and NSE Facilities Ltd, the charity's subsidiaries. No separate statement of financial activities is presented for Epilepsy Society, as permitted by Section 408 of the Companies Act 2006. The net outgoing resources of Epilepsy Society were £98,000 (2024: £1,462,000)

A summary of the key accounting policies, which have been applied consistently across all entities, is set out below.

d) Income

The Group recognises revenue when its receipt is probable as per section 23 of FRS102. All income is included in the Statement of Financial Activities when the Group is legally entitled to the income, is reasonably certain of receipt and the amount can be measured with reasonable accuracy.

Income from care fees is recognised when the care services related to that income have been delivered, taking into account the time period that the invoices relate to.

Legacies' entitlement is recognised when it is probable that it will be received i.e. the charity has been informed that there has been grant of probate; the executors have established that there are sufficient assets in the estate, after settling any liabilities, to pay the legacy; and any conditions attached to the legacy are either within the control of the charity or have been met.

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. Additionally, it is receivable when the conditions for receipt of agreed donation or grant funding have been met. Where terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control, the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met.

Donated services totalling £293k (2024: £233k) are included as a gift in kind and an expense and are included at their estimated value to the charity where this is reasonably quantifiable and measurable. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised.

e) Funds

Unrestricted funds are funds that are expendable at the discretion of the Trustees in furtherance of the general objects of the Society and which has not been designated for other purposes.

Designated funds comprise unrestricted funds that have been put aside at the discretion of the Trustees for particular purposes (see note 17). Each Designated fund is applied by the Board of Trustees on the recommendation of the Finance, Performance and Resources Committee.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Society for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of the major restricted funds are set out in the notes to the financial statements.

f) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of the resources. Overheads have been allocated on a mix of the most appropriate bases of staff numbers, building size, income or expenditure.

g) Tangible fixed assets

All assets are held at cost less accumulated depreciation.

h) Intangible fixed assets

Intangible assets are identifiable non-monetary assets without physical substance. The Group's intangible assets comprise IT software and licences. These are stated at cost less accumulated amortisation. The cost includes cost of asset purchase and other directly attributable costs.

The threshold for capitalisation is £1,000 for a single asset or group of assets.

i) Depreciation and amortisation of fixed assets
Freehold land is not depreciated.

Other assets are depreciated, on a straight-line basis over the useful economic life of the assets from the date of acquisition, as follows:

Freehold buildings used for the Society's operational activities	50 years
Leasehold buildings	Life of the lease
Fixtures, fittings, furniture, and equipment	4–10 years
Computer and other equipment	3–10 years
Vehicles	5 years

Intangible assets are amortised on a straight-line basis over the useful economic life of the asset as follows:

Software licences	3 years
Other licences, trademarks, rights etc.	Over their identifiable life

j) Investments

The Group's investment in farmland is stated at market value. An external valuation of the Estate including all property and land will be obtained at least every three years or if there is likely to be a material change in the value. The most recent external valuation was performed as at 31 March 2024 on the farmland. A desktop revaluation is performed in the intervening years. Investments in the subsidiaries are stated at cost. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

k) Listed Investments

Investments are included in the Balance Sheet initially at cost and revalued to market value at the reporting date. Realised gains and losses on disposals and unrealised gains and losses on investments at the Balance Sheet date are included in the Statement of Financial Activities. The historical cost of investments is shown in note 14.

l) Impairment

The Group carries out an impairment review of individual tangible assets and cash generating units at each reporting date. The review takes into account internal and external indicators of impairment. Where an indicator of impairment exists, an impairment assessment is performed where the carrying amount is compared to the recoverable amount. If the carrying amount of an asset or cash generating unit exceeds the recoverable amount, then the loss is charged to the SOFA as expenditure and as a separate line within operating expenditure where it is considered to be material.

m) Financial Instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability of another entity. The Group accounts for its financial instruments using sections 11 and 12 of FRS102. Basic financial instruments are initially recognised at transaction price and in subsequent years at amortised cost. Financial instruments that do not meet the criteria of basic financial instruments are initially recognised at fair value and in subsequent years are measured at fair value at the end of each reporting period with any changes in fair value being recognised in the SOFA. The Group's financial instruments are all currently classified as basic.

Financial assets are derecognised when the rights to the cash flows from the asset expire or are settled. Financial liabilities are derecognised when the obligation is discharged, cancelled, or expired. Any difference between the consideration paid or received and the amounts derecognised are recognised in the SOFA.

n) Stock

Stock comprises goods for resale and is valued at the lower of cost or net realisable value after making due allowance for obsolete or slow-moving items.

o) Taxation

The Society is a registered charity and is exempt from Corporation Tax on its income and gains to the extent that they are applied to its charitable purposes. The subsidiaries aim to distribute any taxable profits in full to the Society through Gift Aid so will only provide for a tax liability where this is not possible.

p) VAT

Most expenditure is subject to VAT, which the Society is unable to reclaim. This expenditure is therefore shown inclusive of VAT. VAT can be reclaimed by the Society under the partial exemption method for certain other activities and this recovery is recognised in the SOFA during the year. Where the activities of the Society's subsidiaries relate to taxable supplies, VAT can be reclaimed, and this expenditure is shown net of VAT. The balance of VAT payable to or recoverable at the year-end is included in the Balance Sheet as a current liability or asset.

q) Pension costs

The Society operates a defined benefit pension scheme for permanent employees, which was closed to new entrants in 2006 and it is recognised according to section 28 of FRS102. The assets, liabilities and movements in the surplus or deficit of the scheme are calculated by qualified independent actuaries as an update to the latest full actuarial valuation.

r) Provisions

The Group provide for liabilities when:

- there is a present legal or constructive obligation, resulting from a past event, at the balance sheet date;
- it is probable that a transfer of economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the expenditure required to settle the present obligation at the balance sheet date.

3. Voluntary income and costs of raising funds Group

Group	31 March 2025		31 March 2024	
	Income and direct costs	Support costs	Total income and costs	Total income and costs
	£'000	£'000	£'000	£'000
Income:				
Donations and fundraising	2,203	—	2,203	1,543
Legacies	2,410	—	2,410	1,194
Grants	155	—	155	156
Total income	4,768	—	4,768	2,893
Expenditure:				
Costs of raising funds	(607)	(226)	(833)	(960)
Net funds raised	4,161	(226)	3,935	1,933

The above income was all in the Society, which also received £11k in gift aid, giving total Society income of £4,779k.

4. Charitable activities

The Group carries on a range of charitable activities, some of which are funded from Local Authorities, Care Commissioning Groups, Integrated Care Boards and NHS Trusts. Others are funded from grants and voluntary income. These are grouped below in the following categories:

- **Care services** — the Society ran six care homes and a supported living service for people in supported housing or their own homes.
- **Research** — the Society carries out research, in conjunction with UCL and UCLH, to take forward the prevention and treatment of the condition of epilepsy. The major investment is in genomic research but other related research is also undertaken.
- **Medical services** — the Group provides services and facilities for people with epilepsy, to UCLH and other NHS trusts, including a 24 bed in-patient facility, therapeutic drug monitoring, MRI, other diagnostic assessments, an on-call doctor service and direct therapeutic services such as physiotherapy, occupational therapy and art therapy.
- **Help, information and advocacy services** — the Society provides help and support to people with epilepsy through a helpline, online assistance, provision of information, signposting, training for professionals and advocacy and awareness raising activities.

4. Charitable activities (continued)

The income and costs from these activities are set out below:

	31 March 2025 Group		31 March 2024 Group	
	Direct Activity	Support Activity	Total Funds	Total Funds
	£'000	£'000	£'000	£'000
Income				
Care services	13,153	—	13,153	13,277
Research	—	—	—	—
Medical services	1,962	—	1,962	1,763
Help, information and advocacy	68	—	68	77
	15,183	—	15,183	15,117
Expenditure				
Care services	(10,613)	(4,495)	(15,108)	(14,754)
Research	(1,384)	(463)	(1,847)	(1,335)
Medical services	(1,275)	(670)	(1,945)	(1,685)
Help, information and advocacy	(570)	(353)	(923)	(838)
	(13,842)	(5,981)	(19,823)	(18,612)

5. Other trading activities

The Group carries out a limited amount of other trading activities to raise funds for the Society. Some of these activities are carried out through the Society's subsidiary, Epilepsy Enterprises Limited. A breakdown of these activities is set out below:

Group	31 March 2025		31 March 2024	
	Income and direct costs	Support costs	Total income and costs	Total income and costs
	£'000	£'000	£'000	£'000
Income:				
Merchandise	22	—	22	18
Coffee Shop	46	—	46	32
Rental income and overnight charges	319	—	319	286
Total income	387	—	387	336
Expenditure:				
Costs of sales — merchandise and shop	(48)	—	(48)	(31)
Letting costs	(175)	(542)	(717)	(801)
Net surplus/(deficit)	164	(542)	(378)	(496)

The Society's trading activities exclude the merchandise and coffee shop above, £5,000 of rental income (2024: £5,000) and £5,000 of support costs (2024: £5,000).

6. Investment income

	31 March 2025	31 March 2024
	Group	Group
	£'000	£'000
Income from farmland	102	113
Other sundry lease income	8	3
Interest receivable and dividends	167	229
Total	277	345

7. Support costs

Support costs allocated to the activities of the charity represent the running costs of the Society. This includes substantial costs of managing our large and ageing estate including depreciation of the unused buildings. As a result, the Trustees are of the opinion that to simply allocate all the support costs in total would

not provide a reasonable reflection of the costs of providing the services. Therefore, the costs have been split out below between normal running costs and additional costs that the charity currently incurs in maintaining its estate.

	31 March 2025	31 March 2024
	Group	Group
	£'000	£'000
Corporate, finance and governance costs	2,960	2,609
HR and IT costs	1,141	1,193
Depreciation of non-function specific assets	38	38
Estates and office services costs	1,695	1,275
Normal support costs	5,834	5,115
Additional costs:¹		
Depreciation of non-function specific assets	84	59
Estates and land costs	832	1,547
Total allocated support costs	6,750	6,720

Allocated to

Charitable activities:

Care	4,495	4,606
Research	463	428
Medical Services	670	617
Help, information and advocacy services	353	320
Total charitable activities	5,981	5,971
Raising funds	226	261
Other trading activities	543	488
Total allocated support costs	6,750	6,720

¹ These costs represent expenditure on estate maintenance that arise only because of the nature of the Society's estate, and depreciation of disused buildings together with costs of consultants and advisors employed to further the development or sale of part of the Society's estate.

8. Other income and expenditure

Other expenditure

The Society operates a defined benefit pension arrangement called the Epilepsy Society Pension and Life Assurance Scheme (the "Scheme"). Details of the Scheme are set out in note 20. The Scheme has been closed to new members for a number of years and at 31 March 2025 only had 3 active members (2024: 3). The Society makes employer contributions for these employees and significant deficit contributions into the Scheme which are accounted for as a cost in the normal way.

The major administration costs of running the Scheme are paid for directly by the Society rather than the Scheme. These costs, which total £187k (2024: £193k), together with the pension service costs and the pension interest costs are treated as other expenditure in the accounts, and together come to £375k (2024: £379k).

9. Employee information

Employees costs during the year were:

	31 March 2025	31 March 2024
	Group	Group
Employee costs	£'000	£'000
Wages and salaries	10,857	9,275
Social Security costs	1,020	838
Pension costs	338	279
Apprentice Levy	37	29
Total	12,252	10,421

Employer deficit contributions of £538,000 (2024: £293,000) were paid into the Society's defined benefit pension scheme during the year as described in note 20. During the year Epilepsy Society paid and/or accrued £nil (2024: accrued £nil) of redundancy costs.

The average number of people employed during the year was:

	31 March 2025	31 March 2024
	Group	Group
Residential and domiciliary care services	277	237
Research and medical Services	20	18
Communication, information and marketing	27	21
Fundraising	9	10
Administration and management	34	33
Total	368	319

Bandings of employee emoluments	2025	2024
	No	No
More than £60,000 but not more than £70,000	2	2
More than £70,000 but not more than £80,000	5	3
More than £80,000 but not more than £90,000	1	2
More than £90,000 but not more than £100,000	1	—
More than £110,000 but not more than £120,000	—	—
More than £120,000 but not more than £130,000	1	1
More than £140,000 but not more than £150,000	1	1
More than £150,000 but not more than £160,000	1	1
Total	12	10

10. Trustees and Executive Officers

Details of Trustees and Executive Officers are set on page 68 of these Financial Statements. Trustees do not receive any remuneration and during the year two Trustees claimed expenses totalling £281 for travel and subsistence (2024: one Trustee claimed £470).

The table in note 9 setting out employees in pay bands includes the Chief Executive Officer and other Executive Officers whose remuneration totalled more than £60,000 in the year. All Executive Officers are employed on contracts that are the same as those used for other staff and benefits, including pensions, on the same basis.

The total emoluments received by the Chief Executive Officer and other Executive Officers identified as key management personnel was £828k (2024: £783k) represented by salary of £708k (2024: £672k), national insurance of £90k (2024: £81k) and pension contributions of £30k (2024: £29k). One member of the executive team left during the year, and one joined in December.

11. Net income

Net income is stated after charging/(crediting):

	31 March 2025	31 March 2024
	Group	Group
	£'000	£'000
Depreciation of tangible fixed assets	704	648
Amortisation of Intangible fixed assets	34	41
Operating lease rentals:		
office equipment	19	84
External auditor's remuneration excl VAT:		
audit of the financial statements	41	38
for other services	18	10
Rental Income	319	286

12. Fixed assets: intangible assets

	31 March 2025		31 March 2024	
	Software & systems		Software & systems	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Cost				
At 1 April	257	257	256	256
Additions	52	52	3	3
Disposals	(2)	(2)	(2)	(2)
At 31 March	307	307	257	257
Accumulated Amortisation				
At 1 April	(214)	(214)	(175)	(175)
Charge for the year	(34)	(34)	(41)	(41)
Disposals	2	2	2	2
At 31 March	(246)	(246)	(214)	(214)
Net book value				
At 31 March	61	61	43	43

13. Fixed assets: tangible assets

Group	31 March 2025				
	Freehold land & buildings	Fixtures, fittings, furniture & equipment	Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2024	20,909	508	3,680	195	25,292
Additions	—	19	298	18	335
Disposals	—	(128)	(326)	—	(454)
At 31 March 2025	20,909	399	3,652	213	25,173
Accumulated depreciation:					
At 1 April 2024	(7,323)	(335)	(2,707)	(103)	(10,468)
Charge for the year	(414)	(30)	(233)	(27)	(704)
Disposals	—	126	325	—	451
At 31 March 2025	(7,737)	(239)	(2,615)	(130)	(10,721)
Net book value:					
At 31 March 2025	13,172	160	1,037	83	14,452
At 31 March 2024	13,586	173	973	92	14,824

The land and buildings held by the Group and the Society were valued as at 31 March 2019 by Carter Jonas, a qualified RICS valuer, who valued the total land and buildings held by the Group at that date at £52.5 million.

Society	31 March 2025				
	Freehold land & buildings	Fixtures, fittings, furniture & equipment	Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2024	19,145	508	3,680	195	23,528
Additions	—	19	298	18	335
Disposals	—	(128)	(326)	—	(454)
At 31 March 2025	19,145	399	3,652	213	23,409
Accumulated depreciation:					
At 1 April 2024	(6,644)	(335)	(2,707)	(103)	(9,789)
Charge for the year	(380)	(30)	(233)	(26)	(669)
Disposals	—	126	325	—	451
At 31 March 2025	(7,024)	(239)	(2,615)	(129)	(10,007)
Net book value:					
At 31 March 2025	12,121	159	1,038	84	13,402
At 31 March 2024	12,501	173	973	92	13,739

14. Fixed assets: investments

	Society Farmland £'000	Multi-Asset Fund £'000	Group Total £'000
Cost or valuation:			
At 1 April 2024	4,440	5,534	9,974
Additions	—	—	—
Gains before management fees	—	112	112
Management fees deducted	—	(63)	(63)
At 31 March 2025	4,440	5,583	10,023
At 31 March 2024	4,440	5,534	9,974

The Society owns 222 acres of farmland that is rented out under an agricultural lease and treated as an investment. A revaluation gain of £2,240k on the Society's farmland was recognised at 31 March 2021. The basis of the valuation is for full vacant possession and takes into account similar land in the locality in line with the comparable approach generally accepted for valuation for agricultural property. An independent valuation of the Group's farmland was undertaken as at 31 March 2024, and a desktop review completed as at 31 March 2025.

The Society has an investment of fully paid-up share capital in subsidiary NSE Facilities Limited of £2,446k, which is eliminated on consolidation. This gives a total investment balance of £12,469k in the Society (2024: £12,420k).

During the year the Society withdrew £1,000k from the short-term deposit managed by Cazenove. The remaining balance is treated as a current asset in the Society and Group balance sheet.

15. Debtors

	31 March 2025		31 March 2024	
	Group £'000	Society £'000	Group £'000	Society £'000
Due within one year				
Residential and Domiciliary Care Services	406	406	645	645
Less: Provision for bad and doubtful debts	(47)	(47)	(67)	(67)
	359	359	578	578
Medical Services Receivable	213	213	271	271
Rent Receivable	6	6	12	12
Other Receivables	12	12	18	17
VAT Refundable	—	—	—	—
Prepayments & Accrued Income	3,151	3,151	1,516	1,516
Amounts due from Subsidiaries	—	9	—	10
Total due within one year	3,741	3,750	2,395	2,404

16. Creditors: Amounts falling due within one year

	31 March 2025		31 March 2024	
	Group £'000	Society £'000	Group £'000	Society £'000
Trade creditors	853	853	401	401
Taxation and social security	300	300	279	279
Amounts held for residents and tenants	47	47	54	54
VAT payable	18	18	5	5
Other creditors	109	109	131	131
Accruals and deferred income	1,880	1,872	1,547	1,542
Total Creditors: Amounts falling due within one year	3,207	3,199	2,417	2,412

The deferred income balance as at 1st April 2024 was £0k. £124k of income invoiced during 2024/25 was deferred to future periods.

17. Fund movements

Group	31 March 2025					At 31 March 2025
	At 1 April 2024	Income	Expenditure	Transfers	Gains and losses	
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	22,338	19,096	(19,976)	—	112	21,570
Designated funds	3,456	—	(1,420)	—	—	2,036
Revaluation reserve	2,240	—	—	—	—	2,240
Pension reserve	(3,761)	—	351	—	893	(2,517)
Total unrestricted funds	24,273	19,096	(21,045)	—	1,005	23,329
Restricted funds	2,377	1,563	(752)	—	—	3,188
Total funds	26,650	20,659	(21,797)	—	1,005	26,517

Group	31 March 2024					At 31 March 2024
	At 1 April 2023	Income	Expenditure	Transfers	Gains and losses	
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	22,231	18,688	(19,137)	—	556	22,338
Designated funds	4,656	—	(1,200)	—	—	3,456
Revaluation reserve	2,240	—	—	—	—	2,240
Pension reserve	(3,730)	—	101	—	(132)	(3,761)
Total unrestricted funds	25,397	18,688	(20,236)	—	424	24,273
Restricted funds	2,752	172	(547)	—	—	2,377
Total funds	28,149	18,860	(20,783)	—	424	26,650

17. Fund movements (continued)

During 2019/20, The Trustees decided to create a designated fund to ensure that the proceeds from the sale of a tranche of our land to Audley in March 2019 would be used for the purposes they had agreed. The designated fund is used for a combination of four purposes:

- To invest in the backlog of works needed on the Society's ageing estate;
- To make one-off payments to the Society's pension scheme in 2020/21 and 2022/23 as part of the deficit reduction plan;

- To pay for consultants and legal costs incurred in possible development of the Society's land;
- To fund the Society's research programme to the extent that fundraising income fails to do so.

During the year, the Society incurred £1,420k (2024: £1,200k) in expenditure in these areas and this amount has been transferred out of the reserve during the year.

Society	31 March 2025					
	At 1 April 2024	Income	Expenditure	Transfers	Gains and losses	At 31 March 2025
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	23,381	19,071	(19,916)	—	112	22,648
Designated funds	3,456	—	(1,420)	—	—	2,036
Revaluation reserve	2,240	—	—	—	—	2,240
Pension reserve	(3,761)	—	351	—	893	(2,517)
Total unrestricted funds	25,316	19,071	(20,985)	—	1,005	24,407
Restricted funds	2,377	1,563	(752)	—	—	3,188
Total funds	27,693	20,634	(21,737)	—	1,005	27,595

Society	31 March 2024					
	At 1 April 2023	Income	Expenditure	Transfers	Gains and losses	At 31 March 2024
	£'000	£'000	£'000	£'000	£'000	
General funds	23,237	18,606	(19,018)	—	556	23,381
Designated funds	4,656	—	(1,200)	—	—	3,456
Revaluation reserve	2,240	—	—	—	—	2,240
Pension reserve	(3,730)	—	101	—	(132)	(3,761)
Total unrestricted funds	26,403	18,606	(20,117)	—	424	25,316
Restricted funds	2,752	172	(547)	—	—	2,377
Total funds	29,155	18,778	(20,664)	—	424	27,693

18. Fund assets and liabilities

The analysis of net assets between funds is set out below:

	Group		Society	
	31 March 2025		31 March 2025	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	13,432	1,080	12,383	1,080
Investments	10,023	—	12,469	—
Current assets	5,598	2,108	5,271	2,108
Current liabilities	(3,207)	—	(3,199)	—
Defined benefit pension liability	(2,517)	—	(2,517)	—
Total net assets at 31 March 2025	23,329	3,188	24,407	3,188

	Group		Society	
	31 March 2024		31 March 2024	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	13,757	1,110	12,672	1,110
Investments	9,974	—	12,420	—
Current assets	6,720	1,267	6,397	1,267
Current liabilities	(2,417)	—	(2,412)	—
Defined benefit pension liability	(3,761)	—	(3,761)	—
Total net assets at 31 March 2024	24,273	2,377	25,316	2,377

The designated fund at 31 March 2025 is all represented by current assets (cash at bank) and is included in unrestricted funds above.

19. Restricted funds

The Society receives donations and grants that can only be used for specified purposes. The Society maintains records for each donation or grant given in this way and allocates costs against those funds. The table below summarises the types of activities the income is received in respect of. In some cases, actual restrictions are more specific than the general categories used in this table.

Group and Society	31 March 2025				
	At 1 April 2024	Income	Costs	Transfers	At 31 March 2025
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	694	198	(532)	—	360
General genomics research	61	173	(99)	—	135
Specific other research	153	—	(44)	—	109
General research	135	1,050	—	—	1,185
MRI IT upgrade	15	—	—	—	15
Helpline service	45	24	(30)	—	39
Care services and activities	135	118	(15)	—	238
The New House	1,110	—	(30)	—	1,080
Other areas	29	—	(2)	—	27
Total restricted funds	2,377	1,563	(752)	—	3,188

The costs above include £9,000 (2024: £10,000) relating to capital purchases.

Group and Society	31 March 2024				
	At 1 April 2023	Income	Costs	Transfers	At 31 March 2024
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	812	—	(118)	—	694
General genomics research	36	110	(85)	—	61
Specific other research	129	—	24	—	153
General research	317	1	(183)	—	135
MRI IT upgrade	15	—	—	—	15
Helpline service	106	—	(61)	—	45
Care services and activities	141	49	(55)	—	135
The New House	1,140	—	(30)	—	1,110
Other areas	56	12	(39)	—	29
Total restricted funds	2,752	172	(547)	—	2,377

The nature of the restriction on these funds can be understood from the table above with the exception of "The New House", which represents donations that were received in prior years for the building of a block of 12 supported flats for people with epilepsy. The depreciation on the capital asset, which is still subject to the restrictions, is charged to the fund.

The prior year figures above set out the element of the 2024 Statement of Financial Activities that relate to restricted income and expenditure. All other items in the prior year SOFA relate to unrestricted funds.

20. Pensions

Epilepsy Society (the Company) operates a defined benefit pension arrangement called the Epilepsy Society Pension Scheme (the Scheme) to 3 permanent employees (2024: 3). The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The Company also operates a defined contribution scheme but this is not included in these disclosures.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Company must agree with the Trustees of the Scheme the contributions to be paid to meet any shortfall against the Statutory Funding Objective and to pay for the future accrual of benefits.

The most recent comprehensive actuarial valuation of the Scheme was carried out as at 31 March 2022. As a result, the Schedule of Contributions has been amended, as laid out below, with future annual deficit contributions reducing slightly. The next actuarial valuation will be carried out as at 31 March 2025.

The Company plans to pay contributions of £520,000 in the year to 31 March 2024, plus the cost of the Pension Protection Levy and the expenses of operating the Scheme. This is in line with the deficit reduction contributions agreement reached by the Society and the Scheme Trustees based on the 2022 actuarial valuation, which is summarised below:

- £273,182 pa, to be paid towards the Scheme in monthly instalments on or before the 19th of each calendar month following that to which the payment relates, up to 31 March 2024; and
- £520,000 pa, to be paid towards the Scheme in monthly instalments on or before the 19th of each calendar month following that to which the payment relates, from 1 April 2024 up to 31 March 2030, with this payment increasing by 3% pa on 1 April 2025 and each 1 April thereafter.

The Scheme is managed by a board of Trustees appointed in part by the Company and in part from elections by members of the Scheme. Trustees have responsibility for obtaining valuations of the fund, administering benefit payments and investing the Scheme's assets. The Trustees delegate some of these functions to their professional advisers where appropriate.

The effect of the judgment regarding equalisation of guaranteed minimum pensions for past transfers has been accounted for as a past service cost during the period.

There were no plan amendments, curtailments or settlements during the period.

The Scheme exposes the Company to a number of risks:

- Investment risk. The Scheme holds investments in asset classes, such as equities, which have volatile market values and while these assets are expected to provide real returns over the long-term, short-term volatility can cause additional funding to be required if a deficit emerges;
- Interest rate risk. The Scheme's liabilities are assessed using market yields on high quality corporate bonds to discount the liabilities. As the Scheme holds assets such as equities the value of the assets and liabilities may not move in the same way;

- Inflation risk. A proportion of the benefits under the Scheme are linked to inflation. Although the Scheme's assets are expected to provide a good hedge against inflation over the long term, movements over the short-term could lead to deficits emerging;
- Mortality risk. In the event that members live longer than assumed, a deficit will emerge in the Scheme;
- Member options. Certain benefit options may be exercised by members without requiring the consent of the Trustees or the Company, for example exchanging pension for cash at retirement. In this example, if fewer members than expected exchange pension for cash at retirement then a funding strain will emerge;
- Legislative risk. Changes in legislation could increase the value of the Scheme's liabilities; and
- Climate risk. This may manifest itself through any of the other risks identified above, including investment and inflation risk, potentially causing a deterioration in the Scheme's funding position.

The principal actuarial and main financial assumptions used to calculate the Scheme liabilities are:

Group and Society	31 March 2025 Percentage pa	31 March 2024 Percentage pa
Salary increase rate	2.85	3.05
CPI pension increases (fixed at 3%)	3.00	3.00
CPI pension increases (between 3% and 5%)	3.15	3.25
CPI pension increases (maximum 5%)	2.85	3.05
CPI pension increases (maximum 2.5%)	2.45	2.45
Discount rate	5.65	4.75
RPI increase rate	3.35	3.40
CPI increase rate	2.85	3.05
Tax-free cash on commutation	20.00	20.00
Post-retirement mortality	S3PA tables with CMI 2023 projections using a long-term improvement rate of 1.25% pa. The initial addition is 0.5% pa., the 2022/2023 weight parameter is 15%.	S3PA tables with CMI 2022 projections using a long-term improvement rate of 1.25% pa. The initial addition is 0.5% pa, the 2022 weight parameter is 25%

The CPI for pension increases figures above set out the assumption used for pension increases dependent on the increase clause within members' pension conditions.

20. Pensions (continued)

Assets held in the scheme

The Scheme invests funds in range of assets to produce an investment return. At 31 March 2025, the analysis of assets based on the valuation at that date is as follows:

Group	31 March 2025	31 March 2024
	£'000	£'000
Equities	8,199	9,421
Gilts and bonds	4,146	5,212
Liability Driven Investment	7,414	6,432
Property	598	676
Cash	138	513
Other assets	281	422
Total	20,776	22,676

The actual gross return on the assets over the period was a loss of £613,000 (2024: a gain of £673,000). The assets do not include investment in the shares of the Society or any Group company.

Under FRS102, the expected return on assets is the same as the discount rate used to value the liabilities. However, the assets and liabilities will not generally change in the same manner over time and are also unlikely to change in the same way as other measures of the funding position such as that used for scheme funding or assessing solvency.

Amounts recognised in the Balance Sheet as at 31 March 2025

Group	31 March 2025	31 March 2024
	£'000	£'000
Fair value of employer assets	20,776	22,676
Present value of funded liabilities	(23,293)	(26,437)
Net liability	(2,517)	(3,761)

Amounts recognised in the Statement of Financial Activities for the year ended 31 March 2025

Group	31 March 2025	31 March 2024
	£'000	£'000
Current service cost	21	23
Past service cost	—	—
Interest on Scheme liabilities	1,213	1,236
Interest on Scheme assets	(1,047)	(1,067)
Total	187	192

20. Pensions (continued)

Re-measurements for the year ended 31 March 2025

Group	31 March 2025	31 March 2024
	£'000	£'000
(Loss) on scheme assets in excess of interest	(1,660)	(394)
Experience gains/(losses) on liabilities	121	(77)
Gains/(losses) from changes to assumptions:		
Due to changes in demographic assumptions	19	177
Due to changes to financial assumptions	2,413	162
Total actuarial gains/(losses) per SOFA	893	(132)

Reconciliation of fair value of the Society's assets

Group and Society	31 March 2025	31 March 2024
	£'000	£'000
Fair value of assets at 1 April	22,676	23,400
Interest on assets	1,047	1,067
Employer contributions	538	293
Contributions by Scheme participants	5	7
Benefits paid	(1,819)	(1,687)
Administration costs	(11)	(10)
Return on scheme assets less interest	(1,660)	(394)
Fair value of assets at 31 March	20,776	22,676

Reconciliation of the Society's defined benefit obligation

Group	31 March 2025	31 March 2024
	£'000	£'000
Defined benefit obligation at 1 April	(26,437)	(27,130)
Current service cost	(10)	(13)
Past service cost	—	—
Contribution by Scheme participants	(5)	(7)
Interest cost	(1,213)	(1,236)
Benefits paid	1,819	1,687
Experience gains/(losses) on liabilities	121	(77)
Changes to demographic assumptions	19	177
Changes to financial assumptions	2,413	162
Defined benefit obligation at 31 March	(23,293)	(26,437)

20. Pensions (continued)

Sensitivity of the value of liabilities

As with most defined benefit pension schemes, the value of the liabilities in the Scheme would be different if assumptions were changed. The table below sets out the impact on the Scheme's liabilities if the main assumptions were changed:

Adjustments to assumptions	Approximate (decrease)/ increase in liabilities
	£'000
Discount rate — increased by 0.5%	(1,095)
Inflation — increased by 0.5%	418
Commutation — remove 20% allowance	51

21. Operating leases

The Society has a number of non-cancellable operating leases for printers and office equipment. Details are set out below:

Adjustments to assumptions	31 March 2025	31 March 2024
	Group	Group
	£'000	£'000
IT and office equipment		
Within one year	7	21
One year or more but less than five years	12	63
Total operating leases	19	84

22.Subsidiaries

The Society owns 100% of the share capital in two subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, who gift aid any taxable profits to the Society. Both subsidiaries’ registered office and place of business is the same as the Society as set out on page 68. A summary of their activities and results for the year is set out below:

Epilepsy Enterprises Ltd

The main activities of the company are the sale of goods and services to raise funds for the charity and other related trading activities. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended	Year ended
	31 March 2025	31 March 2024
	£'000	£'000
Turnover	24	23
Cost of sales	(14)	(10)
Administrative expenses	(7)	(2)
Profit on ordinary activities	3	11

The Statement of Changes in Equity recognised a Gift Aid payment of £10,638 (2024: £10,794).

Statement of Financial Position	As at	As at
	31 March 2025	31 March 2024
	£'000	£'000
Stock	16	20
Debtors	1	—
Cash at bank	8	10
Creditors: amounts falling due within one year	(15)	(13)
Total net assets	10	17
Share capital (2 ordinary shares of £1 each)	—	—
Accumulated profit	10	17
Total reserves	10	17

22. Subsidiaries (continued)

NSE Facilities Ltd

This company is inactive other than owning the building, the Gowers Centre, from which medical services are provided to the UCLH NHS Foundation Trust. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended 31 March 2025 £'000	Year ended 31 March 2024 £'000
Turnover	12	—
Operating costs	(38)	(38)
Loss on ordinary activities	(26)	(38)

The Statement of Changes in Equity recognised a Gift Aid payment of £nil (2024: £nil).

Statement of Financial Position	As at 31 March 2025 £'000	As at 31 March 2024 £'000
Tangible fixed assets	1,049	1,085
Amounts due from Subsidiaries	—	—
Cash at bank	312	302
Creditors: amounts falling due within one year	(3)	(2)
Total net assets	1,358	1,385
Share capital	2,446	2,446
Accumulated loss	(1,088)	(1,061)
Total reserves	1,358	1,385

The share capital comprises 2 'A' ordinary shares of £1 each and 2,446,000 'B' ordinary redeemable shares of £1 each. The tangible fixed assets related wholly to buildings are reported at cost less accumulated depreciation.

23. Related party transactions

During the year, the Society received a Gift Aid distribution from Epilepsy Enterprises Limited of £10,638 (2024: £10,794). At 31 March 2025, Epilepsy Enterprises Limited owed the Society £8,636 (2024: £9,845) and the balance between NSE Facilities Limited and the Society was £nil (2024: £nil).

Trustees, officers and advisors

Registered Office: Chesham Lane, Chalfont St Peter, Buckinghamshire SL9 0RJ

Patron: His Majesty, The King

President: The Rt Hon Countess Howe

Board of Trustees

Catherine Alcock	Chair
Andrew Gray	Treasurer
Deborah Wheeler	(Resigned 13 December 2024)
James Hagan	
Andrew Gosling	
Tracie Coultas-Pitman	
Jacqueline Sullivan	
Rae Avatar Barnett	
Nick Grant	
Hannah Purves	
Karen Skinner	
Robin Woolfson	
Sarah Miller	(Appointed 1 January 2025)
Penny Owen	(Appointed 1 January 2025)

Management Board

Chief Executive	Clare Pelham
Director of Care Services	Rebecca Salvatierra
Development Director	Jonny Anders-Cannon
Director of Fundraising	Gordon Craig (Resigned 22 October 2024)
Interim Director of Fundraising	Deborah Bourne (Appointed 3 December 2024)
Chief Financial Officer	Andy James
Medical Director	Ley Sander (Resigned 31 March 2025)
Director of Land and Estates	Kevin Bournier

External Auditors: Crowe UK LLP
55 Ludgate Hill
London EC4M 7JW

Bankers: National Westminster Bank Plc

Legal Advisors:	B P Collins 20 Station Road Gerrards Cross Buckinghamshire SL9 8EL	Bevan Britten LLP Fleet Place House 2 Fleet Place London EC4M 7RF
	Eversheds Sutherland (international) LLP 1 Wood Street London EC2V 7WS	Fieldfisher LLP 2 Swan Lane London EC4R 3TT

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Saturday	9am to 12.30pm

Email us: helpline@epilepsysociety.org.uk or chat online.

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Buckinghamshire
SL9 0RJ

Enquiries	0300 102 0025
Fundraising	0300 102 0026

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[epilepsysociety.org.uk](https://www.epilepsysociety.org.uk)

Accounts

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2023/2024 Annual Report

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We are **Epilepsy Society**

**The UK's only charity
transforming the lives of
people with epilepsy through
world-leading research,
advocacy and care.**

Epilepsy Society
Chesham Lane, Chalfont St Peter
Buckinghamshire SL9 0RJ
epilepsysociety.org.uk

Registered charity: 206186
Company limited by guarantee: 492761

Contents

02 Chairman's review of the year

04 Letter from the Chief Executive

06 Trustees' Annual Report (Strategic Report and Director's Report)

- 06 About Epilepsy Society
 - 06 What we do
 - 07 Structure
 - 07 Charitable objectives, values and strategy
 - 08 Our year in numbers
-

09 Research

- 09 Genomic research
 - 10 Our research
 - 11 Looking inside the brain to understand more about epilepsy
 - 11 Case study: Daniel Pinchen
-

12 Medical

- 12 MRI
 - 13 EEG
 - 13 TDM Unit
 - 13 Laser beam therapy
 - 14 Changing lives...
 - 15 Our medical progress
-

16 Care services

- 16 Night support
 - 17 Log my care
 - 17 Person-centred care
 - 18 Phoenix Games
 - 18 Tranquility garden
 - 18 Phoenix Café
 - 19 Our care services
-

20 Advocacy

- 20 Changing the law
 - 21 Safe Mum, Safe Baby
 - 21 Calm, Cushion, Call
 - 21 Media work
 - 22 Our advocacy
 - 23 Campaigns
 - 23 Me & My Shadow
 - 23 Jake Lambert
-

24 Helpline and information

- 24 Expanded helpline service and introduction of webchat
 - 25 External training
 - 25 New epilepsy awareness-raising video
-

26 Fundraising

- 27 Marathon and running events
 - 27 Purple Day
 - 28 Corporate funding
 - 28 Individual giving
-

30 Looking to the future

- 32 Principal risks
 - 34 Financial review
 - 36 Engagement with stakeholders
-

40 Independent Auditor's Report

- 44 Consolidated statement of financial activities
 - 45 Balance Sheets
 - 46 Consolidated Cashflow Statement
 - 47 Notes to the Financial Statements
-

68 Trustees, officers and advisors

Chairman's review of the year

What does a good year look like for a charity in 2024? It is always important to reflect on the year in the context of the wider world. We are still in the grips of a cost-of-living crisis. The war in Ukraine has been met by conflict in the Middle East and in terms of home politics, there has been turbulence.

Kate Alcock, Chairman



Yet, I'm ever amazed at how the Epilepsy Society continues to navigate choppy waters. The greater the challenge, the greater the response. And that is largely down to our loyal supporters.

Epilepsy is a constant in people's lives. It has no respect for time or occasion. A seizure will be a seizure regardless of whether you are taking a holiday, enjoying a trip to the theatre or spending time with friends. In spite of war, economic difficulties and political turmoil, epilepsy remains a priority for those affected.

Our wonderful medics work tirelessly to optimise seizure control for their patients, to mitigate risk and to find that sweet spot where neither seizures or medication compromise quality of life. But it can be difficult and that is why I believe so many people stick with us on our journey to raise funds that will push forward the boundaries of research. Because where there is research, there is hope. And if there is hope, people will run, bake, walk, abseil or jump out of aeroplanes to turn it into promise for the future.

I am pleased to say that the combined income from donations and legacies was £60,000 higher this year and I am confident that the increase in community and corporate fundraising is due in no small part to the amazing support of our team who are with our fundraisers every step of the way.

It's easy to see the impact of cheering for our incredible Team Purple at big events such as the London Marathon. But it's the support and encouragement that the team provides along the way, through months of training and fundraising, that really make the difference. And the messages of heartfelt thanks that pour in afterwards, speak volumes.

Of course, we are all at our best when faced with a challenge, and I have been impressed at how resourceful and determined the team at Head Office have been in looking for commercial opportunities to benefit the charity and grow our assets.

The team has worked closely with all the funders for care services to secure a rise in care fees that match inflation. This is about realistic reimbursement in today's economy.



I am sorry to say that these rises have not always been forthcoming. People who need our support cannot live on below-inflation funding, without suffering a decline in their quality of life.

And the same is true of our care staff. I am pleased to say that with careful financial management, we have been able to make a well-deserved pay award for our staff. Our reputation is built on the people who work at the Epilepsy Society, and it is right that when the Society benefits, staff should too.

We are always keen to maximise our services. And with this in mind have invested in two new pieces of cutting-edge equipment for our Therapeutic Drug Monitoring (TDM). These will allow us to remain at the forefront of drug monitoring, increase revenue and keep control of patient data without having to rely on a third party.

Similarly, we are now scanning more than 100 extra patients per month through our MRI, as we help to take the pressure off waiting lists at the National Hospital for Neurology and Neurosurgery.

I am cautiously optimistic that we are heading in the right direction, yet in spite of all efforts, we have still recorded a deficit of £1.5m. This is mainly due to insufficient and delayed payment of income and a continuing high level of spend on our elderly estate and elsewhere as inflation continues to bite, and we look to develop a part of our land and generate more income for research. Balancing the books is never easy or as scientific as we would like.

Away from the ledger, we have been working hard behind the scenes to ensure that our Memorandum of Understanding with our partners UCL and UCLH is robust, fit for the future and, significantly, for the benefit

of those we support. We have also been reviewing our Service Level Agreement with UCLH to ensure it is fully fit for purpose. We place great value on our unique tripartite partnership which ensures academic and clinical excellence, patient input and relevance of our medical research.

Like our supporters, I believe that research into epilepsy offers real hope for the future. So, I am pleased that we have established a new Research, Medical and Care Services Committee to focus our efforts in areas that are of most importance to our beneficiaries.

The brightest minds. The most incredible supporters. Together we will beat epilepsy.

Letter from the Chief Executive

I believe we should aspire to be the architects of our own future. Whether we are talking bricks and mortar or visions and strategies, we plan, we design, we amend, we are ambitious. And most importantly of all, we lay good foundations. Everything that we build is for the benefit of the people we support.

Clare Pelham, Chief Executive



This has been the cornerstone of everything that we have built at the Epilepsy Society, ever since our foundation in 1892 when pioneering neurologists revolutionised the treatment of people with epilepsy.

We have recently had a timely reminder of just how solid the foundations of the Epilepsy Society were, and just how much they have been valued and, more than a century later, continue to be valued.

A lady from Detroit, Michigan in the US sent us a photo. She had taken possession of a beautifully engraved silver trowel that was presented to the charity on 6 May 1897 by the US Ambassador Thomas Bayard. The trowel was to commemorate the laying of the foundation stone for one of our very first homes for people with epilepsy.

The historic trowel is so exquisite, it is more akin to something we might today use to serve a slice of wedding cake. But in every way, its symbolism and significance ring as true in 2024 as they did 127 years ago.

We build from the ground up so that everything that follows has firm foundations. Firm foundations in benefitting people with epilepsy. And bold ambitions to make a better world for them.

Today our ambitions are focused on making a sea change in the treatment of people with epilepsy. We want to accelerate the speed of research that will lead to seizure freedom for more people with epilepsy. We want to halve the number of deaths from epilepsy in the next 10 years. We want to more than double the number of people who have access to our world-renowned epilepsy specialists.

But we must start from the ground up which, for us, means literally realising our dreams by developing half of our estate and turning our wealth into health.

Our planning application is awaiting determination from the local authority, but planning is a slow business and it is business as usual while we wait. We have other foundations to lay and challenges where solid foundations are perhaps not so obvious.



The medicines supply chain is a point in kind. In the last year we have seen a worrying increase in the number of medication shortages in epilepsy. Our Helpline has been inundated with anxious callers who are desperate to get their prescriptions fulfilled. Our social media has been similarly besieged.

Our survey showed that 70% of responders had struggled to get their medication in the last year, with over half having to visit multiple pharmacies to find they could only have a fraction of their drugs.

The supply chain is broken because it doesn't operate on firm foundations and we are determined that it should. We have been speaking with the Department of Health, the Government and the pharmaceutical industry.

And we have been raising the issue across the media. We are calling for an urgent review of the medicines supply chain. We want a more robust and resilient system so that people with epilepsy and other health conditions can guarantee their medication when they need it.

What makes me most proud is that we made a difference for the people we support. And that is fundamental to all our campaigns. Building on our success in securing Zach's Law, this year we were again in Westminster laying foundations for a campaign that will certainly make a difference both to parents with epilepsy and to would-be parents.

Many of the commonly prescribed epilepsy drugs are linked to a risk of harm during pregnancy. But the right research could make pregnancy so much safer for both parent and child. We have campaigned at a moral and emotional level, but then we were asked to show how, as well as giving babies a healthier start in life, this research could save the Government money.

We commissioned the Office for Health Economics to write an economic analysis of the lifetime costs of a disability which we launched in Westminster. Now, as with our planning application, we await a response.

I know that all our supporters, volunteers and staff take real delight when we achieve progress with epilepsy. Sometimes, this is done quietly by months, even years, or negotiations behind the scenes. But sometimes it is done in the full glare of publicity. And so there were real whoops of delight and piles of cards and happy messages when we learnt that His Majesty The King had accepted the Patronage of the Epilepsy Society. It is a real testament to the charity and to people affected by epilepsy that the King has chosen to support a cause that meant so much to his mother, our late Patron Queen Elizabeth II.

When the US Ambassador laid his foundation stone in 1897, he recognised the value of a solid base for the future. More than 100 years later, we are no different. Many things change over the years — fashions, culture, attitudes, expectations. But, like Mr. Bayard and those who bore witness on 6 May, we still believe that society — and most importantly our Society — should be built on firm foundations, and should be ambitious to make the world a better place for those we support.

Trustees' annual report

The Trustees are pleased to present their report for the year ended 31 March 2024 which provides a commentary on these results and the operations of the Epilepsy Society during the year, which are set out in the audited financial statements following this report. The report also acts as the Society's strategic report and the Directors' Report for the year.

Under section 17 of the Charities Act 2011, the Trustees have a duty to have due regard to the public benefit guidance published by the Charity Commission. During the year, the Trustees have acted in accordance with this requirement and they are satisfied that all the activities of the Society are for the public benefit.

About Epilepsy Society

Epilepsy Society is the UK's leading provider of epilepsy services. Through our cutting-edge research, awareness campaigns, information resources and expert care, we work for everyone affected by epilepsy in the UK.

Our vision is for a world where epilepsy is irrelevant and people with epilepsy lead the lives they want to lead.

What we do

Research

Our world-leading research team is passionate about translating research findings into improving the lives of people with epilepsy. The ultimate goals of our current research are to spearhead personalised treatment and to incorporate genomic diagnosis into the NHS for people with epilepsy.

Advocacy

We are a voice for people with epilepsy, striving to push epilepsy up the political agenda and bring about change.

We operate a confidential helpline and webchat service offering help and support for anyone affected by epilepsy, and have a wealth of online information for people at any stage of their epilepsy journey.

We also provide training for individuals and organisations to improve their epilepsy awareness.

Medical

Medical services at our Chalfont Centre provide the most sophisticated diagnostic tools and tailored treatments for people with drug-resistant seizures.

Care

We provide specialist residential care for about 116 people who, in addition to their epilepsy, may have an additional condition, such as a brain injury or a physical disability.

PIONEERING
the treatment
of epilepsy
since 1892

OUR VALUES:

**Caring, accountable,
improving, respectful and open**

Structure

The Epilepsy Society is a charitable company limited by guarantee. It is governed by its Memorandum and Articles of Association and it is registered as a charity with the Charity Commission (charity number 206186).

The Society has two wholly-owned subsidiaries – Epilepsy Enterprises Limited and NSE Facilities Limited. Epilepsy Enterprises Limited is the Society's trading company and it carries on commercial activities, such as merchandising, with a view to raising money for the charity. NSE Facilities Limited was incorporated in 2000 to build the Gowers Centre and to manage the healthcare services provided by UCLH within it. However, the management of healthcare services is now being done directly by the Epilepsy Society, and therefore this subsidiary is effectively dormant and the only financial transactions relate to the depreciation of the property and some minor administration. The Boards of each subsidiary consist of two Trustees and the Society's CFO.

Charitable objectives, values and strategy

The Society's strategy is set by the Board of Trustees and they also agree the vision and objectives following discussions with stakeholders including the staff who work for the Society.

Our charitable objective

The Society's charitable objective is to secure a full life for everyone affected by epilepsy and other neurological conditions. Under the Society's constitution, we will try to do this by:

- promoting acceptance of people with epilepsy and other neurological conditions, and challenging discrimination against them;
- preventing the development of epilepsy and other neurological conditions;
- seeking effective treatments for epilepsy and other neurological conditions; and
- providing services to people with epilepsy and other neurological conditions.

Our values

We aim to fulfil this objective while meeting our values, which are being: Caring; Accountable; Improving; Respectful; Open, while putting the person with epilepsy at the centre of everything that we do.



Public benefit

The Charities Act 2011 requires the Society to have due regard to public benefit guidance published by the Commission in determining the activities undertaken by the charity. The Trustees confirm through this report that they have complied with this requirement. Research carried out and funded by the Society meets the Charity Commission's test for Public Benefit. In addition, the application of the results of the research is not restricted by gender, ethnicity, religion, or ability to pay and in that respect the public at large benefit. Other services that the Society carries out in care, helping people through support and advice and providing medical services all comply with the public benefit test too.

OUR YEAR in numbers

A further

£1.3m

invested into our
research programme



5,136

contacts made to the Helpline
via calls, emails and webchat



18,690

Therapeutic Drug Monitoring
samples processed



1,583

MRI scans
completed



4,602

information resources sent
out from the Helpline



102

awareness-raising training
courses, delivered to just
under 1,000 delegates



Over

1.5m

visitors to our website



5.2m

reach on Facebook
and Instagram



109

academic papers published
by our researchers in
conjunction with UCL



4,184

genomic sequences
analysed, with a further 700
commissioned and analysis
underway as at 31 March



7 out of 7

of care services rated
'good' by CQC



Research

Genomic research

Genomics has vast potential to build our understanding of how some people are affected by epilepsy and to transform the way that we treat and care for them.

'Reading' a person's DNA through genome sequencing could help us to determine the cause of some people's seizures, their response to different types of medication and their

susceptibility to Sudden Unexpected Death in Epilepsy (SUDEP). Over time, this will help us to prescribe more personalised, targeted treatments and reduce the burden that epilepsy places on many people's lives.

Our Genome Sequencing Programme has sequenced over 4,000 genomes from Society-sourced samples since it began.



Our research

We believe that



Genomic data provides invaluable information to support high quality, tailored healthcare.

Genomic data should be available for everyone with epilepsy at the time of diagnosis.

To achieve this, we:



Will push forward research aiming to show the value of early genomic testing for as many people with epilepsy as we can.

Will promote the value of genomic testing for people with epilepsy to the neurological community and service providers.

Working towards this, we have:



Shown the value of whole genome sequencing in people with epilepsy who also have other health issues.

Shown that much more information can be gleaned from genomic data than the cause alone.

Commissioned sequencing of 700 more genomes, and analysed over 4,000 sequences from other sources.

In the next 12 months, we will:



Obtain genome sequences for another 500 people with other types of epilepsy to show how useful genomics can be in different types of epilepsy.

Develop new ways of looking at genomic data, to extract even more information.

Merge genomic data with other information, such as brain imaging data, to increase the value of all the data.



Looking inside the brain to understand more about epilepsy

Transcranial Magnetic Stimulation (TMS) is a pioneering, non-invasive technique that can explore brain activity in people with epilepsy.

Our research team is now combining TMS with electroencephalography (EEG) in order to investigate a larger area of people's brains. This transformational research project has the potential to pinpoint which treatment options may be most effective for individual patients, giving hope for bringing more people's seizures under control and reducing the risk of SUDEP.



🔍 CASE STUDY

Daniel Pinchen

Daniel had genetic screening as part of our project to screen over 1,000 people with complex epilepsy. He had his first seizure at 11 weeks old, and has spent most of his childhood and adult life in residential care.

Daniel was one of eight people who was diagnosed through the study with Dravet Syndrome, a rare and severe form of epilepsy. After several decades of uncertainties and unknowns, his parents, Chris and Marilyn, felt that "suddenly everything fell into place". They have been able to learn more

about the condition and ensure that Daniel receives the right support. They have also undergone genetic testing themselves, which ruled out an inherited mutation and gave them the reassurance that the condition hasn't been passed on to their other children and grandchildren.

Medical

MRI

We have Europe's only MRI (magnetic resonance imaging) unit dedicated solely to identifying the causes of epilepsy at our Chalfont Centre site. The powerful 3 Tesla MRI scanner means that up to 70 per cent of people with epilepsy can have the cause of their condition identified.

In 2023/24, the MRI unit carried out over 1,500 scans, helping to bring many more people closer to understanding the root causes of their epilepsy and how to treat it most effectively.





EEG

An electroencephalograph (EEG) is a test that helps with the diagnosis and management of epilepsy. It uses electrodes to record brain wave activity. As well as routine EEGs, Chalfont also offers ambulatory EEGs, usually over a 24-hour period, and ones which record brain activity overnight.

TDM Unit

Our therapeutic drug monitoring (TDM) service is a vital tool in determining the right level of epilepsy medication to control a person's seizures most effectively. The groundbreaking unit tests blood and saliva samples for levels of 24 licensed anti-seizure medications.

In 2023/24, over 18,000 samples were processed by the TDM unit. And these aren't just coming from humans; we also deal with veterinary referrals to help get the balance of medication right for animals with epilepsy, particularly dogs.



Laser beam therapy

Our MRI unit played a central role in developing "game-changing" laser beam therapy that will help to reduce seizures in some people.

Laser Interstitial Thermal Therapy (LITT) involves inserting a 1.5mm probe with a laser tip through a tiny hole in the skull. The surgical team use MRI scanning to navigate through the brain, and the laser reaches and destroys the epilepsy-causing brain tissue by heating it from the inside.

Professor Ley Sander, our Director of Medical Services, said: "This minimally invasive form of neurosurgery could be groundbreaking for some people with brain lesions whose seizures do not respond to conventional treatment options, including more invasive epilepsy surgery.

"It will make surgery safer and faster and dramatically cut the recovery period for individuals.

We are particularly proud that the sophisticated navigation system which guides this pioneering surgery was developed at the Epilepsy Society's MRI unit."



Changing lives...



Evan's story

“After going to the Epilepsy Society, amazing things started to happen. Now I just want to get to the Paralympics and get on that podium.”

Evan Molloy was diagnosed with epilepsy at the age of four and, from around the age of 13, his seizures got steadily worse. He had big ambitions to represent Team GB at judo, but found himself in a dark place as his seizures weren't well controlled, he was spending time in and out of hospital and not sleeping well.

Things changed for the better when Evan was referred to our Chalfont Centre, where clinicians were able to pinpoint the part of the brain his seizures were coming from and prescribe the right medication to get things back under control. He's now seizure free, and looking forward to the Paralympics in Paris!



Emma's story

Emma Griffiths says the Epilepsy Society has been her 'light in so much darkness', helping her to manage her condition and live independently.

Her first tonic clonic seizure in her late teens 'turned her life upside down', but she credits her 'amazing consultant' with helping her to better understand epilepsy and its day-to-day impacts. She's now been seizure free for over five years, and has thrown herself into raising epilepsy awareness and supporting the charity, even raising £2,000 through a sky dive!

In 2024, Emma was delighted to be chosen as our 'hand in history', having a cast made of her hand for a special donor wall installation at University College London.



Conor's story

Conor Holgate had three cardiac arrests at the age of 21. These left him in a wheelchair and experiencing continuous seizures, thought to be caused by a lack of oxygen to the brain.

Conor was referred to our Chalfont Centre, where he was diagnosed with epilepsy and given the right medication to bring his seizures under control. He said: "I am now out of my wheelchair, back at work and, best of all, enjoying life with my three young children. The Epilepsy Society gave me back my life." Conor is shown here with two of his children.

Our medical progress

We believe that



Research-based personalised treatments will transform the lives of people with epilepsy, and reduce the burden of epilepsy to the individual and society. It will also reduce pressures on the NHS by decreasing the number of people with chronic epilepsy symptoms.

To achieve this, we:



Will revolutionise the investigation and treatment of forms of epilepsy through the cutting edge application of medical tools like genotyping, high resolution imaging and analytic pharmacology. This will ensure those with the most complex forms of epilepsy get an accurate diagnosis and that the correct and most effective management pathway is implemented at the earliest opportunity.

Working towards this, we have:



Enabled over 4,500 people with epilepsy to be seen and assessed, and carried out over 1,500 high-resolution MRI brain scans to look at the structure and function of the brain to guide the treatment.

Performed over 18,000 drug assays to guide the management of the medication people use to treat their epilepsy. We have also added new medications to our repertoire of assays.

In the next 12 months, we will:



Continue to invest in and further develop our MRI imaging centre and our drug monitoring laboratory so they can continue their pioneering work.

Deploy new equipment such as a new laboratory information management system to increase the capacity by allowing higher throughput.

Add additional drug assays to our repertoire.

Implement cardiac ultrasound for the monitoring of people requiring it.

Care services

Night support

In September 2023, we introduced a new waking night detection system across our care homes, offering a robust layer of further safety for people who we support.

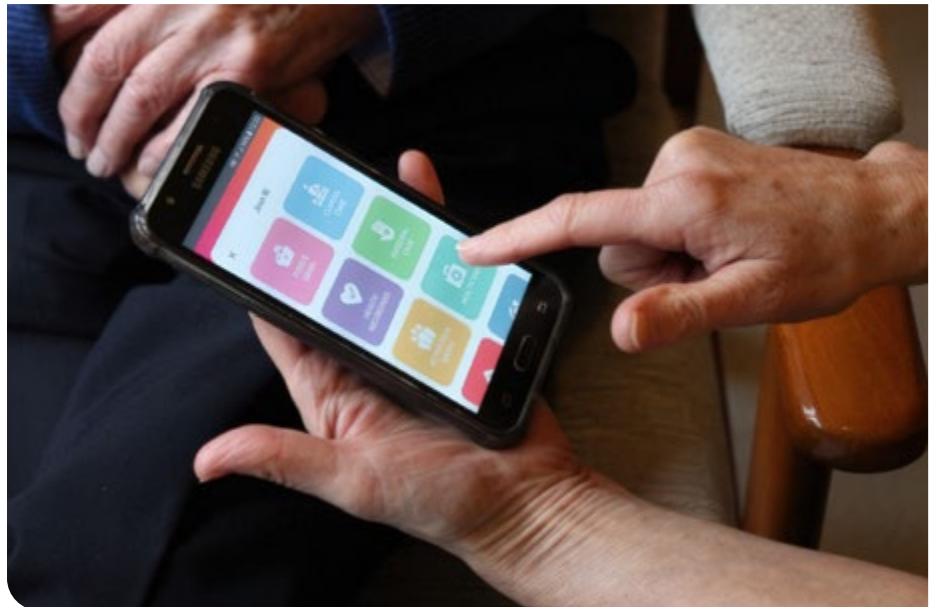
The Adaptive Care acoustic monitoring system enables higher rates of detection of seizures and in turn a faster response from staff to offer support or medical intervention, if it's needed.

Night-time can be a high-risk area of support for people affected with epilepsy, as they are in their individual bedrooms rather than communal areas, and the risk of Sudden Unexpected Death in Epilepsy is higher when people are sleeping. Adaptive care means continuous remote monitoring rather than regular in-person visits.

Since its roll-out, the new system has helped to detect night seizures for the first time in three people who we support, enabling us to tailor care and treatment plans to their needs. Staff have also been able to attend quickly to help people if they fall in the night.

But perhaps the most ringing endorsement of the new technology came from 95-year-old long-time Chalfont resident Cybil, who was delighted by the prospect of more "peace and quiet" overnight!





Log my care

In March and April 2024, we rolled out a new digital tool in our care homes that revolutionised the way that our support workers record information for the people they support.

The new system, provided by Log My Care, aims to streamline the recording process, allowing staff to easily log activities, medications and incidents in just a few taps on a mobile device on the go. Staff using Log My Care can also upload photos and videos, facilitating seamless hand-overs and more detailed notes.

Introducing Log My Care has made things much easier for our support workers, as they have each been given a dedicated work mobile where they can log information on their shift, rather than needing to fill out cumbersome paperwork. In the future, we also hope to provide updates to people's families via the new system.

Person-centred care

We support about 116 people in our residential, nursing and supported living services. All of them have epilepsy, but in other ways each person is very different.



A person-centred approach means providing people with the support that places their needs, preferences, goals and overall wellbeing at the core of the care process. It is moving away from a one-size-fits-all approach and focuses on the unique needs and individuality of each person.

It can take time to really establish what a person wants, and it's also important to be flexible and understand that their needs can change from day to day.

People who we support have been able to make decisions about their lives through this approach. For some, this has been small changes such as deciding what time they want to get up or go to bed, while for others it is choosing a holiday, the destination and accommodation and who they would like to accompany them.

Phoenix Games



It's been a good year for our Boccia team! The players, who all live at the Epilepsy Society, have travelled far and wide across the South of England in pursuit of sporting glory, even adding a trophy or two along the way.

Boccia is an attack and defend game similar to bowls, played by individuals or in teams of three. Its origins date back thousands of years, and it's thought to have been played by Emperor Augustus, Hippocrates and Galileo.

Two highlights this year include the Epilepsy Society team taking the Aylesbury Cup and coming a close second in the Boccia England League's South region. Success all comes down to the dedicated team, as well as to team coach Graham Judge, and many support workers who help with driving when the team goes on tour!



Tranquility garden

July 2023 saw the opening of our amazing new nature trail in the grounds of our Chalfont Centre site.

Created thanks to the support of the Family and Friends of Epilepsy Society group, the new space offers a beautiful and peaceful setting to spend time with friends and colleagues or just to enjoy some quiet reflection surrounded by nature.

The trail was officially opened by local chef Anthony Worrall Thompson, at an event attended by over 200 people. New features include an activity shed and additional flower beds that have been added over time. The area has also played host to seasonal illuminations for residents and staff.

We continue to be hugely grateful to all of the volunteers and donors who have made the area a beautiful place to be.



Phoenix Café

May 2023 saw the grand re-opening of the Phoenix Café at our Chalfont Centre site. After a five-month hiatus, the café was back in business, following extensive refurbishment and work to address subsidence in the outdoor area.

The purple ribbon was cut by children's writer Thomas Leeds, whose life was turned upside down following a brain injury that wiped his memory and left him with epilepsy.

Our café is a welcoming hub at the centre of Epilepsy Society life, bringing together those who live here, work here and our neighbours from Chalfont St Peter. We're very grateful to Café Manager, Kate Lamb, and a team of dedicated volunteers who have worked hard to see it go from strength to strength since its reopening.

Our care services

We believe that



Epilepsy Society's role is to offer outstanding health and social care.

People should be empowered and enabled to live the fullest life possible.

We are ambitious for people not to be defined by their epilepsy and our focus should be on their abilities, gifts and skills.

To achieve this, we:



Harness the unique expertise at Epilepsy Society with a co-ordinated approach from our medical expertise, neurologists, world leading research and social care knowledge to allow those with complex epilepsy access to an outstanding, fully integrated model.

Provide supported living options and pathways to the community where appropriate.

Are developing models that lift the bar, creating excellent person-centred care that measurably improves the outcomes for the individual.

Working towards this, we have:



Developed our Complex Care strategy for supporting people at the Chalfont site and the Ordinary Lives strategy, where we will develop pathways for people to live in supported living community settings.

Delivered a full digitalisation programme including waking night acoustic monitoring and digital support planning.

Invested in our workforce through international recruitment, learning and development platforms, Trainee Nursing Associates and specific leadership programmes for key colleagues.

In the next 12 months, we will:



Work in partnership with a developer, commissioners and Housing Association to develop a pilot supported living service based in Aylesbury.

Develop our Complex Care offer for people living at Chalfont through increased partnership working in medical and care services.

Maintain our overall 'Good' rating across all of our registered services with CQC and strive for Outstanding.

Seek to measure the impact for individuals through Quality of Life Indicators.

Advocacy



Changing the law

There's never a dull moment in the Epilepsy Society's External Affairs team, and this year was no exception, with colleagues in public affairs and campaigns working hard to keep epilepsy firmly on the agenda across the political parties.

In a busy year, one particular highlight was when the Zach's Law campaign, spearheaded by the Epilepsy Society working alongside Zach Eagling and his family, was enshrined in law through the Online Safety Act in September 2023. Under the new legislation, anyone in the UK who sends or shows online flashing images to a person with epilepsy could face up to five years in jail.

As part of a Westminster whistle-stop tour in February, Zach was honoured for his campaigning efforts with a visit to Number 10 along with meetings with then Prime Minister, Rishi Sunak and Sir Keir Starmer.





Safe Mum, Safe Baby

Our Safe Mum, Safe Baby campaign is calling for £20m investment into research exploring epilepsy medications that are safer for unborn babies if taken during pregnancy.

The campaign gathered pace early in 2024 with our reception held at the House of Commons and attended by a wide-ranging audience of cross-party MPs, patient advocates, academics, media, Epilepsy Society supporters and representatives from charities and industry. Speakers included the Patient Safety Commissioner, Dr Henrietta Hughes, and Lauren, a mother with epilepsy who bravely shared her experiences, hopes and fears.

Calm, Cushion, Call



We're on a mission to make sure that anyone who sees someone having a seizure remembers our simple seizure first aid advice: **Calm, Cushion, Call**.

In September 2023, a corner of Parliament turned purple as we hosted a Calm, Cushion, Call drop-in event for MPs across the parties. The stars of the show were Jo Hardiman and Teni Majekodunmi, young women who came to the event to share their experiences of living with epilepsy.

The event was a big success, with many of the MPs who attended welcoming the chance to boost their epilepsy awareness, and promising to share our advice on their social media channels and with constituents.

Media work

Epilepsy hits the headlines regularly thanks to the tireless efforts of our small but busy media team. Just a few highlights include widespread coverage of our campaigns activity, and mainstream broadcast appearances for our Chief Executive, Clare Pelham and people with epilepsy on topics including medication shortages, health advice and real-life stories.



3.62bn
potential news reach



Our advocacy

We believe that



People with epilepsy should be both listened to and be heard. We want to increase public understanding of epilepsy and the impact of living with seizures.

People with epilepsy should lead the life they wish to lead, free from stigma and with the best possible seizure control.

To achieve this, we:



Provide a unique epilepsy Helpline that offers emotional support and information about the condition.

Strive to increase public understanding of epilepsy in the community and the workplace, making sure everyone is aware of our critical seizure first aid message – Calm, Cushion, Call.

Amplify the voices of those with epilepsy nationally and politically so that people with epilepsy are given the support they need.

This year, we have:



Successfully campaigned to introduce a new law to protect people with epilepsy online.

Extended our Helpline opening hours to include an extra evening and weekends. Introduced webchat to increase the accessibility of the service.

Launched a new epilepsy awareness film for sharing in the community and the workplace. Calm, Cushion, Call has been adopted by St John Ambulance.

Next year, we want to:



Increase awareness of Sudden Unexpected Death in Epilepsy to support our goal of halving epilepsy deaths in the next 10 years.

Press for an urgent review of the medicines supply chain, so that people with epilepsy always receive their vital medicines on time and in full.

Enable people with epilepsy who damage their teeth during a seizure to receive free dental treatment to repair them.

Secure funding for research into risks linked with anti-seizure medications during pregnancy.

Campaigns

Our campaigns help to keep epilepsy firmly in the media spotlight, and we're working hard to raise awareness and bring about change on the issues that matter most to people with epilepsy.

This year's key campaign, Fix It 4 Free, is calling for free dental repairs for anyone who damages their teeth as a result of a seizure. Over two-thirds of people responding to our survey said they had broken or chipped teeth as a result of seizures, and 58 per cent struggled to afford dental treatment.

The campaign gathered momentum and media coverage over the course of the year, with nearly 25,000 petition signatures and many fruitful stakeholder meetings behind the scenes. After the 2024 election, we plan to ramp up our lobbying efforts to translate our calls into action.



Jake Lambert

We have been very pleased to work with comedian, Jake Lambert to raise awareness of epilepsy. Jake, who supports comedy legends Michael McIntyre and Jack Dee, has epilepsy himself, and takes every opportunity to de-stigmatise the condition through comedy. He is quick to point out that he laughs at his own epilepsy, not other people's, and stresses epilepsy isn't funny. We were pleased to share his story in the national media and to welcome Jake to the Chalfont Centre to find out more about our world-leading research.



Me & My Shadow

Our Me & My Shadow scheme encourages women with epilepsy to 'think big', by giving them the opportunity to spend a day shadowing leading figures from media, politics, sport, health and business.

Launched in National Epilepsy Week, the 2023 scheme featured participants learning from experts in their field including MPs Jess Phillips and Caroline Nokes, Patient Safety Commissioner Henrietta Hughes, and senior staff from X (formerly Twitter) and pharmaceutical company UCB. Two young women even had a studio tour and a turn in the newsreader's chair at ITV Meridian.

The scheme is designed to allow women with epilepsy to learn more about the career opportunities available to them from senior women who have succeeded in their chosen fields.

Helpline and information

Expanded helpline service and introduction of webchat

Our confidential helpline offers anyone affected by epilepsy a chance to be listened to and receive emotional support and up-to-date information from trained helpline operators.

This year we built on the success of the service, and gave people more ways to speak to us and get support at a convenient time for them. We expanded our operating hours, and introduced a webchat service following a successful pilot. Over the year, we were able to help people via over 5,000 calls, emails and messages.



5,136 contacts

made to the Helpline via calls, emails and webchat



4,602 information resources

sent out from the Helpline



102 awareness-raising training courses

delivered to almost 1,000 delegates





External training

We run training courses for people wanting to build their understanding of epilepsy and how to manage seizures, as well as providing training for administering emergency medication. Our courses are run both in-person and online by qualified nurses and experienced trainers.

We hosted over 100 courses in 2023/24, attended by nearly 1,000 people. Highlights included:

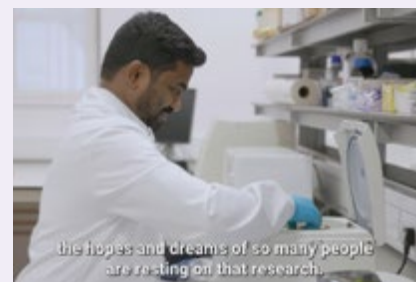
- Prison training for inmates at the request of a charity, with plans to arrange more in future
- Online training to around 130 employees of UBS/ Credit Suisse
- Delivering a course for a housing association's staff, then a follow-up for residents and service users.
- Running a bespoke online session for higher education disability advisors.
- Going global for the first time, delivering training for learning disability nurses at a hospital in Hong Kong.

DEAN MISIR saw a 14-year-old boy have a seizure as he was leaving the gym. Fortunately he had completed one of our epilepsy training courses just two weeks earlier, and could support the boy and his family. He said:



Epilepsy is nothing to be frightened of. The more people that know how to support people with epilepsy, the safer they will be."

New epilepsy awareness-raising video



We were delighted to launch our short film, "Epilepsy – it's more than just seizures" ahead of National Epilepsy Week 2024. The 20-minute movie showcases the experiences of people with epilepsy, explores the impact of the condition, and offers an on-site snapshot of what we're doing to support people through research, advocacy and care.

The film was shared widely on our digital and social channels, and we encouraged people to host 'lunch and learn' screenings to boost awareness of epilepsy in community groups and workplaces.

Fundraising





🕒 Purple power at the Epilepsy Society on Purple Day, 26 March

Marathon and running events

Marathons and running events are an incredibly important source of income for the Epilepsy Society, and every year we're in awe of the inspiring individuals who choose to support us as a charity close to their heart. Whether they're running in support of or in memory of a loved one with epilepsy, or have the condition themselves, we're hugely grateful for all their efforts.

In the 2023 London Marathon, 68 runners took part on our behalf, raising a record-breaking £138,000. And there were many more marathons and half marathons taking place nationwide, with runners pounding the pavement in purple, cheered on by friends and family.

Four years since its inception, Challenge 100 is proving to be a huge success, as it gives our fundraisers the flexibility to run 100 miles in the first 100 days of the year, in whatever ways work best for them. In 2024, over 900 people took part, raising a record £113,500.

The coming year is full of exciting event opportunities for our supporters, with new events such as the London to Brighton Bike Ride now included in our calendar.

Purple Day

Purple Day is an internationally recognised awareness and fundraising day for epilepsy, which takes place on 26 March every year.

In 2024, our main goal for Purple Day was reaching more people and raising significant funds through the appeal, and we achieved that in spades. We encouraged our stakeholders to share our seizure first aid advice, placed national media coverage on our campaigns and supporter stories, and started conversations with our follower base on what they wanted people to know about epilepsy.

We reached five times more people than the previous year on our social media channels, and engagement with our content increased tenfold. And there was much to celebrate in terms of stakeholder engagement, with 40 MPs interacting with us and many corporate partners sharing support.

Alongside our social media successes, we ran an appeal encouraging community fundraisers to support our work. As always, our supporters' generosity and dedication blew us away with over £47,000 raised. One highlight from our community fundraisers was Tilly, who hosted a breakfast that raised an incredible £5,000. The appeal has really resonated with our audiences and given us a great base to build on for future years.



🕒 When Live Innovation Solutions won a football charity event, they donated all proceedings – £3,840 – to the Epilepsy Society. What champions!

Corporate funding

Corporate fundraising offers a crucial pillar of support for the Epilepsy Society, and we count ourselves lucky to have long-standing partnerships with a wide range of companies. Alongside funding, these partnerships help to boost brand visibility and epilepsy awareness among audiences who we may not otherwise be routinely reaching. And there are benefits from both sides, as when a company supports a charity it can enhance their image and strengthen employee morale.

Recent highlights include teaming up with the Oakman Inns group, which raised almost £30,000 over four years through making a 25p donation on every Porchetta meal sold. And we're very grateful to Ascot Underwriting, who visited us to present a £10,000 cheque for the Amelia Roberts fund.

We have many exciting partnerships and activities planned over the coming year, with more and more companies interested in collaborating and supporting this important funding stream.

Individual giving

Individual giving relates to any donations made by one person outside of fundraising events. At the Epilepsy Society, this covers areas including one-off donations, legacy and in memory giving, payroll giving and donating to specific appeals.



Our team runs two major appeals each year: one in the lead-up to Christmas and one pinned around Purple Day in March. This year's Christmas appeal encouraged supporters to help fund genetic research that could lead to personalised treatments for epilepsy, and raised £42,000.

A highlight for the team new to this year was its work with Octopus Legacy on popular free wills campaigns in October and March. And gifts in memory of people, or marking special days like birthdays and weddings, raised an impressive £130,000.



🕒 Celebrating the running total of our 900 amazing Challenge 100 participants, before we reached the final total of £113,500.

The Society has its own fundraising team who support fundraisers in the community, obtain donations from individuals and make applications to companies, trusts and foundations. The Society only puts on small scale events of its own and generally does not employ professional fundraisers or commercial participators.

The Society follows the Fundraising Regulator's Code of Fundraising Practice, aspires to apply the highest standards in its fundraising activities and is a member of the Chartered Institute of Fundraising. Our code of conduct for the Society, or its supporters who are fundraising, takes all reasonable steps to protect vulnerable people and members of the public from intrusion into their privacy, persistent requests and undue pressure.

We received four formal complaints about our fundraising activities during the year. All feedback is taken very seriously by the charity and the complaints have been resolved sensitively according to our complaints policy and procedures.



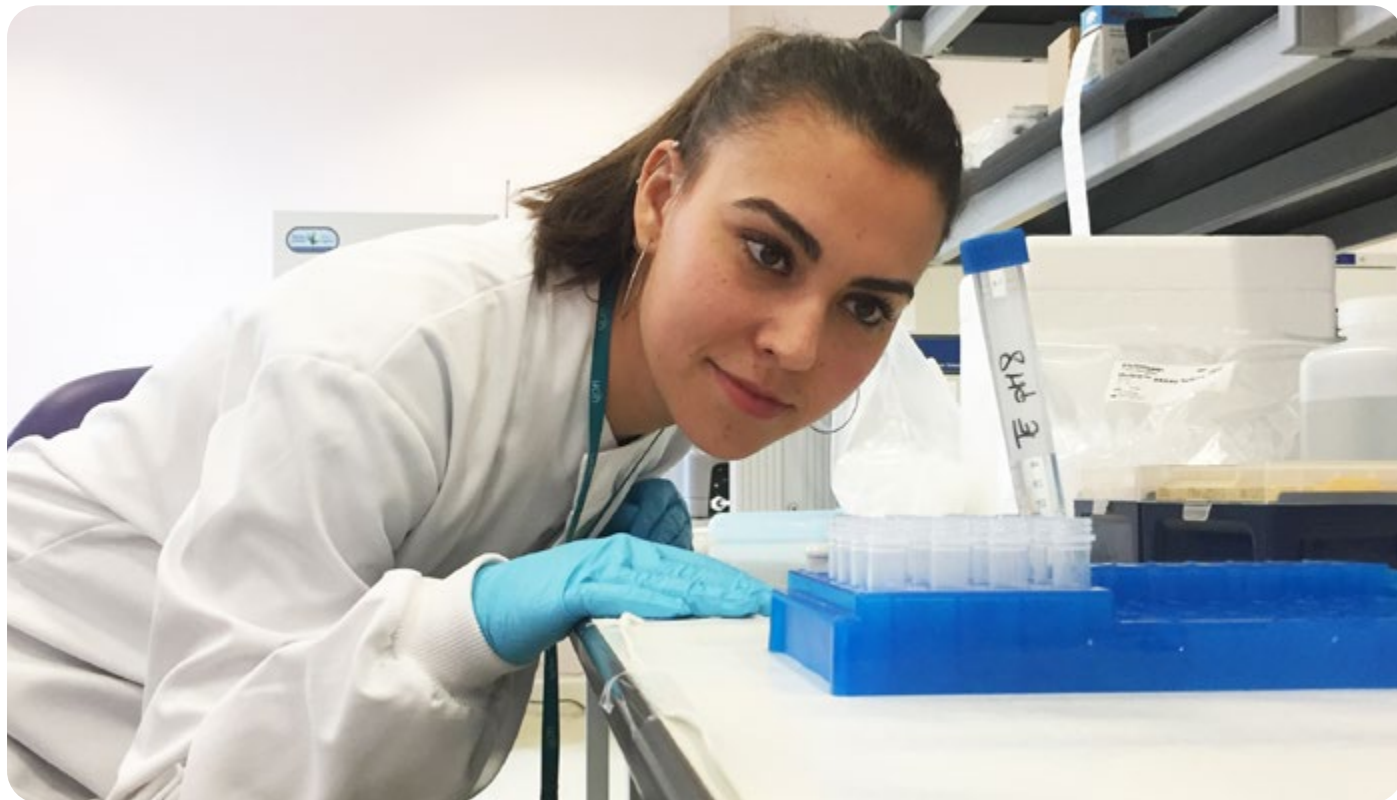
If you would like to make a donation,
go to **epilepsysociety.org.uk/donate**

Or to join one of our fundraising events,
go to **epilepsysociety.org.uk/fundraising-events**

Looking to the future



The years ahead represent some of the most exciting we have faced in our 132-year history. As we wait for news on our planning application, we feel that we are on the cusp of realising our ambitious and forward-thinking vision, maximising the potential of our Buckinghamshire site and enabling us to support, champion and transform the lives of even more people with epilepsy.



We're immensely fortunate to have 300 acres at our site in Chalfont St Peter. We have been based here since we were first founded, as a place for people with epilepsy to create a community, tend the land and reap the benefits of a rural way of life in 1892. But our mission and circumstances have changed immeasurably since those early days, and unfortunately maintenance for the rambling site, including many dilapidated buildings, is costing us close to £1 million a year.

In submitting our planning application to develop just under 40 per cent of our site, we are grasping a unique opportunity to unlock the wealth in our land and secure the future of the Epilepsy Society in Chalfont St Peter for generations to come. The plans include boosting local housing supply with 975 private and affordable homes, as well as provision for a new school, local shops and enhanced sports facilities.

Our proposal could generate more than £100 million in income that will act as a catalyst to revolutionise the treatment of epilepsy for 630,000 people across the UK. It would enable us to up-end current scientific thinking, combining established practices, such as imaging and genomics, with innovative approaches including individual avatars that would enable novel treatments to be trialled in a computer rather than in the person.

The proposal would secure around 400 existing jobs as well as creating 190 new positions spread across the charity, additional research facilities and more widely, including 100 new researchers.

To realise the significant potential of this vision and make the most of data and technologies available, we need to expand our facilities and grow our research team.

If our application is approved, we will be able to increase our research capacity with new facilities, state of the art equipment, a central meeting space that fosters collaboration between researchers, clinicians and scientists, and a dedicated research-led Therapy Centre. Through our world-leading facilities, we would be helping to lead the UK "science superpower" surge.

While we wait for an update on our application, we are under no illusions that conditions continue to be difficult for ourselves and other charities. While our fundraising fortunes have picked up since the pandemic, this is still playing out against a challenging backdrop, primarily due to the cost-of-living crisis and continuing global conflicts.

However, we feel very positive about what the future holds, and feel we are getting closer day by day to a world where epilepsy is irrelevant, and people with epilepsy lead the lives they want to lead.

Principal risks

The principal risks and uncertainties to which the Society and Group are exposed are very similar and managed through the same processes. The major strategic risks, that is those that have the potential to adversely impact the Group in achieving its future strategic objectives, are listed below. They are identified, classified, managed and reported on. The most effective controls to manage the risks are identified and plans to mitigate the risks to ensure the furtherance of the Society's objectives are established and implemented. During the year, we purchased a bespoke integrated risk and assurance platform supplied to us by BDO called Rhiza. In March 2023 we transferred the principal risks from the master word document into the platform. The system went live on 21 March 2023 and risk owners have access to the system which has enabled them to update their actions.

Quality of care provided across some or all client stakeholders falls significantly below required standards

— our uppermost priority as a charity is ensuring that the people we support, as well as our staff and visitors, and contractors are kept safe. We appreciate that the risk of harm and injury cannot be eliminated in its entirety. We manage the risk that exists by ensuring a robust and rigorous adherence to regulatory standards, the law and legal procedures to safeguard people, as well as by modelling best practice. Risk management is embedded as part of our everyday processes. We also conduct lessons learned reviews and commission quality assurance audits to improve our practice and compliance with CQC regulations and assessment (PAMMs). The quality audit programme for Care Services has been expanded and plans are in place for mock CQC inspections from PK Consulting in April 2024. Processes, policies and procedures supported by an internal control system have been strengthened including appropriate insurance policies which now includes medical malpractice cover. The Society has embraced digital and technological advancements in service delivery including technological improvements across such as acoustic monitoring, time and attendance, care planning and medicines management.

There is executive oversight by the Health and Safety Committee and trustee oversight has been strengthened by the creation of a new Board sub committee — the Research, Medical and Care Services Committee.

Insufficient funding to continue current and future operations

— financial management is a key element of the Trustees' responsibilities, as is ensuring the long-term financial viability of the charity. Like many others, the charity has been impacted by the continuing cost of living crises exacerbated by high inflation and economic downturn. To ensure the Society's longer term financial sustainability and cushion the charity from the impact that current and future financial challenges may have on its operations, we have sought to embrace technological advancements, source additional funding for research and renegotiated the terms of existing contracts and grants to reflect the increased costs of operation. The charity is also being more innovative and maximizing alternative business development opportunities while conducting longer term financial modelling with scenario planning for Business As Usual and the success of the land development application. We have fostered a collaborative response to emerging risks or crystallised issues

and increased investment (time, money, people) and more risks to be taken in our fund-raising activity. In our financial management we have instilled greater transparency to enable a shared sense of common purpose amongst all staff. There is regular evaluation of attraction, recruitment, retention and development strategies to continuously optimise retention of staff, reducing agency and recruitment costs. Trustees are closely monitoring the risks that exist and may materialise, particularly those associated with the land development application through the Finance Committee and Trustee Board, and regular meetings of the Estates Working Group.

Failure to attract, retain and develop sufficient and suitably qualified talent

— this applies to staff in all areas, but particularly in care, where there is a shortage of suitable people across the sector, and in research, where we need highly trained professionals to progress work in areas such as genomics and who are much in demand across the various research sectors. To mitigate the risk of potentially unsafe staffing levels, particularly in our care services, we use a mixture of bank and regular agency workers in those services with high volume on vacancies. We have put a strong, cost-effective, high quality agency network in place to take up any temporary shortfalls in staff availability. To retain and attract high quality staff we have: a competitive pay and benefits offer; have targeted smart and quick recruitment and induction processes; have fostered proactive career developments and internal opportunities; have a strong programme of statutory and mandatory training in place; and have offered staff flexibility in working times, locations and frequencies and benefits offer outside of pay (e.g. salary finance).

We have also engendered employee welfare and well-being and professional psychological safety as part of what we do.

A serious breach of cyber security – safeguarding and upholding the Society's data and the integrity of its data is of paramount importance, not least due to the amount of highly sensitive data the Society handles in its delivery of medical services and social care services. Cyber risk poses a real and ever-increasing threat against the charity's operations. To guard the charity against a cyber-attack, and to mitigate the risk of cyber and digital security failure, the charity has strengthened its policies and procedures and focused on their management, monitoring and enforcement. An Artificial Intelligence (AI) Policy has been initiated with guidelines for the use of AI tools at the Society. The emphasis is on the potential risks associated with AI – not disclosing confidential information, adhering to the code of conduct, human involvement in decision-making, verifying AI output, and respecting copyrights. This will be monitored. We have increased our suite of insurance policies to cover cyber risk. Cyber Essentials Plus certification has been renewed. A number of internal controls have been created to enhance digital security including remote access controls with secure connections, firewalls and automatically updated anti-virus software and e-mail/internet filtering, restricted end user software installations, IT equipment asset tagging and encryption deployed to laptops and smartphones.

Failure to deliver the Society's strategic objectives across the three pillars of care, advocacy and research – trustees are responsible for the strategic direction of the charity, whilst its implementation has been

delegated and devolved to executive directors. To ensure that the Society is focused on what is appropriate to the improvement of the lives of those with epilepsy, we regularly consult and collaborate with those affected by epilepsy as well as with other charities and research bodies. We aim to expand the search for, and secure, additional funding to support existing and future research and advocacy work, with fundraising milestones to track progress. We have also strengthened our engagement with key political and other stakeholders and built partnerships. We often ask ourselves are we providing the space for our senior leaders to try new things and is there the right culture to back that up? Are we properly measuring impact? In response, we emphasise learning and improving over playing safe in assessments and appraisals, which has been backed up by the launch of a new appraisal system. To ensure that the Society's vision becomes reality, to drive our strategy and feed into the upcoming Change Management Programme, the charity develops actions and implementation plans that are subject to evaluation and ongoing monitoring by trustees through Working Groups, and at both Committee and Board level. The Society has embarked on a Change Management Programme to give focus to creating the right culture within the expanded charity.

The land development application is not successful and negatively affects longevity and ability to have a real impact for people affected by epilepsy – to ensure that the charity is in a stable position to continue to deliver its services and further its objectives, it is seeking to utilise its land assets to support the delivery of the charity's purposes. In the event that the application is unsuccessful the charity has sought to develop a plan to enable it to manage BAU finances as well as possible for

as long as possible. A robust and comprehensive project plan has been implemented and is being closely monitored and managed from a risk management perspective to provide the best possible chance of success to the application. The Society continues to receive expert advice from experienced external firms and King's Counsel. The Estates Working Group provide knowledgeable support and guidance. Particular care is being taken to ensure that the charity partners with the right organisation to see the application and development through.

The land development application is successful, but the Society fails to be prepared and take full advantage of the opportunities afforded – the charity believes that a successful planning application will transform the lives of thousands of people with epilepsy across the UK, revolutionising their treatment and also providing exciting new housing opportunities for people living in Chalfont St Peter where it is based. However, to optimise the likelihood of this occurring and make best use of our funds, we have developed a detailed business plan and a headline implementation programme, got trustees involved through the Estates Working Group and commissioned architects and shared their initial designs with the local authority. Work on the Research Strategy has progressed and is on course to be in place from Spring 2024. A Change Programme Manager was appointed at the start of 2024.

Financial review

2023/24 financial year saw a slight improvement in our bottom line, before gains or losses on the defined benefit pension scheme, with a reduction in deficit from £1,512k in 2022/23 to £1,367k. The deficit continues to include non-operational costs like the land development application, contributions to the pension scheme and the high maintenance costs of the aging estate.

We saw another year of strong growth in the income levels for our care services, increasing from £12.3m to £13.3m, as we continued the work with commissioners to fund the increase in costs arising from salary growth and inflation. Income from medical services and help, information and advocacy was up by 8%, from £1,700k to £1,840k; but voluntary income fell from £3.4m to £2.9m, due mostly to the grant from UCB coming to an end.

During the year we spent a further £1,200k (2023: £2,800k) from the designated reserve set up in 2019 from the sale of land to Audley developments, see note 17 for more details.

The defined benefit pension scheme liability moved very little in 23/24, from £3,730k to £3,761k; see note 20 for details.

Income

Total income for the Society was up 5.4% (2023: 8.0%), from £17.9m to £18.9m, driven mainly by the increase in our fees for delivering commissioned health and social care services. The fall in donations and fundraised income (£1.9m to £1.5m) was counteracted by growth in legacy income (£0.8m to £1.2m), but grant income fell from £730k to £156k. Donations include £233k of goods in kind income related to internet advertising, with the same value showing as expenditure in our costs of raising funds.

Continued rises in interest rates helped to improve our investment income, alongside our move to put some of our surplus funds on short-medium term deposit.

Expenditure

Our underlying cost base remains carefully managed, and although our overall expenditure increased from £19.5m to £20.8m, this was driven in the main by the increase in direct costs of care delivery from £9.2m to £10.1m, driven by the National Living Wage increase effective 1 April 2023.

Our overall wage bill grew from £9.1m to £10.4m, on a very similar year-on-year level of headcount (down from 325 to 319 for the full year average).

Funds and reserves

In line with Charity Commission guidance, the Trustees aim to have an appropriate level of reserves to allow the Society to continue to operate through temporary reductions in income levels or increases in costs. To help meet that aim the Society has a reserves policy, approved by the Board, which sets minimum levels of reserves.

The policy states that the Society shall maintain a level of 'free reserves' that covers all the annual expenditure of the Society (based on current projected costs for the year excluding depreciation) for at least four months and expenditure of the Society excluding care and medical service costs (where there is an established flow of income) for at least nine months. Free reserves are defined within the policy and are consistent with the reporting requirements of the SORP.

Total reserves for the Group reduced from £28.1m last year to £26.7m as at 31 March 2024. The reserves comprise restricted reserves of £2.4m (2023: £2.8m), a negative pension

reserve of £3.8m (2023: £3.7m), a revaluation reserve of £2.2m (2023: £2.2m) and unrestricted funds of £25.8m (2023: £26.9m), of which £3.5m (2023: £4.7m) is the balance of the designated reserve.

Free reserves, which exclude funds held as fixed assets, total £12.0m at 31 March 2024 (2023: £14.5m), and this represents 8 months (2023: 9 months) of total budgeted expenditure for 2024/25 and 18 months (2023: 18 months) of total expenditure excluding care and medical services costs. Although these levels of cover are significantly higher than those set by the reserves policy, the Trustees remain comfortable with the position because the free reserves balance includes £3.5m of designated reserves, held separately for specific uses.

The Society's budget for 2024/25 was approved in March 2024, and shows a small operational surplus before one-off costs related to backlog estates maintenance, expenditure related to our future land strategy and an increase in our contributions to the defined benefit scheme deficit. With cash and liquid investment balances remaining strong, the Trustees believe that the Society has sufficient working capital to fund operations for the foreseeable future, and sufficient time to take any appropriate action should circumstances change negatively.

In 2019/20, the Trustees established a designated reserve to support and keep track of the use of the funds for four specific purposes and a balance of £10.4m was transferred into designated funds as at 1 April 2019. Since 2019/20 expenditure of £6.9m has been attributed to the designated reserve and so the balance at 31 March 2024 is £3.5m.



⌚ Person-centred care means people living at the Epilepsy Society are empowered to make decisions about what they like to do.

Details of fund movements for the year are set out in note 17 and restricted reserves are detailed in note 19 to the accounts.

Balance Sheet

Group cash at bank and in hand reduced from £9.1m as at 31 March 2023 to £2.4m at 31 March 2024. A significant element of this reduction comes from us putting a further £2.1m on deposit with Cazenove during the year, to improve our return on the cash we hold that is surplus to working capital needs, in line with our treasury management policy. Another large

impact on our cash was a reduction in accruals, as one of our key suppliers caught up on a significant backlog in their invoicing. 23/24 also saw an increase in fixed asset purchases (up from £340k to £812k) as we invested in particular in our Therapeutic Drug Monitoring equipment.

Going concern review

The Trustees continue to review the financial sustainability of the Society in detail, both at the Board and through the Finance, Performance and Resources Committee. In particular, we have considered expected

cashflows for several years after the date of signing of these accounts and the potential impact of a number of scenarios across care funding, pay and general cost inflation and fund-raising income growth. The Trustees consider there are no material uncertainties regarding the charity's ability to continue as a going concern, and therefore are satisfied that in all cases the Society remains able to meet its obligations to at least 31 March 2026, and that these accounts should be prepared on a going concern basis.

Engagement with stakeholders

The Trustees, who are Directors for the purposes of the Companies Act, confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider most likely to achieve the purposes of the Company. In making this assessment, the Trustees consider the relevant actions of the Board, and engagement with all stakeholders is described throughout the annual review. Taking the areas required for disclosure in turn:

The likely consequences of any decision in the long term

Epilepsy Society's long-term sustainability is considered by the Trustees as set out in the Funds position and reserves policy and Going concern sections on page 35. Risk management is also discussed further in the report, on pages 32 and 33.

The interests of the company's employees

This is detailed below under the Employment and Volunteers section.

The need to foster the company's business relationships with suppliers, customers and others

Epilepsy Society always seeks to maintain a positive relationship with its suppliers, ensuring all non-disputed invoices are paid within 30 days — in line with Epilepsy Society's agreed payment terms. Our business partnerships are further outlined in the Fundraising activities section on pages 27 and 28. Lived experience sits at the heart of all we do, in particular working with our most important stakeholders, people with epilepsy. All of our engagement with key stakeholder groups involves consideration of this, including Board and Committee discussions.

The impact of the company's operations on the community and environment

Epilepsy Society's environmental reporting is detailed on this page and overleaf.

The desirability of the company maintaining a reputation for high standards of business conduct

Epilepsy Society has a risk register and assurance framework to manage regulatory and legal risk and is committed to complying with all applicable laws and regulations relating to fraud, bribery and corruption.

Employment and volunteers

The Society employs more than 300 staff and encourages volunteers to help us in a range of ways across our many service areas. We value and embrace difference and we work hard to ensure we are inclusive and champion diversity. We have added to our diverse workforce by implementing our first ever international recruitment campaign. We are proud to welcome over 25 new Support Workers from countries including Kenya, Pakistan and Nigeria. Alongside this we have also welcomed around 20 new Support Workers that have joined our permanent workforce rather than work as agency workers.

The Society aims to be a place where staff and volunteers enjoy working, are involved in establishing the Society's approach and help to provide high quality services to people with epilepsy. We want staff to feel supported and have a range of support mechanisms in place to provide them with help when they need it, such as Mental Health First-Aiders, a well-being helpline, well-being weeks and an Employee Forum.

Learning and development is a key part of making sure our staff are fulfilled in their roles, and have the skills required to carry out their roles to a high standard. We continue to ensure we are meeting people's needs as well as those of our sector; an example is our implementation of the new Oliver McGowan mandatory training on learning disability and autism.

Insurance, health and safety and energy reporting

Health and Safety remains extremely important to the Society. We are dedicated to the care of our residents, staff and volunteers by providing a safe and pleasant environment for every person who uses or provides our services. All new starters receive our H&S Policy and a H&S induction, and all staff are required to complete regular training in all H&S aspects applicable to their role. The Head of Estates produces a monthly H&S report which is reviewed by both the management board, and the H&S committee who also meet quarterly. It is also reviewed regularly by the Audit, Governance and Risk Committee and the Board of Trustees. This year we have also successfully implemented a comprehensive compliance tracker to support accurate documentation and monitoring of the multitude of statutory tasks carried out by the society across their buildings.

The Society maintains a comprehensive suite of insurance policies to protect it against the various insurable risks it faces. The Society's total coverage is reviewed on an annual basis to ensure that it has a sufficient range and level of cover and policies in place and each individual policy is also reviewed before renewal each year. Cover is then adjusted, sometimes by taking out new and additional cover, to take account of new and emerging risks and Value for Money considerations. The policies include

cover for members of the Board and officers against liabilities in relation to the Society and its activities.

Under the Energy and Carbon Report Regulations, we are required to include Streamlined Energy and Carbon Reporting. This information is set out in the tables below.

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting. The chosen intensity measurement ratios are based on numbers of staff and number of residents, which the Trustees believe are the most appropriate measurements.

In 2023/2024 average consumption per capita remains broadly the same for the third year. Electricity consumption has increased significantly, potentially due to the increase in number of permanent staff along with a slight increase in working on site, whilst the number of residents have decreased. In contrast Gas consumption has reduced, with continued replacement of end of life boilers with more efficient ones. Fuel consumption has increased in line with actively increasing journeys for our residents to enhance their quality of life; we have both refreshed our vehicle fleet and employed a dedicated driver. We continue to partner with EIC who are supporting our ESOS reporting process.

Governance, the Board and Executive Officers

The Society is governed by its Articles of Association which set out the composition of the Board. The Articles were recently updated and modernised to allow for hybrid meetings, to clarify that trustees are automatically Members and to provide clarification of the process for all trustee appointments which is now more robust. The Society currently has around 100 voting members.

The Board has to be made up of between 6 and 16 Trustees of whom no more than 4 Trustees may be co-opted. Currently, there are 12 Trustees who are listed on page 68 and meet quarterly. They delegate some authority to their four Committees:

UK greenhouse gas emissions and energy use data	Year ended 31 March 2024	Year ended 31 March 2023
Energy consumption used to calculate emissions (kWh)	4,767,981	4,704,940
Energy consumption breakdown:		
gas (kWh)	2,881,958	3,213,237
electricity (kWh)	1,878,754	1,486,924
transport fuel (litres)	7,269	4,779

UK greenhouse gas emissions and energy use data	Year ended 31 March 2024	Year ended 31 March 2023
Emissions in metric tonnes CO2e:		
Gas and electricity	1,230.2	1,146.1
Owned transport	17.4	11.5
Total	1,247.6	1,157.6
Intensity ratios in metric tonnes CO2e:		
Per FTE staff member – 297 in 2024 (242 in 2023)	1.8	1.8
Per resident – 94 in 2024 (100 in 2023)	7.4	7.2
	(Based on average usage per resident being 4 x that of staff member)	(Based on average usage per resident being 4 x that of staff member)

Audit, Governance & Risk; Finance, Performance & Resources; Research, Medical and Care Services and Appointments & Remuneration. These delegation areas, and appropriate levels of authorisation, are captured in a Schedule of Delegation which is reviewed by all Committees and approved by the Board. Each Committee is chaired by a Trustee and the membership is composed of a number of other Trustees.

The Committees and their membership during 2023/24 were as follows:

Appointments & Remuneration Committee

The Committee's purpose is to ensure that the Board is fully recruited, resourced and retained in accordance with the Constitution of the Society; to oversee on behalf of the Board the selection of the Chairman of the Board; to ensure that the executive capacity and capability of the Society is fully recruited, resourced and retained in accordance with the Constitution; to oversee on behalf of the Board the monitoring of performance of the Board, trustees, the CEO and, as appropriate, direct reporting executives; and to receive reports on behalf of the Board on all external or internal processes related to employment, human resources or organisational culture matters that require confidentiality or discretion.

Members

- Catherine Alcock (Co Chair)
- Rae Avatar Barnett (Co Chair) *from December 2023*
- Andrew Gray
- Andrew Gosling

Audit, Governance and Risk Committee

The Committee's purpose is to ensure that the Society's financial records and related affairs and controls are prepared, maintained, and independently audited appropriately; the Society's other operational affairs are independently audited appropriately; the Society's governance regime, including legal, regulatory and best practices requirements, is adhered to, maintained and enhanced; and that material risks are systematically managed in line with applicable best practice and the risk appetite of the Board of Trustees.

Members

- Andrew Gosling (Chair)
- Andrew George until October 2023
- Hannah Purves from December 2023
- Karen Skinner from December 2023
- Stephen Smith until December 2023
- Jacqueline Sullivan until July 2023
- Robin Woolfson from December 2023

Finance, Performance & Resources Committee

The main functions of the Committee are to monitor in detail on behalf of, and make recommendations to, the Board in relation to Financial and operational sustainability, Annual, Multi-annual or other Business or Operational Plans, Financial modelling, Budgets, the preservation, maintenance or allocation of Resources (whether human, capital, land, improvements or fixtures, or other assets or property), or the relevant legal, financial, best practice or other standards appropriate to them; to monitor in detail performance, and risk related to performance, against Board approved Annual Multi-annual or other Business or Operational Plans; and to liaise as appropriate with the

Audit, Governance & Risk Committee on the annual internal audit plan, and risk management in general, to ensure risks related to Finance, Performance and Resources are appropriately covered.

Members

- Andrew Gray (Chair)
- Catherine Alcock
- Tracie Coultas-Pitman
- Nick Grant from December 2023
- Jim Hagan
- Madani Sow until October 2023
- Deborah Wheeler

Research, Medical and Care Services Committee (new Committee established September 2023)

The Committee's purpose is to monitor on behalf of, and make recommendations to, the Board in relation to the Society's activities in the areas of Research, Medical and Care Services; to ensure the quality, safety and compliance of the services delivered by the Society in these areas are of high quality and are compliant with the appropriate regulators and frameworks; to promote compliance, safety and quality improvements and learning in care and medical services including through oversight of the risk management system related to such services; to liaise as appropriate with the Audit, Governance & Risk Committee on the annual internal audit plan, and risk management in general, to ensure risks related to Research, Medical and Care Services activities are appropriately covered; to ensure value for money for the Society and the recipients of our services from these activities; to have oversight of the Society's relationships with key identified stakeholders that might, in appropriate co-operative activities with the Society, further the advocacy, social care, clinical R&D, or other long term objectives of the Society;

to ensure that research undertaken by the Society is conducted in an ethically sound manner, and aligned with the strategic direction set by the Society; to ensure our plans in these areas are consistent with the Society's overall strategic plans; to oversee the grant submissions and other fundraising activity needed to fund our research; and to establish a cadre of researchers as an independent external reference group; to seek advice from external experts as appropriate across all three areas of interest.

Members

- Tracie Coultas-Pitman (Co Chair)
- Jacqueline Sullivan (Co Chair)
- James Hagan
- Karen Skinner
- Deborah Wheeler
- Robin Woolfson

The Board is responsible for setting the strategic direction of the Society and ensuring that it is properly controlled, the risks are managed, it is financially sustainable and that it delivers charitable outcomes for people with epilepsy in the UK.

The Trustees have a broad range of skills and expertise and are recruited through open advertisement. Trustees are allowed to serve on the Board for a maximum of nine years. Trustees can serve on the Board beyond the maximum nine years only in exceptional circumstances. Such reappointments will be made in accordance with the guidance contained within the Charity Governance Code at Chapter 5.7.4. Consideration of the Charity Governance Code by the Audit, Governance and Risk Committee will continue into 2024/25.

The Board delegates the day-to-day operations to the Chief Executive Officer, who is supported by a Chief

Financial Officer and six Executive Directors who are also listed on page 68. The pay of the CFO and of the Executive Directors is reviewed annually by the Board of Trustees, with the salaries being benchmarked against pay levels in other not-for-profit organisations of a similar size.

Statement of Trustees' Responsibilities

The Trustees, who are also directors of the Epilepsy Society for the purpose of company law, are responsible for preparing the Trustees' annual report, which includes the strategic report, and the Financial Statements for the Group and the Society in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year.

They must not approve the Financial Statements unless they are satisfied that these give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the Financial Statements on a going concern basis, unless it is inappropriate to presume that the charitable company will continue to operate.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the Financial Statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the Society and the Group and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

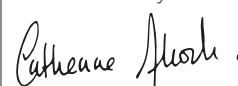
So far as each of the Trustees is aware at the time the report is approved:

- there is no relevant audit information of which the company's auditors are unaware; and
- the Trustees have each taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

External auditors

Crowe UK LLP were appointed as the Society's auditors by a General Meeting of members of the Society. Crowe has expressed their willingness to continue in office and a resolution to re-appoint them will be proposed at the Annual General Meeting.

This Trustee's annual report was approved by the Board of Trustees on 20 September 2024 and is signed on their behalf by:



Kate Alcock, Chairman

Independent Auditor's Report

to the Members and Trustees of Epilepsy Society

44 Consolidated statement of financial activities

45 Balance Sheets

46 Consolidated Cashflow Statement

47 Notes to the Financial Statements

Opinion

We have audited the financial statements of the Epilepsy Society for the year ended 31 March 2024 which comprise the Group and Parent Statements of Financial Activities, Group and Parent Balance Sheets, and Consolidated Cash Flow Statement and the related notes 1 to 23 to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2024 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including

the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or

otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 39, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level

of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations

we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Care Quality Commission (CQC) regulations, employment legislations, taxation legislations and anti-fraud, bribery and corruption legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Audit, Governance and Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory

correspondence with the Charity Commission, recording the impact of the CQC regulatory reviews and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Alastair Lyon
Senior Statutory Auditor

For and on behalf of
Crowe UK LLP
Statutory Auditor
London

27 September 2024

Consolidated statement of financial activities (including Income and Expenditure Accounts) for the year ended 31 March 2024

		31 March 2024		31 March 2023	
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Note	£'000	£'000	£'000	£'000
Income from					
Donations and legacies	3	2,782	111	2,893	3,401
Charitable activities	4	15,056	61	15,117	13,964
Other trading activities	5	336	—	336	314
Investments	6	345	—	345	174
Other		169	—	169	46
		18,688	172	18,860	17,899
Expenditure on					
Raising funds	3	(960)	—	(960)	(1,008)
Charitable activities:					
Care	4	(14,628)	(126)	(14,754)	(13,409)
Research	4	(975)	(360)	(1,335)	(2,060)
Medical services	4	(1,685)	—	(1,685)	(1,728)
Help, information and advocacy services	4	(777)	(61)	(838)	(614)
Other	4	—	—	—	—
		(18,065)	(547)	(18,612)	(17,811)
Trading activities	5	(832)	—	(832)	(320)
Other costs	8	(379)	—	(379)	(333)
Total expenditure		(20,236)	(547)	(20,783)	(19,472)
Net gains/(losses) on fixed assets	13	—	—	—	(13)
Net gains/(losses) on investments	14	556	—	556	74
Net income/(expenditure) for the year		(992)	(375)	(1,367)	(1,512)
Transfers between funds	17	—	—	—	—
Other recognised gains/(losses):					
Actuarial gains/(losses) on defined benefit pension scheme	20	(132)	—	(132)	1,719
Net movement in funds	17	(1,124)	(375)	(1,499)	207
Reconciliation of funds:					
Total funds brought forward	17	25,397	2,752	28,149	27,942
Total funds carried forward	17	24,273	2,377	26,650	28,149

Balance Sheets as at 31 March 2024

		31 March 2024		31 March 2023	
		Group	Society	Group	Society
	Note	£'000	£'000	£'000	£'000
Fixed assets					
Intangible assets	12	43	43	80	80
Tangible assets	13	14,824	13,739	14,661	13,541
Investments	14	9,974	12,420	9,478	11,924
		24,841	26,202	24,219	25,545
Current assets					
Investments		3,143	3,143	869	869
Stock		25	5	23	3
Debtors	15	2,395	2,404	1,621	1,624
Cash at bank and in hand		2,424	2,112	9,124	8,814
		7,987	7,664	11,637	11,310
Liabilities					
Creditors: Amounts falling due within one year	16	(2,417)	(2,412)	(3,977)	(3,970)
Net Current assets		5,570	5,252	7,660	7,340
Total assets less current liabilities		30,411	31,454	31,879	32,885
Net assets excluding pension liability		30,411	31,454	31,879	32,885
Defined benefit pension scheme liability	20	(3,761)	(3,761)	(3,730)	(3,730)
Total net assets		26,650	27,693	28,149	29,155
The funds of the charity					
Restricted income funds	19	2,377	2,377	2,752	2,752
Unrestricted funds	17	22,338	23,381	22,231	23,237
Designated fund	17	3,456	3,456	4,656	4,656
Pension reserve	17	(3,761)	(3,761)	(3,730)	(3,730)
Revaluation reserve		2,240	2,240	2,240	2,240
Total unrestricted funds		24,273	25,316	25,397	26,403
Total funds		26,650	27,693	28,149	29,155

The loss for the financial year dealt with in the financial statements of the parent company was £1,462,000 (2023: a profit of £238,000).

The financial statements on pages 44 to 66 were approved by the Trustees on 20 September 2024 and signed on their behalf by:



Kate Alcock, Chairman



Andrew Gray, Treasurer

The notes on pages 47 to 66 form part of these accounts.

Consolidated Cashflow Statement for the year ended 31 March 2024

	31 March 2024	31 March 2023
	£'000	£'000
Cash flows from operating activities:		
Net cash provided by operating activities	(4,102)	(1,094)
Cash flows from investing activities:		
Dividends, interest and rents from investments	345	174
Purchase of property, plant and equipment	(812)	(340)
Investment in Cazenove Multi-Asset Fund	–	(5,000)
Investment in Cazenove Short term Deposit	(2,131)	(869)
	(2,598)	(6,035)
Change in cash and cash equivalents in the year	(6,700)	(7,129)
Cash and cash equivalents at beginning of the year	9,124	16,253
Cash and cash equivalents at end of the year	2,424	9,124

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Group	31 March 2024	31 March 2023
	£'000	£'000
Net income for the year	(1,367)	(1,512)
Adjustments for:		
Depreciation and amortisation	686	647
(Gains)/losses on fixed asset investments	(556)	(74)
(Gains)/losses on current asset investments	(143)	–
Investment management fees	60	35
Dividends, interest and rents from investments	(345)	(174)
Pension deficit service and interest costs	192	193
Pension deficit contributions	(293)	(1,294)
(Profit)/loss on sale of fixed assets	–	13
Investment revaluation	–	–
Decrease/(increase) in stocks	(2)	(7)
(Increase)/decrease in debtors	(774)	215
Increase/(decrease) in creditors	(1,560)	864
Net cash provided by operating activities	(4,102)	(1,094)

The Society has taken advantage of the exemption that allows it to prepare a Group cashflow and not a separate cash flow for the Society.

Notes to the Financial Statements for the year ended 31 March 2024

1. Legal status

The Society is a company limited by guarantee (registered number 492761). The Directors of the Company are the Trustees set out on page 68. In the event of the Society being wound up, the liability in respect of the guarantee is limited to £1 for each member of the Society.

The Society is registered as a charity with the Charity Commission (charity number 206186).

2. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS102), the Companies Act 2006 and applicable accounting standards. The charity is a Public Benefit Entity as defined by FRS102.

The Trustees consider that there are no material uncertainties regarding the charity's ability to continue as a going concern. In arriving at this view, the Trustees have considered the risks presented by current inflation levels and forecasts, and the timing of future cash flows. They have modelled a range of scenarios and consider that, having taken account of these scenarios (including actions that would be taken in response to any crystallization of risk), the likely timings of cash flows over the 12 months from date of signing do not create uncertainties around the assessment of the charity as a going concern.

b) Significant judgements and estimates

In preparing these financial statements, management has made judgements in the application of the Society's accounting policies which materially affect the amounts recognised in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Key areas subject to judgement and estimation are as follows:

Legacy income

Judgement is applied in the consideration of the likelihood of receipt and reliability of measurement of amounts receivable in respect of legacies to which the charity has established entitlement at the balance sheet date. Subsequent events are monitored to identify those which give additional information about conditions as at the

balance sheet date which would warrant adjustment to the financial statements.

Pension scheme accounting

Judgement is applied in the selection of the valuation assumptions applied to the Society's defined benefit pension schemes as set out in note 20.

Value of investment properties

An independent desktop valuation of the Group's farmland was undertaken as at 31 March 2024 in accordance with its accounting policies. As is normal for this sort of exercise, there was a significant element of judgement used and a number of assumptions made by the Society's professional valuers in arriving at their valuation.

Bad and doubtful debts

The Group provides against rent arrears of current and former tenants and other miscellaneous debts to the extent that they are considered to be irrecoverable.

c) Basis of Consolidation

The Group financial statements consolidate the financial statements of the Society, and its wholly owned subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, at 31 March 2024 with intra group loan and trading account balances and other intra group transactions being eliminated. The consolidated financial statements incorporate the financial statements of Epilepsy Enterprises Ltd and NSE Facilities Ltd, the charity's subsidiaries. No separate statement of financial activities is presented for Epilepsy Society, as permitted by Section 408 of the Companies Act 2006. The net outgoing resources of Epilepsy Society were £1,462,000 (2023: incoming resources of £238,000).

A summary of the key accounting policies, which have been applied consistently across all entities, is set out below.

d) Income

The Group recognises revenue when its receipt is probable as per section 23 of FRS102. All income is included in the Statement of Financial Activities when the Group is legally entitled to the income, is reasonably certain of receipt and the amount can be measured with reasonable accuracy.

Income from care fees is recognised when the care services related to that income have been delivered, taking into account the time period that the invoices relate to.

Legacies' entitlement is recognised when it is probable that it will be received i.e. the charity has been informed that there has been grant of probate; the executors have

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

established that there are sufficient assets in the estate, after settling any liabilities, to pay the legacy; and any conditions attached to the legacy are either within the control of the charity or have been met.

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. Additionally, it is receivable when the conditions for receipt of agreed donation or grant funding have been met. Where terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control, the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met.

Donated services totalling £233k (2023: £316k) are included as a gift in kind and an expense and are included at their estimated value to the charity where this is reasonably quantifiable and measurable. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised.

e) Funds

Unrestricted funds are funds that are expendable at the discretion of the Trustees in furtherance of the general objects of the Society and which has not been designated for other purposes.

Designated funds comprise unrestricted funds that have been put aside at the discretion of the Trustees for particular purposes (see note 17). Each Designated fund is applied by the Board of Trustees on the recommendation of the Finance, Performance and Resources Committee.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Society for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of the major restricted funds are set out in the notes to the financial statements.

f) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of the resources. Overheads have been allocated on a mix of the most appropriate bases of staff numbers, building size, income or expenditure.

g) Tangible fixed assets

All assets are held at cost less accumulated depreciation.

h) Intangible fixed assets

Intangible assets are identifiable non-monetary assets without physical substance. The Group's intangible assets comprise IT software and licences. These are stated at cost less accumulated amortisation. The cost includes cost of asset purchase and other directly attributable costs.

The threshold for capitalisation is £1,000 for a single asset or group of assets.

i) Depreciation and amortisation of fixed assets
Freehold land is not depreciated.

Other assets are depreciated, on a straight-line basis over the useful economic life of the assets from the date of acquisition, as follows:

Freehold buildings used for the Society's operational activities	50 years
Leasehold buildings	Life of the lease
Fixtures, fittings, furniture, and equipment	4–10 years
Computer and other equipment	3–10 years
Vehicles	5 years

Intangible assets are amortised on a straight-line basis over the useful economic life of the asset as follows:

Software licences	3 years
Other licences, trademarks, rights etc.	Over their identifiable life

j) Investments

The Group's investment in farmland is stated at market value. An external valuation of the Estate including all property and land will be obtained at least every three years or if there is likely to be a material change in the value. The most recent external desktop valuation was performed as at 31 March 2024 on the farmland. A desktop revaluation is performed in the intervening years. Investments in the subsidiaries are stated at cost. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

k) Listed Investments

Investments are included in the Balance Sheet initially at cost and revalued to market value at the reporting date. Realised gains and losses on disposals and unrealised gains and losses on investments at the Balance Sheet date are included in the Statement of Financial Activities. The historical cost of investments is shown in note 14.

l) Impairment

The Group carries out an impairment review of individual tangible assets and cash generating units at each reporting date. The review takes into account internal and external indicators of impairment. Where an indicator of impairment exists, an impairment assessment is performed where the carrying amount is compared to the recoverable amount. If the carrying amount of an asset or cash generating unit exceeds the recoverable amount, then the loss is charged to the SOFA as expenditure and as a separate line within operating expenditure where it is considered to be material.

m) Financial Instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability of another entity. The Group accounts for its financial instruments using sections 11 and 12 of FRS102. Basic financial instruments are initially recognised at transaction price and in subsequent years at amortised cost. Financial instruments that do not meet the criteria of basic financial instruments are initially recognised at fair value and in subsequent years are measured at fair value at the end of each reporting period with any changes in fair value being recognised in the SOFA. The Group's financial instruments are all currently classified as basic.

Financial assets are derecognised when the rights to the cash flows from the asset expire or are settled. Financial liabilities are derecognised when the obligation is discharged, cancelled, or expired. Any difference between the consideration paid or received and the amounts derecognised are recognised in the SOFA.

n) Stock

Stock comprises goods for resale and is valued at the lower of cost or net realisable value after making due allowance for obsolete or slow-moving items.

o) Taxation

The Society is a registered charity and is exempt from Corporation Tax on its income and gains to the extent that they are applied to its charitable purposes. The subsidiaries aim to distribute any taxable profits in full to the Society through Gift Aid so will only provide for a tax liability where this is not possible.

p) VAT

Most expenditure is subject to VAT, which the Society is unable to reclaim. This expenditure is therefore shown inclusive of VAT. VAT can be reclaimed by the Society under the partial exemption method for certain other activities and this recovery is recognised in the SOFA during the year. Where the activities of the Society's subsidiaries relate to taxable supplies, VAT can be reclaimed, and this expenditure is shown net of VAT. The balance of VAT payable to or recoverable at the year-end is included in the Balance Sheet as a current liability or asset.

q) Pension costs

The Society operates a defined benefit pension scheme for permanent employees, which was closed to new entrants in 2006 and it is recognised according to section 28 of FRS102. The assets, liabilities and movements in the surplus or deficit of the scheme are calculated by qualified independent actuaries as an update to the latest full actuarial valuation.

r) Provisions

The Group provide for liabilities when:

- there is a present legal or constructive obligation, resulting from a past event, at the balance sheet date;
- it is probable that a transfer of economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the amount of the obligation.
- The amount recognised as a provision is the best estimate of the expenditure required to settle the present obligation at the balance sheet date.

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

3. Voluntary income and costs of raising funds

Group			31 March 2024	31 March 2023
	Income and direct costs £'000	Support costs £'000	Total income and costs £'000	Total income and costs £'000
Income:				
Donations and fundraising	1,543	—	1,543	1,883
Legacies	1,194	—	1,194	788
Grants	156	—	156	730
Total income	2,893	—	2,893	3,401
Expenditure:				
Costs of raising funds	(699)	(261)	(960)	(1,008)
Net funds raised	2,194	(261)	1,933	2,393

The above income was all in the Society, which also received £11k in gift aid, giving total Society income of £2,904k.

4. Charitable activities

The Group carries on a range of charitable activities, some of which are funded from Local Authorities, Care Commissioning Groups, Integrated Care Boards and NHS Trusts. Others are funded from grants and voluntary income. These are grouped below in the following categories:

- **Care services** — the Society ran six care homes and a supported living service for people in supported housing or their own homes.
- **Research** — the Society carries out research, in conjunction with UCL and UCLH, to take forward the prevention and treatment of the condition of epilepsy. The major investment is in genomic research but other related research is also undertaken.
- **Medical services** — the Group provides services and facilities for people with epilepsy, to UCLH and other NHS trusts, including a 24 bed in-patient facility, therapeutic drug monitoring, MRI, other diagnostic assessments, an on-call doctor service and direct therapeutic services such as occupational therapy and art therapy.
- **Help, information and advocacy services** — the Society provides help and support to people with epilepsy through a helpline, online assistance, provision of information, signposting, training for professionals and advocacy and awareness-raising activities.

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

4. Charitable activities (continued)

The income and costs from these activities are set out below:

	31 March 2024 Group		31 March 2023 Group	
	Direct Activity	Support Activity	Total Funds	Total Funds
	£'000	£'000	£'000	£'000
Income				
Care services	13,277	—	13,277	12,264
Research	—	—	—	—
Medical services	1,763	—	1,763	1,631
Help, information and advocacy	77	—	77	69
	15,117	—	15,117	13,964
Expenditure				
Care services	(10,148)	(4,606)	(14,754)	(13,409)
Research	(907)	(428)	(1,335)	(2,060)
Medical services	(1,068)	(617)	(1,685)	(1,728)
Help, information and advocacy	(518)	(320)	(838)	(614)
	(12,641)	(5,971)	(18,612)	(17,811)

5. Other trading activities

The Group carries out a limited amount of other trading activities to raise funds for the Society. Some of these activities are carried out through the Society's subsidiary, Epilepsy Enterprises Limited. A breakdown of these activities is set out below:

Group	31 March 2024		31 March 2023	
	Income and direct costs	Support costs	Total income and costs	Total income and costs
	£'000	£'000	£'000	£'000
Income:				
Merchandise	18	—	18	14
Coffee Shop	32	—	32	46
Rental income and overnight charges	286	—	286	254
Total income	336	—	336	314
Expenditure:				
Costs of sales — merchandise and shop	(31)	—	(31)	(60)
Letting costs	(313)	(488)	(801)	(260)
Net surplus/(deficit)	(8)	(488)	(496)	(6)

The Society's trading activities exclude the merchandise and coffee shop above, £5,000 of rental income (2023: £5,000) and £5,000 of support costs (2023: £5,000).

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

6. Investment income

	31 March 2024	31 March 2023
	Group	Group
	£'000	£'000
Income from farmland	113	107
Other sundry lease income	3	2
Interest receivable and dividends	229	65
Total	345	174

7. Support costs

Support costs allocated to the activities of the charity represent the running costs of the Society. This includes substantial costs of managing our large and ageing estate including depreciation of the unused buildings. As a result, the Trustees are of the opinion that to simply allocate all the support costs in

total would not provide a reasonable reflection of the costs of providing the services. Therefore, the costs have been split out below between normal running costs and additional costs that the charity currently incurs in maintaining its estate.

	31 March 2024	31 March 2023
	Group	Group
	£'000	£'000
Corporate, finance and governance costs	2,609	1,961
HR and IT costs	1,193	877
Depreciation of non-function specific assets	38	44
Estates and office services costs	1,275	1,213
Normal support costs	5,115	4,095
Additional costs¹:		
Depreciation of non-function specific assets	59	49
Estates and land costs	1,547	1,777
Total allocated support costs	6,720	5,921

Allocated to

Charitable activities:

Care	4,606	4,170
Research	428	548
Medical services	617	613
Help, information and advocacy services	320	254
Total charitable activities	5,971	5,585
Raising funds	261	197
Other trading activities	488	139
Total allocated support costs	6,720	5,921

¹these costs represent expenditure on estate maintenance that arise only because of the nature of the Society's estate, and depreciation of disused buildings together with costs of consultants and advisors employed to further the development or sale of part of the Society's estate.

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

8. Other income and expenditure

Other expenditure

The Society operates a defined benefit pension arrangement called the Epilepsy Society Pension and Life Assurance Scheme (the "Scheme"). Details of the Scheme are set out in note 20. The Scheme has been closed to new members for a number of years and at 31 March 2024 only had 3 active members (2023: 5). The Society makes employer contributions for these employees and significant deficit contributions into the Scheme which are accounted for as a cost in the normal way.

The major administration costs of running the Scheme are paid for directly by the Society rather than the Scheme. These costs, which total £193k (2023: £176k), together with the pension service costs and the pension interest costs are treated as other expenditure in the accounts, and together come to £379k (2023: £333k).

9. Employee information

Employees costs during the year were:

	31 March 2024	31 March 2023
	Group	Group
Employee costs	£'000	£'000
Wages and salaries	9,275	8,055
Social Security costs	838	739
Pension costs	279	244
Apprentice Levy	29	22
Total	10,421	9,060

Employer deficit contributions of £293,000 (2023: £1,294,000) were paid into the Society's defined benefit pension scheme during the year as described in note 20. During the year Epilepsy Society paid and/or accrued £nil (2023: accrued £nil) of redundancy costs.

The average number of people employed during the year was:

	31 March 2024	31 March 2023
	Group	Group
Residential and domiciliary care services	237	249
Research and medical Services	18	24
Communication, information and marketing	21	13
Fundraising	10	8
Administration and management	33	31
Total	319	325

Bandings of employee emoluments	2024	2023
	No	No
More than £60,000 but not more than £70,000	2	2
More than £70,000 but not more than £80,000	3	2
More than £80,000 but not more than £90,000	2	—
More than £90,000 but not more than £100,000	—	1
More than £110,000 but not more than £120,000	—	1
More than £120,000 but not more than £130,000	1	—
More than £140,000 but not more than £150,000	1	1
More than £150,000 but not more than £160,000	1	—
Total	10	7

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

10. Trustees and Executive Officers

Details of Trustees and Executive Officers are set out on page 68 of these Financial Statements. Trustees do not receive any remuneration and during the year one Trustee claimed expenses totalling £470 for travel and subsistence (2023: one Trustee claimed £223).

The table in note 9 setting out employees in pay bands includes the Chief Executive Officer and other Executive Officers whose remuneration totalled more than £60,000 in the year. All Executive Officers are employed on contracts that are the same as those used for other staff and benefits, including pensions, on the same basis.

The total emoluments received by the Chief Executive Officer and other Executive Officers identified as key management personnel was £783k (2023: £617k) represented by salary of £672k (2023: £528k), national insurance of £81k (2023: £70k) and pension contributions of £29k (2023: £19k). One member of the executive team was in post for all of the current year, but only part of the previous year.

11. Net income

Net income is stated after charging/(crediting):

	31 March 2024	31 March 2023
	Group	Group
	£'000	£'000
Depreciation of tangible fixed assets	648	609
Amortisation of Intangible fixed assets	41	38
Operating lease rentals:		
office equipment	84	106
External auditor's remuneration excl VAT:		
audit of the financial statements	38	36
for other services	10	30
Rental Income	286	366

12. Fixed assets: intangible assets

	31 March 2024		31 March 2023	
	Software & systems		Software & systems	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Cost				
At 1 April	256	256	235	235
Additions	3	3	26	26
Disposals	(2)	(2)	(6)	(6)
At 31 March	257	257	255	255
Accumulated Amortisation				
At 1 April	(175)	(175)	(143)	(143)
Charge for the year	(41)	(41)	(38)	(38)
Disposals	2	2	6	6
At 31 March	(214)	(214)	(175)	(175)
Net book value				
At 31 March	43	43	80	80

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

13. Fixed assets: tangible assets

Group	Freehold land and buildings	Fixtures, fittings, furniture & equipment	31 March 2024 Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2023	20,909	634	3,245	167	24,955
Additions	—	107	676	29	812
Disposals	—	(233)	(241)	(1)	(475)
At 31 March 2024	20,909	508	3,680	195	25,292
Accumulated depreciation:					
At 1 April 2023	(6,909)	(526)	(2,782)	(77)	(10,294)
Charge for the year	(414)	(40)	(168)	(26)	(648)
Disposals	—	231	243	—	474
At 31 March 2024	(7,323)	(335)	(2,707)	(103)	(10,468)
Net book value:					
At 31 March 2024	13,586	173	973	92	14,824
At 31 March 2023	14,000	108	463	90	14,661

The land and buildings held by the Group and the Society were valued as at 31 March 2019 by Carter Jonas, a qualified RICS valuer, who valued the total land and buildings held by the Group at that date at £52.5 million.

Society	Freehold land and buildings	Fixtures, fittings, furniture & equipment	31 March 2024 Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2023	19,145	634	3,245	167	23,191
Additions	—	107	676	29	812
Disposals	—	(233)	(241)	(1)	(475)
At 31 March 2024	19,145	508	3,680	195	23,528
Accumulated depreciation:					
At 1 April 2023	(6,265)	(526)	(2,782)	(77)	(9,650)
Charge for the year	(379)	(40)	(168)	(26)	(613)
Disposals	—	231	243	—	474
At 31 March 2024	(6,644)	(335)	(2,707)	(103)	(9,789)
Net book value:					
At 31 March 2024	12,501	173	973	92	13,739
At 31 March 2023	12,880	108	463	90	13,541

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

14. Fixed assets: investments

	Society Farmland	Multi-Asset Fund	Group Total
	£'000	£'000	£'000
Cost or valuation:			
At 1 April 2023	4,440	5,038	9,478
Additions	—	—	—
Gains before management fees	—	556	556
Management fees deducted	—	(60)	(60)
At 31 March 2024	4,440	5,534	9,974
At 31 March 2023	4,440	5,038	9,478

The Society owns 222 acres of farmland that is rented out under an agricultural lease and treated as an investment. A revaluation gain of £2,240k on the Society's farmland was recognised at 31 March 2021. The basis of the valuation is for full vacant possession and takes into account similar land in the locality in line with the comparable approach generally accepted for valuation for agricultural property. An independent desktop valuation of the Group's farmland was undertaken as at 31 March 2024.

The Society has an investment of fully paid-up share capital in subsidiary NSE Facilities Limited of £2,446k, which is eliminated on consolidation. This gives a total investment balance of £12,420k in the Society (2023: £11,924k).

During the year the Society invested a further £2,131k with Cazenove on short-term deposit, which is treated as a current asset in the Society and Group balance sheet.

15. Debtors

	31 March 2024		31 March 2023	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Due within one year				
Residential and Domiciliary Care Services	645	645	506	506
Less: Provision for bad and doubtful debts	(67)	(67)	(86)	(86)
	578	578	420	420
Medical Services Receivable	271	271	157	157
Rent Receivable	12	12	9	9
Other Receivables	18	17	27	27
VAT Refundable	—	—	2	—
Prepayments & Accrued Income	1,516	1,516	1,006	1,006
Amounts due from Subsidiaries	—	10	—	5
Total due within one year	2,395	2,404	1,621	1,624

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

16. Creditors: Amounts falling due within one year

	31 March 2024		31 March 2023	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Trade creditors	401	401	689	689
Taxation and social security	279	279	204	204
Amounts held for residents and tenants	54	54	53	53
VAT payable	5	5	4	4
Other creditors	131	131	248	248
Accruals and deferred income	1,547	1,542	2,779	2,772
Total Creditors: Amounts falling due within one year	2,417	2,412	3,977	3,970

The deferred income balance as at 1 April 2023 was £198k. All £198k of this balance was released to income during the year, and £0k income received during 2023/24 was deferred to future periods.

17. Fund movements

Group	31 March 2024				
	At 1 April 2023	Income	Expenditure	Transfers	Gains and losses
	£'000	£'000	£'000	£'000	£'000
General funds	22,231	18,688	(19,137)	—	556
Designated funds	4,656	—	(1,200)	—	—
Revaluation reserve	2,240	—	—	—	—
Pension reserve	(3,730)	—	101	—	(132)
Total unrestricted funds	25,397	18,688	(20,236)	—	424
Restricted funds	2,752	172	(547)	—	—
Total funds	28,149	18,860	(20,783)	—	424

Group	31 March 2023				
	At 1 April 2022	Income	Expenditure	Transfers	Gains and losses
	£'000	£'000	£'000	£'000	£'000
General funds	21,768	17,535	(17,133)	—	61
Designated funds	7,456	—	(2,800)	—	—
Revaluation Reserve	2,240	—	—	—	—
Pension reserve	(6,550)	—	1,101	—	1,719
Total unrestricted funds	24,914	17,535	(18,832)	—	1,780
Restricted funds	3,028	364	(640)	—	—
Total funds	27,942	17,899	(19,472)	—	1,780

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

17. Fund movements (continued)

During 2019/20, The Trustees decided to create a designated fund to ensure that the proceeds from the sale of a tranche of our land to Audley in March 2019 would be used for the purposes they had agreed. The designated fund is used for a combination of four purposes:

- To invest in the backlog of works needed on the Society's ageing estate;
- To make one-off payments to the Society's pension scheme in 2020/21 and 2022/23 as part of the deficit reduction plan;
- To pay for consultants and legal costs incurred in possible development of the Society's land;
- To fund the Society's research programme to the extent that fundraising income fails to do so.

During the year, the Society incurred £1,200k (2023: £2,800k) in expenditure in these areas and this amount has been transferred out of the reserve during the year.

Society	31 March 2024					
	At 1 April 2023	Income	Expenditure	Transfers	Gains and losses	At 31 March 2024
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	23,237	18,606	(19,018)	—	556	23,381
Designated funds	4,656	—	(1,200)	—	—	3,456
Revaluation reserve	2,240	—	—	—	—	2,240
Pension reserve	(3,730)	—	101	—	(132)	(3,761)
Total unrestricted funds	26,403	18,606	(20,117)	—	424	25,316
Restricted funds	2,752	172	(547)	—	—	2,377
Total funds	29,155	18,778	(20,664)	—	424	27,693

Society	31 March 2023					
	At 1 April 2022	Income	Expenditure	Transfers	Gains and losses	At 31 March 2023
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	22,743	17,520	(17,087)	—	61	23,237
Designated funds	7,456	—	(2,800)	—	—	4,656
Revaluation reserve	2,240	—	—	—	—	2,240
Pension reserve	(6,550)	—	1,101	—	1,719	(3,730)
Total unrestricted funds	25,889	17,520	(18,786)	—	1,780	26,403
Restricted funds	3,028	364	(640)	—	—	2,752
Total funds	28,917	17,884	(19,426)	—	1,780	29,155

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

18. Fund assets and liabilities

The analysis of net assets between funds is set out below:

	Group		Society	
	31 March 2024		31 March 2024	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	13,757	1,110	12,672	1,110
Investments	9,974	—	12,420	—
Current assets	6,720	1,267	6,397	1,267
Current liabilities	(2,417)	—	(2,412)	—
Defined benefit pension liability	(3,761)	—	(3,761)	—
Total net assets at 31 March 2024	24,273	2,377	25,316	2,377

	Group		Society	
	31 March 2023		31 March 2023	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	13,601	1,140	12,481	1,140
Investments	9,478	—	11,924	—
Current assets	10,025	1,612	9,698	1,612
Current liabilities	(3,977)	—	(3,970)	—
Defined benefit pension liability	(3,730)	—	(3,730)	—
Total net assets at 31 March 2023	25,397	2,752	26,403	2,752

The designated fund at 31 March 2024 is all represented by current assets (cash at bank) and is included in unrestricted funds above.

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

19. Restricted funds

The Society receives donations and grants that can only be used for specified purposes. The Society maintains records for each donation or grant given in this way and allocates costs against those funds. The table below summarises the types of activities the income is received in respect of. In some cases, actual restrictions are more specific than the general categories used in this table.

Group and Society	31 March 2024				
	At 1 April 2023	Income	Costs	Transfers	At 31 March 2024
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	812	0	(118)	—	694
General genomics research	36	110	(85)	—	61
Specific other research	129	—	24	—	153
General research	317	1	(183)	—	135
MRI IT upgrade	15	—	—	—	15
Helpline service	106	—	(61)	—	45
Care services and activities	141	49	(55)	—	135
The New House	1,140	—	(30)	—	1,110
Other areas	56	12	(39)	—	29
Total restricted funds	2,752	172	(547)	—	2,377

The costs above include £10,000 (2022: £59,000) relating to capital purchases.

Group and Society	31 March 2023				
	At 1 April 2022	Income	Costs	Transfers	At 31 March 2023
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	1,039	—	(227)	—	812
General genomics research	8	159	(131)	—	36
Specific other research	163	—	(34)	—	129
General research	347	65	(95)	—	317
MRI IT upgrade	15	—	—	—	15
Helpline service	127	40	(61)	—	106
Care services and activities	115	26	—	—	141
The New House	1,170	—	(30)	—	1,140
Other areas	44	74	(62)	—	56
Total restricted funds	3,028	364	(640)	—	2,752

The nature of the restriction on these funds can be understood from the table above with the exception of “The New House”, which represents donations that were received in prior years for the building of a block of 12 supported flats for people with epilepsy. The depreciation on the capital asset, which is still subject to the restrictions, is charged to the fund.

The prior year figures above set out the element of the 2023 Statement of Financial Activities that relate to restricted income and expenditure. All other items in the prior year SOFA relate to unrestricted funds.

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

20. Pensions

Epilepsy Society (the Company) operates a defined benefit pension arrangement called the Epilepsy Society Pension Scheme (the Scheme) to 3 permanent employees (2023: 5). The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The Company also operates a defined contribution scheme but this is not included in these disclosures.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Company must agree with the Trustees of the Scheme the contributions to be paid to meet any shortfall against the Statutory Funding Objective and to pay for the future accrual of benefits.

The most recent comprehensive actuarial valuation of the Scheme was carried out as at 31 March 2022. As a result, the Schedule of Contributions has been amended, as laid out below, with future annual deficit contributions reducing slightly. The next actuarial valuation will be carried out as at 31 March 2025.

The Company plans to pay contributions of £520,000 in the year to 31 March 2024, plus the cost of the Pension Protection Levy and the expenses of operating the Scheme. This is in line with the deficit reduction contributions agreement reached by the Society and the Scheme Trustees based on the 2022 actuarial valuation, which is summarised below:

- £273,182 pa, to be paid towards the Scheme in monthly instalments on or before the 19th of each calendar month following that to which the payment relates, up to 31 March 2024; and
- £520,000 pa, to be paid towards the Scheme in monthly instalments on or before the 19th of each calendar month following that to which the payment relates, from 1 April 2024 up to 31 March 2030, with this payment increasing by 3% pa on 1 April 2025 and each 1 April thereafter.

The Scheme is managed by a board of Trustees appointed in part by the Company and in part from elections by members of the Scheme. Trustees have responsibility for obtaining valuations of the fund, administering benefit payments and investing the Scheme's assets. The Trustees delegate some of these functions to their professional advisers where appropriate.

The effect of the judgment regarding equalisation of guaranteed minimum pensions for past transfers has been accounted for as a past service cost during the period.

There were no plan amendments, curtailments or settlements during the period.

The Scheme exposes the Company to a number of risks:

- Investment risk. The Scheme holds investments in asset classes, such as equities, which have volatile market values and while these assets are expected to provide real returns over the long-term, short-term volatility can cause additional funding to be required if a deficit emerges;
- Interest rate risk. The Scheme's liabilities are assessed using market yields on high quality corporate bonds to discount the liabilities. As the Scheme holds assets such as equities the value of the assets and liabilities may not move in the same way;

- Inflation risk. A proportion of the benefits under the Scheme are linked to inflation. Although the Scheme's assets are expected to provide a good hedge against inflation over the long term, movements over the short-term could lead to deficits emerging;
- Mortality risk. In the event that members live longer than assumed, a deficit will emerge in the Scheme;
- Member options. Certain benefit options may be exercised by members without requiring the consent of the Trustees or the Company, for example exchanging pension for cash at retirement. In this example, if fewer members than expected exchange pension for cash at retirement then a funding strain will emerge;
- Legislative risk. Changes in legislation could increase the value of the Scheme's liabilities; and
- Climate risk. This may manifest itself through any of the other risks identified above, including investment and inflation risk, potentially causing a deterioration in the Scheme's funding position.

The principal actuarial and main financial assumptions used to calculate the Scheme liabilities are:

Group and Society	31 March 2024 Percentage pa	31 March 2023 Percentage pa
Salary increase rate	3.05	3.05
CPI pension increases (fixed at 3%)	3.00	3.00
CPI pension increases (between 3% and 5%)	3.25	3.25
CPI pension increases (maximum 5%)	3.05	3.05
CPI pension increases (maximum 2.5%)	2.45	2.45
Discount rate	4.75	4.70
RPI increase rate	3.40	3.40
CPI increase rate	3.05	3.05
Tax free cash on commutation	20.00	20.00
Post-retirement mortality	S3PA tables with CMI 2022 projections using a long-term improvement rate of 1.25% pa. The initial addition is 0.5% pa., the 2022 weight parameter is 25%.	S3PA tables with CMI 2021 projections using a long-term improvement rate of 1.25% pa. The initial addition is 0.5% pa, the 2020 and 2021 weight parameters are 10%

The CPI for pension increases figures above set out the assumption used for pension increases dependent on the increase clause within members' pension conditions.

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

20. Pensions (continued)**Assets held in the scheme**

The Scheme invests funds in range of assets to produce an investment return.

At 31 March 2024, the analysis of assets based on the valuation at that date is as follows:

Group	31 March 2024	31 March 2023
	£'000	£'000
Equities	9,421	8,902
Gilts and bonds	5,212	5,126
Liability Driven Investment	6,432	6,486
Property	676	1,037
Cash	513	618
Other assets	422	1,231
Total	22,676	23,400

The actual gross return on the assets over the period was a gain of £673,000 (2023: a loss of £6,524,000). The assets do not include investment in the shares of the Society or any Group company.

Under FRS102, the expected return on assets is the same as the discount rate used to value the liabilities. However, the assets and liabilities will not generally change in the same manner over time and are also unlikely to change in the same way as other measures of the funding position such as that used for scheme funding or assessing solvency.

Amounts recognised in the Balance Sheet as at 31 March 2024

Group	31 March 2024	31 March 2023
	£'000	£'000
Fair value of employer assets	22,676	23,400
Present value of funded liabilities	(26,437)	(27,130)
Net liability	(3,761)	(3,730)

Amounts recognised in the Statement of Financial Activities for the year ended 31 March 2024

Group	31 March 2024	31 March 2023
	£'000	£'000
Current service cost	23	36
Past service cost	—	—
Interest on Scheme liabilities	1,236	955
Interest on Scheme assets	(1,067)	(798)
Total	192	193

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

20. Pensions (continued)**Re-measurements for the year ended 31 March 2024**

Group	31 March 2024	31 March 2023
	£'000	£'000
Gain/(loss) on scheme assets in excess of interest	(394)	(7,322)
Experience gains/(losses) on liabilities	(77)	622
Gains/(losses) from changes to assumptions:		
Due to changes in demographic assumptions	177	54
Due to changes to financial assumptions	162	8,365
Total actuarial gains/(losses) per SOFA	(132)	1,719

Reconciliation of fair value of the Society's assets

Group and Society	31 March 2024	31 March 2023
	£'000	£'000
Fair value of assets at 1 April	23,400	30,290
Interest on assets	1,067	798
Employer contributions	293	1,294
Contributions by Scheme participants	7	10
Benefits paid	(1,687)	(1,668)
Administration costs	(10)	(2)
Return on scheme assets less interest	(394)	(7,322)
Fair value of assets at 31 March	22,676	23,400

Reconciliation of the Society's defined benefit obligation

Group	31 March 2024	31 March 2023
	£'000	£'000
Defined benefit obligation at 1 April	(27,130)	(36,840)
Current service cost	(13)	(34)
Past service cost	—	—
Contribution by Scheme participants	(7)	(10)
Interest cost	(1,236)	(955)
Benefits paid	1,687	1,668
Experience gains/(losses) on liabilities	(77)	622
Changes to demographic assumptions	177	54
Changes to financial assumptions	162	8,365
Defined benefit obligation at 31 March	(26,437)	(27,130)

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

20. Pensions (continued)

Sensitivity of the value of liabilities

As with most defined benefit pension schemes, the value of the liabilities in the Scheme would be different if assumptions were changed. The table below sets out the impact on the Scheme's liabilities if the main assumptions were changed:

Adjustments to assumptions	Approximate (decrease)/ increase in liabilities
	£'000
Discount rate – increased by 0.5%	(1,356)
Inflation – increased by 0.5%	533
Commutation – remove 20% allowance	215

21. Operating leases

The Society has a number of non-cancellable operating leases for printers and office equipment. Details are set out below:

Adjustments to assumptions	31 March 2024	31 March 2023
	Group	Group
	£'000	£'000
IT and office equipment		
Within one year	21	21
One year or more but less than five years	63	85
Total operating leases	84	106

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

22. Subsidiaries

The Society owns 100% of the share capital in two subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, who gift aid any taxable profits to the Society. Both subsidiaries' registered office and place of business is the same as the Society as set out on page 68. A summary of their activities and results for the year is set out below:

Epilepsy Enterprises Ltd

The main activities of the company are the sale of goods and services to raise funds for the charity and other related trading activities. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended 31 March 2024	Year ended 31 March 2023
	£'000	£'000
Turnover	23	19
Cost of sales	(10)	(4)
Administrative expenses	(2)	(4)
Profit on ordinary activities	11	11

The Statement of Changes in Equity recognised a Gift Aid payment of £4,980 (2022: £2,199).

Statement of Financial Position	As at 31 March 2024	As at 31 March 2023
	£'000	£'000
Stock	20	20
Debtors	—	3
Cash at bank	10	6
Creditors: amounts falling due within one year	(13)	(11)
Total net assets	17	18
Share capital (2 ordinary shares of £1 each)	—	—
Accumulated profit	17	18
Total reserves	17	18

Notes to the Financial Statements for the year ended 31 March 2024 (continued)

22. Subsidiaries (continued)

NSE Facilities Ltd

This company is inactive other than owning the building, the Gowers Centre, from which medical services are provided to the UCLH NHS Foundation Trust. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended 31 March 2024	Year ended 31 March 2023
	£'000	£'000
Turnover	—	—
Operating costs	(38)	(37)
Loss on ordinary activities	(38)	(37)

The Statement of Changes in Equity recognised a Gift Aid payment of £nil (2021: £nil).

Statement of Financial Position	As at 31 March 2024	As at 31 March 2023
	£'000	£'000
Tangible fixed assets	1,085	1,120
Amounts due from Subsidiaries	—	—
Cash at bank	302	304
Creditors: amounts falling due within one year	(2)	(2)
Total net assets	1,385	1,422
Share capital	2,446	2,446
Accumulated loss	(1,061)	(1,024)
Total reserves	1,385	1,422

The share capital comprises 2 'A' ordinary shares of £1 each and 2,446,000 'B' ordinary redeemable shares of £1 each. The tangible fixed assets related wholly to buildings are reported at cost less accumulated depreciation.

23. Related party transactions

During the year, the Society received a Gift Aid distribution from Epilepsy Enterprises Limited of £10,794 (2023: £4,980). At 31 March 2024, Epilepsy Enterprises Limited owed the Society £9,845 (2023: £5,005) and the balance between NSE Facilities Limited and the Society was £nil (2023: £nil).



Trustees, officers and advisors

Registered Office: Chesham Lane, Chalfont St Peter, Buckinghamshire SL9 0RJ

Patron: His Majesty, The King

President: The Rt Hon Countess Howe

Board of Trustees

Peter Worthington	Chairman (until 30 June 2023). Resigned as Trustee 13 December 2023
Catherine Alcock	Chairman (from 1 July 2023)
Andrew Gray	Treasurer (appointed 10 July 2023)
Deborah Wheeler	
Andrew George	(Resigned 31 October 2023)
James Hagan	
Stephen Smith	(Resigned 13 December 2023)
Madani Sow	(Resigned 31 October 2023)
Andrew Gosling	
Tracie Coultas-Pitman	
Jacqueline Sullivan	
Rae Avatar Barnett	(Appointed 13 December 2023)
Nick Grant	(Appointed 13 December 2023)
Hannah Purves	(Appointed 13 December 2023)
Karen Skinner	(Appointed 13 December 2023)
Robin Woolfson	(Appointed 13 December 2023)

Management Board

Chief Executive	Clare Pelham
Chief Financial Officer	Andy James
Medical Director	Ley Sander
Director of Land and Estates	Kevin Bournier
Director of Fundraising	Gordon Craig
Development Director	Jonny Anders-Cannon
Acting Director of Care Services	Rebecca Salvatierra

External Auditors: Crowe UK LLP
55 Ludgate Hill
London EC4M 7JW

Bankers: National Westminster Bank Plc

Legal Advisors:	B P Collins 32–38 Station Road Gerrards Cross Buckinghamshire SL9 8EL	Bevan Britten LLP Fleet Place House 2 Fleet Place London EC4M 7RF
	Eversheds Sutherland (international) LLP 1 Wood Street London EC2V 7WS	Fieldfisher LLP 2 Swan Lane London EC4R 3TT

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Chesham Lane, Chalfont St Peter, Buckinghamshire, SL9 0RJ
Registered charity number 206186





Helpline

01494 601 400

Monday and Wednesday – 9am to 7.30pm

Tuesday, Thursday, and Friday – 9am to 4pm

Saturday – 9am to 12.30pm

Email us helpline@epilepsysociety.org.uk
or chat online.

Confidential, national call rate.
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Epilepsy Society

Chesham Lane

Chalfont St Peter

Buckinghamshire

SL9 0RJ

Enquiries 01494 601 300

Fundraising 01494 601 414

[epilepsysociety.org.uk](https://www.epilepsysociety.org.uk)



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Accounts



Epilepsy Society
Group Financial Statements
and Annual Report
for the year ended
31 March 2023

The Chalfont Centre
Chesham Lane, Chalfont St Peter,
Buckinghamshire SL9 0RJ

Registered charity: 206186
Company limited by guarantee: 492761

Contents

	Page
Chair's Review	1
Letter from the Chief Executive	3
Trustees' Annual Report (Strategic Report and Directors' Report)	5
Independent Auditor's Report	23
Consolidated Statement of Financial Activities	27
Balance Sheets	28
Consolidated Cashflow Statement	29
Notes to the Financial Statements	30
Trustees, Officers and Advisors	56

This is my first letter as Chair of the Epilepsy Society, so I would like to begin both by introducing myself and, importantly, paying tribute to Peter Worthington, our Chair for the last five years. Peter's calm and unwavering leadership has steered us through unparalleled times. Covid-19 forced us all to rethink how we work and support our beneficiaries, often in life-or-death situations. It is a testimony to the charity, under his tenure, that we did not lose any of the vulnerable people in our residential homes.

Peter has steadied the ship through choppy waters while keeping a remarkable "business as usual" agenda in full swing. In spite of the pandemic, we have pressed ahead with some of the most ambitious plans in the history of the Epilepsy Society – plans to release the wealth that is buried in our 300-acre site in Buckinghamshire and use it to fund ground-breaking research. A challenge at the best of times, but Peter took it on at arguably the worst of times.

I have been working alongside Peter as Vice-Chair of the Society, so have experienced first-hand his professionalism and clear-headed thinking. His ability to deal with the big issues while acknowledging that the devil's in the detail.

I feel privileged to be taking up the baton at what is a critical time for the charity and am pleased that Peter will be remaining on the Board. The Epilepsy Society provides world-leading research, advocacy and care and has a long and proud history of transforming the lives of people with epilepsy. We are on the cusp of being able to further revolutionise the diagnosis and treatment of epilepsy and bring pioneering new techniques to more of the over 600,000 people with epilepsy in the UK.

I look forward to helping the Society achieve its goal of enabling scientists to change lives through the most innovative techniques available. And here's why.

My background is in senior public service, business and education. But I am also an adviser with Citizens Advice where, significantly, I meet a disproportionate number of people with epilepsy. I see the enormous challenges that epilepsy presents across education, employment and personal lives, and its impact on mental wellbeing. Additionally, I have personal experience of epilepsy through a family member. I feel privileged to be at the helm of a charity that is wholly committed to change and improvement at every level.

At the Epilepsy Society, we know that our staff are our greatest asset. They are who we are. As trustees, we are ever aware that while external challenges may fluctuate, the dedication of our staff never does.

This year has been one of the most financially challenging years to date with the cost-of-living crisis tearing, like a hurricane, through every crevice of our purses. There is nowhere that we haven't felt the pinch from rising gas and electricity bills to everyday essentials such as bread and milk. We know that it costs everyone on our payroll more to come to work, while the monthly pay packet is under-performing in comparison with this time last year.

We work hard at the Epilepsy Society to balance income against expenditure. Our goal is always a break-even budget that delivers value for money and fairly rewards our incredibly committed employees. That is why we have taken a very hard look at our budget and, with frugality and some fine tuning, have been pleased to be able to introduce measures to lessen the financial burden slightly for staff and help with personal budgeting during these difficult times.

Although our costs have increased, so too has our income. We have had some welcome success in persuading commissioners to share the burden of increases in our fees for delivering commissioned health and social care services. Our voluntary income has risen to £3.4m and we have invested some of our surplus cash to deliver higher interest returns.

Consequently, the Management Board has been able to award a cost-of-living bonus to all employees, excluding themselves, and have increased long-service awards for permanent staff to recognise significant milestones and the dedication of employees. We feel this is particularly important. And, in spite of all the challenges, we are pleased to be able to plan for a modest pay rise for all staff in the financial year ending March 31 2024.

Alongside our endeavours to reduce the financial burden, we are also offering our care teams a free “tea and toast” breakfast, prior to starting work. And for all staff, there is a package of financial advice including entitlement to benefits and debt management.

But supporting our staff and those we care for is not all about finance. We are proud to live by our values at the Epilepsy Society – Caring, Accountable, Improving, Respectful and Open. As a charity we are wholly committed to Equality, Diversity and Inclusivity (EDI) across the workforce. We have robust policies in place to ensure that our values are the cement that holds the bricks of the Society together. But we don't want our values to sit dormant in a set of digitally dusty policies, filed away on a hard drive. We want them to be a part of our everyday.

So, we have been working with an external consultant to do a deep dive into key areas of our work including, most recently, EDI. The results have been very positive, and we have much to celebrate, but there are also learnings. While the desire to be inclusive is implicit in everything we do, we're not always good at sharing that intent. So, we are recruiting a dedicated internal communications manager to really raise the profile in this area and ensure that everyone – not just us - knows they are welcome, included and appreciated.

American businesswoman, Claudia Brind-Woody, a renowned champion of diversity, famously said: “Smart teams will do amazing things, but truly diverse teams will do impossible things.” I agree. And I look forward to helping achieve the impossible at the Epilepsy Society.

Kate Alcock
Chair

It may seem unusual to open our annual accounts with the news that we have invested in a generator. But I'm really rather proud of it. The generator is perched aboard a cement plinth and, in the event of an outage, it will provide back-up power to the whole of our estate in Buckinghamshire. In truth, it enables me to sleep far more easily at night.

I no longer have to worry about electricity cuts that could affect the people who live in our care, many of whom require sophisticated technology to monitor seizures throughout the night. I no longer have to worry that the freezers which store thousands of samples of DNA, vital for our genomic research, might fall prey to an outage. Or that the more than 600,000 people with epilepsy across the UK will not be able to seek the support of our Helpline team because the lines have gone down. And, importantly, we can guarantee staff a constant stream of teas and coffee on cold, blustery mornings.

A generator may not seem glamorous or exciting, but its capacity to bring calm and continuity is unrivalled. It enables us to face the future with confidence.

Future-proofing the charity has been high on our priority list over the last year. Most notably we have submitted our ambitious planning application that could ensure the long-term sustainability of the charity and radically change the landscape of epilepsy. It is an exciting milestone and one that has required us to hold our nerve.

Much of our 300-acre site is designated green belt land and, quite rightly, there needs to be very good reason to build on it. We believe, without question, that there is. By developing less than 40 per cent of our estate for housing, we could raise over £100 million to invest in epilepsy research. It could be a gamechanger for those with uncontrolled seizures, paving the way for better, faster diagnosis and treatments.

As I write this, we are still awaiting a decision by local planners but we are grateful for the 6,000 plus people who have signed our petition in support of the application. It is a local solution to a condition that affects over 600,000 people across the UK and we are working hard to make sure the planners appreciate our plans are about enabling world-leading scientists to push forward the boundaries of medical research in the field of epilepsy.

Our researchers carry out incredible work. This year they have analysed many of our 5,000 DNA samples as well as securing data around Sudden Unexpected Death in Epilepsy to ensure robust results in this important area of research. We have a team of MSc and PhD students who are undertaking multidisciplinary projects that will strengthen our multimodal approach to understanding the biology of epilepsy. We provide the only epilepsy genomics clinic for adults in the UK as well as having led on new international guidelines for genetic testing in the epilepsies.

But, without big investment, we won't be able to realise the merits of this pioneering work. We won't be able to deliver results and change lives. That is why we must build. Ground-breaking plans for ground-breaking research.

Of course, we are constantly ensuring the services that we provide are fit for the future. The world is ever-changing and we must keep pace. One of our most exciting ventures this year has been the introduction of online chat as a new means of contacting our Helpline.

As always, the best ideas come from our supporters. In a survey of 1,000 people affected by epilepsy, over half said that they would like to access our Helpline via online chat. And evening opening hours were the most popular choice for 25-34 year olds. So, we have extended our opening hours to include Monday evenings and Saturday mornings. And we've introduced web chat.

In spite of the myriad ways that people connect these days – mainly via social media – we know that many young people are not confident about talking on the phone. It's not what they do. But the stigma, challenges and emotional impact of epilepsy affects them in the same way that it has affected generations over the decades. And we want to be there for them. So, it is gratifying to be able to reach new audiences via web chat and to be able to offer alternative ways to deliver emotional support in a changing world.

We are looking, too, at how we can make sure the unique expertise that we offer at our Chalfont Centre, including neurology, therapy, rehabilitation, nursing and support, is not just available to those within our geographical reach. As a specialist provider, we want to continue to evolve so that we can provide complex care to those who need it most, while developing a more community-based model of integrated care that reflects ordinary, everyday lives for other people with epilepsy. We want our services to be available beyond the Chalfont experience.

Of course, one of the most important ways that we are able to future-proof the charity is through fundraising and our team is ever more innovative and creative in looking at how people like to fundraise. While some still love the big events – we have had two London Marathons within six months of each other with 125 runners raising £274,000 – our virtual events are increasingly popular.

This year, over 1,000 epilepsy heroes signed up for our Challenge 100 – running, walking, swimming, cycling 100 miles in 100 days. They raised an incredible £80,000, money which will help to fund our Helpline and our research. And our three Facebook Challenges raised another £81,000.

I would like to end on a note that is both future-proofing and historic. This year, thanks to our incredible Zach's Law campaign, we saw the first-ever law written specifically to protect people with epilepsy. Zach's Law has been included in the Online Safety Bill and hopefully, by the time you are reading this, will have been passed in Parliament, making it a criminal offence to target people online with flashing images, in order to trigger a seizure. We won four awards for this campaign. The display cabinet at our head office is full. But the real achievement is knowing that the law will protect people with epilepsy from the barbaric crime of online trolling. That really is future-proofing. I am very proud that we did this together: our amazing staff and our wonderful supporters. Thank you to you all.

Clare Pelham
Chief Executive

The Trustees are pleased to present their report for the year ended 31 March 2023 which provides a commentary on these results and the operations of the Epilepsy Society during the year, which are set out in the audited financial statements following this report. The report also acts as the Society's strategic report and the Directors' Report for the year.

The Trustees' Report covers a range of areas and these are set out as follows:

a) Principal Activities	h) Fundraising Activities
b) Charitable Objectives, Values and Strategy	i) Engagement with Stakeholders
c) Achievements and Future Plans	j) Employment and Volunteers
d) Principal Risks	k) Insurance, Health and Safety and Energy Reporting
e) Operational Performance	l) Governance, the Board and Executive Officers
f) Key Performance Indicators	m) Statement of the Trustees' Responsibilities
g) Financial Review	n) External Auditors

a) Principal Activities

Activities

Under section 17 of the Charities Act 2011, the Trustees have a duty to have due regard to the public benefit guidance published by the Charity Commission. During the year, the Trustees have acted in accordance with this requirement and they are satisfied that all the activities of the Society are for the public benefit.

There are in excess of 600,000 people with epilepsy in the UK, and around 70 million people world-wide. The Society undertakes a variety of activities for the benefit of those people, the main areas being:

- **Medical research**

The Epilepsy Society is strongly committed to medical research, which will lead to new and improved treatments for people with epilepsy. The Society's world-leading research activities are carried out through a tri-partite arrangement between the Society, the School of Life and Medical Sciences at University College London ('UCL') and the National Hospital for Neurology and Neurosurgery at University College London Hospitals ('UCLH'). This co-operation allows for seamless research integrating basic, clinical and translational aspects in one cohesive group working for the ultimate benefit of all people with epilepsy.

The current priority areas in which we will continue to concentrate our efforts include firstly ascertaining risks, clarifying underlying causes and identifying clinically-relevant genetic markers for people with epilepsy; secondly improving therapeutic options with the ultimate goal of bringing personalised treatments to all people with epilepsy, based on their individual genetic make-up, integrated with other characteristics through holistic analysis.

- **Information, education and support services**

Through our helpline and website, the Society provides information and support to people with epilepsy. We provide both online and face-to-face training to health care professionals, pharmaceutical companies and individuals. This enables us to increase support for people with epilepsy in the community, increase awareness of the condition and promote seizure first aid. Our external affairs team also raises awareness of issues for people with epilepsy and advocates on behalf of them through policy and media work and via social media.

- **Medical services**

The Sir William Gowers Assessment and Treatment Unit, run by UCLH in collaboration with the Society, is recognised as the leading centre for medical services to people with epilepsy in the United Kingdom and has one of the largest clinical throughputs in Europe. It provides a range of specialist epilepsy services, including diagnostic services such as electroencephalogram recording and the UK's only epilepsy-dedicated MRI scanner facility. The Centre also has a Therapeutic Drug Monitoring unit, which is currently the primary provider of anti-seizure medication level assays to the NHS. Monitoring is via both blood and saliva samples.

- **Residential, domiciliary and nursing care services**

We have six residential care homes, one of which also provides nursing care, for people with complex epilepsy and associated conditions. We also provide domiciliary care to people living in supported living accommodation and in their homes within the community.

Structure

The Epilepsy Society is a charitable company limited by guarantee. It is governed by its Memorandum and Articles of Association and it is registered as a charity with the Charity Commission (charity number 206186).

The Society has two wholly-owned subsidiaries - Epilepsy Enterprises Limited and NSE Facilities Limited. Epilepsy Enterprises Limited is the Society's trading company and it carries on commercial activities, such as merchandising, with a view to raising money for the charity. NSE Facilities Limited was incorporated in 2000 to build the Gowers Centre and to manage the healthcare services provided by UCLH within it. However, the management of healthcare services is now being done directly by the Epilepsy Society, and therefore this subsidiary is effectively dormant and the only financial transactions relate to the depreciation of the property and some minor administration. The Boards of each subsidiary consist of two Trustees and the Society's CFO.

b) Charitable Objectives, Values and Strategy

The Society's strategy is set by the Board of Trustees and they also agree the vision and objectives following discussions with stakeholders including the staff who work for the Society.

Our Charitable Objective

The Society's charitable objective is to secure a full life for everyone affected by epilepsy and other neurological conditions. Under the Society's constitution, we will try to do this by:

- promoting acceptance of people with epilepsy and other neurological conditions, and challenging discrimination against them;
- preventing the development of epilepsy and other neurological conditions;
- seeking effective treatments for epilepsy and other neurological conditions; and
- providing services to people with epilepsy and other neurological conditions.

Our Values

We aim to fulfil this objective while meeting our values, which are being:

Caring; Accountable; Improving; Respectful; Open

while putting the person with epilepsy at the centre of everything that we do.

Our Strategy

Our strategy to meet our charitable objective and aims remains based on three areas shown in the diagram below:



Advocacy

In the context of our Strategy, Advocacy means understanding the individual and collective needs of people affected by epilepsy and ensuring that their voices are heard through effective campaigning and representation in the media, parliaments and through social media. The Society's Advocacy Strategy sets out the framework within which it seeks to ensure that those voices are heard. Advocacy is carried out by the Society's in-house team from its headquarters at the Chalfont Centre.

Research

At the Epilepsy Society, our research means investigating the causes of epilepsy so that ultimately the condition can be prevented, or successfully treated and managed as set out in our Research Strategy. We aim for our research to be person-centred and integrated so that a "person is at the centre of a research project" with an objective to improve that individual's outcomes and quality of life. We focus on cutting-edge translational research in a clinical setting, undertaken collaboratively with leading research and clinical centres across the UK and internationally. Our strategy is to build on the genomic work and other leading research carried out at Chalfont which is internationally recognised and renowned.

Leading best practice in care and support

Leading best practice in care and support means developing good practice through a person-centred approach to the provision of some or all of the clinical, physical, intellectual, and emotional wishes and needs of a person affected by epilepsy to improve their quality of life.

The Society currently provides care services to 93 people based at Chalfont and an additional service to around 20 people living in Aylesbury or elsewhere in Buckinghamshire. The Society sets out to empower people to live as full a life as possible in a supportive environment. People are encouraged to live their lives as they choose. Greater independence will be encouraged through assistive technology, better environmental design, and a wide range of physical, cognitive and other therapies. Our ability to do this is, however, constrained by the limits on funding provided by public authorities.

Our strategy is to provide ancillary services that support the provision of care to people affected by epilepsy that might otherwise not be available and signposting them to services that do exist. This includes continuing to provide and, if possible, expand our national helpline to meet the demands of wider demographics through new communication channels such as webchat, and by opening at weekends. The strategy also includes the provision of vital medical services in partnership with UCLH, such as the crucial work of monitoring drug levels in people with epilepsy, and MRI scans supporting treatment and research regimes.

Public benefit

The Charities Act 2011 requires the Society to have due regard to public benefit guidance published by the Commission in determining the activities undertaken by the charity. The Trustees confirm through this report that they have complied with this requirement. Research carried out and funded by the Society meets the Charity Commission's test for Public Benefit. In addition, the application of the results of the research is not restricted by gender, ethnicity, religion, or ability to pay and in that respect the public at large benefit. Other services that the Society carries out in care, helping people through support and advice and providing medical services all comply with the public benefit test too.

c) Achievements and Future Plans

Post-pandemic, we have continued to make good progress in all strategically important areas:

Research

The Chalfont Centre is a central hub for clinical and translational epilepsy research and continues at the forefront of research excellency. The focus of our research is around people with epilepsy; we will also bring in knowledge from other conditions where this helps people with epilepsy. Our primary motivation is to improve the lives of people with epilepsy by developing novel diagnostics approaches and better treatments tailored to the individual. Ground-breaking research into brain structure and function, the outcomes for people with epilepsy in different settings, and the genetic determinants of many aspects of epilepsy have been carried out in close collaboration with UCL Queen Square Institute of Neurology.

We have also initiated a global project into a rare epilepsy condition and sequenced DNA samples from partners worldwide and in the UK, creating the most extensive study ever undertaken. Analyses are well underway and have already shown new aspects of the genetics of epilepsies that will inform the care of people with epilepsy and help us understand its biology more clearly.

Medical Services

Chalfont Centre is a standard-setting centre in all aspects of epilepsy care. The Centre plays a leading role in assessing people with epilepsy, including inpatient assessment, through the Sir William Gowers Assessment Centre, which we run in conjunction with UCL Hospitals NHS Foundation Trust. Admission and investigative encounters are now back to pre-COVID levels.

A Memorandum of Understanding between UCL, UCLH and the Society is being finalised, to cover all activities carried out under the tri-partite agreement.

Advocacy and Information

Our telephone helpline and online support service continues to be in increasing demand, particularly as people are forced to wait long periods in between hospital appointments. We have produced extra resources to support people over long waits and to help them adapt to online medical appointments. In response to a survey of our beneficiaries, we are currently looking to increase the opening hours of our Helpline to weekends and an extra evening, and to introduce web chat as another means of contacting the Helpline team.

Our services to help people with epilepsy across the UK are highly regarded, valued, and produce extremely high levels of satisfaction from users.

Our influence and success as a campaigning organisation has continued to make a real difference. In the last year we have been focusing on two major campaigns:

Through our Zach's Law campaign we have succeeded in persuading Government to include a new law to protect people from online trolling, in the Online Safety Bill. This is the first time a law has ever been introduced to specifically protect those with epilepsy. The Bill is currently continuing its passage through parliament and is expected to be passed during 2023. Our campaign has been widely supported by cross-party MPs and has been championed by the Daily Express as part of their own 'Unmask the trolls' campaign. We have also received widespread coverage across broadcast media, including the BBC and Sky. Our Zach's Law campaign has picked up four major awards.

Our Safe Mum Safe Baby campaign is calling for research to establish why some babies are born with preventable disabilities caused by their mother's epilepsy drugs during pregnancy. This follows a report by the Commission on Human Medicines and a review by medicines regulators, the MHRA. Following an article in The Times, we have been able to engage with the Government's Chief Scientific Advisor who is also Chief Executive of the National Institute for Health and Care Research. We are looking to collaborate with a multi-disciplinary group of scientists and healthcare professionals to take this work forward, and we are also engaging with pharmaceutical companies who are keen to support.

We presented our 1,647-strong petition supporting our Safe Mum, Safe Baby campaign to the new Patient Safety Commissioner, Dr. Henrietta Hughes.

On International Women's Day, we relaunched our popular "Me and my Shadow" scheme, encouraging young women with epilepsy to aim high in their career goals and not be limited by their condition. The scheme matches "shadows" with successful women in media, arts, politics, science and business. We plan to widen the scope of the scheme going forward.

Care

Despite the various challenges financially and operationally in the health and social care, our ambition for people who are supported at Epilepsy Society to live a good life continues to be high. As a charity with specialist provider status, we strive to harness the unique neurological expertise at Chalfont, therapeutic and rehabilitative teams, our nursing colleagues and support staff so that people may stay healthy and well. Increasingly our strategic direction for care is for Chalfont to be renowned for excellence supporting people with the most complex needs, but equally seeking opportunities to develop our models of community-based support.

We are delighted to maintain ratings of 'Good' in every domain of all services across the charity and consistently strive to further develop the quality of support for people. We are engaging with an external consultancy company to ensure that the compliance of the services remains current and in line with the regulatory changes. Our approach to getting the values right with colleagues and focusing on the detail which makes up every individual's daily support is key to our success. As we look back on our previous years work in care services there is much for our colleagues and supporters to be proud of with the development of increased transport options, individuals enjoying holidays, a renewed focus on person centred support and initiatives related to safeguarding. The key conditions are right for care to further develop innovation around digitalisation, creating new pathways for individuals to live in the community and fully realising our complex care offer.

Fundraising

Despite the challenging fundraising environment, the Epilepsy Society witnessed a resurgence in certain aspects of fundraising following the pandemic. Particularly, events fundraising, which was hit hard during the pandemic, experienced a significant revival. However, it continued to be a tough environment primarily due to the cost-of-living crisis and the war in Ukraine, which brought international affairs to the forefront of people's agenda. With this difficult backdrop, we are pleased that we were able to deliver overall growth across donations and fundraising, legacies and grants, from a total of £3,373k last year to £3,401k in 2022/23.

In the light of the restrictions faced by the team during and after the pandemic, the Epilepsy Society embarked on a recruitment campaign to effectively resource for future income growth. Considering the significant recruitment difficulties in the sector, which are further exacerbated by the Epilepsy Society's location, we are delighted to announce the successful recruitment of three fundraisers to the team and an officer and a manager.

Events engagement initiatives have been at the heart of our fundraising efforts this year. Throughout the year, we witnessed inspiring stories of individuals taking part in events and challenges for a cause close to their heart. From running four marathons (and an ultra-marathon) in one month to abseiling from the top of Liverpool FC's main stand the Epilepsy Society community showed immense creativity and passion in raising funds and awareness for the cause. The return of iconic events such as the London Marathon, which took place in October, witnessed a strong resurgence in participation and fundraising. It became our most successful London Marathon to date, with a record-breaking 60 participants and the highest income ever raised, £138,000.

A positive outcome of the pandemic was the continued success of our expanding portfolio of virtual events. The third year of our own Challenge 100 inspired nearly 1,000 supporters to raise over £80,000 for us. Additionally, the new Facebook Challenges held in July and October raised an impressive £35,000 and £25,000 respectively.

Our epilepsy 'Flag Day' - Purple Day - raised £40,000, but community fundraising has failed to return to pre-pandemic levels of income and success. Hybrid working, less disposable income and people feeling less confident about asking friends and family to give are challenging barriers for us to navigate. It is also increasingly competitive to be selected by local groups, schools and organisations for charitable support. We continue to demonstrate the life-changing impact of supporting the Epilepsy Society, this messaging will become even more important if we are to see significant growth in income in future years.

Our fundraising appeals during spring, summer, and Christmas were disappointing compared to previous years, despite an increase in online exposure. We are immensely grateful to our thousands of regular givers, as they play a vital role in providing a stable and predictable income stream.

We extend our deepest gratitude to the thousands of people who donate in memory of their loved ones, as their contributions raised over £150,000 in the past year. The Roberts family, who tragically lost their daughter Amelia at the age of 21 in 2018, have raised over £250,000 to date for the 'Amelia's Fund' which supports our genomics research and funds the Amelia Roberts Fellowship. This generous support has enabled us to hire more bioinformaticians in the research team.

We received several welcome significant gifts from high-net-worth individuals, totalling over £70,000. Corporate income is also an area we would now like to grow, particularly with the pharmaceutical sector. Moving forward, we aim to build stronger relationships through Boards and events, however, we acknowledge that bringing new individuals and organisations onboard in the current climate is not easy.

We are grateful for the support we have received from charitable trusts and foundations. Their belief in our mission has been instrumental in launching groundbreaking research projects, however the focus of Trusts & Foundations on 'front line services' versus raising funds for epilepsy research poses challenges. Although we fell short of our target this year, we have plans to work closely with our research team and UCL to unlock other funding sources in this area.

The legacy gifts received have allowed us to invest in long-term research projects, enhance our support services, and advocate for improved epilepsy care and awareness. We are deeply thankful to those who have made the decision to leave a lasting legacy and help us build a brighter future for individuals and families affected by epilepsy. Legacy income of £788,000 was lower than the previous year, despite predicted growth. It is important to note legacy income is inherently unpredictable, but we still expect growth in the coming years, primarily due to the passing of the Baby Boomer generation and the anticipated easing of delays in probate.

Our strong digital marketing team plays a crucial role in ensuring an enhanced supporter experience by reducing digital friction, improving digital usability, and enhancing user journeys. Their expertise is invaluable in the digital age, and we owe a great deal of our fundraising success to their skills. We have achieved a good website authority score, witnessed substantial website traffic, and also hold the largest Google Paid search presence in the world for terms related to epilepsy. We have effectively utilised Facebook Charity Tools, Mailchimp for our e-communications, and enhanced the online donation experience using FundraiseUp.

Finally, we express our deepest gratitude to all the donors, supporters, and volunteers who have chosen to support the Epilepsy Society during these challenging times. Your support is making a significant difference to the lives of the more than 600,000 individuals living with epilepsy in the UK. The hard work of our dedicated fundraising team should be acknowledged, who, with the support of all staff, tirelessly strive to raise as much money as possible for those affected by epilepsy. No professional fundraisers or commercial participators were engaged in this financial year.

In conclusion, the past year has been a testament to the resilience, passion, and generosity of our supporters. Together, we have made a tangible difference to the lives of those affected by epilepsy. We are deeply grateful to each and every individual, community, corporate partner, and funding organisation that has contributed to our cause.

Land & Estates

The Society's challenging financial position means that there are constant challenges and difficult decisions to be made with maintaining an aging estate. The operational estate consists of over 50 buildings and extends to 40 acres. A number of the buildings on the operational estate have been closed in recent years as they are simply not cost effective to maintain. The Society also owns an additional 260 acres of land which is primarily used for agricultural purposes.

Like every other organisation, the Society has seen the impact of rising inflation reflected in the cost of maintaining the estate, which totalled over £1.6m in 2022/23. Tenders from suppliers have all increased significantly and it is a continuing challenge to attract experienced contractors at competitive prices. In an attempt to address some of these pressures the Society has retendered a number of important maintenance contracts which has resulted in new contractors appointed to work with the Society.

The Society has also embarked upon a rolling programme of condition surveys of properties across the operational estate. The surveys will help to inform our planned maintenance investment programme over the next few years.

The Society has been protected from the volatility in the utilities market over the last couple of years through fixed price contracts. Unfortunately, our electricity contract comes to an end shortly and we are budgeting for a significant increase in costs.

To help address the Society's difficult financial position, the Society has submitted a planning application for a residential led mixed use development on some of its non-operational land. If the application is approved, all the receipts from the land sale will be reinvested into the core business of the Society. The application is the culmination of significant work across the Society on the future strategy and viability of the charity and an ambition to drive value from its land asset base. The receipt that will be generated from a planning approval will help fund an expansion of the Society's research capacity including new facilities and an increase in the number of expert researchers into epilepsy working from our base in Chalfont.

The Society has been located in Chalfont for over 130 years and is very much part of the local community. The Society ran a public consultation last October on the land development proposals which was well attended by local residents. The plans have been amended in a number of key areas to reflect feedback received through the consultation process.

A successful planning application will transform the research capacity of the Society, ensure the long term financial future of the charity and improve the lives of people with epilepsy across the UK.

Future Plans

At the Epilepsy Society, our plans are ambitious as we try to fulfil our vision to enable people with epilepsy to lead the lives they want to live. Research is key to bringing hope of seizure freedom to all those with the condition and this is where we must focus our energies. We aim to expand our research, particularly in the genomics field, to provide significant benefits for many of the more than 600,000 people with epilepsy in the UK. We will also be increasing our campaigning and influencing activities to address issues which affect people with epilepsy. We continue to work in financially challenging times, but within this context we hope to:

- strengthen our external affairs team to engage with Government and ensure that we push epilepsy up the political agenda and are a strong voice for the epilepsy community. We are awaiting the passing of the Online Safety Bill in parliament, which includes a new law to protect people with epilepsy from online trolls, and secure funding for vital research into the risks associated with all epilepsy medications during pregnancy;
- press on with sequencing many of the 6,000 DNA samples we have not yet sequenced and provide more personalised treatment for people where our analysis produces translational results: we want genomic testing to become a routine part of diagnosis for everyone with epilepsy across the NHS, extending its current indications and putting genomic testing on a par with other routine and informative tests such as MRI and EEG;
- continue to improve the way in which we provide person-centred care for the 93 people with epilepsy who live on our estate and the wider surrounding area. We are always looking at ways to improve our quality of support and address the widespread recruitment challenges in care services. We are working with an external agency to recruit a cohort of social care workers from across Africa. We already have a very diverse workforce, but the new recruits will further enrich our environment;

- be confident in the quality of service that is delivered through our internal measurements, so that people are leading the best lives they can with the support from Epilepsy Society;
- maintain our overall rating of 'Good' in all domains with our regulator CQC, as well as good quality ratings with the local authority 'Provider Assessment and Market Management Solution (PAMMS)' inspections;
- continue to work in partnership with UCLH in its provision of the medical and related therapeutical services provided at Chalfont, ensuring that services are optimally provided for users, whilst being financially viable for the Society;
- invest in fundraising and grow income in all areas particularly in community and events, major donors and trusts, always recognising wider challenges of external factors such as the cost-of-living crisis and the pressures these can present for our beneficiaries; we continue to grow our own bespoke fundraising challenges as well as promoting established events such as the London Marathon; and
- at all times, we seek to raise awareness of epilepsy among the public in order to increase understanding of the condition and how to support someone with seizure first aid. We are working with first aid charities across the UK to promote our own seizure first aid messaging "Calm, Cushion, Call".

We are hugely grateful to the thousands of people who continue to support Epilepsy Society. It makes a huge difference to the support we are able to give all those affected by epilepsy.

Long term plans

The Trustees have continued to consider the longer term future and plans of the Society. The Epilepsy Society's estate is large and runs to 300 acres. The vast majority of the site is farmland which only produces a modest return financially. The main site consists of over 50 buildings of varying ages, many of which are dilapidated. This means that the site is very expensive to maintain and is a drain on our resources.

On-site care facilities are essential for residents with complex epilepsy and associated conditions. However, many of these facilities are also old and costly to maintain and not ideal for the best possible care and support of the people who live there.

The maintenance of such a large estate is a significant burden for the Society. As can be seen from these accounts, the Society's reserves are modest and it is a constant struggle to break even. We must therefore look at more innovative ways of making the charity robust and sustainable for the long-term future.

We are fortunate to have been bequeathed a 300-acre site by our founding fathers and it is our responsibility as a charity to make best use of that asset. We have submitted an ambitious planning application to Buckingham Council to develop part of the site which could raise over £100 million in receipts to invest in epilepsy research, leading to better diagnosis and treatments.

Development would include a new research and medical centre to reflect the standing of Chalfont worldwide in this area, and would allow us to invest at a significantly higher level in the research that could revolutionise the lives of people with epilepsy in the future. We are currently awaiting a decision by Buckinghamshire Council.

d) Principal Risks

The principal risks and uncertainties to which the Society and Group are exposed are very similar and managed through the same processes. The major strategic risks, that is those that have the potential to adversely impact the Group in achieving its future strategic objectives, are listed below. They are identified, classified, managed and reported on. The most effective controls to manage the risks are identified and plans to mitigate the risks to ensure the furtherance of the Society's objectives are established and implemented.

Quality of care provided across some or all client stakeholders falls significantly below required standards - our uppermost priority as a charity is ensuring that the people we support, as well as our staff and visitors, and contractors are kept safe. We appreciate that the risk of harm and injury cannot be eliminated in its entirety. We manage the risk that exists by ensuring a robust and rigorous adherence to regulatory standards, the law and legal procedures to safeguard people, as well as by modelling best practice. We also conduct lessons learned reviews to improve our practice. Processes and procedures supported by an internal control system have been strengthened, and the Society has embraced digital and technological advancements in service delivery which is carefully monitored. Risk management is embedded as part of our everyday processes. Quality assurance measures and audits are undertaken ensuring that actions are fed into service improvement. There is additional executive oversight by the Health and Safety Committee and trustee oversight by the Board and its sub committees.

Insufficient funding to continue current and future operations - financial management is a key element of the Trustees' responsibilities, as is ensuring the long-term financial viability of the charity. Like many others, the charity was not immune from the financial impact of the recent pandemic. To ensure the Society's longer term financial sustainability and cushion the charity from the impact that current and future financial challenges may have on its operations, the Society has sought to embrace technological advancements and source additional funding for research. The charity is also being more innovative and maximizing alternative business development opportunities while conducting longer term financial modelling with scenario planning for Business As Usual and the success of the land development application. Trustees are closely monitoring the risks that exist and may materialise, particularly those associated with the land development application. This is carried out through quarterly oversight of financial performance by the Finance Committee and Trustee Board, and regular meetings of the Estates Working Group.

Failure to attract, retain and develop sufficient and suitably qualified talent - this applies to staff in all areas, but particularly in care, where there is a shortage of suitable people across the sector, and in research, where we need highly trained professionals to progress work in areas such as genomics and who are much in demand across the various research sectors. To mitigate the risk of potentially unsafe staffing levels, particularly in our care services, we use a mixture of bank and regular agency workers in those services with high volume on vacancies. Protocols are in place to manage potentially unsafe staffing levels, and escalation procedures are in place to ensure managers and on call managers have clear guidance to follow. Forward rotas are reviewed each day to ensure that we are operating within safe staffing levels, with an appropriate balance between permanent/bank staff and agency workers.

We have also recruited recruitment specialists who have developed and introduced innovative and creative strategies to recruit and retain staff, which is already having a noticeable positive impact on the level of vacancies that we carry. The Society is also seeking to utilise the overseas visa scheme that the government recently introduced for Care Services providers.

A serious breach of information governance and cyber security - safeguarding and upholding the Society's data and the integrity of its data is of paramount importance, not least due to the amount of highly sensitive data the Society handles in its delivery of medical services and social care services. Staff undertake GDPR training and are regularly provided with tips, guidance and support to reduce data loss and exposure and to ensure they handle data in a way which is both sensitive, efficient and protective. The Society's DPO works with all staff, through a cohort of Data Champions, to conduct risk assessments, provide guidance and advice, and develop and implement action plans to offset risk and improve the handling of data.

Cyber risk poses a real and ever-increasing threat against the charity's operations. This is particularly the case following the increased levels of remote management and delivery of many of the charity's core non-care operations, as well as the increasing use and application of technology throughout the charity. To guard the charity against a cyber-attack, and to mitigate the risk of cyber and digital security failure, the charity has strengthened its digital security, strengthened its policies and procedures, increased its suite of insurance policies to cover cyber risk and has become Cyber Essentials Plus certified.

Failure to deliver the Society's strategic objectives across the three pillars of care, advocacy and research – trustees are responsible for the strategic direction of the charity, whilst its implementation has been delegated and devolved to executive directors. The Society regularly consults and collaborates with those affected by epilepsy as well as with other charities and research bodies. We have also strengthened our engagement with key political and other stakeholders. Our processes for measuring and reporting our impact have been refined and we have developed our strategic plan and governance structures. To ensure that the Society's vision becomes reality, and to offset the risk of implementation failure, the charity develops actions and implementation plans that are subject to evaluation and ongoing monitoring by trustees through Working Groups, and at both Committee and Board level.

The land development application is not successful and negatively affects longevity and ability to have a real impact for people affected by epilepsy, or alternatively the application is successful and we fail to take full advantage of the opportunity - to ensure that the charity is in a stable position to continue to deliver its services and further its objectives, it is seeking to utilise its land assets to support the delivery of the charity's purposes. In the event that the application is unsuccessful the charity has sought to develop a plan to enable it to manage BAU finances as well as possible for as long as possible. A robust and comprehensive project plan has been implemented and is being closely monitored and managed from a risk management perspective to provide the best possible chance of success to the application. The Society continues to receive expert advice from highly experienced lawyers and consultancy firms. Particular care is being taken to ensure that the charity partner's with the right organisation to see the application and development through. Planning is also underway to be ready to implement the right structures and governance should the application be successful.

Failure to comply with existing laws and regulations - the Society operates strict adherence to all the legal and regulatory compliance requirements and various laws covering health and safety; health and social care; employment law; equality law, data protection and so forth. To mitigate the risk of a compliance breach staff are required to undertake mandatory training across a number of key areas; we also conduct regular reviews of our systems for capturing and reporting incidents including near misses ensuring that we also capture and implement any learnings, reviewing horizon scanning and encouraging an open culture for whistleblowing and the raising of concerns. Periodic reviews are carried out to ensure up to date compliance and identify new and emerging gaps. Monitoring is undertaken by trustees through the Board and its sub-committees.

Ineffective management of key strategic relationships - the charity has strategic relationships with a number of key stakeholders, most notably with UCL and UCLH. It is essential that the relationships that we have are managed effectively to ensure that the charity's strategic objectives are not compromised and we do not miss out on new or enhanced initiatives. To mitigate the risk posed, the charity has set out the governance arrangements and agreed a tri-lateral Memorandum Of Understanding with UCL and UCLH.

e) Operational Performance

Our Year in Numbers

- Over £2 million invested into our research programme
- 4,397 contacts made to the Helpline via calls and emails
- Over 16,000 Therapeutic Drug Monitoring assays and 933 MRI scans completed
- 3,767 information resources sent out from the Help Line
- 55 awareness raising training courses, delivered to over 600 delegates
- Over 1.4 million visitors to our website
- 3.7m reach on Facebook and Instagram; 2m impressions on Twitter
- Another 1,000 whole DNA genome sequences analysed
- 85 academic papers published by our researchers
- 7 out of 7 of care services rated 'good' by CQC

f) Key Performance Indicators

Strategic and operational KPIs were reviewed and set for the 2022/23 year. The strategic KPIs included developing implementation plans for our care strategies; growing our media reach in support of policy change and the Society's developmental ambitions; continuing to impact people directly as a result of our research; and progressing the land development application and driving financial performance in pursuit of our long-term financial stability. Operational KPIs were set against quality measures in our Care Services; Income to direct cost ratios in our fund-raising activities; growing our Helpline reach; making improvements in key HR metrics such as vacancy, sickness absence and voluntary labour turnover rates; and making progress in our key advocacy work.

2022/23 has seen continued significant progress against all these strategic and operational measures. We did submit our Very Special Circumstances ("VSC") land development application in August 2022 as planned, and the financial results were ahead of budget and show a strong performance against the specific targets therein. Our operational bottom line improved again when allowing for one-off costs, and our ratio of Donations, Fundraising and Legacy income to direct costs held steady at 3.4. In our HR metrics, we were able to beat our target for staff vacancy rates (11.5% versus a target of 12.6%), but we narrowly missed our targets for sickness absence and voluntary turnover. Our advocacy campaigns "Zach's Law", was hugely successful, and in December 2022 the Government confirmed that Zach's Law would be enacted in full as part of the Online Safety Bill.

g) Financial Review

2022/23 saw an increase in the operational deficit (that is before the results of pension deficit revaluation), from £213k in 2021/22 to £1,512k in 2022/23. However, that deficit does include a £1M one-off contribution to the pension scheme, and increased costs in the year related to the land development, so represents a stabilisation of the bottom line before the large one-off costs.

Income levels for our care services grew strongly, from £11.1m to £12.3m, as we worked hard with commissioners to fund the increase in costs driven mostly by salaries and the National Living Wage. Income from medical services and help, information and advocacy held steady year on year, and voluntary income grew slightly to £3.4m in 2022/23.

During the year we spent a further £2,800k (2022: £807k) from the designated reserve set up in 2019 from the sale of land to Audley developments, see note 17 for more details.

2022/23 saw continued improvement in our pension deficit, which resulted in a gain of £1.7m (2022: £2.9m), partly because of the £1m contribution the Society made during the year. As a result, the pension scheme deficit now sits at £3.7m (2022: £6.5m); see note 20 for details.

Income

Total income for the Society was up 8.0% (2021: 4.5%), from £16.7m to £17.9m, driven on the whole by the increase in our fees for delivering commissioned health and social care services. Donations and fundraised income grew significantly from £1.6m to £1.9m, but legacies fell from £1.1m to £0.8m. Grant income grew from £680k to £730k. Donations include £316k of goods in kind income related to internet advertising, with the same value showing as expenditure in our costs of raising funds.

During the year we invested £5.9m with Cazenove, and this coupled with rises in interest rates has started to deliver gains on our cash and investment balances.

Expenditure

We continue to manage our cost base carefully, and although our overall expenditure increased from £17.1m to £19.5m, this includes the one-off deficit contribution to the Defined Benefit pension scheme of £1m, and increased spend across our estate and to support the land development application. This expenditure also reflects an increase in direct costs of care delivery from £8.2m to £9.2m, driven by the National Living Wage increase effective 1 April 2022, and increased need for the use of agency staff, experienced by many providers in health and social care.

The year-on-year increase in the use of agency staff meant that our overall wage bill remained level at £9.1m, with the National Living Wage cost increase being broadly balanced out by the fact that our headcount reduced from 373 to 325 (see note 9).

Funds and reserves

In line with Charity Commission guidance, the Trustees aim to have an appropriate level of reserves to allow the Society to continue to operate through temporary reductions in income levels or increases in costs. To help meet that aim the Society has a reserves policy, approved by the Board, which sets minimum levels of reserves.

The policy states that the Society shall maintain a level of 'free reserves' that covers all the annual expenditure of the Society (based on current projected costs for the year excluding depreciation) for at least four months and expenditure of the Society excluding care and medical service costs (where there is an established flow of income) for at least nine months. Free reserves are defined within the policy and are consistent with the reporting requirements of the SORP.

Total reserves for the Group increased from £27.9m last year to £28.1m at 31 March 2023, with the use of our designated funds being outweighed by the reduction in the pension fund deficit and therefore the pension reserve. The reserves comprise restricted reserves of £2.8m (2022: £3.0m), a negative pension reserve of £3.7m (2022: £6.6m), a revaluation reserve of £2.2m (2022: £2.2m) and unrestricted funds of £26.9m (2022: £29.2m), of which £4.6m (2022: £7.5m) is the balance of the designated reserve.

Free reserves, which exclude funds held as fixed assets, total £14.5m at 31 March 2023 (2022: £15.5m), and this represents 9 months (2022: 9 months) of total budgeted expenditure for 2023/24 and 18 months (2022: 18 months) of total expenditure excluding care and medical services costs. Although these levels of cover are significantly higher than those set by the reserves policy, the Trustees remain comfortable with the position because the free reserves balance includes £4.7m of designated reserves, held separately for specific uses.

The Society's budget for 2023/24 was approved in March 2023, and shows a small operational surplus before one-off costs related to backlog estates maintenance and expenditure related to our future land strategy. With cash and liquid investment balances remaining strong, the Trustees believe that the Society has sufficient working capital to fund operations for the foreseeable future, and sufficient time to take any appropriate action should circumstances change negatively.

In 2019/20, the Trustees established a designated reserve to support and keep track of the use of the funds for four specific purposes and a balance of £10.4m was transferred into designated funds as at 1 April 2019. Since 2019/20 expenditure of £5.7m has been attributed to the designated reserve and so the balance at 31 March 2023 is £4.7m.

Details of fund movements for the year are set out in note 17 and restricted reserves are detailed in note 19 to the accounts.

Balance Sheet

Group cash at bank and in hand reduced from £16.3m as at 31 March 2022 to £9.1m at 31 March 2023. However, this reduction is mostly reflected by the investments made with Cazenove during the year (total £5.9m), intended to improve our return on the cash we hold that is surplus to working capital needs. This is in line with our treasury management policy, which we reviewed during the year to make sure it was fit for purpose. Elsewhere on the Balance Sheet, the other significant change from 31 March 2022 is the movement in the defined benefit pension scheme, where the liability has reduced from £6.6m to £3.7m. This further reduction from the 31 March 2021 balance is again driven by assumptions around discount rates, RPI and CPI, which have further reduced the calculated future liabilities for the scheme, which fell in total by £9.7m. This decrease in liabilities is £2.8m higher than the reduction in the value of the scheme assets, which fell by £6.9m.

Going concern review

The Trustees continue to review the financial sustainability of the Society in detail, both at the Board and through the Finance, Performance and Resources Committee. In particular, we have considered expected cashflows for several years after the date of signing of these accounts and the potential impact of a number of scenarios across care funding, pay and general cost inflation and fund-raising income growth. The Trustees consider there are no material uncertainties regarding the charity's ability to continue as a going concern, and therefore are satisfied that in all cases the Society remains able to meet its obligations to at least 31 March 2025, and that these accounts should be prepared on a going concern basis.

h) Fundraising Activities

Like most charities, the Society raises funds from voluntary sources such as donations, fundraising events, legacies and grants. We rely on the commitment, hard work and generosity of supporters, donors and fundraisers to provide the money to enable us to provide the services for people with epilepsy throughout the UK.

The Society has its own fundraising team who generally support fundraisers in the community, obtain donations from individuals and make applications to companies, trusts and foundations. The Society only puts on small scale events of its own and generally does not employ professional fundraisers or commercial participators.

The Society follows the Fundraising Regulator's Code of Fundraising Practice, aspires to apply the highest standards in its fundraising activities and is a member of the Chartered Institute of Fundraising. Our code of conduct for the Society or its supporters fundraising takes all reasonable steps to protect vulnerable people and members of the public from intrusion into their privacy, persistent requests and undue pressure.

We received only 4 formal complaints about our fundraising activities during the year. All have been dealt with sensitively and as appropriate according to our complaints policy and procedures.

i) Engagement with Stakeholders

The Trustees, who are Directors for the purposes of the Companies Act, confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider most likely to achieve the purposes of the Company. In making this assessment, the Trustees consider the relevant actions of the Board, and engagement with all stakeholders is described throughout the annual review. Taking the areas required for disclosure in turn:

The likely consequences of any decision in the long term

Epilepsy Society's long-term sustainability is considered by the Trustees as set out in the Funds position and reserves policy and Going concern sections on pages 17 and 18. Risk management is also discussed further in the report, on pages 14 and 15.

The interests of the company's employees

This is detailed below under the Employment and Volunteers section.

The need to foster the company's business relationships with suppliers, customers and others

Epilepsy Society always seeks to maintain a positive relationship with its suppliers, ensuring all non-disputed invoices are paid within 30 days - in line with Epilepsy Society's agreed payment terms. Our business partnerships are further outlined in the Fundraising activities section on pages 18 and 19. Lived experience sits at the heart of all we do, in particular working with our most important stakeholders, people with epilepsy. All of our engagement with key stakeholder groups involves consideration of this, including Board and Committee discussions.

The impact of the company's operations on the community and environment

Epilepsy Society's environmental reporting is detailed on page 20.

The desirability of the company maintaining a reputation for high standards of business conduct

Epilepsy Society has a risk register and assurance framework to manage regulatory and legal risk and is committed to complying with all applicable laws and regulations relating to fraud, bribery and corruption.

j) Employment and Volunteers

The Society employs more than 300 staff and encourages volunteers to help us in a range of ways. We value and embrace difference; we work hard to ensure our work is inclusive and champion diversity. We recently undertook a Society-wide Equality, Diversity and Inclusion review, and are currently implementing the agreed actions with the support of our staff and the direction of our leadership team.

The Society aims to be a place where staff and volunteers enjoy working, are involved in establishing the Society's approach and help to provide high quality services to people with epilepsy. We want staff to feel supported and have a range of support mechanisms in place to provide them with help when they need it, such as Mental Health First-Aiders and Well-being Weeks. We are also pleased to say that we have introduced international recruitment and welcomed our first recruits in July this year.

Learning and development is a key part of making sure our staff are fulfilled in their roles, and have the skills required to carry out their roles to a high standard. During 2022/23 we introduced a new e-Learning platform to support our face-to-face offer, and ensure we all continue to learn and develop.

k) Insurance, Health and Safety and Energy Reporting

Health and safety is very important to the Society in all we do. We are committed to the care of our residents, staff and volunteers and providing a healthy, safe environment for every person who uses or provides our services. All new starters receive our H&S Policy and an H&S induction, and all staff are required to complete regular training in all aspects of H&S relevant to their role. We produce a monthly H&S report which is reviewed by the H&S Committee and the Management Board, both of which meet quarterly. The report is also reviewed regularly by the Audit, Governance and Risk Committee and the Board of Trustees.

The Society maintains a comprehensive suite of insurance policies to protect it against the various insurable risks it faces. The Society's total coverage is reviewed on an annual basis to ensure that it has a sufficient range and level of cover and policies in place and each individual policy is also reviewed before renewal each year. Cover is then adjusted, sometimes by taking out new and additional cover, to take account of new and emerging risks and Value for Money considerations. The policies include cover for members of the Board and officers against liabilities in relation to the Society and its activities.

Under the Energy and Carbon Report Regulations, we are required to include Streamlined Energy and Carbon Reporting. This information is set out below.

UK greenhouse gas emissions and energy use data	Year ended 31 March 2023	Year ended 31 March 2022
Energy consumption used to calculate emissions (kWh)	4,704,940	4,746,921
Energy consumption break down:		
- gas (kWh) - electricity (kWh) - transport fuel (litres)	3,213,237 1,486,924 4,779	3,164,181 1,579,681 3,059
UK greenhouse gas emissions and energy use data	Year ended 31 March 2023	Year ended 31 March 2022
Emissions in metric tonnes CO2e:		
Gas and electricity	1,146.1	1,171.4
Owned transport	11.5	7.3
Total	1,157.6	1,178.7
Intensity ratios in metric tonnes CO2e:		
Per FTE staff member - 242 in 2023 (264 in 2022)	1.8	1.8
Per resident - 100 in 2023 (96 in 2022)	7.2	7.3
	(Based on average usage per resident being 4 x that of staff member)	(Based on average usage per resident being 4 x that of staff member)

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting. The chosen intensity measurement ratios are based on numbers of staff and number of residents, which the Trustees believe are the most appropriate measurements.

We continually aim to reduce our energy usage by undertaking efficiency measures, such as replacing lighting with LEDs when the opportunity arises, and replacing older boilers with more efficient ones when they fail. We also regularly remind tenants to reduce their utilities usage where possible.

As part of our wider land strategy, we want to demolish some of our older low efficiency buildings and replace them with new highly efficient premises, to minimize our carbon footprint and related operating costs. The planned residential development will be built to high environmental standards and will include electric charging points to every new home.

l) Governance, the Board and Executive Officers

The Society is governed by its Articles of Association which set out the composition of the Board. The Articles were recently updated and modernised to allow for hybrid meetings, to clarify that trustees are automatically Members and to provide clarification of the process for all trustee appointments which is now more robust. The Society currently has around 100 voting members.

The Board has to be made up of between 6 and 16 Trustees of whom no more than 4 Trustees may be co-opted. Currently, there are 11 Trustees who are listed on page 55 and meet quarterly. They delegate some authority to their four Committees: Audit, Governance & Risk; Finance, Performance & Resources; Research, Medical and Care Services and Appointments & Remuneration. These delegation areas, and appropriate levels of authorisation, are captured in a Schedule of Delegation which is reviewed by all Committees and approved by the Board. Each Committee is chaired by a Trustee and the membership is composed of a number of other Trustees.

The Board is responsible for setting the strategic direction of the Society and ensuring that it is properly controlled, the risks are managed, it is financially sustainable and that it delivers charitable outcomes for people with epilepsy in the UK.

The Trustees have a broad range of skills and expertise and are recruited through open advertisement. Trustees are allowed to serve on the Board for a maximum of nine years. Trustees can serve on the Board beyond the maximum nine years only in exceptional circumstances. Such reappointments will be made in accordance with the guidance contained within the Charity Governance Code at Chapter 5.7.4. Consideration of the Charity Governance Code by the Audit, Governance and Risk Committee will continue into 2023/24.

The Board delegates the day-to-day operations to the Chief Executive Officer, who is supported by a Chief Financial Officer and six Executive Directors who are also listed on page 56. The pay of the CFO and of the Executive Directors is reviewed annually by the Board of Trustees, with the salaries being benchmarked against pay levels in other not-for-profit organisations of a similar size.

m) Statement of Trustees' Responsibilities

The Trustees, who are also directors of the Epilepsy Society for the purpose of company law, are responsible for preparing the Trustees' annual report, which includes the strategic report, and the Financial Statements for the Group and the Society in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year.

They must not approve the Financial Statements unless they are satisfied that these give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period.

In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the Financial Statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the Society and the Group and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Trustees is aware at the time the report is approved:

- there is no relevant audit information of which the company's auditors are unaware; and
- the Trustees have each taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

n) External Auditors

Crowe U.K. LLP were appointed as the Society's auditors by a General Meeting of members of the Society. Crowe has expressed their willingness to continue in office and a resolution to re-appoint them will be proposed at the Annual General Meeting.

This Trustee's annual report was approved by the Board of Trustees on 14 September 2023 and is signed on their behalf by:



Kate Alcock
Chair

Opinion

We have audited the financial statements of the Epilepsy Society for the year ended 31 March 2023 which comprise the Group and Parent Statements of Financial Activities, Group and Parent Balance Sheets, and Consolidated Cash Flow Statement and the related notes 1 to 23 to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2023 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on pages 21 and 22 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Care Quality Commission (CQC) regulations, employment legislations, taxation legislations and anti-fraud, bribery and corruption legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Audit, Governance and Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, recording the impact of the CQC regulatory reviews and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London

Date: 24 October 2023

Consolidated Statement of Financial Activities (including Income and Expenditure Accounts) for the year ended 31 March 2023

	Note	31 March 2023		31 March 2022	
		Unrestricted funds	Restricted funds	Total funds	Total funds
		£'000	£'000	£'000	£'000
Income from					
Donations and legacies	3	3,177	224	3,401	3,373
Charitable activities	4	13,840	124	13,964	12,758
Other trading activities	5	298	16	314	293
Investments	6	174	-	174	178
Other		46	-	46	73
		17,535	364	17,899	16,675
Expenditure on:					
Raising funds	3	(1,008)	-	(1,008)	(1,039)
Charitable activities:					
Care	4	(13,317)	(92)	(13,409)	(11,351)
Research	4	(1,573)	(487)	(2,060)	(1,774)
Medical services	4	(1,728)	-	(1,728)	(1,684)
Help, information and advocacy services	4	(553)	(61)	(614)	(540)
Other	4	-	-	-	(33)
		(17,171)	(640)	(17,811)	(15,382)
Trading activities	5	(320)	-	(320)	(13)
Other costs	8	(333)	-	(333)	(454)
Total expenditure		(18,832)	(640)	(19,472)	(16,888)
Net gains/(losses) on fixed assets	13	(13)	-	(13)	-
Net gains/(losses) on investments	14	74	-	74	-
Net income/(expenditure) for the year		(1,236)	(276)	(1,512)	(213)
Transfers between funds	17	-	-	-	-
Other recognised gains/(losses):					
Actuarial gains/(losses) on defined benefit pension scheme	20	1,719	-	1,719	2,929
Net movement in funds	17	483	(276)	207	2,716
Reconciliation of funds:					
Total funds brought forward	17	24,914	3,028	27,942	25,226
Total funds carried forward	17	25,397	2,752	28,149	27,942

	Note	31 March 2023		31 March 2022	
		Group £'000	Society £'000	Group £'000	Society £'000
Fixed assets					
Intangible assets	12	80	80	92	92
Tangible assets	13	14,661	13,541	14,969	13,814
Investments	14	9,478	11,924	4,440	6,886
		24,219	25,545	19,501	20,792
Current assets					
Investments		869	869	-	-
Stock		23	3	16	-
Debtors	15	1,621	1,624	1,836	1,847
Cash at bank and in hand		9,124	8,814	16,253	15,936
		11,637	11,310	18,105	17,783
Liabilities					
Creditors: Amounts falling due within one year	16	(3,977)	(3,970)	(3,114)	(3,108)
Net Current assets		7,660	7,340	14,991	14,675
Total assets less current liabilities		31,879	32,885	34,492	35,467
Net assets excluding pension liability		31,879	32,885	34,492	35,467
Defined benefit pension scheme liability	20	(3,730)	(3,730)	(6,550)	(6,550)
Total net assets		28,149	29,155	27,942	28,917
The funds of the charity					
Restricted income funds	19	2,752	2,752	3,028	3,028
Unrestricted funds	17	22,231	23,237	21,768	22,743
Designated fund	17	4,656	4,656	7,456	7,456
Pension reserve	17	(3,730)	(3,730)	(6,550)	(6,550)
Revaluation reserve		2,240	2,240	2,240	2,240
Total unrestricted funds		25,397	26,403	24,914	25,889
Total funds		28,149	29,155	27,942	28,917

The financial statements on pages 27 to 55 were approved by the Trustees on 14 September 2023 and signed on their behalf by:



Kate Alcock
Chair



Andrew Gray
Treasurer

The notes on pages 30 to 55 form part of these accounts

	31 March 2023 £'000	31 March 2022 £'000
Cash flows from operating activities:		
Net cash provided by operating activities	(1,094)	(144)
Cash flows from investing activities:		
Dividends, interest and rents from investments	174	178
Purchase of property, plant and equipment	(340)	(111)
Investment in Cazenove Multi-Asset Fund	(5,000)	-
Investment in Cazenove Short term Deposit	(869)	-
	(6,035)	67
Change in cash and cash equivalents in the year	(7,129)	(77)
Cash and cash equivalents at beginning of the year	16,253	16,330
Cash and cash equivalents at end of the year	9,124	16,253

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Group	31 March 2023 £'000	31 March 2022 £'000
Net income for the year	(1,512)	(213)
Adjustments for:		
Depreciation and amortisation	647	650
(Gains)/losses on investments	(74)	-
Investment management fees	35	-
Dividends, interest and rents from investments	(174)	(178)
Pension deficit service and interest costs	193	211
Pension deficit contributions	(1,294)	(287)
(Profit)/loss on sale of fixed assets	13	-
Investment revaluation	-	-
Decrease/(increase) in stocks	(7)	(1)
(Increase)/decrease in debtors	215	(418)
Increase/(decrease) in creditors	864	92
Net cash provided by operating activities	(1,094)	(144)

The Society has taken advantage of the exemption that allows it to prepare a Group cashflow and not a separate cash flow for the Society.

1. Legal status

The Society is a company limited by guarantee (registered number 492761). The Directors of the Company are the Trustees set out on page 56. In the event of the Society being wound up, the liability in respect of the guarantee is limited to £1 for each member of the Society.

The Society is registered as a charity with the Charity Commission (charity number 206186).

2. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS102), the Companies Act 2006 and applicable accounting standards. The charity is a Public Benefit Entity as defined by FRS102.

The Trustees consider that there are no material uncertainties regarding the charity's ability to continue as a going concern. In arriving at this view, the Trustees have considered the risks presented by the legacy impacts of COVID, current inflation levels and forecasts, and the timing of future cash flows. They have modelled a range of scenarios and consider that, having taken account of these scenarios (including actions that would be taken in response to any crystallization of risk), the likely timings of cash flows over the 12 months from date of signing do not create uncertainties around the assessment of the charity as a going concern.

b) Significant judgements and estimates

In preparing these financial statements, management has made judgements in the application of the Society's accounting policies which materially affect the amounts recognised in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Key areas subject to judgement and estimation are as follows:

- **Legacy income**

Judgement is applied in the consideration of the likelihood of receipt and reliability of measurement of amounts receivable in respect of legacies to which the charity has established entitlement at the balance sheet date. Subsequent events are monitored to identify those which give additional information about conditions as at the balance sheet date which would warrant adjustment to the financial statements.

- **Pension scheme accounting**

Judgement is applied in the selection of the valuation assumptions applied to the Society's defined benefit pension schemes as set out in note 20.

- **Value of investment properties**

The Group revalued its farmland as at 31 March 2021 in accordance with its accounting policies. As is normal for this sort of exercise, there was a significant element of judgement used and a number of assumptions made by the Society's professional valuers in arriving at their valuation.

- **Bad and doubtful debts**

The Group provides against rent arrears of current and former tenants and other miscellaneous debts to the extent that they are considered to be irrecoverable.

c) Basis of Consolidation

The Group financial statements consolidate the financial statements of the Society, and its wholly owned subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, at 31 March 2023 with intra group loan and trading account balances and other intra group transactions being eliminated.

A summary of the key accounting policies, which have been applied consistently across all entities, is set out below.

d) Income

The Group recognises revenue when its receipt is probable as per section 23 of FRS102. All income is included in the Statement of Financial Activities when the Group is legally entitled to the income, is reasonably certain of receipt and the amount can be measured with reasonable accuracy.

Income from care fees is recognised when the care services related to that income have been delivered, taking into account the time period that the invoices relate to.

Legacies' entitlement is recognised when it is probable that it will be received i.e. the charity has been informed that there has been grant of probate; the executors have established that there are sufficient assets in the estate, after settling any liabilities, to pay the legacy; and any conditions attached to the legacy are either within the control of the charity or have been met.

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. Additionally, it is receivable when the conditions for receipt of agreed donation or grant funding have been met. Where terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control, the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met.

Donated services totalling £316k (2022: £312k) are included as a gift in kind and an expense and are included at their estimated value to the charity where this is reasonably quantifiable and measurable. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised.

e) Funds

Unrestricted funds are funds that are expendable at the discretion of the Trustees in furtherance of the general objects of the Society and which has not been designated for other purposes.

Designated funds comprise unrestricted funds that have been put aside at the discretion of the Trustees for particular purposes (see note 17). Each Designated fund is applied by the Board of Trustees on the recommendation of the Finance, Performance and Resources Committee.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Society for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of the major restricted funds are set out in the notes to the financial statements.

f) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of the resources. Overheads have been allocated on a mix of the most appropriate bases of staff numbers, building size, income or expenditure.

g) Tangible fixed assets

All assets are held at cost less accumulated depreciation.

h) Intangible fixed assets

Intangible assets are identifiable non-monetary assets without physical substance. The Group's intangible assets comprise IT software and licences. These are stated at cost less accumulated amortisation. The cost includes cost of asset purchase and other directly attributable costs.

The threshold for capitalisation is £1,000 for a single asset or group of assets.

i) Depreciation and amortisation of fixed assets

Freehold land is not depreciated.

Other assets are depreciated, on a straight-line basis over the useful economic life of the assets from the date of acquisition, as follows:

• Freehold buildings used for the Society's operational activities	50 years
• Leasehold buildings	Life of the lease
• Fixtures, fittings, furniture, and equipment	4-10 years
• Computer and other equipment	3-10 years
• Vehicles	5 years

Intangible assets are amortised on a straight-line basis over the useful economic life of the asset as follows:

• Software licences	3 years
• Other licences, trademarks, rights etc.	over their identifiable life

j) Investments

The Group's investment in farmland is stated at market value. A full external valuation of the Estate including all property and land will be obtained at least every three years or if there is likely to be a material change in the value. The most recent external valuation was performed as at 31 March 2021 on the farmland. A desktop revaluation is performed in the intervening years. Investments in the subsidiaries are stated at cost. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

k) Listed Investments

Investments are included in the Balance Sheet initially at cost and revalued to market value at the reporting date. Realised gains and losses on disposals and unrealised gains and losses on investments at the Balance Sheet date are included in the Statement of Financial Activities. The historical cost of investments is shown in note 14.

l) Impairment

The Group carries out an impairment review of individual tangible assets and cash generating units at each reporting date. The review takes into account internal and external indicators of impairment. Where an indicator of impairment exists, an impairment assessment is performed where the carrying amount is compared to the recoverable amount. If the carrying amount of an asset or cash generating unit exceeds the recoverable amount, then the loss is charged to the SOFA as expenditure and as a separate line within operating expenditure where it is considered to be material.

m) Financial Instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability of another entity. The Group accounts for its financial instruments using sections 11 and 12 of FRS102. Basic financial instruments are initially recognised at transaction price and in subsequent years at amortised cost. Financial instruments that do not meet the criteria of basic financial instruments are initially recognised at fair value and in subsequent years are measured at fair value at the end of each reporting period with any changes in fair value being recognised in the SOFA. The Group's financial instruments are all currently classified as basic.

Financial assets are derecognised when the rights to the cash flows from the asset expire or are settled. Financial liabilities are derecognised when the obligation is discharged, cancelled, or expired. Any difference between the consideration paid or received and the amounts derecognised are recognised in the SOFA.

n) Stock

Stock comprises goods for resale and is valued at the lower of cost or net realisable value after making due allowance for obsolete or slow-moving items.

o) Taxation

The Society is a registered charity and is exempt from Corporation Tax on its income and gains to the extent that they are applied to its charitable purposes. The subsidiaries aim to distribute any taxable profits in full to the Society through Gift Aid so will only provide for a tax liability where this is not possible.

p) VAT

Most expenditure is subject to VAT, which the Society is unable to reclaim. This expenditure is therefore shown inclusive of VAT. VAT can be reclaimed by the Society under the partial exemption method for certain other activities and this recovery is recognised in the SOFA during the year. Where the activities of the Society's subsidiaries relate to taxable supplies, VAT can be reclaimed, and this expenditure is shown net of VAT. The balance of VAT payable to or recoverable at the year-end is included in the Balance Sheet as a current liability or asset.

q) Pension costs

The Society operates a defined benefit pension scheme for permanent employees, which was closed to new entrants in 2006 and it is recognised according to section 28 of FRS102. The assets, liabilities and movements in the surplus or deficit of the scheme are calculated by qualified independent actuaries as an update to the latest full actuarial valuation.

r) Provisions

The Group provide for liabilities when:

- there is a present legal or constructive obligation, resulting from a past event, at the balance sheet date;
- it is probable that a transfer of economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the expenditure required to settle the present obligation at the balance sheet date.

3. Voluntary income and costs of raising funds

Group	31 March 2023		31 March 2022	
	Income and direct costs	Support costs	Total income and costs	Total income and costs
	£'000	£'000	£'000	£'000
Income:				
Donations and fundraising	1,883	-	1,883	1,585
Legacies	788	-	788	1,108
Grants	730	-	730	680
Total income	3,401	-	3,401	3,373
Expenditure:				
Costs of raising funds	(811)	(197)	(1,008)	(1,039)
Net funds raised	2,590	(197)	2,393	2,334

The above income was all in the Society, which also received £5k in gift aid, giving total Society income of £3,406k.

4. Charitable activities

The Group carries on a range of charitable activities, some of which are funded from Local Authorities, Care Commissioning Groups, Integrated Care Boards and NHS Trusts. Others are funded from grants and voluntary income. These are grouped below in the following categories:

- **Care services** - the Society ran 6 care homes and a supported living service for people in supported housing or their own homes.
- **Research** - the Society carries out research, in conjunction with UCL and UCLH, to take forward the prevention and treatment of the condition of epilepsy. The major investment is in genomic research but other related research is also undertaken.
- **Medical services** - the Group provides services and facilities for people with epilepsy, to UCLH and other NHS trusts, including a 24 bed in-patient facility, therapeutic drug monitoring, MRI, other diagnostic assessments, an on-call doctor service and direct therapeutic services such as occupational therapy and art therapy.
- **Help, information and advocacy services** - the Society provides help and support to people with epilepsy through a helpline, online assistance, provision of information, signposting, training for professionals and advocacy and awareness raising activities.

The income and costs from these activities are set out below:

	31 March 2023 Group		31 March 2022 Group	
	Direct Activity	Support Activity	Total Funds	Total Funds
	£'000	£'000	£'000	£'000
Income				
Care services	12,264	-	12,264	11,057
Research	-	-	-	-
Medical services	1,631	-	1,631	1,633
Help, information and advocacy	69	-	69	68
	13,964	-	13,964	12,758
Expenditure				
Care services	(9,239)	(4,170)	(13,409)	(11,350)
Research	(1,512)	(548)	(2,060)	(1,774)
Medical services	(1,115)	(613)	(1,728)	(1,683)
Help, information and advocacy	(360)	(254)	(614)	(540)
	(12,226)	(5,585)	(17,811)	(15,347)

5. Other trading activities

The Group carries out a limited amount of other trading activities to raise funds for the Society. Some of these activities are carried out through the Society's subsidiary, Epilepsy Enterprises Limited. A breakdown of these activities is set out below:

Group	31 March 2023			31 March 2022
	Income and direct costs	Support costs	Total income and costs	Total income and costs
	£'000	£'000	£'000	£'000
Income:				
Merchandise	14	-	14	11
Coffee Shop	46	-	46	-
Rental income and overnight charges	254	-	254	960
Total income	314	-	314	971
Expenditure:				
Costs of sales - merchandise and shop	(60)	-	(60)	(13)
Letting costs	(121)	(139)	(260)	(484)
Net surplus/(deficit)	133	(139)	(6)	474

The Society's trading activities exclude the merchandise and coffee shop above, £5,000 of rental income (2022: £5,000) and £5,000 of support costs (2022: £5,000).

6. Investment income

	31 March 2023	31 March 2022
	Group	Group
	£'000	£'000
Income from farmland	107	107
Other sundry lease income	2	66
Interest receivable and dividends	65	5
Total	174	178

7. Support costs

Support costs allocated to the activities of the charity represent the running costs of the Society. This includes substantial costs of managing our large and ageing estate including depreciation of the unused buildings. As a result, the Trustees are of the opinion that to simply allocate all the support costs in total would not provide a reasonable reflection of the costs of providing the services. Therefore, the costs have been split out below between normal running costs and additional costs that the charity currently incurs in maintaining its estate.

7. Support costs (continued)

	31 March 2023 Group £'000	31 March 2022 Group £'000
Corporate, finance and governance costs	1,961	1,905
HR and IT costs	877	643
Depreciation of non-function specific assets	44	93
Estates and office services costs	1,213	622
Normal support costs	4,095	3,263
Additional costs¹:		
Depreciation of non-function specific assets	49	51
Estates and land costs	1,777	1,546
Total allocated support costs	5,921	4,860
Allocated to		
Charitable activities:		
Care	4,170	3,196
Research	548	439
Medical Services	613	541
Help, information and advocacy services	254	204
Total charitable activities	5,585	4,380
Raising funds	197	280
Other trading activities	139	200
Total allocated support costs	5,921	4,860

¹ these costs represent expenditure on estate maintenance that arise only because of the nature of the Society's estate, and depreciation of disused buildings together with costs of consultants and advisors employed to further the development or sale of part of the Society's estate.

8. Other income and expenditure**Other expenditure**

The Society operates a defined benefit pension arrangement called the Epilepsy Society Pension and Life Assurance Scheme (the "Scheme"). Details of the Scheme are set out in note 20. The Scheme has been closed to new members for a number of years and at 31 March 2023 only had 5 active members (2022: 5). The Society makes employer contributions for these employees and significant deficit contributions into the Scheme which are accounted for as a cost in the normal way.

The major administration costs of running the Scheme are paid for directly by the Society rather than the Scheme. These costs, which total £176k (2022: £151k), together with the pension service costs and the pension interest costs are treated as other expenditure in the accounts, and together come to £333k (2022: £454k).

9. Employee information

Employees costs during the year were:

	31 March 2023 Group £'000	31 March 2022 Group £'000
Employee Costs		
Wages and salaries	8,055	8,113
Social Security costs	739	689
Pension costs	244	247
Apprentice Levy	22	24
Total	9,060	9,073

Employer deficit contributions of £1,294,000 (2022: £287,000) were paid into the Society's defined benefit pension scheme during the year as described in note 20. During the year Epilepsy Society paid and/or accrued £nil (2022: accrued £20,000) of redundancy costs.

The average number of people employed during the year was:

	31 March 2023 Group	31 March 2022 Group
Residential and domiciliary care services	249	297
Research and medical Services	24	25
Communication, information and marketing	13	13
Fundraising	8	7
Administration and management	31	31
Total	325	373

Bandings of employee emoluments

	2023 No	2022 No
More than £60,000 but not more than £70,000	2	3
More than £70,000 but not more than £80,000	2	1
More than £80,000 but not more than £90,000	-	1
More than £90,000 but not more than £100,000	1	-
More than £110,000 but not more than £120,000	1	1
More than £140,000 but not more than £150,000	1	1
Total	7	7

10. Trustees and Executive Officers

Details of Trustees and Executive Officers are set on page 56 of these Financial Statements. Trustees do not receive any remuneration and during the year one Trustee claimed expenses totalling £223 for travel and subsistence (2022: two Trustees claimed £919).

The table in note 9 setting out employees in pay bands includes the Chief Executive Officer and other Executive Officers whose remuneration totalled more than £60,000 in the year. All Executive Officers are employed on contracts that are the same as those used for other staff and benefits, including pensions, on the same basis.

The total emoluments received by the Chief Executive Officer and other Executive Officers identified as key management personnel was £617k (2022: £565k) represented by salary of £528k (2022: £488k), national insurance of £70k (2022: £60k) and pension contributions of £19k (2022: £17k).

11. Net income

Net income is stated after charging/(crediting):

	31 March 2023	31 March 2022
	Group	Group
	£'000	£'000
Depreciation of tangible fixed assets	609	612
Amortisation of Intangible fixed assets	38	33
Operating lease rentals:		
office equipment	1	-
External auditor's remuneration excl VAT:		
audit of the financial statements	36	31
for other services	30	14
Rental Income	366	442

12. Fixed assets: intangible assets

	31 March 2023		31 March 2022	
	Software & systems		Software & systems	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Cost				
At 1 April	235	235	271	271
Additions	26	26	-	-
Disposals	(6)	(6)	(36)	(36)
At 31 March	255	255	235	235
Accumulated Amortisation				
At 1 April	(143)	(143)	(146)	(146)
Charge for the year	(38)	(38)	(33)	(33)
Disposals	6	6	36	36
At 31 March	(175)	(175)	(143)	(143)
Net book value				
At 31 March	80	80	92	92

13. Fixed assets: tangible assets**Group****31 March 2023**

	Freehold land & buildings	Fixtures, fittings, furniture & equipment	Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2022	20,909	648	3,416	111	25,084
Additions	-	31	190	93	314
Disposals	-	(45)	(361)	(37)	(443)
At 31 March 2023	20,909	634	3,245	167	24,955
Accumulated depreciation:					
At 1 April 2022	(6,495)	(524)	(2,997)	(99)	(10,115)
Charge for the year	(414)	(47)	(134)	(14)	(609)
Disposals	-	45	349	36	430
At 31 March 2023	(6,909)	(526)	(2,782)	(77)	(10,294)
Net book value:					
At 31 March 2023	14,000	108	463	90	14,661
At 31 March 2022	14,414	124	419	12	14,969

The land and buildings held by the Group and the Society were valued as at 31 March 2019 by Carter Jonas, a qualified RICS valuer, who valued the total land and buildings held by the Group at that date at £52.5 million.

13. Fixed assets: tangible assets (Continued)

Society

31 March 2023

	Freehold land & buildings	Fixtures, fittings, furniture & equipment	Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2022	19,145	648	3,416	111	23,320
Additions	-	31	190	93	314
Disposals	-	(45)	(361)	(37)	(443)
At 31 March 2023	19,145	634	3,245	167	23,191
Accumulated depreciation:					
At 1 April 2022	(5,886)	(524)	(2,997)	(99)	(9,506)
Charge for the year	(379)	(47)	(134)	(14)	(574)
Disposals	-	45	349	36	430
At 31 March 2023	(6,265)	(526)	(2,782)	(77)	(9,650)
Net book value:					
At 31 March 2023	12,880	108	463	90	13,541
At 31 March 2022	13,259	124	419	12	13,814

14. Fixed assets: investments

	Society Farmland £'000	Multi-Asset Fund £'000	Group Total £'000
Cost or valuation:			
At 1 April 2022	4,440	-	4,440
Additions	-	5,000	5,000
Gains before management fees	-	74	74
Management fees deducted	-	(36)	(36)
At 31 March 2023	4,440	5,038	9,478
At 31 March 2022	4,440	-	4,440

The Society owns 222 acres of farmland that is rented out under an agricultural lease and treated as an investment. A revaluation gain of £2,240k on the Society's farmland was recognised at 31 March 2021. The basis of the valuation is for full vacant possession and takes into account similar land in the locality in line with the comparable approach generally accepted for valuation for agricultural property.

The Society has an investment of fully paid-up share capital in subsidiary NSE Facilities Limited of £2,446k, which is eliminated on consolidation.

During the year the Society invested £5,000k with Cazenove in their Multi-Asset Fund, which returned a net gain of £38k after management fees. We also placed £869k with them just before the year-end, which is on short-term deposit and treated as a current asset in the Society and Group balance sheet.

15. Debtors

	31 March 2023		31 March 2022	
	Group £'000	Society £'000	Group £'000	Society £'000
Due within one year				
Residential and Domiciliary Care Services	506	506	457	457
Less: Provision for bad and doubtful debts	(86)	(86)	(95)	(95)
	420	420	362	362
Medical Services Receivable	157	157	247	247
Rent Receivable	9	9	8	8
Other Receivables	27	27	5	5
VAT Refundable	2	-	3	-
Prepayments & Accrued Income	1,006	1,006	1,212	1,212
Amounts due from Subsidiaries	-	5	-	13
Total due within one year	1,621	1,624	1,837	1,847

16. Creditors: Amounts falling due within one year

	31 March 2023		31 March 2022	
	Group £'000	Society £'000	Group £'000	Society £'000
Trade creditors	689	689	531	531
Taxation and social security	204	204	220	220
Amounts held for residents and tenants	53	53	51	51
VAT payable	4	4	21	21
Other creditors	248	248	207	207
Accruals and deferred income	2,779	2,772	2,084	2,078
Total Creditors: Amounts falling due within one year	3,977	3,970	3,114	3,108

The deferred income balance as at 1st April 2022 was £453k. All £453k of this balance was released to income during the year, and £198k received during 2022/23 was deferred to future periods because it related to services to be provided in 2023/24.

17. Fund movements

Group	31 March 2023					
	At 1 April 2022	Income	Expenditure	Transfers	Gains and losses	At 31 March 2023
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	21,768	17,535	(17,133)	-	61	22,231
Designated funds	7,456	-	(2,800)	-	-	4,656
Revaluation reserve	2,240	-	-	-	-	2,240
Pension reserve	(6,550)	-	1,101	-	1,719	(3,730)
Total unrestricted funds	24,914	17,535	(18,832)	-	1,780	25,397
Restricted funds	3,028	364	(640)	-	-	2,752
Total funds	27,942	17,899	(19,472)	-	1,780	28,149

Group	31 March 2022					
	At 1 April 2021	Income	Expenditure	Transfers	Gains and losses	At 31 March 2022
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	21,527	15,761	(16,251)	731	-	21,768
Designated funds	8,263	-	-	(807)	-	7,456
Revaluation Reserve	2,240	-	-	-	-	2,240
Pension reserve	(9,555)	-	-	76	2,929	(6,550)
Total unrestricted funds	22,475	15,761	(16,251)	-	2,929	24,914
Restricted funds	2,751	914	(637)	-	-	3,028
Total funds	25,226	16,675	(16,888)	-	2,929	27,942

During 2019/20, The Trustees decided to create a designated fund to ensure that the proceeds from the sale of a tranche of our land to Audley in March 2019 would be used for the purposes they had agreed. The designated fund is used for a combination of four purposes:

- To invest in the backlog of works needed on the Society's ageing estate;
- To make one-off payments to the Society's pension scheme in 2020/21 and 2022/23 as part of the deficit reduction plan;
- To pay for consultants and legal costs incurred in possible development of the Society's land;
- To fund the Society's research programme to the extent that fundraising income fails to do so.

During the year, the Society incurred £2,800k (2022: £807k) in expenditure in these areas and this amount has been transferred out of the reserve during the year.

17. Fund movements (continued)

Society	31 March 2023					
	At 1 April 2022	Income	Expenditure	Transfers	Gains and losses	At 31 March 2023
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	22,743	17,520	(17,087)	-	61	23,237
Designated funds	7,456	-	(2,800)	-	-	4,656
Revaluation reserve	2,240	-	-	-	-	2,240
Pension reserve	(6,550)	-	1,101	-	1,719	(3,730)
Total unrestricted funds	25,889	17,520	(18,786)	-	1,780	26,403
Restricted funds	3,028	364	(640)	-	-	2,752
Total funds	28,917	17,884	(19,426)	-	1,780	29,155

Society	31 March 2022					
	At 1 April 2021	Income	Expenditure	Transfers	Gains and losses	At 31 March 2022
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	22,465	15,747	(16,200)	731	-	22,743
Designated funds	8,263	-	-	(807)	-	7,456
Revaluation reserve	2,240	-	-	-	-	2,240
Pension reserve	(9,555)	-	-	76	2,929	(6,550)
Total unrestricted funds	23,413	15,747	(16,200)	-	2,929	25,889
Restricted funds	2,751	914	(637)	-	-	3,028
Total funds	26,164	16,661	(16,837)	-	2,929	28,917

18. Fund assets and liabilities

The analysis of net assets between funds is set out below:

	Group		Society	
	31 March 2023		31 March 2023	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	13,601	1,140	12,481	1,140
Investments	9,478	-	11,924	-
Current assets	10,025	1,612	9,698	1,612
Current liabilities	(3,977)	-	(3,970)	-
Defined benefit pension liability	(3,730)	-	(3,730)	-
Total net assets at 31 March 2023	25,397	2,752	26,403	2,752

	Group		Society	
	31 March 2022		31 March 2022	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	13,891	1,170	12,736	1,170
Investments	4,440	-	6,886	-
Current assets	16,247	1,858	15,925	1,858
Current liabilities	(3,114)	-	(3,108)	-
Defined benefit pension liability	(6,550)	-	(6,550)	-
Total net assets at 31 March 2022	24,914	3,028	25,889	3,028

The designated fund at 31 March 2023 is all represented by current assets (cash at bank) and is included in unrestricted funds above.

19. Restricted funds

The Society receives donations and grants that can only be used for specified purposes. The Society maintains records for each donation or grant given in this way and allocates costs against those funds. The table below summarises the types of activities the income is received in respect of. In some cases, actual restrictions are more specific than the general categories used in this table.

Group and Society**31 March 2023**

	At 1 April 2022	Income	Costs	Transfers	At 31 March 2023
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	1,039	0	(227)	-	812
General genomics research	8	159	(131)	-	36
Specific other research	163	-	(34)	-	129
General research	347	65	(95)	-	317
MRI IT upgrade	15	-	-	-	15
Helpline service	127	40	(61)	-	106
Care services and activities	115	26	-	-	141
The New House	1,170	-	(30)	-	1,140
Other areas	44	74	(62)	-	56
Total restricted funds	3,028	364	(640)	-	2,752

The costs above include £10,000 (2020: £59,000) relating to capital purchases.

Group and Society**31 March 2022**

	At 1 April 2021	Income	Costs	Transfers	At 31 March 2022
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	844	636	(441)	-	1,039
General genomics research	-	61	(53)	-	8
Specific other research	144	19	-	-	163
General research	269	78	-	-	347
MRI IT upgrade	15	-	-	-	15
Helpline service	156	33	(62)	-	127
Care services and activities	108	56	(49)	-	115
The New House	1,200	-	(30)	-	1,170
Other areas	15	31	(2)	-	44
Total restricted funds	2,751	914	(637)	-	3,028

The nature of the restriction on these funds can be understood from the table above with the exception of "The New House", which represents donations that were received in prior years for the building of a block of 12 supported flats for people with epilepsy. The depreciation on the capital asset, which is still subject to the restrictions, is charged to the fund.

The prior year figures above set out the element of the 2022 Statement of Financial Activities that relate to restricted income and expenditure. All other items in the prior year SOFA relate to unrestricted funds.

20. Pensions

Epilepsy Society (the Company) operates a defined benefit pension arrangement called the Epilepsy Society Pension Scheme (the Scheme) to 5 permanent employees (2022: 5). The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The Company also operates a defined contribution scheme but this is not included in these disclosures.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Company must agree with the Trustees of the Scheme the contributions to be paid to meet any shortfall against the Statutory Funding Objective and to pay for the future accrual of benefits.

The most recent comprehensive actuarial valuation of the Scheme was carried out as at 31 March 2022. As a result, the Schedule of Contributions has been amended, as laid out below, with future annual deficit contributions reducing slightly. The next actuarial valuation will be carried out as at 31 March 2025.

The Company expects to pay contributions of £303,000 in the year to 31 March 2024, plus the cost of the Pension Protection Levy and the expenses of operating the Scheme. This is in line with the deficit reduction contributions agreement reached by the Society and the Scheme Trustees based on the 2022 actuarial valuation, which is summarised below:

- £273,182 pa, to be paid towards the Scheme in monthly instalments on or before the 19th of each calendar month following that to which the payment relates, up to 31 March 2024; and
- £520,000 pa, to be paid towards the Scheme in monthly instalments on or before the 19th of each calendar month following that to which the payment relates, from 1 April 2024 up to 31 March 2030, with this payment increasing by 3% pa on 1 April 2025 and each 1 April thereafter.

The Scheme is managed by a board of Trustees appointed in part by the Company and in part from elections by members of the Scheme. Trustees have responsibility for obtaining valuations of the fund, administering benefit payments and investing the Scheme's assets. The Trustees delegate some of these functions to their professional advisers where appropriate.

The effect of the judgment regarding equalisation of guaranteed minimum pensions for past transfers has been accounted for as a past service cost during the period.

There were no plan amendments, curtailments or settlements during the period.

The Scheme exposes the Company to a number of risks:

- Investment risk. The Scheme holds investments in asset classes, such as equities, which have volatile market values and while these assets are expected to provide real returns over the long-term, short-term volatility can cause additional funding to be required if a deficit emerges;
- Interest rate risk. The Scheme's liabilities are assessed using market yields on high quality corporate bonds to discount the liabilities. As the Scheme holds assets such as equities the value of the assets and liabilities may not move in the same way;
- Inflation risk. A proportion of the benefits under the Scheme are linked to inflation. Although the Scheme's assets are expected to provide a good hedge against inflation over the long term, movements over the short-term could lead to deficits emerging;
- Mortality risk. In the event that members live longer than assumed, a deficit will emerge in the Scheme;
- Member options. Certain benefit options may be exercised by members without requiring the consent of the Trustees or the Company, for example exchanging pension for cash at retirement. In this example, if fewer members than expected exchange pension for cash at retirement then a funding strain will emerge;
- Legislative risk. Changes in legislation could increase the value of the Scheme's liabilities; and
- Climate risk. This may manifest itself through any of the other risks identified above, including investment and inflation risk, potentially causing a deterioration in the Scheme's funding position.

The principal actuarial and main financial assumptions used to calculate the Scheme liabilities are:

Group and Society	31 March 2023	31 March 2022
	%age pa	%age pa
Salary increase rate	3.05	3.50
CPI pension increases (fixed at 3%)	3.00	3.00
CPI pension increases (between 3% and 5%)	3.25	3.70
CPI pension increases (maximum 5%)	3.05	3.35
CPI pension increases (maximum 2.5%)	2.45	2.30
Discount rate	4.70	2.65
RPI increase rate	3.40	3.90
CPI increase rate	3.05	3.50
Tax free cash on commutation	20.00	20.00
Post-retirement mortality	S3PA tables with CMI 2021 projections using a long-term improvement rate of 1.25% pa. The initial addition is 0.5% pa., the 2020 and 2021 weight parameters are 10%.	S3PA tables with CMI 2018 projections using a long-term improvement rate of 1.25% pa. The initial addition is 0.5% pa.

The CPI for pension increases figures above set out the assumption used for pension increases dependent on the increase clause within members' pension conditions.

20. Pensions (continued)**Assets held in the scheme**

The Scheme invests funds in range of assets to produce an investment return. At 31 March 2023, the analysis of assets based on the valuation at that date is as follows:

Group	31 March 2023	31 March 2022
	£'000	£'000
Equities	8,902	12,853
Gilts and bonds	5,126	6,767
Liability Driven Investment	6,486	8,087
Property	1,037	1,236
Cash	618	576
Other assets	1,231	771
Total	23,400	30,290

The actual gross return on the assets over the period was a loss of £6,524,000 (2022: a gain of £617,000). The assets do not include investment in the shares of the Society or any Group company.

Under FRS102, the expected return on assets is the same as the discount rate used to value the liabilities. However, the assets and liabilities will not generally change in the same manner over time and are also unlikely to change in the same way as other measures of the funding position such as that used for scheme funding or assessing solvency.

Amounts recognised in the Balance Sheet as at 31 March 2023

Group	31 March 2023	31 March 2022
	£'000	£'000
Fair value of employer assets	23,400	30,290
Present value of funded liabilities	(27,130)	(36,840)
Net liability	(3,730)	(6,550)

Amounts recognised in the Statement of Financial Activities for the year ended 31 March 2023

Group	31 March 2023	31 March 2022
	£'000	£'000
Current service cost	36	37
Past service cost	-	-
Interest on Scheme liabilities	955	733
Interest on Scheme assets	(798)	(559)
Total	193	211

20. Pensions (continued)**Re-measurements for the year ended 31 March 2023**

Group	31 March 2023	31 March 2022
	£'000	£'000
Gain/(loss) on scheme assets in excess of interest	(7,322)	58
Experience gains/(losses) on liabilities	622	-
Gains/(losses) from changes to assumptions:		
Due to changes in demographic assumptions	54	-
Due to changes to financial assumptions	8,365	2,871
Total actuarial gains/(losses) per SOFA	1,719	2,929

Reconciliation of fair value of the Society's assets

Group and Society	31 March 2023	31 March 2022
	£'000	£'000
Fair value of assets at 1 April	30,290	30,775
Interest on assets	798	559
Employer contributions	1,294	287
Contributions by Scheme participants	10	10
Benefits paid	(1,668)	(1,397)
Administration costs	(2)	(2)
Return on scheme assets less interest	(7,322)	58
Fair value of assets at 31 March	23,400	30,290

Reconciliation of the Society's defined benefit obligation

Group	31 March 2023	31 March 2022
	£'000	£'000
Defined benefit obligation at 1 April	(36,840)	(40,330)
Current service cost	(34)	(35)
Past service cost	-	-
Contribution by Scheme participants	(10)	(10)
Interest cost	(955)	(733)
Benefits paid	1,668	1,397
Experience gains/(losses) on liabilities	622	-
Changes to demographic assumptions	54	-
Changes to financial assumptions	8,365	2,871
Defined benefit obligation at 31 March	(27,130)	(36,840)

20. Pensions (continued)**Sensitivity of the value of liabilities**

As with most defined benefit pension schemes, the value of the liabilities in the Scheme would be different if assumptions were changed. The table below sets out the impact on the Scheme's liabilities if the main assumptions were changed:

Adjustments to assumptions	Approximate (decrease)/ increase in liabilities
	£'000
Discount rate – increased by 0.5%	(1,433)
Inflation – increased by 0.5%	1,151
Commutation – remove 20% allowance	274

21. Operating leases

The Society has a number of non-cancellable operating leases for printers and office equipment. Details are set out below:

	31 March 2023	31 March 2022
	Group	Group
	£'000	£'000
IT and office equipment		
Within one year	21	1
One year or more but less than five years	85	-
Total operating leases	106	1

22. Subsidiaries

The Society owns 100% of the share capital in two subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, who gift aid any taxable profits to the Society. Both subsidiaries' registered office and place of business is the same as the Society as set out on page 56. A summary of their activities and results for the year is set out below:

22. Subsidiaries (continued)**Epilepsy Enterprises Ltd**

The main activities of the company are the sale of goods and services to raise funds for the charity and other related trading activities. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended 31 March 2023 £'000	Year ended 31 March 2022 £'000
Turnover	19	16
Cost of sales	(4)	(6)
Administrative expenses	(4)	(7)
Profit on ordinary activities	11	3

The Statement of Changes in Equity recognised a Gift Aid payment of £4,980 (2022: £2,199).

Statement of Financial Position	As at 31 March 2023 £'000	As at 31 March 2022 £'000
Stock	20	16
Debtors	3	3
Cash at bank	6	10
Creditors: amounts falling due within one year	(11)	(17)
Total net assets	18	12
Share capital (2 ordinary shares of £1 each)	-	-
Accumulated profit	18	12
Total reserves	18	12

22. Subsidiaries (continued)**NSE Facilities Ltd**

This company is inactive other than owning the building, the Gowers Centre, from which medical services are provided to the UCLH NHS Foundation Trust. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended 31 March 2023 £'000	Year ended 31 March 2022 £'000
Turnover	-	-
Operating costs	(37)	(38)
Loss on ordinary activities	(37)	(38)

The Statement of Changes in Equity recognised a Gift Aid payment of £nil (2021: £nil)

Statement of Financial Position	As at 31 March 2023 £'000	As at 31 March 2022 £'000
Tangible fixed assets	1,120	1,155
Amounts due from Subsidiaries	-	-
Cash at bank	304	306
Creditors: amounts falling due within one year	(2)	(2)
Total net assets	1,422	1,459
Share capital	2,446	2,446
Accumulated loss	(1,024)	(987)
Total reserves	1,422	1,459

The share capital comprises 2 'A' ordinary shares of £1 each and 2,446,000 'B' ordinary redeemable shares of £1 each. The tangible fixed assets related wholly to buildings are reported at cost less accumulated depreciation.

23. Related party transactions

During the year, the Society received a Gift Aid distribution from Epilepsy Enterprises Limited of £4,980 (2022: £2,199). At 31 March 2023, Epilepsy Enterprises Limited owed the Society £5,005 (2022: £12,608) and the balance between NSE Facilities Limited and the Society was £nil (2022: £nil).

Registered Office: Chesham Lane, Chalfont St Peter
Buckinghamshire SL9 0RJ

Patron: Formerly Her Majesty, The Queen (1952-2022)

President: The Rt Hon Countess Howe

Board of Trustees

Peter Worthington	Chair (until 30 June 2023)
Peter Goodfellow	Treasurer (resigned 13 December 2022)
Catherine Alcock	Chair (from 1 July 2023)
Deborah Wheeler	
Andrew Farrell	(Resigned 13 December 2022)
Andrew George	
James Hagan	
Stephen Smith	
Madani Sow	
Andrew Gosling	
Andrew Gray	Treasurer (appointed 10 July 2023)
Tracie Coultas-Pitman	
Jacqueline Sullivan	
Jane Worsley	(Resigned 22 September 2022)

Management Board

Chief Executive	Clare Pelham
Director of Care Services	Jonny Anders-Cannon (to 31 December 2022)
Acting Director of Care Services	Rebecca Salvatierra (from 1 January 2023)
Development Director	Jonny Anders-Cannon (from 1 January 2023)
Director of Fundraising	Gordon Craig
Chief Financial Officer	Andy James
Medical Director	Ley Sander
Director of Land and Estates	Kevin Bournier

External Auditors: Crowe U.K. LLP
55 Ludgate Hill
London EC4M 7JW

Bankers: National Westminster Bank Plc
44 Packhorse Road, Gerrards Cross
Buckinghamshire SL9 8EA

Legal Advisors:	B P Collins 32 – 38 Station Road, Gerrards Cross Buckinghamshire SL9 8EL	Bevan Britten LLP Fleet Place House 2 Fleet Place London EC4M 7RF

Eversheds Sutherland (international) LLP 1 Wood Street London EC2V 7WS	Fieldfisher LLP 2 Swan Lane London EC4R 3TT

Accounts



Epilepsy Society
Group Financial Statements
and Annual Report
for the year ended
31 March 2022

The Chalfont Centre
Chesham Lane, Chalfont St Peter,
Buckinghamshire SL9 0RJ

Registered charity: 206186
Company limited by guarantee: 492761

Contents

	Page
Chairman's Review	1
Letter from the Chief Executive	3
Trustees' Annual Report (Strategic Report and Directors' Report)	5
Independent Auditor's Report	21
Consolidated Statement of Financial Activities	25
Balance Sheets	26
Consolidated Cashflow Statement	27
Notes to the Financial Statements	28
Trustees, Officers and Advisors	55

There is no denying that over the last few years the Epilepsy Society, along with the rest of the world, has been through choppy and uncharted waters. For a long time, it feels we have been surfing an unprecedented wave, holding our nerve and hoping that calmer and more gentle times would follow. The sad death of Her Majesty Queen Elizabeth, the Society's Patron, has momentarily upset that hope. We all extend our condolences to the Royal Family.

Queen Elizabeth was patron of the Society for seven decades. Our tribute to her, and our thanks, are published on our website and further extended in the CEO's report following.

Our heartfelt best wishes for a long and successful reign are also extended to her son and successor King Charles III. It is our hope that His Majesty will see fit to continue the patronage provided by his mother.

Turning to more mundane matters, I am happy to report that, as a charity, our breathing is at last returning to normal. Whilst we are not out of the woods, it no longer feels as though the surrounding water is quite so turbulent or the horizon out of sight. Achieving long term financial stability continues as a key objective for the Society and its charitable work.

There's a way to go but there are some very positive signs that we are weathering the storm. Our operational deficit has shrunk from £2m in 2019/20 to £1.2m last year, and is now at a much healthier £0.2m. Similarly, our overall costs have reduced from £17.1m down to £16.9m. It's small steps but we are heading in the right direction, and this is largely due to good housekeeping, efficiencies and a welcome, if slight increase in income.

Income levels for our care services grew by £400k, from £10.7m to £11.1m; medical services by £600k from £1.0m to £1.6m; and voluntary income held its own at £3.4m, an increase on the previous year. And I would like to commend all our staff for this gradual up turn which is undoubtedly down to their hard work and dedication. Recruitment levels have continued to be a challenge in our care services and in research. Both areas require very specific people – care workers with empathy and unrivalled people skills; scientists with a passion for genomics and other innovative streams of research in epilepsy. And we have employed recruitment specialists to help us find the very best using creative strategies to both attract and retain new staff.

Of course, we are indebted to our wonderful, existing staff who have made huge sacrifices in recent years to keep the charity afloat and to safeguard the people in our care. Whilst we have managed to award some pay increases, it never seems to reach the levels that the care sector should be accorded. The increases made are more than well deserved and over-due. I am pleased to see that our basic rate of pay has now gone up to £10 an hour. This, too, has been long overdue. On behalf of the Board, I would like to thank each and every one of our staff for their service, patience and loyalty.

All this is enabling us to plan for 2022/23 with a break-even budget. But, as trustees of course, it is our duty to look to the future and plan for the ongoing stability of the charity. And that remains a considerable challenge.

As it stands, the charity is not sustainable in the long-term. As with many charities and care providers, external financial pressures are imposing a huge burden – fall-out from the longstanding lack of proper attention to care sector funding arrangements generally, now exacerbated by the pandemic, the cost-of-living crisis, the war in Ukraine and general economic conditions. And while it is reassuring that we are currently keeping our head above water, we still need to be more robust in order to ensure we can support our beneficiaries in years to come and that epilepsy becomes irrelevant in their lives.

Epilepsy Society is more fortunate than many charities. We have a wonderful legacy at our headquarters in Buckinghamshire - a 300-acre site bequeathed to us by our founding fathers and which has been our home for 130 years. But with privilege comes responsibility and as trustees, we have been looking carefully at how we can best use this asset for the benefit of those we support, and as originally intended.

In 1892, investment in land meant that people with epilepsy could find meaningful employment through agriculture; they could enjoy fresh air, exercise and good nutrition away from the smoke of London. But today investment must be in research, in new treatments and innovative devices that could revolutionise the lives of people with epilepsy.

So as trustees we have been exploring options that could help us to release the wealth from our land and transform it into life-changing treatments.

I wish there were a magic wand but there isn't. But we believe that by developing the site in a way that is sympathetic to the environment and that will enhance the surrounding neighbourhood, we will not only benefit people with epilepsy in the UK and globally, but we will also bring new facilities and opportunities to the local community.

There is a way to go but this time next year, I feel hopeful that I will be able to share these plans with you more fully and tell you how we will be developing better outcomes for people with epilepsy, with the charity on solid ground for the long-term future. Challenging times, yes, but also exciting times. Time to make a difference.

Peter Worthington
Chairman

This year, 2022, is a particularly poignant year for all of us at the Epilepsy Society. Not only are we marking our 130th anniversary, but we are also mourning the sad loss of Her Majesty the Queen after 70 years as our patron.

Both milestones are timely reminders of the importance of longevity, resilience and fortitude, qualities that we know the late Queen had in abundance, and ones which, I believe, our charity also displays unequivocally.

Our archives are home to boxes of beautifully preserved papers and photographs, documenting the founding of the Epilepsy Society by visionary doctors who saw a better future for people with epilepsy and had the courage to go out and build it.

Documentation of today's events is, by contrast, more instant and universally accessible. Times have changed. At our headquarters in Buckinghamshire, we celebrated both the Queen's Platinum Jubilee and our big birthday, with a street party enjoyed by residents, staff, friends and family. We did not know then that it would be the last royal occasion that we would celebrate during her reign.

We shared the photos across our social media platforms and, within minutes, some 1,000 people around the UK had 'liked' our posts, including, significantly, the Queen via her official Twitter account @RoyalFamily. It's a concept that would have been unimaginable even two decades ago.

But, in the same way as our founding fathers, so much of what we do at the Epilepsy Society is about turning the unimaginable into a reality. Across all three pillars of the charity – advocacy, research and care – we reach further than the hand can stretch to make the impossible possible. This year has been no exception.

With the pandemic still a large feature of everyday life, we have moved mountains to bring about change. One of our biggest achievements in our advocacy work has undoubtedly been our campaign to change the law to safeguard people with epilepsy from internet trolls.

Our Twitter account and those of many of our followers, are regularly attacked by keyboard warriors who send malicious flashing images to try to trigger seizures in people with epilepsy. We have worked with MPs from across Parliament to ensure that the government's new Online Safety Bill, addresses this issue and makes such abuse a criminal offence. The Bill is still being scrutinised before it becomes law, but we believe this will be the first time a law has been specifically passed to protect people with epilepsy.

Our work at the Epilepsy Society is very much about detail, but there is also an element of time travel in what we do. We employ the most innovative and advanced technology to understand some of the mysteries of the past. And we transform lives through our research.

One of the most exciting areas of our work is showing how, for some people, a simple genetic test can be used to unlock their epilepsy even after many years, leading to better treatments. One recent example comes from a study of over 1,000 people with complex epilepsy and associated disabilities that enabled our researchers to identify eight people with a mutation in a single gene – SCN1A – which can cause the severe childhood condition, Dravet syndrome. Not only did the diagnosis bring relief to their families, but it also meant that their treatment and care could be optimised, even as adults. And, of course, our broader ambition is that genetic screening in epilepsy becomes routine practice across the NHS, particularly for those with intractable epilepsy.

But our science doesn't just address the past. Our researchers are very much trying to mitigate future risks for people with epilepsy.

Most people are aware of how the lives of thousands of families have been devastated by the epilepsy medication, sodium valproate – a very effective drug in controlling seizures, but one which can cause physical and neurodevelopmental harm to babies during pregnancy. But other commonly prescribed epilepsy medications also elevate risk to unborn babies and we believe science could do better to support young women with epilepsy.

We believe that genetic testing could help to remove the risks faced by many young women during pregnancy by identifying which women are at risk from which drugs. We are working hard to persuade the government and pharmaceutical companies to invest in research that could stop babies being born with preventable disabilities. It is a bold but vital campaign. With knowledge comes responsibility, and we owe it to future generations to invest in the science to resolve this problem.

We also owe it to future generations to address the impact of climate change on the care and support of people with epilepsy. In recent years, our Director of Genomics, Professor Sanjay Sisodiya has raised concerns, particularly about the effect of rising temperatures on those with heat-sensitive epilepsy.

During COP26 last year, when world leaders met to discuss the challenges of climate change, he highlighted the need for neurological conditions – and all human health – to be on the climate change agenda.

Of course, underpinning everything we do is our fundraising programme which has needed to adapt due to ever-changing circumstances.

The pandemic altered the landscape in fundraising, with major events such as the London Marathon cancelled, and coffee mornings and fayres shelved to keep Covid at bay. Then, just as a cautious light of normality appeared on the horizon, our fundraising efforts faced new challenges.

We have all been dismayed at the appalling cost to humanity caused by the war in Ukraine and, understandably, much charitable-giving has been directed to supporting the millions displaced from their homes by bombs and artillery. Simultaneously, everyone's pockets have been hit hard by the steep rise in the cost of living. And, like all charities, we feel the pinch as everyone tightens their belts. But we will get through it together. All is not doom and gloom.

Whether it is advocacy, research or care, we refuse to be limited by our horizons and will always strive to go further, do better, achieve more for people with epilepsy. And we can do no better than follow the example of our late patron. At 96, Her Majesty harnessed the most sophisticated animation technology to unlock the secrets of her handbag for a bear called Paddington. The challenges we face in epilepsy are enormous, but we feel confident that in the knowledge of Her lifelong support of the Epilepsy Society our innovation, drive and determination will ultimately unlock epilepsy.

Clare Pelham
Chief Executive

The Trustees are pleased to present their report for the year ended 31 March 2022 which provides a commentary on these results and the operations of the Epilepsy Society during the year, which are set out in the audited financial statements following this report. The report also acts as the Society's strategic report and the Directors' Report for the year.

The Trustees' Report covers a range of areas and these are set out as follows:

a) Principal Activities	h) Fundraising Activities
b) Charitable Objectives, Values and Strategy	i) Engagement with Stakeholders
c) Achievements and Future Plans	j) Employment and Volunteers
d) Principal Risks	k) Insurance, Health and Safety and Energy Reporting
e) Operational Performance	l) Governance, the Board and Executive Officers
f) Key Performance Indicators	m) Statement of the Trustees' Responsibilities
g) Financial Review	n) External Auditors

a) Principal Activities

Activities

Under section 17 of the Charities Act 2011, the Trustees have a duty to have due regard to the public benefit guidance published by the Charity Commission. During the year, the Trustees have acted in accordance with this requirement and they are satisfied that all the activities of the Society are for the public benefit.

There are in excess of 600,000 people with epilepsy in the UK, and around 70 million people world-wide. The Society undertakes a variety of activities for the benefit of those people, the main areas being:

- **Medical research**

The Epilepsy Society has a strong commitment to medical research which will lead to new and improved treatments for people with epilepsy. The Society's world-leading research activities are carried out through a tri-partite arrangement between the Society, the Life and Medical Sciences department at University College London ('UCL') and the National Hospital for Neurology and Neurosurgery at University College London Hospitals ('UCLH'). This co-operation allows for seamless research integrating basic, clinical and translational aspects in one cohesive group working for the ultimate benefit of all people with epilepsy.

The current priority areas in which we will continue to concentrate our efforts include first to ascertain risks, clarify underlying causes and identify clinically-relevant genetic markers for people with epilepsy; second to improve therapeutic options with an ultimate goal of bringing personalised treatments to all people with epilepsy, based on their individual genetic make-up.

- **Information, education and support services**

Through our helpline and parallel on-line services, the Society provides information, help and support to people who have epilepsy. We provide both online and face-to-face training to health care professionals, pharmaceutical companies, schools and individuals. This enables us to increase support for people with epilepsy in the community, increase awareness of the condition and promote seizure first aid. Our external affairs team also raises awareness of issues for people with epilepsy and advocates on behalf of them through policy and media work and via social media.

- **Medical services**

The Sir William Gowers Assessment and Treatment Unit, run by UCLH in collaboration with the Society, is recognised as the leading centre for medical services to people with epilepsy in the United Kingdom and has one of the largest clinical throughputs in Europe. It provides a range of specialist epilepsy services, including diagnostic services such as electroencephalogram recording and the UK's only epilepsy-dedicated MRI scanner facility. The Centre also has a Therapeutic Drug Monitoring unit, which is currently the primary provider of anti-seizure medication level assays to the NHS. Monitoring is via both blood and saliva samples.

- **Residential, domiciliary and nursing care services**

We have six residential care homes, one of which also provides nursing care, for people with complex epilepsy and associated conditions. We also provide domiciliary care to people living in supported living accommodation and in their homes within the community.

Structure

The Epilepsy Society is a charitable company limited by guarantee. It is governed by its Memorandum and Articles of Association and it is registered as a charity with the Charity Commission (charity number 206186).

The Society has two wholly-owned subsidiaries - Epilepsy Enterprises Limited and NSE Facilities Limited. Epilepsy Enterprises Limited is the Society's trading company and it carries on commercial activities, such as merchandising, with a view to raising money for the charity. NSE Facilities Limited was incorporated in 2000 to build the Gowers Centre and to manage the healthcare services provided by UCLH within it. However, the management of healthcare services is now being done directly by the Epilepsy Society, and therefore this subsidiary is effectively dormant and the only financial transactions relate to the depreciation of the property. The Boards of each subsidiary consist of two Trustees.

b) Charitable Objectives, Values and Strategy

The Society's strategy is set by the Board of Trustees and they also agree the vision and objectives following discussions with stakeholders including the staff who work for the Society.

Our Charitable Objective

The Society's charitable objective is to secure a full life for everyone affected by epilepsy and other neurological conditions. Under the Society's constitution, we will try to do this by:

- promoting acceptance of people with epilepsy and other neurological conditions, and challenging discrimination against them;
- preventing the development of epilepsy and other neurological conditions;
- seeking effective treatments for epilepsy and other neurological conditions; and
- providing services to people with epilepsy and other neurological conditions.

Our Values

We aim to fulfil this objective while meeting our values, which are being:

Caring; Accountable; Improving; Respectful; Open

while putting the person with epilepsy at the centre of everything that we do.

Our Strategy

Our strategy to meet our charitable objective and aims is based on three areas shown in the diagram below:



Advocacy

In the context of our Strategy, Advocacy means understanding the individual and collective needs of people affected by epilepsy and ensuring that their voices are heard through effective campaigning and representation in the media, parliaments and through social media. The Society's Advocacy Strategy sets out the framework within which it seeks to ensure that those voices are heard. Advocacy is carried out by the Society's in-house team from its headquarters at the Chalfont Centre.

Research

At the Epilepsy Society, our research means investigating the causes of epilepsy so that ultimately the condition can be prevented, or successfully treated and managed as set out in our Research Strategy. We aim for our research to be person-centred and integrated so that a "person is at the centre of a research project" with an objective to improve that individual's outcomes and quality of life. We focus on cutting-edge translational research in a clinical setting, undertaken collaboratively with leading research and clinical centres across the UK and internationally. Our strategy is to build on the genomic work and other leading research carried out at Chalfont which is internationally recognised and renowned.

Leading best practice in care and support

Leading best practice in care and support means developing good practice through a person-centred approach to the provision of some or all of the clinical, physical, intellectual, and emotional wishes and needs of a person affected by epilepsy to improve their quality of life.

The Society currently provides care services to 93 people based at Chalfont and an additional service to around 20 people living in Aylesbury or elsewhere in Buckinghamshire. The Society sets out to empower people to live as full a life as possible in a supportive environment. People are encouraged to live their lives as they choose. Greater independence will be encouraged through assistive technology, better environmental design, and a wide range of physical, cognitive and other therapies. Our ability to do this is, however, constrained by the limits on funding provided by public authorities.

Our strategy is to provide ancillary services that support the provision of care to people affected by epilepsy that might otherwise not be available and signposting them to services that do exist. This includes continuing to provide and, if possible, expand our national helpline to meet the demands of wider demographics through new communication channels such as webchat, and by opening at weekends. The strategy also includes the provision of vital medical services in partnership with UCLH, such as the crucial work of monitoring drug levels in people with epilepsy, and MRI scans supporting treatment and research regimes.

Public benefit

The Charities Act 2011 requires the Society to have due regard to public benefit guidance published by the Commission in determining the activities undertaken by the charity. The Trustees confirm through this report that they have complied with this requirement. Research carried out and funded by the Society meets the Charity Commission's test for Public Benefit. In addition, the application of the results of the research is not restricted by gender, ethnicity, religion, or ability to pay and in that respect the public at large benefit. Other services that the Society carries out in care, helping people through support and advice and providing medical services all comply with the public benefit test too.

c) Achievements and Future Plans

Our activities this year continued to be impacted by the effects of the pandemic, but nonetheless we continued to achieve and make good progress in all strategically important areas:

Research

The Chalfont Centre is a major hub for clinical and translational epilepsy research and continues at the forefront of research excellency. The main focus of our research is people with epilepsy. Our primary motivation is to improve the lives of people with epilepsy by developing novel diagnostics approaches and tailored treatment to the individual. Despite restrictions arising from the COVID pandemic, groundbreaking research into the brain structure and functioning, the outcome of people with epilepsy in different settings, and the genetic determinant of having seizures have been carried out in close collaboration with UCL Queen Square Institute of Neurology.

We have also initiated a global project into a rare epilepsy condition, and have sequenced DNA samples from partners around the world as well as in the UK, creating the biggest such study ever undertaken. Analyses are well under way and have already shown new aspects of the genetics of the epilepsies that will inform the care of people with epilepsy, as well as helping us understand its biology more clearly.

Despite the restrictions imposed on the Society by COVID-19, we have continued to undertake sequencing and analysis, and submitting and publishing 23 papers on epilepsy genetics.

Medical Services

Chalfont Centre is a standard-setting centre in all aspects of epilepsy care. The Centre plays a leading role in assessing people with epilepsy, including inpatient assessment, through Sir William Gowers Assessment Centre, which we run in conjunction with UCL Hospitals NHS Foundation Trust. The impact of the COVID-19 pandemic was still felt during 2021/22, but this was eased towards the year's second half, and we are now returning to pre-pandemic occupancy levels.

The new service level agreement that was finalised and signed by the Society and UCLH in April 2021 is working well and supporting our joint working as planned.

Advocacy and Information

Our telephone helpline and online support service continues to be in increasing demand, particularly as people are forced to wait long periods in between hospital appointments. We have produced extra resources to support people over long waits and also to help them adapt to online medical appointments. Our services to help people with epilepsy across the UK are highly regarded, valued, and produce extremely high levels of satisfaction from users.

As a campaigning organisation, our influence and success are going from strength to strength. In the last year we have been focusing on two major campaigns:

First, our Zach's Law campaign which seeks to have the deliberate dissemination of harmful tweets targeted at people with epilepsy in order to induce a seizure, recognised as an online harm in the government's Online Safety Bill and for the government to issue clear guidance as to how such behaviour can be successfully prosecuted. We have garnered cross-party support from MPs for the campaign which has also been championed by The Daily Express as part of their own 'Unmask the trolls' campaign. We have also received widespread coverage across broadcast media, including the BBC and Sky.

We are also in continuous dialogue with the social media companies to raise concerns around online harms and to press for urgent self-regulation. We have organised a cross-platform round table to try to encourage a collaborative solution to online trolling and the risk of flashing images triggering seizures, both maliciously and unintentionally.

Second, our Safe Mum Safe Baby campaign is calling for more research to establish why some babies are born with preventable disabilities caused by their mother's epilepsy drugs during pregnancy. This follows a report by the Commission on Human Medicines and a review by medicines regulators, the MHRA. We hope this will lead to safer medicines that will not mean women choosing between those that control their seizures and those that safeguard their unborn baby. We have carried out a petition calling for greater funding into research. This resulted in 1500 signatures which are to be presented to the government.

Across both our campaigns, we have met with MPs, policy makers, the Law Commission and Ofcom. We have hosted online roundtable discussions with leading voices and raised both written and oral questions in parliament. The Department of Health and Social Care has asked for our Safe Mum Safe Baby campaign to contribute to their Women's Health Strategy Call for Evidence.

Care

The health and social care sector has continued to operate in a challenging environment over the course of 2021/22 following the opening waves of the pandemic in the previous year. Whilst a combination of the successful vaccination programme and widespread testing has enabled people to be lifted out of the prolonged periods of lockdown, there have been national workforce challenges that have also affected the care operations at the Society. Despite all of this the commitment and drive of the teams supporting people continues to define our success in care services following the pandemic. People have once again begun to enjoy being with friends & family, having short breaks or longer holidays, meeting together for major events such as the late Queen's Jubilee, recommencing college courses or getting involved in their hobbies and interests. People are at the heart of what we seek to achieve in care and whilst services remain vigilant to the ongoing threat of COVID, it has been great to see people once again living their lives.

From a quality perspective, we continue to work on a range of initiatives to raise the standard of support for people, be that safeguarding leads in each house through to developing person centred support plans with individuals. Colleagues have developed new ways to assess the quality of service offered in the houses to ensure that we maintain our 'Good' ratings from CQC across all of the houses. As we continue to evolve we will increasingly seek to meet the needs of people affected with complex epilepsy support needs, to make the best use of the expertise in medical and therapeutic services alongside our social care knowledge, to offer truly integrated care.

Fundraising

We hoped to invest in fundraising and grow income in all areas particularly in community & events, major donors and trusts on the assumption the effects of the pandemic eased, however there was no swift bounce back from the worst of the pandemic and no significant resurgence in interest in community & events. Times remained uncertain for most of the year and beyond Christmas which made the fundraising landscape a difficult one. Therefore we continued to hold down costs and only invest where we could rely an associated return on short-term income. The London Marathon, held in October, was a notable highlight providing a much-needed reminder of how great it would be when things returned to normal. 38 runners raised over £85,000 for Epilepsy Society. Legacy income of £1.1m was an area of welcome growth with the expected upturn, as predicted, primarily due to the passing of the Baby Boomer generation and delays in probate, due to the pandemic, easing.

Recruitment, as with many other sectors, was an issue for the charity sector too. We lost a few members of our small fundraising team for a number of valid reasons and difficulties in recruitment meant gaps were left affecting income.

All charities were having to work hard to standstill in fundraising terms. This was reflected in our Challenge 100 virtual event. We had ambitious plans for year two of this event which raised £93,000 last year at the height of the pandemic and this year raised £100,000. It remained difficult to grow new partnerships and bring on-board new supporters, but long-term companies and individuals stuck by us despite tough economic times. The pharmaceutical sector has been particularly supportive and there were lovely examples of corporate partners such as Bahlsen, our locally-based, but globally-reaching, biscuit company and Home Move Box giving each of our hardworking frontline care staff a 'goody box' by way of saying thank you for their service during the pandemic. Regular Giving through direct debits and responses to our appeals held-up well, and the final fundraising total for Purple day was £58,000, which was £8,000 more than last year.

The new virtual world inspired us to hold an inaugural Supporter Conference in July which was well attended and allowed us to thank those who couldn't attend in-person, and to show what a difference their support was making.

It was great to re-open the coffee shop, now named the Phoenix Café, for the benefit of residents, staff and the local community, thanks to significant donations from a number of individuals.

The Epilepsy Society has its own fundraising team who work hard, with the support of all staff, to raise as much money as possible to help all those affected by Epilepsy. No professional fundraisers or commercial participators were engaged this financial year.

Land & Estates

The Society's Estate includes over 50 buildings of varying ages and states of repair and a significant area of agricultural land which combined, extends to over 300 acres. Many of the older buildings are not fit for purpose and are expensive to maintain and there is an ongoing challenge of how to prioritise the use of limited budgets to undertake both responsive and planned maintenance across the Estate. Tough decisions have to be made every day on how we use limited resources to maintain and operate the Estate and it is not possible to undertake everything we would like to do.

The Society has seen an upward shift in many of the prices quoted from supplies and sub-contractors in line with the inflationary pressures seen across the UK. We had successfully managed our exposure to the volatility of the gas and electricity markets with medium term fixed contracts only to see our supplier fail. With rocketing wholesale markets, we were fortunate to be able to enter into new fixed price contracts albeit at a significantly higher price than we had before and for a shorter term.

Our commercial tenancies have continued to generate a small but very important income stream for the Society. There have been a number of lease renewals over the last 12 months including a new lease for Chalfont Saints FC. The Society has been based in Chalfont for 130 years and our ongoing commitment to supporting the local football club is another example of our close association with the local community which we are very proud of.

The work of the team is diverse and extensive. One of many successes over the last 12 months has been the reopening of the Recreation Hall. Sadly, the Society had to close the building a few years ago due to the cost of repairs needed to the roof. However, with the support of a local donor for which we are very grateful, we have now undertaken the repairs and were able to reopen the facility in June 2022.

The safety and wellbeing of our residents, staff and visitors is very important to us. Our previous CCTV system was creaking with age, so we have recently updated the system with a new site-wide suite of cameras.

We are also continuing to work up options for how we could potentially better use some of our non-operational estate and generate value to reinvest into our core business. Our emerging proposals include investment in new research and medical facilities and growing the team of expert researchers. These proposals would enable the Society to undertake further world leading research into epilepsy which would make a difference to the lives of so many people. We expect the proposals to crystallise over the next 6 - 12 months and we will be working closely with the local authority and other key stakeholders as we develop our ideas.

Future Plans

At the Epilepsy Society, our plans are ambitious as we try to fulfil our vision to enable people with epilepsy to lead the lives they want to live. Research is key to bringing hope of seizure freedom to all those with the condition and this is where we must focus our energies. We aim to expand our research, particularly in the genomics field, to provide significant benefits for many of the 600,000 people with epilepsy in the UK. We will also be increasing our campaigning and influencing activities to address issues which affect people with epilepsy. We continue to work in financially challenging times, but within this context we hope to:

- strengthen our external affairs team to engage with Government and ensure that we push epilepsy up the political agenda and are a strong voice for the epilepsy community;
- press on with sequencing many of the 6,000 DNA samples we have and provide more personalised treatment for people where our analysis produces translational results;
- continue to improve the way in which we provide person-centred care for the 93 people with epilepsy who live on our estate and the wider surrounding area. We are always looking at ways to improve our quality of support and address the widespread recruitment challenges in care services. This includes reducing the number of agency staff we engage so as to ensure continuity and consistency of support;
- be confident in the quality of service that is delivered through our internal measurements, so that people are leading the best lives they can with the support from Epilepsy Society;
- maintain our overall rating of 'Good' in all domains with our regulator CQC, as well as good quality ratings with the local authority 'Provider Assessment and Market Management Solution (PAMMS)' inspections;

- continue to work in partnership with UCLH in its provision of the medical and related therapeutical services provided at Chalfont, ensuring that services are optimally provided for users, whilst being financially viable for the Society;
- invest in fundraising and grow income in all areas particularly in community and events, major donors and trusts, always recognising wider challenges of external factors such as the cost of living crisis and the pressures these can present for our beneficiaries;
- continue to drive epilepsy up the political agenda and to push home the goals of our campaigns. We intend to ensure that the Government includes a new offence to tackle internet trolls through its Online Safety Bill, and secure funding for vital research into the risks associated with all epilepsy medications during pregnancy;
- at all times, we seek to raise awareness of epilepsy among the public in order to increase understanding of the condition and how to support someone with seizure first aid. We hope to work with other charities and agencies involved in the care of people with epilepsy, to clarify messaging around seizure first aid and promote our own 'Calm, Cushion, Call' campaign.

We are hugely grateful to the thousands of people who have continued to support Epilepsy Society during challenging times. It makes a huge difference to the support we are able to give all those affected by epilepsy.

Long term plans

The Trustees have continued to consider the longer term future and plans of the Society. The Epilepsy Society's estate is large and runs to 300 acres. The vast majority of the site is farmland which only produces a modest return financially. The main site consists of over 50 buildings of varying ages, many of which are dilapidated. This means that the site is very expensive to maintain and is a drain on our resources.

On-site care facilities are essential for residents with complex epilepsy and associated conditions. However, many of these facilities are also old and costly to maintain and not ideal for the best possible care and support of the people who live there.

The maintenance of such a large estate is a significant burden for the Society. As can be seen from these accounts, the Society's reserves are modest and it is a constant struggle to break even. We must therefore look at more innovative ways of making the charity robust and sustainable for the long-term future.

We are fortunate to have been bequeathed a 300-acre site by our founding fathers and it is our responsibility as a charity to make best use of that asset. In the coming year, we therefore hope to secure planning permission for part of our site that will release the capital needed for us to invest in the future.

Development would include a new research and medical centre to reflect the standing of Chalfont worldwide in this area, and would allow us to invest at a significantly higher level in the research that could revolutionise the lives of people with epilepsy in the future.

d) Principal Risks

The principal risks and uncertainties to which the Society and Group are exposed are very similar and managed through the same processes. The major strategic risks, that is those that have the potential to adversely impact the Group in achieving its future strategic objectives, are listed below. They are identified, classified, managed and reported on. The most effective controls to manage the risks are identified and plans to mitigate the risks to ensure the furtherance of the Society's objectives are established and implemented.

Death or harm to any person under the Society's social or clinical care – we need to keep people with epilepsy, our staff, visitors, contractors and customers safe. There is always a risk that despite our safeguards and training, an incident happens that means someone is seriously hurt. This risk is managed through individual risk assessments, the continuous monitoring of service delivery, internal audits and the external inspection process, as well as internal controls applied by UCL and UCLH. Compliance is ensured through health and safety audits, local oversight by the Health & Safety committee, and general oversight by the Board and its Committees.

Failure to achieve and maintain long-term financial sustainability - financial management is a key element of the Trustees' responsibilities, as is ensuring the long-term financial viability of the charity. Like many others, the charity was not immune from the financial impact of the recent pandemic. To sustain its long-term future and ensure that the charity is in a stable position to continue to deliver its services and further its objectives, it is seeking to utilise its land assets to support the delivery of the charity's purposes.

Inability to attract, train and retain staff - this applies to staff in all areas, but particularly in care, where there is a shortage of suitable people across the sector, and in research, where we need highly trained professionals to progress work in areas such as genomics and who are much in demand across the various research sectors. To mitigate the risk of potentially unsafe staffing levels, particularly in our care services, we use a mixture of bank and regular agency workers in those services with high volume on vacancies. We have also recruited recruitment specialists who are developing and introducing innovative and creative strategies to recruit and retain staff. Protocols are in place to manage potentially unsafe staffing levels, and escalation procedures are in place to ensure managers and on call managers have clear guidance to follow. Forward rotas are reviewed each day to ensure that we are operating within safe staffing levels, with an appropriate balance between permanent/bank staff and agency workers.

Failure in cyber and digital security – cyber risk poses a real and ever-increasing threat against the charity's operations. This is particularly the case following the pandemic, which led to increased levels of remote management and delivery of many of the charity's core non-care operations, as well as the increasing use and application of technology throughout the charity. To guard the charity against a cyber-attack, and to mitigate the risk of cyber and digital security failure, vulnerability tests have been carried out, the charity has strengthened its digital security and is on the journey to become Cyber Essentials Plus certified.

Failure in data security – safeguarding and upholding the Society's data and the integrity of its data is of paramount importance, not least due to the amount of highly sensitive data the Society handles in its delivery of medical services and social care services. Staff undertake GDPR training and are regularly provided with tips, guidance and support to reduce data loss and exposure and to ensure they handle data in a way which is both sensitive, efficient and protective. Protecture (the Society's external DPO) works with all staff, through a cohort of Data Champions, to conduct risk assessments, provide guidance and advice, and develop and implement action plans to offset risk and improve the handling of data.

Failure to execute Society's key strategic objectives – trustees are responsible for the strategic direction of the charity, whilst implementation has increasingly been delegated and devolved as executive capacity expands. To ensure that the Society's vision becomes reality, and to offset the risk of implementation failure, the charity develops actions and implementation plans that are subject to evaluation and ongoing monitoring by trustees at both Committee and Board level.

e) Operational Performance

Our Year in Numbers

- Just under £1.8 million invested into our research programme
- 3,235 helpline calls answered, 1,359 emails answered
- 4,988 information resources sent out
- 36 awareness raising training courses (since May 2021), delivered to over 700 delegates
- Over 1 million visitors to our website (based on Google data which excludes cookie opt outs)
- 3.2m reach on Facebook and Instagram; 4.4m impressions on Twitter
- Another 1700 whole DNA genome sequences analysed
- Over 90 academic papers published by our researchers
- 7 out of 7 of care services rated 'good' by CQC

f) Key Performance Indicators

KPIs were set for the 2021/22 year for both strategic and operational ambitions. The strategic KPIs, all of which are directed to achieving longer term financial stability, covered reviewing our land assets and using them in the best way possible for the charity and our objectives; developing strategies in the area of care and research; and delivering key financial targets in fund-raising and bottom-line profitability. Operational KPIs were set against quality measures in our Care Services; Income to direct cost ratios in our fund-raising activities; targeted reductions in our use of agency staff; a reduction in the level of our central services costs as a percentage of income; and making progress in our key advocacy work.

There has been significant progress against all these strategic and operational measures throughout the year as outlined below. The finalisation of strategic plans and the review of our land assets will be concluded during the 2022/23 fiscal year, and the overall financial results in this report show good progress against those specific targets, notably in our operational bottom line improvement (£1,171k deficit in 2020/21 reducing to £213k in 2021/22), and our ratio of Donations, Fundraising and Legacy income to direct costs improving from 3.4 in 2020/21 to 3.5 in 2021/22. Although the inspection regime has been impacted by the pandemic, we have maintained a "Good" CQC rating across all of our regulated services. The staffing crisis in social care has affected us too, so we haven't been able to reduce our agency usage as much as we would have liked, but we have made great progress in our two major advocacy campaigns, "Zach's Law" and "Safe Mum, Safe Baby".

g) Financial Review

2021/22 saw further financial progress for the Society, as the operational deficit continued the trend of recent improvement and reduced from £1,171k (before the investment property revaluation of £2,226k) in 2020/21 to £213k in 2021/22.

As the impacts of COVID lessened, income levels for our care services grew by £400k, from £10.7m to £11.1m, and medical services grew by £600k from £1.0m to £1.6m. Voluntary income held firm at £3.4m, very slightly up on the 2020/21 result.

During the year we spent a further £807k (2021: £1,046k) from the designated reserve set up in 2019 from the sale of land to Audley developments, see note 17 for more details.

Finally, there was a significant movement on the pension deficit based on the actuarial valuation as at 31 March 2022; this resulted in a gain of £2.9m (2021: £1.9m loss). The pension scheme deficit remains significant at £6.5m (2021: £9.5m) and subject to volatility given current market conditions; see note 20 for details.

Income

Total income for the Society was up 4.5%, from £16.0m to 16.7m, driven primarily by an increase in our income from charitable activities. Donations and fundraised income was up from £1.5m to £1.6m, and legacies were up too, from £1.0m to £1.1m. Grant income fell slightly as some arrangements came to an end. Donations include £311k of goods in kind income related to internet advertising, with the same value showing as expenditure in our costs of raising funds.

Our care services saw a welcome return to pre-pandemic levels of occupancy, with voids well below the minimum of 7 beds that we saw in 2020/21 due to COVID-19 restrictions.

A further impact of COVID-19 restrictions being eased was that we were able to return to pre-pandemic levels of rental income (see note 11).

Expenditure

The long running programme to reduce central and operational costs continued into this financial year, and our overall costs reduced from £17.1m to £16.9m, despite increasing cost pressures from inflation. These costs also include the effects of a pay increase to staff of at least 3% (it was a larger increase for our employees who were impacted by National Living Wage increases), effective from 1st February 2022, which we were delighted to be able to offer our hard-working teams.

Despite that pay increase, our overall wage bill was down from £9.5m to £9.1m (see note 9), driven in the main by a reduction in the number of people employed, from 276 in 2020/21 to 266 in 2021/22.

Funds and reserves

In line with Charity Commission guidance, the Trustees aim to have an appropriate level of reserves to allow the Society to continue to operate through temporary reductions in income levels or increases in costs. To help meet that aim the Society has a reserves policy, approved by the Board, which sets minimum levels of reserves.

The policy states that the Society shall maintain a level of 'free reserves' that covers all the annual expenditure of the Society (based on current projected costs for the year excluding depreciation) for at least four months and expenditure of the Society excluding care and medical service costs (where there is an established flow of income) for at least nine months. Free reserves are defined within the policy and are consistent with the reporting requirements of the SORP.

Total reserves for the Group have increased from £25.2m last year to £27.9m at 31 March 2022, with by far the biggest driver of this increase being the movement on the pension fund deficit. The reserves comprise restricted reserves of £3.0m, a negative pension reserve of £6.6m, a revaluation reserve of £2.2m and unrestricted funds of £29.2m, of which £7.5m sits in a designated reserve.

Free reserves, which exclude funds held as fixed assets, total £15.5m at 31 March 2022 (2021: £15.8m), and this represents 9 months of total budgeted expenditure for 2022/23 and 18 months of total expenditure excluding care and medical services costs. Although these levels of cover are significantly higher than those set by the reserves policy, the Trustees are comfortable with the position because approximately half of the free reserves balance is the £7.5m of designated reserves, which is held separately for specific uses.

With an operationally break-even budget signed off for 2022/23, excluding one-off pension deficit contributions and expenditure related to our future land strategy, the Trustees believe that the Society has sufficient working capital to fund operations for the foreseeable future, and sufficient time to take any appropriate action if any income or expenditure lines were to suddenly move adversely.

In 2019/20, the Trustees established a designated reserve to support and keep track of the use of the funds for four specific purposes and a balance of £10.4m was transferred into designated funds as at 1 April 2019. Since 2019/20 expenditure of £2.9m has been attributed to the designated reserve and so the balance at 31 March 2021 is £7.5m.

Details of fund movements for the year are set out in note 17 and restricted reserves are detailed in note 19 to the accounts.

Balance Sheet

Cash balances remained very stable across 2021/22, finishing at £16.3m (2021: £16.3m). The most significant change in the Balance Sheet from 2020/21 is the movement in the defined benefit pension scheme, where the liability has reduced from £9.6m to £6.6m. The main driver for this reduction is the increased assumptions around discount rates, RPI and CPI, which have significantly reduced the calculated future liabilities for the scheme (by £3.5m). This decrease in liabilities is £3m higher than the reduction in the value of the scheme assets, which fell by £500k.

Going concern review

Although COVID-19 still continues to affect the business in many ways, it is a much more manageable and predictable environment than over the last two years across our care, research and advocacy activities, and the central functions that support them. However, the Trustees still continue to review the financial sustainability of the Society in some detail and, in particular, have considered expected cashflows for several years after the date of signing of these accounts. Additionally, they have reviewed the potential impact of a number of scenarios, including a rapid fall in care services contribution, higher expenditure in areas such as research, and differing rates of growth in our fund-raised income. The Trustees consider there are no material uncertainties regarding the charity's ability to continue as a going concern, and therefore are satisfied that in all cases the Society remains able to meet its obligations to at least 31 March 2024 and that these accounts should be prepared on a going concern basis.

h) Fundraising Activities

Like most charities, the Society raises funds from voluntary sources such as donations, fundraising events, legacies and grants. We rely on the commitment, hard work and generosity of supporters, donors and fundraisers to provide the money to enable us to provide the services for people with epilepsy throughout the UK.

The Society has its own fundraising team who generally support fundraisers in the community, obtain donations from individuals and make applications to trusts. The Society only puts on small scale events of its own and generally does not employ professional fundraisers or commercial participators.

The Society follows the Fundraising Regulator's Code of Practice, aspires to apply the highest standards in its fundraising activities and is a member of the Institute of Fundraising. Our code of conduct for the Society or its supporters fundraising takes all reasonable steps to protect vulnerable people and members of the public from intrusion into their privacy, persistent requests and undue pressure.

We received 12 formal complaints about our fundraising activities during the year. All have been dealt with sensitively and as appropriate according to our complaints policy and procedures.

i) Engagement with Stakeholders

The Trustees, who are Directors for the purposes of the Companies Act, confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider most likely to achieve the purposes of the Company. In making this assessment, the Trustees consider the relevant actions of the Board, and engagement with all stakeholders is described throughout the annual review. Taking the areas required for disclosure in turn:

The likely consequences of any decision in the long term

Epilepsy Society's long-term sustainability is considered by the Trustees as set out in the Funds position and reserves policy and Going concern sections on pages 15 and 16. Risk management is also discussed further in the report, on page 13.

The interests of the company's employees

This is detailed on pages 17 and 18 under the Employment and Volunteers section.

The need to foster the company's business relationships with suppliers, customers and others

Epilepsy Society always seeks to maintain a positive relationship with its suppliers, ensuring all non-disputed invoices are paid within 30 days - in line with Epilepsy Society's agreed payment terms. Our business partnerships are further outlined in the Fundraising activities section on pages 16 and 17. Lived experience sits at the heart of all we do, in particular working with our most important stakeholders, people with epilepsy. All of our engagement with key stakeholder groups involves consideration of this, including Board and Committee discussions.

The impact of the company's operations on the community and environment

Epilepsy Society's environmental reporting is detailed on page 18.

The desirability of the company maintaining a reputation for high standards of business conduct

Epilepsy Society has a compliance assurance framework to manage regulatory and legal risk and is committed to complying with all applicable laws and regulations relating to fraud, bribery and corruption.

j) Employment and Volunteers

The Society employs more than 250 staff and encourages volunteers to help us in a range of ways. We have in place an operational Equality and Diversity Policy to ensure that no job applicant, employee or volunteer receives less favourable treatment, is discriminated against or is disadvantaged as a result of any of the 9 characteristics set out in the Equality Act.

The Society aims to be a place where staff and volunteers enjoy working, are involved in establishing the Society's approach and help to provide high quality services to people with epilepsy. We want staff to feel supported and have a range of support mechanisms in place to provide them with help when they need it.

Learning and development is a key part of making sure our staff are fulfilled in their roles, and have the skills required to carry out their roles to a high standard. All staff take part in regular training on key competencies, on line and in person, and there is a range of courses for staff wanting to progress or advance their skills.

k) Insurance, Health and Safety and Energy Reporting

Health and safety remains a very important matter for the Society. We are committed to the care of our residents, staff and volunteers and providing a healthy, safe environment for every person who uses or provides our services. We operate safe systems of work and provide Health and Safety training to staff at all levels of the Society. Health and Safety issues are reviewed regularly both by the management team, the Audit, Governance and Risk Committee and the Board of Trustees.

The Society maintains an appropriate range of insurance policies to protect it against the various insurable risks it faces. Each policy is reviewed before renewal each year and cover is adjusted, sometimes by taking out new and additional cover, to take account of changing risks and Value for Money considerations. The policies include cover for members of the Board and officers against liabilities in relation to the Society and its activities.

Under the Energy and Carbon Report Regulations, we are required to include Streamlined Energy and Carbon Reporting. This information is set out below.

UK greenhouse gas emissions and energy use data	Year ended 31 March 2022	Year ended 31 March 2021
Energy consumption used to calculate emissions (kWh)	4,743,862	5,426,330
Energy consumption break down:		
• gas (kWh)	3,164,181	3,521,333
• electricity (kWh)	1,579,681	1,892,678
• transport fuel (litres)	3,059	1,270
UK greenhouse gas emissions and energy use data	Year ended 31 March 2021	Year ended 31 March 2020
Emissions in metric tonnes CO ₂ e:		
Gas and electricity	911.06	1,126.69
Owned transport	7.34	2.56
Total	918.40	1,129.25
Intensity ratios in metric tonnes CO ₂ e:		
Per staff member - 264 in 2022 (276 in 2021)	1.42	1.51
Per resident - 96 in 2022 (94 in 2021)	5.67	6.05
	(Based on average usage per resident being 4 x that of staff member)	(Based on average usage per resident being 4 x that of staff member)

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting. The chosen intensity measurement ratios are based on numbers of staff and number of residents, which the Trustees believe are the most appropriate measurements.

We aim to reduce the energy usage by undertaking efficiency measures and reducing wastage on site.

During 2021/22, we are pleased to report that energy consumption has reduced significantly across the site. This has been partly aided by an increase in flexible working arrangements for many of our staff outside of our care services. We have also continued our programme of boiler replacement, with newer more energy efficient models, and this will continue as others approach end of life. Transport vehicle numbers have also decreased this year, but that is not expected to continue as we do need to continue transport provision to support the people with epilepsy that we serve.

l) Governance, the Board and Executive Officers

The Society is governed by its Articles of Association which set out the composition of the Board, the classes of membership and the retirement by rotation of Trustees. The Society currently has around 100 voting members.

The Board has to be made up of between 6 and 16 Trustees of whom no more than 4 Trustees may be co-opted. Currently, there are 14 Trustees who are listed on page 55 and meet quarterly. They delegate some authority to their three Committees: Audit, Governance & Risk; Finance, Performance & Resources; and Appointments & Remuneration. These delegation areas, and appropriate levels of authorisation, are captured in a Schedule of Delegation which is reviewed by all Committees and approved by the Board. Each Committee is chaired by a Trustee and the membership is composed of a number of other Trustees.

The Board is responsible for setting the strategic direction of the Society and ensuring that it is properly controlled, the risks are managed, it is financially sustainable and that it delivers charitable outcomes for people with epilepsy in the UK.

The Trustees have a broad range of skills and expertise and are recruited through open advertisement. The Board resolved to extend the time that Trustees are allowed to serve on the Board by three years, from six to nine years. Trustees will continue to be elected for terms of three years up to a maximum of nine years. The Board agreed to reserve the right to extend the maximum time served on the Board beyond nine years in exceptional circumstances. Such reappointments will be made in accordance with the guidance contained within the Charity Governance Code at Chapter 5.7.4. Consideration of the Charity Governance Code by the Audit, Governance and Risk Committee will continue into 2022/23.

The Board delegates the day-to-day operations to the Chief Executive Officer, who is supported by five Directors who are also listed on page 56. The pay of the Directors is reviewed annually by the Board of Trustees, with the salaries being benchmarked against pay levels in other not for profit organisations of a similar size.

m) Statement of Trustees' Responsibilities

The Trustees, who are also directors of the Epilepsy Society for the purpose of company law, are responsible for preparing the Trustees' annual report, which includes the strategic report, and the Financial Statements for the Group and the Society in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year.

They must not approve the Financial Statements unless they are satisfied that these give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period.

In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the Financial Statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the Society and the Group and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Trustees is aware at the time the report is approved:

- there is no relevant audit information of which the company's auditors are unaware, and
- the Trustees have each taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

n) External Auditors

Crowe U.K. LLP were appointed as the Society's auditors by a General Meeting of members of the Society. Crowe has expressed their willingness to continue in office and a resolution to re-appoint them will be proposed at the Annual General Meeting.

This Trustee's annual report was approved by the Board of Trustees on 27 September 2022 and is signed on their behalf by:



Peter Worthington
Chairman

Opinion

We have audited the financial statements of the Epilepsy Society for the year ended 31 March 2022 which comprise the Group and Parent Statements of Financial Activities, Group and Parent Balance Sheets, and Consolidated Cash Flow Statement and the related notes 1 to 23 to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2022 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Care Quality Commission (CQC) regulations, employment legislations, taxation legislations and anti-fraud, bribery and corruption legislation.

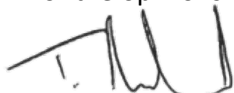
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Audit, Governance and Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, recording the impact of the CQC regulatory reviews and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

London

Date: 7 November 2022

Consolidated Statement of Financial Activities (including Income and Expenditure Accounts) for the year ended 31 March 2022

	Note	31 March 2022		31 March 2021	
		Unrestricted funds	Restricted funds	Total funds	Total funds
		£'000	£'000	£'000	£'000
Income from					
Donations and legacies	3	2,459	914	3,373	3,366
Charitable activities	4	12,758	-	12,758	11,692
Other trading activities	5	293	-	293	306
Investments	6	178	-	178	150
Other		73	-	73	442
		15,761	914	16,675	15,956
Expenditure on:					
Raising funds	3	(1,039)	-	(1,039)	(908)
Charitable activities:					
Care	4	(11,300)	(50)	(11,350)	(11,724)
Research	4	(1,281)	(493)	(1,774)	(1,515)
Medical services	4	(1,684)	-	(1,684)	(1,895)
Help, information and advocacy services	4	(478)	(62)	(540)	(436)
Other	4	(1)	(32)	(33)	(269)
		(14,744)	(637)	(15,381)	(15,839)
Trading activities	5	(13)	-	(13)	(27)
Other costs	8	(454)	-	(454)	(353)
Total expenditure		(16,251)	(637)	(16,888)	(17,127)
Net gains on investments	14	-	-	-	2,226
Net income/(expenditure) for the year		(490)	277	(213)	1,055
Transfers between funds	17	-	-	-	-
Other recognised gains/(losses):					
Actuarial (losses)/gains on defined benefit pension scheme	20	2,929	-	2,929	(1,908)
Net movement in funds	17	2,439	277	2,716	(853)
Reconciliation of funds:					
Total funds brought forward	17	22,475	2,751	25,226	26,079
Total funds carried forward	17	24,914	3,028	27,942	25,226

	Note	31 March 2022		31 March 2021	
		Group £'000	Society £'000	Group £'000	Society £'000
Fixed assets					
Intangible assets	12	92	92	125	125
Tangible assets	13	14,969	13,814	15,474	14,283
Investments	14	4,440	6,886	4,440	6,886
		19,501	20,792	20,039	21,294
Current assets					
Stock		16	-	15	-
Debtors	15	1,837	1,847	1,419	1,441
Cash at bank and in hand		16,253	15,936	16,330	16,006
		18,105	17,783	17,764	17,447
Liabilities					
Creditors: Amounts falling due within one year	16	(3,114)	(3,108)	(3,022)	(3,022)
Net Current assets		14,991	14,675	14,742	14,425
Total assets less current liabilities		34,492	35,467	34,781	35,719
Net assets excluding pension liability		34,492	35,467	34,781	35,719
Defined benefit pension scheme liability	20	(6,550)	(6,550)	(9,555)	(9,555)
Total net assets		27,942	28,917	25,226	26,164
The funds of the charity					
Restricted income funds	19	3,028	3,028	2,751	2,751
Unrestricted funds	17	21,768	22,743	21,527	22,465
Designated fund	17	7,456	7,456	8,263	8,263
Pension reserve	17	(6,550)	(6,550)	(9,555)	(9,555)
Revaluation reserve		2,240	2,240	2,240	2,240
Total unrestricted funds		24,914	25,889	22,475	23,413
Total funds		27,942	28,917	25,226	26,164

The financial statements on pages 25 to 54 were approved by the Trustees on 27 September 2022 and signed on their behalf by:



Peter Worthington
Chairman



Peter Goodfellow
Treasurer

The notes on pages 28 to 54 form part of these accounts

	31 March 2022 £'000	31 March 2021 £'000
Cash flows from operating activities:		
Net cash provided by operating activities	(144)	(2,262)
Cash flows from investing activities:		
Dividends, interest and rents from investments	178	150
Purchase of property, plant and equipment	(111)	(233)
	67	(83)
Change in cash and cash equivalents in the year	(77)	(2,345)
Cash and cash equivalents at beginning of the year	16,330	18,675
Cash and cash equivalents at end of the year	16,253	16,330
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Group	31 March 2022 £'000	31 March 2021 £'000
Net income for the year	(213)	1,055
Adjustments for:		
Depreciation and amortisation	650	734
Dividends, interest and rents from investments	(178)	(150)
Pension deficit service and interest costs	211	220
Pension deficit contributions	(287)	(1,281)
(Profit)/loss on sale of fixed assets	-	14
Investment revaluation	-	(2,240)
Decrease/(increase) in stocks	(1)	45
(Increase)/decrease in debtors	(418)	(63)
Increase/(decrease) in creditors	92	(596)
Net cash provided by operating activities	(144)	(2,262)

The Society has taken advantage of the exemption that allows it to prepare a Group cashflow and not a separate cash flow for the Society.

1. Legal status

The Society is a company limited by guarantee (registered number 492761). The Directors of the Company are the Trustees set out on page 56. In the event of the Society being wound up, the liability in respect of the guarantee is limited to £1 for each member of the Society.

The Society is registered as a charity with the Charity Commission (charity number 206186).

2. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS102), the Companies Act 2006 and applicable accounting standards (FRS102). The charity is a Public Benefit Entity as defined by FRS102.

The Trustees consider that there are no material uncertainties regarding the charity's ability to continue as a going concern. In arriving at this view, the Trustees have considered the risks presented by the impacts of COVID, current inflation levels and forecasts, and the timing of future cash flows. They have modelled a range of scenarios and consider that, having taken account of these scenarios (including actions that would be taken in response to any crystallization of risk), the likely timings of cash flows over the 12 months from date of signing do not create uncertainties around the assessment of the charity as a going concern.

b) Significant judgements and estimates

In preparing these financial statements, management has made judgements in the application of the Society's accounting policies which materially affect the amounts recognised in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Key areas subject to judgement and estimation are as follows:

- **Legacy income**

Judgement is applied in the consideration of the likelihood of receipt and reliability of measurement of amounts receivable in respect of legacies to which the charity has established entitlement at the balance sheet date. Subsequent events are monitored to identify those which give additional information about conditions as at the balance sheet date which would warrant adjustment to the financial statements.

- **Pension scheme accounting**

Judgement is applied in the selection of the valuation assumptions applied to the Society's defined benefit pension schemes as set out in note 20.

- **Value of investment properties**

The Group revalued its farmland as at 31 March 2021 in accordance with its accounting policies. As is normal for this sort of exercise, there was a significant element of judgement used and a number of assumptions made by the Society's professional valuers in arriving at their valuation.

- **Bad and doubtful debts**

The Group provides against rent arrears of current and former tenants and other miscellaneous debts to the extent that they are considered to be irrecoverable.

c) Basis of Consolidation

The Group financial statements consolidate the financial statements of the Society, and its wholly owned subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, at 31 March 2022 with intra group loan and trading account balances and other intra group transactions being eliminated.

A summary of the key accounting policies, which have been applied consistently across all entities, is set out below.

d) Income

The Group recognises revenue when its receipt is probable as per section 23 of FRS102. All income is included in the Statement of Financial Activities when the Group is legally entitled to the income, is reasonably certain of receipt and the amount can be measured with reasonable accuracy.

Income from care fees is recognised when the care services related to that income have been delivered, taking into account the time period that the invoices relate to.

Legacies' entitlement is recognised when it is probable that it will be received i.e. the charity has been informed that there has been grant of probate; the executors have established that there are sufficient assets in the estate, after settling any liabilities, to pay the legacy; and any conditions attached to the legacy are either within the control of the charity or have been met.

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. Additionally, it is receivable when the conditions for receipt of agreed donation or grant funding have been met. Where terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control, the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met.

Donated services totalling £311,955 are included as a gift in kind and an expense and are included at their estimated value to the charity where this is reasonably quantifiable and measurable. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised.

e) Funds

Unrestricted funds are funds that are expendable at the discretion of the Trustees in furtherance of the general objects of the Society and which has not been designated for other purposes.

Designated funds comprise unrestricted funds that have been put aside at the discretion of the Trustees for particular purposes (see note 17). Each Designated fund is applied by the Board of Trustees on the recommendation of the Finance, Performance and Resources Committee.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Society for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of the major restricted funds are set out in the notes to the financial statements.

f) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of the resources. Overheads have been allocated on a mix of the most appropriate bases of staff numbers, income or expenditure.

g) Tangible fixed assets

All assets are held at cost less accumulated depreciation.

h) Intangible fixed assets

Intangible assets are identifiable non-monetary assets without physical substance. The Group's intangible assets comprise IT software and licences. These are stated at cost less accumulated amortisation. The cost includes cost of asset purchase and other directly attributable costs.

The threshold for capitalisation is £1,000 for a single asset or group of assets.

i) Depreciation and amortisation of fixed assets

Freehold land is not depreciated.

Other assets are depreciated, on a straight-line basis over the useful economic life of the assets from the date of acquisition, as follows:

• Freehold buildings used for the Society's operational activities	50 years
• Leasehold buildings	Life of the lease
• Fixtures, fittings, furniture, and equipment	4-10 years
• Computer and other equipment	3-10 years
• Vehicles	5 years

Intangible assets are amortised on a straight-line basis over the useful economic life of the asset as follows:

• Software licences	3 years
• Other licences, trademarks, rights etc.	over their identifiable life

j) Investments

The Group's investment in farmland is stated at market value. A full external valuation of the Estate including all property and land will be obtained at least every three years or if there is likely to be a material change in the value. The most recent external valuation was performed as at 31 March 2021 on the farmland. A desktop revaluation is performed in the intervening years. Investments in the subsidiaries are stated at cost. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

k) Impairment

The Group carries out an impairment review of individual tangible assets and cash generating units at each reporting date. The review takes into account internal and external indicators of impairment.

Where an indicator of impairment exists, an impairment assessment is performed where the carrying amount is compared to the recoverable amount. If the carrying amount of an asset or cash generating unit exceeds the recoverable amount, then the loss is charged to the SOFA as expenditure and as a separate line within operating expenditure where it is considered to be material.

l) Financial Instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability of another entity. The Group accounts for its financial instruments using sections 11 and 12 of FRS102. Basic financial instruments are initially recognised at transaction price and in subsequent years at amortised cost. Financial instruments that do not meet the criteria of basic financial instruments are initially recognised at fair value and in subsequent years are measured at fair value at the end of each reporting period with any changes in fair value being recognised in the SOFA. The Group's financial instruments are all currently classified as basic.

Financial assets are derecognised when the rights to the cash flows from the asset expire or are settled. Financial liabilities are derecognised when the obligation is discharged, cancelled, or expired. Any difference between the consideration paid or received and the amounts derecognised are recognised in the SOFA.

m) Stock

Stock comprises goods for resale and is valued at the lower of cost or net realisable value after making due allowance for obsolete or slow-moving items.

n) Taxation

The Society is a registered charity and is exempt from Corporation Tax on its income and gains to the extent that they are applied to its charitable purposes. The subsidiaries aim to distribute any taxable profits in full to the Society through Gift Aid so will only provide for a tax liability where this is not possible.

o) VAT

Most expenditure is subject to VAT, which the Society is unable to reclaim. This expenditure is therefore shown inclusive of VAT. VAT can be reclaimed by the Society under the partial exemption method for certain other activities and this recovery is recognised in the SOFA during the year. Where the activities of the Society's subsidiaries relate to taxable supplies, VAT can be reclaimed, and this expenditure is shown net of VAT. The balance of VAT payable to or recoverable at the year-end is included in the Balance Sheet as a current liability or asset.

p) Pension costs

The Society operates a defined benefit pension scheme for permanent employees, which was closed to new entrants in 2006 and it is recognised according to section 28 of FRS102. The assets, liabilities and movements in the surplus or deficit of the scheme are calculated by qualified independent actuaries as an update to the latest full actuarial valuation.

q) Provisions

The Group provide for liabilities when:

- there is a present legal or constructive obligation, resulting from a past event, at the balance sheet date;
- it is probable that a transfer of economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the amount of the obligation

The amount recognised as a provision is the best estimate of the expenditure required to settle the present obligation at the balance sheet date.

3. Voluntary income and costs of raising funds

Group	31 March 2022		31 March 2021	
	Income and direct costs	Support costs	Total income and costs	Total income and costs
	£'000	£'000	£'000	£'000
Income:				
Donations and fundraising	1,585	-	1,585	1,482
Legacies	1,108	-	1,108	997
Grants	680	-	680	887
Total income	3,373	-	3,373	3,366
Expenditure:				
Costs of raising funds	(759)	(280)	(1,039)	(908)
Net funds raised	2,614	(280)	2,334	2,458

The above income was all in the Society, which also received £2k in gift aid, giving income of £3,375k.

4. Charitable activities

The Group carries on a range of charitable activities, some of which are funded from Local Authorities, Care Commissioning Groups and NHS Trusts. Others are funded from grants and voluntary income. These are grouped below in the following categories:

- **Care services** - the Society ran 6 care homes and a supported living service for people in supported housing or their own homes.
- **Research** - the Society carries out research, in conjunction with UCL and UCLH, to take forward the prevention and treatment of the condition of epilepsy. The major investment is in genomic research but other related research is also undertaken.
- **Medical services** - the Group provides services and facilities for people with epilepsy, to UCLH and other NHS trusts, including a 24 bed in-patient facility, therapeutic drug monitoring, MRI, other diagnostic assessments, an on-call doctor service and direct therapeutic services such as occupational therapy and art therapy.
- **Help, information and advocacy services** - the Society provides help and support to people with epilepsy through a helpline, online assistance, provision of information, signposting, training for professionals and advocacy and awareness raising activities.

The income and costs from these activities are set out below:

	31 March 2022 Group £'000	31 March 2021 Group £'000
Care services		
Income	11,057	10,673
Direct costs	(8,154)	(9,026)
Support costs	(3,196)	(2,698)
Total costs	(11,350)	(11,724)
Net expenditure	(293)	(1,051)
Research		
Income	-	-
Direct costs	(1,335)	(1,144)
Support costs	(439)	(371)
Total costs	(1,774)	(1,515)
Net expenditure	(1,774)	(1,515)
Medical		
Income	1,633	1,002
Direct costs	(1,142)	(1,471)
Support costs	(541)	(424)
Total costs	(1,683)	(1,895)
Net expenditure	(50)	(893)
Help, information, and advocacy		
Income	68	17
Direct costs	(336)	(303)
Support costs	(204)	(133)
Total costs	(540)	(436)
Net expenditure	(472)	(419)

Other charitable activities

Income	-	-
Direct costs	(32)	(269)
Support costs	-	-
Total costs	(32)	(269)
Net expenditure	(32)	(269)

Total charitable activities

Income	12,758	11,692
Direct costs	(10,999)	(12,213)
Support costs	(4,380)	(3,626)
Total costs	(15,379)	(15,839)
Net expenditure	(2,622)	(4,147)

5. Other trading activities

The Group carries out a limited amount of other trading activities to raise funds for the Society. Some of these activities are carried out through the Society's subsidiary, Epilepsy Enterprises Limited. A breakdown of these activities is set out below:

Group	31 March 2022		31 March 2021	
	Income and direct costs	Support costs	Total income and costs	Total income and costs
	£'000	£'000	£'000	£'000
Income:				
Merchandise	11	-	11	8
Rental income and overnight charges	960	-	960	298
Total income	971	-	971	306
Expenditure:				
Costs of sales - merchandise and shop	(6)	(7)	(13)	(8)
Letting costs	(284)	(200)	(484)	(286)
Net surplus/(deficit)	681	(207)	474	12

The Society's trading activities exclude the merchandise and coffee shop above, £5,000 of rental income (2021: £5,000) and £5,000 of support costs (2021: £7,000).

6. Investment income

	31 March 2022	31 March 2021
	Group	Group
	£'000	£'000
Income from farmland	107	93
Other sundry lease income	66	32
Interest receivable and dividends	5	25
Total	178	150

7. Support costs

Support costs allocated to the activities of the charity represent the running costs of the Society. This includes substantial costs of managing our large and ageing estate including depreciation of the unused buildings. As a result, the Trustees are of the opinion that to simply allocate all the support costs in total would not provide a reasonable reflection of the costs of providing the services. Therefore, the costs have been split out below between normal running costs and additional costs that the charity currently incurs in maintaining its estate.

7. Support costs (continued)

	31 March 2022 Group £'000	31 March 2021 Group £'000
Corporate, finance and governance costs	1,905	1,843
HR and IT costs	643	572
Depreciation of non-function specific assets	93	87
Estates and office services costs	622	624
Normal support costs	3,263	3,126
Additional costs¹:		
Depreciation of non-function specific assets	51	51
Estates and land costs	1,546	759
Total allocated support costs	4,860	3,936
Allocated to		
Charitable activities:		
Care	3,196	2,698
Research	439	371
Medical Services	541	424
Help, information and advocacy services	204	133
Total charitable activities	4,380	3,626
Raising funds	280	185
Other trading activities	200	125
Total allocated support costs	4,860	3,936

¹ these costs represent expenditure on estate maintenance that arise only because of the nature of the Society's estate, and depreciation of disused buildings together with costs of consultants and advisors employed to further the development or sale of part of the Society's estate.

8. Other income and expenditure**Other expenditure**

The Society operates a defined benefit pension arrangement called the Epilepsy Society Pension and Life Assurance Scheme (the "Scheme"). Details of the Scheme are set out in note 20. The Scheme has been closed to new members for a number of years and at 31 March 2022 only had 5 active members (2021: 5). The Society makes employer contributions for these employees and significant deficit contributions into the Scheme which are accounted for as a cost in the normal way.

The major administration costs of running the Scheme are paid for directly by the Society rather than the Scheme. These costs, which total £151,449 (2021: £133,000), together with the pension service costs and the pension interest costs are treated as other expenditure in the accounts, and together come to £454k (2021: £353k).

9. Employee information

Employees costs during the year were:

	31 March 2022 Group £'000	31 March 2021 Group £'000
Employee Costs		
Wages and salaries	8,113	8,519
Social Security costs	689	705
Pension costs	247	242
Apprentice Levy	24	27
Total	9,073	9,493

Employer deficit contributions of £287,000 (2021: £1,281,000) were paid into the Society's defined benefit pension scheme during the year as described in note 20. During the year Epilepsy Society accrued £20,000 (2021: paid £62,000) of redundancy costs. These expenses were approved by the Trustees for payment.

The average number of people employed during the year was:

	31 March 2022 Group	31 March 2021 Group
Residential and domiciliary care services	211	212
Research and medical Services	12	18
Communication, information and marketing	9	9
Fundraising	6	8
Administration and management	28	29
Total	266	276

10. Trustees and Executive Officers

Details of Trustees and Executive Officers are set on page 55 of these Financial Statements. Trustees do not receive any remuneration and during the year two Trustees claimed expenses totalling £919 for travel and subsistence (2021: one Trustee claimed £28).

The table in note 9 setting out employees in pay bands includes the Chief Executive Officer and other Executive Officers whose remuneration totalled more than £60,000 in the year. All Executive Officers are employed on contracts that are the same as those used for other staff and benefits, including pensions, on the same basis.

The total emoluments received by the Chief Executive Officer and other Executive Officers identified as key management personnel was £565k (2021: £563k) represented by salary of £488k (2021: £472k), national insurance of £60k (2021: £57k) and pension contributions of £17k (2021: £34k).

11. Net income

Net income is stated after charging/(crediting):

	31 March 2022	31 March 2021
	Group	Group
	£'000	£'000
Depreciation of tangible fixed assets	612	711
Amortisation of Intangible fixed assets	33	23
Operating lease rentals:		
office equipment	-	6
External auditor's remuneration excl VAT:		
audit of the financial statements	31	29
for other services	14	2
Rental Income	960	421

12. Fixed assets: intangible assets

	31 March 2022		31 March 2021	
	Software & systems		Software & systems	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Cost				
At 1 April	271	271	200	200
Additions	-	-	147	147
Disposals	(36)	(36)	(76)	(76)
At 31 March	235	235	271	271
Accumulated Amortisation				
At 1 April	(146)	(146)	(200)	(200)
Charge for the year	(33)	(33)	(23)	(23)
Disposals	36	36	77	77
At 31 March	(143)	(143)	(146)	(146)
Net book value				
At 31 March	92	92	125	125

13. Fixed assets: tangible assets**Group****31 March 2022**

	Freehold land & buildings	Fixtures, fittings, furniture & equipment	Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2021	20,909	688	3,393	156	25,146
Additions	-	17	93	-	111
Disposals	-	(57)	(70)	(45)	(172)
At 31 March 2022	20,909	648	3,416	111	25,085
Accumulated depreciation:					
At 1 April 2021	(6,081)	(530)	(2,927)	(136)	(9,675)
Charge for the year	(414)	(51)	(139)	(8)	(612)
Disposals	-	57	69	45	171
At 31 March 2022	(6,496)	(524)	(2,997)	(99)	(10,116)
Net book value:					
At 31 March 2022	14,414	124	419	12	14,969
At 31 March 2021	14,828	158	466	20	15,471

The land and buildings held by the Group and the Society were valued as at 31 March 2019 by Carter Jonas, a qualified RICS valuer, who valued the total land and buildings held by the Group at that date at £52.5 million.

13. Fixed assets: tangible assets (Continued)

Society

31 March 2022

	Freehold land & buildings	Fixtures, fittings, furniture & equipment	Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2021	19,145	688	3,393	156	23,382
Additions	-	17	93	-	110
Disposals	-	(57)	(70)	(45)	(172)
At 31 March 2022	19,145	648	3,416	111	23,320
Accumulated depreciation:					
At 1 April 2021	(5,507)	(530)	(2,927)	(136)	(9,100)
Charge for the year	(379)	(51)	(139)	(8)	(577)
Disposals	-	57	69	45	171
At 31 March 2022	(5,886)	(524)	(2,997)	(99)	(9,506)
Net book value:					
At 31 March 2022	13,259	124	419	12	13,814
At 31 March 2021	13,638	158	466	20	14,282

14. Fixed assets: investments

	Society Farmland £'000	Group Total £'000
Cost or valuation:		
At 1 April 2021	4,440	4,440
At 31 March 2022	4,440	4,440
At 31 March 2021	4,440	4,440

The Society owns 222 acres of farmland that is rented out under an agricultural lease and treated as an investment. A revaluation gain of £2,240k on the Society's farmland was recognised at 31 March 2021. The basis of the valuation is for full vacant possession and takes into account similar land in the locality in line with the comparable approach generally accepted for valuation for agricultural property.

The Society has investment of fully paid up share capital in subsidiary NSE Facilities limited of £2,446k, which is eliminated on consolidation.

No profit or loss was recognised on fixed asset disposals during 2021/22 (2021: £14k).

15. Debtors

	31 March 2022		31 March 2021	
	Group £'000	Society £'000	Group £'000	Society £'000
Due within one year				
Residential and Domiciliary Care Services	457	457	252	252
Less: Provision for bad and doubtful debts	(95)	(95)	(67)	(67)
	362	362	185	185
Medical Services Receivable	247	247	176	175
Rent Receivable	8	8	101	101
Other Receivables	5	5	(5)	(5)
VAT Refundable	3	-	-	-
Prepayments & Accrued Income	1,212	1,212	962	962
Amounts due from Subsidiaries	-	13	-	23
Total due within one year	1,837	1,847	1,419	1,441

16. Creditors: Amounts falling due within one year

	31 March 2022		31 March 2021	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Trade creditors	531	531	314	314
Taxation and social security	220	220	218	218
Amounts held for residents and tenants	51	51	53	53
VAT payable	21	21	15	15
Other creditors	207	207	179	179
Accruals and deferred income	2,084	2,077	2,243	2,243
Total Creditors: Amounts falling due within one year	3,114	3,108	3,022	3,022

The deferred income balance as at 1st April 2021 was £600k. All £600k of this balance was released to income during the year, and £453k received during 2021/22 was deferred to future periods because it related to services to be provided in 2022/23.

17. Fund movements

Group	31 March 2022					
	At 1 April 2021	Income	Expenditure	Transfers	Gains and losses	At 31 March 2022
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	21,527	15,761	(16,251)	731	-	21,768
Designated funds	8,263	-	-	(807)	-	7,456
Revaluation reserve	2,240	-	-	-	-	2,240
Pension reserve	(9,555)	-	-	76	2,929	(6,550)
Total unrestricted funds	22,475	15,761	(16,251)	-	-	24,914
Restricted funds	2,751	914	(636)	-	-	3,028
Total funds	25,226	16,675	(16,888)	-	2,929	27,942

Group	31 March 2021					
	At 1 April 2020	Income	Expenditure	Transfers	Gains and losses	At 31 March 2021
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	23,163	14,805	(16,422)	(5)	(14)	21,527
Designated funds	9,309	-	-	(1,046)	-	8,263
Revaluation Reserve	-	-	-	-	2,240	2,240
Pension reserve	(8,708)	-	-	1,061	(1,908)	(9,555)
Total unrestricted funds	23,764	14,805	(16,422)	10	318	22,475
Restricted funds	2,315	1,151	(705)	(10)	-	2,751
Total funds	26,079	15,956	(17,127)	-	318	25,226

During 2019/20, The Trustees decided to create a designated fund to ensure that the proceeds from the sale of a tranche of our land to Audley in March 2019 would be used for the purposes they had agreed. The designated fund is used for a combination of four purposes:

- To invest in the backlog of works needed on the Society's ageing estate;
- To make one-off payments to the Society's pension scheme in 2020/21 and 2022/23 as part of the deficit reduction plan;
- To pay for consultants and legal costs incurred in possible development of the Society's land;
- To fund the Society's research programme to the extent that fundraising income fails to do so.

During the year, the Society incurred £807k (2021: £1,046k) in expenditure in these areas and this amount has been transferred out of the reserve during the year.

17. Fund movements (continued)

Society	31 March 2022					
	At 1 April 2021	Income	Expenditure	Transfers	Gains and losses	At 31 March 2022
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	22,465	15,747	(16,200)	731	-	22,743
Designated funds	8,263	-	-	(807)	-	7,456
Revaluation reserve	2,240	-	-	-	-	2,240
Pension reserve	(9,555)	-	-	76	2,929	(6,550)
Total unrestricted funds	23,413	15,747	(16,200)	-	2,929	25,889
Restricted funds	2,751	914	(637)	-	-	3,028
Total funds	26,164	16,661	(16,837)	-	2,929	28,917

Society	31 March 2021					
	At 1 April 2020	Income	Expenditure	Transfers	Gains and losses	At 31 March 2021
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	24,044	14,805	(16,365)	(5)	(14)	22,465
Designated funds	9,309	-	-	(1,046)	-	8,263
Revaluation reserve	-	-	-	-	2,240	2,240
Pension reserve	(8,708)	-	-	1,061	(1,908)	(9,555)
Total unrestricted funds	24,645	14,805	(16,365)	10	318	23,413
Restricted funds	2,315	1,151	(705)	(10)	-	2,751
Total funds	26,960	15,956	(17,070)	-	318	26,164

17. Fund assets and liabilities

The analysis of net assets between funds is set out below:

	Group		Society	
	31 March 2022		31 March 2022	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	13,891	1,170	12,736	1,170
Investments	4,440	-	6,886	-
Current assets	16,247	1,858	15,925	1,858
Current liabilities	(3,114)	-	(3,108)	-
Defined benefit pension liability	(6,550)	-	(6,550)	-
Total net assets at 31 March 2022	24,914	3,028	25,889	3,028

	Group		Society	
	31 March 2021		31 March 2021	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	14,396	1,200	13,205	1,200
Investments	4,440	-	6,886	-
Current assets	16,213	1,551	15,896	1,551
Current liabilities	(3,019)	-	(3,019)	-
Defined benefit pension liability	(9,555)	-	(9,555)	-
Total net assets at 31 March 2021	22,475	2,751	23,413	2,751

The designated fund at 31 March 2022 is all represented by current assets (cash at bank) and is included in unrestricted funds above.

19. Restricted funds

The Society receives donations and grants that can only be used for specified purposes. The Society maintains records for each donation or grant given in this way and allocates costs against those funds. The table below summarises the types of activities the income is received in respect of. In some cases, actual restrictions are more specific than the general categories used in this table.

Group and Society**31 March 2022**

	At 1 April 2021	Income	Costs	Transfers	At 31 March 2022
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	844	636	(441)	-	1,039
General genomics research	-	61	(53)	-	8
Specific other research	144	19	-	-	163
General research	269	78	-	-	347
MRI IT upgrade	15	-	-	-	15
Helpline service	156	33	(62)	-	127
Care services and activities	108	56	(49)	-	115
The New House	1,200	-	(30)	-	1,170
Other areas	15	31	(2)	-	44
Total restricted funds	2,751	914	(637)	-	3,028

The costs above include £10,000 (2020: £59,000) relating to capital purchases.

Group and Society**31 March 2021**

	At 1 April 2020	Income	Costs	Transfers	At 31 March 2021
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	518	523	(197)	-	844
General genomics research	-	120	(120)	-	-
Specific other research	30	114	-	-	144
General research	191	78	-	-	269
MRI IT upgrade	15	-	-	-	15
Helpline service	205	23	(72)	-	156
Care services and activities	110	288	(281)	(9)	108
The New House	1,230	-	(30)	-	1,200
Other areas	16	5	(5)	(1)	15
Total restricted funds	2,315	1,151	(705)	(10)	2,751

The nature of the restriction on these funds can be understood from the table above with the exception of "The New House", which represents donations that were received in prior years for the building of a block of 12 supported flats for people with epilepsy. The depreciation on the capital asset, which is still subject to the restrictions, is charged to the fund.

The prior year figures above set out the element of the 2021 Statement of Financial Activities that relate to restricted income and expenditure. All other items in the prior year SOFA relate to unrestricted funds.

20. Pensions

Epilepsy Society (the Company) operates a defined benefit pension arrangement called the Epilepsy Society Pension Scheme (the Scheme) to 5 permanent employees (2021: 5). The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The Company also operates a defined contribution scheme but this is not included in these disclosures.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Company must agree with the Trustees of the Scheme the contributions to be paid to meet any shortfall against the Statutory Funding Objective and to pay for the future accrual of benefits.

The most recent comprehensive actuarial valuation of the Scheme was carried out as at 31 March 2019 and the next valuation of the Scheme, as at 31 March 2022, is underway. In the event that the valuation reveals a larger deficit than expected the Company may be required to increase contributions above those set out in the existing Schedule of Contributions. Conversely, if the position is better than expected, it is possible that contributions may be reduced.

The Company expects to pay deficit contributions of £1,296,000 in the year to 31 March 2023, plus the cost of the Pension Protection Levy and the expenses of operating the Scheme. This is in line with the deficit reduction contributions agreement reached by the Society and the Scheme Trustees at the time of the 2019 actuarial valuation, which is summarised below:

- £250,000 pa, to be paid towards the Scheme in monthly instalments on or before the 19th of each calendar month following that to which the payment relates, up to 31 March 2030. This payment shall increase by 3.00% pa on 1 April 2021 and on each 1 April thereafter.
- Two lump sum payments of £1,000,000 to be paid before 19 May 2020 and 19 May 2022 respectively.
- The Employer has agreed that, no later than 19 May 2024, it will pay an additional £2,000,000 contribution to the Scheme funded by land sales; but if this is not possible, then with effect from 1 April 2024, the regular contributions will instead rise by an additional £345,000 to £626,377 per annum.

The Scheme is managed by a board of Trustees appointed in part by the Company and in part from elections by members of the Scheme. Trustees have responsibility for obtaining valuations of the fund, administering benefit payments and investing the Scheme's assets. The Trustees delegate some of these functions to their professional advisers where appropriate.

The effect of the judgment regarding equalisation of guaranteed minimum pensions for past transfers has been accounted for as a past service cost during the period.

There were no plan amendments, curtailments or settlements during the period.

The Scheme exposes the Company to a number of risks:

- Investment risk. The Scheme holds investments in asset classes, such as equities, which have volatile market values and while these assets are expected to provide real returns over the long-term, short-term volatility can cause additional funding to be required if a deficit emerges.
- Interest rate risk. The Scheme's liabilities are assessed using market yields on high quality corporate bonds to discount the liabilities. As the Scheme holds assets such as equities the value of the assets and liabilities may not move in the same way.
- Inflation risk. A proportion of the benefits under the Scheme are linked to inflation. Although the Scheme's assets are expected to provide a good hedge against inflation over the long term, movements over the short-term could lead to deficits emerging.
- Mortality risk. In the event that members live longer than assumed a deficit will emerge in the Scheme.
- Member options. Certain benefit options may be exercised by members without requiring the consent of the Trustees or the Company, for example exchanging pension for cash at retirement. In this example, if fewer members than expected exchange pension for cash at retirement then a funding strain will emerge.

The principal actuarial and main financial, assumptions used to calculate the Scheme liabilities are:

Group and Society	31 March 2022	31 March 2021
	%age pa	%age pa
Salary increase rate	3.50	2.95
CPI pension increases (fixed at 3%)	3.00	3.00
CPI pension increases (between 3% and 5%)	3.70	3.45
CPI pension increases (maximum 5%)	3.35	2.85
CPI pension increases (maximum 2.5%)	2.30	2.15
Discount rate	2.65	1.85
RPI increase rate	3.90	3.50
CPI increase rate	3.50	2.95
Tax free cash on commutation	20.00	20.00
Post-retirement mortality	S3PA tables with CMI 2018 projections using a long-term improvement rate of 1.25% pa. The initial addition is 0.5% pa.	S3PA tables with CMI 2018 projections using a long-term improvement rate of 1.25% pa. The initial addition is 0.5% pa.

The CPI for pension increases figures above set out the assumption used for pension increases dependent on the increase clause within members' pension conditions.

20. Pensions (continued)**Assets held in the scheme**

The Scheme invests funds in range of assets to produce an investment return. At 31 March 2022, the analysis of assets based on the valuation at that date is as follows:

Group	31 March 2022	31 March 2021
	£'000	£'000
Equities	12,853	17,253
Gilts and bonds	6,767	2,277
Liability Driven Investment	8,087	4,937
Property	1,236	1,061
Cash	576	1,438
Other assets	771	3,539
Total	30,290	30,775

The actual gross return on the assets over the period was £617,000 (2021: £3,330,000). The assets do not include investment in the shares of the Society or any Group company.

Under FRS102, the expected return on assets is the same as the discount rate used to value the liabilities. However, the assets and liabilities will not generally change in the same manner over time and are also unlikely to change in the same way as other measures of the funding position such as that used for scheme funding or assessing solvency.

Amounts recognised in the Balance Sheet as at 31 March 2022

Group	31 March 2022	31 March 2021
	£'000	£'000
Fair value of employer assets	30,290	30,775
Present value of funded liabilities	(36,840)	(40,330)
Net liability	(6,550)	(9,555)

Amounts recognised in the Statement of Financial Activities for the year ended 31 March 2022

Group	31 March 2022	31 March 2021
	£'000	£'000
Current service cost	37	33
Past service cost	-	5
Interest on Scheme liabilities	733	806
Interest on Scheme assets	(559)	(624)
Total	211	220

20. Pensions (continued)**Re-measurements for the year ended 31 March 2022**

Group	31 March 2022	31 March 2021
	£'000	£'000
Gain/(loss) on scheme assets in excess of interest	58	2,706
Experience gains/(losses) on liabilities	-	(6)
Gains/(losses) from changes to assumptions:		
Due to changes to financial assumptions	2,871	(4,608)
Total actuarial gains/(losses) per SOFA	2,929	(1,908)

Reconciliation of fair value of the Society's assets

Group and Society	31 March 2022	31 March 2021
	£'000	£'000
Fair value of assets at 1 April	30,775	28,006
Interest on assets	559	624
Employer contributions	287	1,281
Contributions by Scheme participants	10	11
Benefits paid	(1,397)	(1,851)
Administration costs	(2)	(2)
Return on scheme assets less interest	58	2,706
Fair value of assets at 31 March	30,290	30,775

Reconciliation of the Society's defined benefit obligation

Group	31 March 2022	31 March 2021
	£'000	£'000
Defined benefit obligation at 1 April	(40,330)	(36,714)
Current service cost	(35)	(31)
Past service cost	-	(5)
Contribution by Scheme participants	(10)	(11)
Interest cost	(733)	(806)
Benefits paid	1,397	1,851
Experience gains/(losses) on liabilities	-	(6)
Changes to financial assumptions	2,871	(4,608)
Defined benefit obligation at 31 March	(36,840)	(40,330)

20. Pensions (continued)**Sensitivity of the value of liabilities**

As with most defined benefit pension schemes, the value of the liabilities in the Scheme would be different if assumptions were changed. The table below sets out the impact on the Scheme's liabilities if the main assumptions were changed:

Adjustments to assumptions	Approximate (decrease)/ increase in liabilities
	£'000
Discount rate – increased by 0.5%	(2,392)
Inflation – increased by 0.5%	1,220
Commutation – remove 20% allowance	1,510

21. Operating leases

The Society has a number of non-cancellable operating leases for printers and office equipment. Details are set out below:

	31 March 2022 Group £'000	31 March 2021 Group £'000
IT and office equipment		
Within one year	1	5
One year or more but less than two years	-	1
Total operating leases	1	6

22. Subsidiaries

The Society owns 100% of the share capital in two subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, who gift aid any taxable profits to the Society. Both subsidiaries' registered office and place of business is the same as the Society as set out on page 56. A summary of their activities and results for the year is set out below:

22. Subsidiaries (continued)**Epilepsy Enterprises Ltd**

The main activities of the company are the sale of goods and services to raise funds for the charity and other related trading activities. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended 31 March 2022 £'000	Year ended 31 March 2021 £'000
Turnover	16	12
Cost of sales	(6)	(3)
Administrative expenses	(7)	(6)
Profit on ordinary activities	3	3

The Statement of Changes in Equity recognised a Gift Aid payment of £2,199 (2021: £24,838)

Statement of Financial Position	As at 31 March 2022 £'000	As at 31 March 2021 £'000
Stock	16	15
Debtors	3	1
Cash at bank	10	16
Creditors: amounts falling due within one year	(17)	(22)
Total net assets	12	9
Share capital (2 ordinary shares of £1 each)	-	-
Accumulated profit	12	9
Total reserves	12	9

22. Subsidiaries (continued)**NSE Facilities Ltd**

This company is inactive other than owning the building, the Gowers Centre, from which medical services are provided to the UCLH NHS Foundation Trust. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended 31 March 2022 £'000	Year ended 31 March 2021 £'000
Turnover	-	-
Operating costs	(38)	(37)
Loss on ordinary activities	(38)	(37)

The Statement of Changes in Equity recognised a Gift Aid payment of £nil (2021: £nil)

Statement of Financial Position	As at 31 March 2022 £'000	As at 31 March 2021 £'000
Tangible fixed assets	1,155	1,191
Amounts due from Subsidiaries	-	-
Cash at bank	306	308
Creditors: amounts falling due within one year	(2)	(2)
Total net assets	1,459	1,497
Share capital	2,446	2,446
Accumulated loss	(987)	(949)
Total reserves	1,459	1,497

The share capital comprises 2 'A' ordinary shares of £1 each and 2,446,000 'B' ordinary redeemable shares of £1 each. The tangible fixed assets related wholly to buildings are reported at cost less accumulated depreciation.

23. Related party transactions

During the year, the Society received a Gift Aid distribution from Epilepsy Enterprises Limited of £2,199 (2021: £24,838). At 31 March 2022, Epilepsy Enterprises Limited owed the Society £12,608 (2021: £23,031) and the balance between NSE Facilities Limited and the Society was £nil (2021: £nil).

Registered Office: Chesham Lane, Chalfont St Peter
Buckinghamshire SL9 0RJ

Patron: Her Majesty, The Queen (1952-2022)

President: The Rt Hon Countess Howe

Board of Trustees

Peter Worthington	Chairman
Richard Murley	Resigned 14 December 2021
Peter Goodfellow	Treasurer
Catherine Alcock	
Deborah Wheeler	
Andrew Farrell	
Prof Andrew George	
Dr James Hagan	
Prof Stephen Smith	
Madani Sow	
Michael Stone	Resigned 14 December 2021
Andrew Gosling	Appointed 14 December 2021
Andrew Gray	Appointed 14 December 2021
Tracie Coultas-Pitman	Appointed 8 March 2022
Jacqueline Sullivan	Appointed 8 March 2022
Jane Worsley	Appointed 8 March 2022

Management Board

Chief Executive	Clare Pelham
Director of Care Services	Jonny Anders-Cannon
Interim Director of Fundraising	Gordon Craig from 6 April 2020
Chief Financial Officer	Simon Hawkins to 31 December 2021
	Andy James from 4 January 2022
Medical Director	Prof Ley Sander
Director of Land and Estates	Kevin Bournier

External Auditors: Crowe U.K. LLP
55 Ludgate Hill
London EC4M 7JW

Bankers: National Westminster Bank Plc
44 Packhorse Road, Gerrards Cross
Buckinghamshire SL9 8EA

Legal Advisors:	B P Collins 32 – 38 Station Road, Gerrards Cross Buckinghamshire SL9 8EL	Trowers and Hamblins (UK) Ltd 3 Bunhill Row London EC1Y 8YZ
	Eversheds Sutherland (international) LLP 1 Wood Street London EC2V 7WS	Fieldfisher LLP 2 Swan Lane London EC4R 3TT

Accounts



Epilepsy Society Limited

**Group Financial Statements
and Annual Report
for the year ended
31 March 2021**

**The Chalfont Centre
Chesham Lane, Chalfont St Peter,
Buckinghamshire SL9 0RJ**

**Registered charity: 206186
Company limited by guarantee: 492761**

Contents

	Page
Chairman's Review	1
Letter from the Chief Executive	3
Trustees' Annual Report (Strategic Report and Directors' Report)	5
Independent Auditor's Report	21
Consolidated Statement of Financial Activities	25
Balance Sheets	26
Consolidated Cashflow Statement	27
Notes to the Financial Statements	28
Trustees, Officers and Advisors	56

The last year has undoubtedly been dominated by the pandemic. We have had to find new and often radical ways to deliver the three core pillars of our Society – research, advocacy, and care. At every level our focus has been about survival in the face of an invisible enemy. And it has shown us just what we are capable of.

There is nothing like a crisis for cutting through the periphery to address what is needed in the here and now. On a day-to-day basis, our staff have responded magnificently, the ever present threat of Covid-19 sharpening our resolve and our resilience. Their response was greatly enhanced by the clinical support from our UCL and UCLH partners and the Francis Crick Institute.

There have of course been tough decisions. Although we took advantage of the government's furloughing scheme, with voluntary income down by almost 50 per cent, a small number of redundancies were necessary across the organisation. We have had to tighten our belt.

This is nothing new. For many years we have been looking to address an underlying deficit in order to put the charity on a more sustainable footing for the future. We had an ambitious five-year fundraising programme in place to address the deficit, but unfortunately this was the first victim of the pandemic, with major events across the country cancelled or postponed. We have had to think again.

The charity is fortunate in that it has a wonderful legacy, courtesy of its founding fathers - an extensive estate that was originally orchards and farmland to provide employment for people with epilepsy. In recent times we have sold a small amount of the land to strengthen our financial foundations. But we are now looking in more detail at how that legacy can help ensure the longevity of the charity and realise our courageous plans to make epilepsy irrelevant for future generations.

Across our research, care and advocacy teams, we have been working strategically to look at how we, as a charity, should evolve and best support people with epilepsy, keeping pace with the needs of those with epilepsy and the services provided in other conditions such as Alzheimer's, dementia, cancer and heart disease. Epilepsy has always been considered a 'Cinderella condition' but we know that our research and care services have the potential to elevate epilepsy care to new heights.

Today, our research focusses on important but specific areas: genomics, neuroimaging, neuropathology, pharmacology and health service research. We have a rich source of invaluable data across all these areas but historically our work has been siloed.

We plan to move to a big data-driven intelligent approach that combines information from each strand of our work. We want to develop a unique personalised platform that gives each person a 360 degree assessment using every piece of innovative diagnostic equipment at our disposal. It will be a first in the world for epilepsy.

Complex care at the Epilepsy Society will progress from solely residential to focus also on rehabilitation, enablement and independence. As well as establishing a nationally renowned centre of excellence, supporting people with refractory epilepsy and complex care needs, we will provide a support/outreach service for nursing teams in community.

No longer will we be purely an 'end destination' for people with complex epilepsy. Instead we will be a step of hope in a pathway that leads back to life in the community.

And working very much in tandem with research and care, our advocacy team will continue to work at government level to raise the voices of people with epilepsy.

Our legacy can - and should - make this happen. It is our responsibility to ensure that the treasure buried in our site is used to its best advantage for the very people the charity was established to support. Our founding fathers would not, today, be investing in farmland and orchards. They would be investing in research and care that promises hope for future generations. And that is what we must do.

The last 12 months have seen us come through the worst of times with a very strong vision and I look forward to beginning to make that vision a reality in the coming year. A special vote of thanks is due to the CEO and her leadership team for bringing that vision closer to reality in the face of such unprecedented conditions.

A handwritten signature in blue ink, appearing to read 'Peter Worthington', with a stylized flourish at the end.

Peter Worthington
Chairman

It could be on your left arm. Or it could be on your right. Whichever it is, most of us now are lucky enough to bear a small mark – a pinprick even – that is a testament to the wonderful power of science that is helping to guide us out of the pandemic and make the world a safer place.

We know we are not yet out of the woods. We know there is still a long way to go before all ages, in all places around the world, are fully vaccinated. But as the ledger closed on this financial year, all of us in the world of epilepsy were able to breathe a small sigh of relief.

The 113 people who live at Chalfont and the surrounding area, whose complex epilepsy and disabilities make them among the most vulnerable in society, had been vaccinated, along with an offer of vaccination to all our staff. And the 600,000 people with epilepsy across the UK were also promised their first vaccine as a part of the government's priority group six.

For me, an abiding memory of early 2021 will be the socially distanced queues of staff and residents, waiting in masks to be vaccinated at our medical centre by our wonderful team of neurologists. Everyone rolled their sleeves up. And, of course, the relief of our followers on social media, as they awaited a call up by their own GPs for their jab. There was anxiety, but there was also joy.

The real joy for me is that the power of the scientific response to the pandemic has been mirrored throughout the charity. We have not allowed ourselves to be beaten by the virus. Words could never do justice to our gratitude for the selfless way in which our care staff put residents' safety and happiness ahead of their own. Or the way our medics led from the front in a truly integrated model of care, injecting confidence in an uncertain world with rigorous testing and tracing.

And the rest of the team, too, has worked tirelessly from their bedrooms, their sofas, their lofts and their spare rooms, to meet the new challenges of a world paused by a pandemic. The fact that most of us have not seen each other for the best part of a year, has not stopped us working creatively and collaboratively to ensure that our services have continued.

Our Helpline has been there at a time when it has been ever more important. But fundraising has been hit hard by the pandemic. With many major fundraising events cancelled, our fundraising team has gone virtual with exciting new events including a 2.6 challenge and our very own Challenge 100 which brought in just short of £100,000. A tribute to both our staff and supporters.

We also ventured into new territory with a hard-hitting fundraising campaign on Facebook, highlighting the uncomfortable reality that seizures can be fatal. Campaigning around grief and loss is never easy but the campaign generated an unprecedented level of support and to date over 18,700 people have pledged to help us stop epilepsy deaths with over 400 becoming regular givers to support our vital research, with many setting up monthly direct debits to support our vital research.

We are beyond grateful to everyone who chooses to turn compassion and sorrow into hope for future generations.

We are so often confronted by this choice in fundraising and campaigning. Do we speak up about difficult and painful subjects, or do we keep silent knowing that we leave unanswered the question that a young woman with epilepsy asked recently on live television: "Where is the hope?"

Every day we are trying to answer that question and provide hope for people with epilepsy. It has been the impetus for our new, focused Vision for the charity with its three clear priorities-research, advocacy and care.

We have seen during the pandemic what transformational change can come from a surge in investment in scientific research. We are actively campaigning for the Government to make comparable transformational investments in epilepsy research through its Life Sciences Strategy. And we are continually fundraising to make progress so that the potential benefits of our research can reach all those who need it.

There is hope too in the dedication, care and expertise of our amazing Care and Medical Services staff here at Chalfont. Their dedication has been a beacon to lighten the dark days of the pandemic; and their commitment to improvement and sharing their expertise across the country, and indeed the whole world, has been inspiring. We owe them all a debt of gratitude.

And finally, our advocacy team provides hope by challenging injustices and campaigning for a better world for people with epilepsy.

In the past year, you may have seen the Epilepsy Society both on television and in the media, speaking up for people with epilepsy. In the last 12 months, the charity and many of its supporters have continued to be the victims of malicious and coordinated attacks on social media, with internet trolls sending flashing images with the intent of causing a seizure.

We have been campaigning hard for this type of abuse to be included in the government's Online Safety Bill. We have been working with the Department for Culture, Sport and Media, the Law Commission and the newly appointed social media regulators, Ofcom.

Now our campaign has been taken up by the Daily Express, who are working with us to highlight the horrors of this behaviour. And the international footballing community – many of whom are victims of online racial abuse – are standing side by side with us.

I began this letter with a testament to the power of science in forcing the virus into retreat. The shot in the arm that has helped release us all from lockdown. This brings me to our latest Safe Mum, Safe Baby campaign.

This year, the Commission for Human Medicines raised the alarm that some of the commonly prescribed epilepsy drugs could increase the risk of harm for a developing infant during pregnancy. This means that some women may have to choose between drugs that will control their seizures, and drugs that will safeguard their baby but may mean a seizure during their pregnancy - itself potentially dangerous.

This is not fair on the women and it is not fair on future generations. Nor is it fair on their doctors. We need better options. And research may provide them.

With the support of many MPs, and many young women with epilepsy who want hope for the future, we are working closely with the Department of Health to raise awareness of this terrible choice, and to move it towards the top of the Government's agenda.

I think it was Charles Dickens who said "It was the best of times, it was the worst of times". I would like to re-word that sentiment with the injection of hope that we all feel for the future. It has been the worst of times, and it will soon be the best of times. The best really is yet to come.

We are so grateful for all your support in fundraising, campaigning and volunteering, keeping us strong and bringing hope for the future to everyone with epilepsy.



Clare Pelham
Chief Executive

The Trustees are pleased to present their report for the year ended 31 March 2021 which provides a commentary on these results and the operations of the Epilepsy Society during the year, which are set out in the audited financial statements following this report. The report also acts as the Society's strategic report and the Directors' Report for the year.

The Trustees' Report covers a range of areas and these are set out as follows:

a) Principal Activities	h) Fundraising Activities
b) Charitable Objectives, Values and Strategy	i) Engagement with Stakeholders
c) Achievements and Future Plans	j) Employment and Volunteers
d) Principal Risks	k) Insurance, Health and Safety and Energy Reporting
e) Operational Performance	l) Governance, the Board and Executive Officers
f) Key Performance Indicators	m) Statement of the Trustees' Responsibilities
g) Financial Review	n) External Auditors

a) Principal Activities

Activities

Under section 17 of the Charities Act 2011, the Trustees have a duty to have due regard to the public benefit guidance published by the Charity Commission. During the year, the Trustees have acted in accordance with this requirement and they are satisfied that all the activities of the Society are for the public benefit.

There are in excess of 600,000 people with epilepsy in the UK. The Society undertakes a variety of activities for the benefit of those people. The main areas of these activities are:

- **Medical research**

The Epilepsy Society has a strong commitment to medical research which will provide practical treatments for epilepsy. The Society's world-leading research activities are carried out through a tri-partite arrangement between the Society, the Life and Medical Sciences department at University College London ('UCL') and the National Hospital for Neurology and Neurosurgery at University College London Hospitals ('UCLH'). This co-operation allows for seamless research integrating basic, clinical and translational aspects in one cohesive group working for the ultimate benefit of all people with epilepsy.

The priority areas in which we will continue to concentrate our efforts are first to ascertain risks, clarify underlying causes and identify clinically-relevant genetic markers for people with epilepsy; second to improve therapeutic options with a clear view to provide in the not so distant future personalised treatment to people with epilepsy.

- **Information, education and support services**

Through our helpline and parallel on-line services, the Society provides information, help and support to people who have epilepsy. We provide training to health care professionals, pharmaceutical companies, schools and individuals, through which we aim to support people with epilepsy and increase awareness of the condition and seizure first aid. Our external affairs function also raises awareness of issues for people with epilepsy and advocates on behalf of them.

- **Medical services**

The Sir William Gowers Assessment and Treatment Unit, run by UCLH in collaboration with the Society, is recognised as the leading centre for medical services to people with epilepsy in the United Kingdom and has one of the largest clinical throughputs in Europe. It provides a range of specialist epilepsy services, including diagnostic services such as electroencephalogram recording and an epilepsy-dedicated MRI scanner facility. The Centre also has a Therapeutic Drug Monitoring unit, which is currently the primary provider of anti-seizure medication level assays to the NHS.

- **Residential, domiciliary and nursing care services**

During the year, we ran seven residential care homes, one of which also provides nursing care, for people with epilepsy including people with complex epilepsy and associated conditions such as autism, mental ill health and learning disabilities. We also provide domiciliary care to people living in supported living accommodation and in their homes within the community.

Structure

Epilepsy Society ('the Society') was established in 1892 as the National Society for the Employment of Epileptics. The name was subsequently changed to the National Society for Epilepsy and in 2017 to the Epilepsy Society. The Society is a charitable company limited by guarantee. It is governed by its Memorandum and Articles of Association and it is registered as a charity with the Charity Commission (charity number 206186).

The Society has two wholly-owned subsidiaries - Epilepsy Enterprises Limited and NSE Facilities Limited. Epilepsy Enterprises Limited is the Society's trading company and it carries on commercial activities, such as merchandising, with a view to raising money for the charity. NSE Facilities Limited was incorporated in 2000 to build the Gowers Centre and to manage the healthcare services provided by UCLH within it. However, this is now being done directly by the Epilepsy Society and therefore this subsidiary is effectively dormant. The Boards of each subsidiary consist of two Trustees.

b) Charitable Objectives, Values and Strategy

The Society's strategy is set by the Board of Trustees and they also agree the vision and objectives following discussions with stakeholders including the staff who work for the Society.

Our Charitable Objective

The Society's charitable objective is to secure a full life for everyone affected by epilepsy and other neurological conditions. Under the Society's constitution, we will try to do this by:

- promoting acceptance of people with epilepsy and other neurological conditions, and challenging discrimination against them;
- preventing the development of epilepsy and other neurological conditions;
- seeking effective treatments for epilepsy and other neurological conditions; and
- providing services to people with epilepsy and other neurological conditions.

Our Values

We aim to fulfil this objective while meeting our values, which are being:

Caring

Accountable

Improving

Respectful

Open

whilst putting the person with epilepsy at the centre of everything that we do.

Our Strategy

Our strategy to meet our charitable objective and aims is based on 3 areas as set out in the diagram below:



Advocacy

Advocacy means understanding the individual and collective needs of persons affected by epilepsy so that their voices are heard and then promoting, representing and protecting those needs into our national and local communities. The Society's Advocacy Strategy sets out the framework within which it seeks to ensure that those voices are heard. Advocacy is carried out by the Society's in-house team from its headquarters at the Chalfont Centre.

Research

Research to us means investigating the causes of epilepsy so that ultimately the condition can be eliminated, prevented, or successfully treated and managed as set out in our Research Strategy. Our research will be person centred so that "every person is the research project" where the objective is to improve that individual's outcomes and quality of life. It will therefore focus on translational research in a clinical setting and will be undertaken collaboratively with leading research and clinical centres across the UK and internationally. Our strategy is to build on the genomics and other leading research carried out at Chalfont which is internationally recognised and renowned.

Leading best practice in care and support

Leading best practice in care & support means exemplifying best practice through a person-centred approach to the provision of some or all of the clinical, physical, intellectual, and emotional wishes and needs of a person affected by epilepsy to improve their quality of life.

The Society currently provides care services to 93 people based at Chalfont and a floating service to around 20 people living in Aylesbury or elsewhere in Buckinghamshire. The Society's Care & Support Strategy will articulate the avenues through which that care will be provided. This will flow from the wishes and preferences of people with epilepsy enabling them to live their lives as they choose. It will likely include innovative support to enable greater independence including through assistive technology, better environmental design, and a wide range of physical, cognitive and other therapies.

Our strategy is to provide ancillary services that support the provision of care to people affected by epilepsy that might otherwise not be available and signposting them to services that do exist. This includes continuing to provide and, if possible, expand our national helpline and associated on-line services. The strategy also includes the provision of medical services in partnership with UCLH.

Public benefit

The Charities Act 2011 requires the Society to have due regard to public benefit guidance published by the Commission in determining the activities undertaken by the charity. The Trustees confirm through this report

that they have complied with this requirement. Research carried out and funded by the Society meets the Charity Commission's test for Public Benefit. In addition, the application of the results of the research is not restricted by gender, ethnicity, religion, or ability to pay and in that respect the public at large benefit. Other services that the Society carries out in care, helping people through support and advice and providing medical services all comply with the public benefit test too.

c) Achievements and Future Plans

This has been an unprecedented and challenging year for the Society that has seen reduced activity and an organisational restructure. However, looking at each of our services in turn, we consider some of the main achievements to be:

Research

The research carried out by the Society in collaboration with UCL continues to reflect the worldwide reputation that the Chalfont Centre enjoys. The main focus of the research continues to be genomics but work on improving epilepsy diagnosis and treatment through MRI scanning and on global health issues around epilepsy are also significant.

We have also initiated a global project into a rare epilepsy condition. This involves sequencing and analysing 700 DNA samples from partners around the world as well as in the UK. This process is well under way.

Despite the restrictions imposed on the Society by COVID-19, we did manage to fulfil our pledge made last year around sequencing to the tune of 622 new DNA samples.

Medical Services

The Chalfont Centre is unique in the services we provide in conjunction with UCLH. We act as an expert referral centre for the NHS for people with epilepsy who benefit from coming to Chalfont, where we can run a wide range of diagnostic tests in one place, such as MRI and EEG. It is also convenient for people with epilepsy who have complex needs or need care and require tests over a few days to stay in our 24-bed inpatient facility. During 2020/21, medical services were significantly impacted by the COVID-19 pandemic. Restricted services started in September 2020 and will take some time to build back to previous levels.

In line with last year's plan, a review with UCLH around medical services provided at Chalfont was conducted to ensure that governance is provided in the right place, it operates in the best way for patients and that a new agreement is financially viable for the Society. Towards the end of 2020/21 a new service level agreement was finalised and signed by both the Society and UCLH shortly after the year end.

Advocacy and Information

Our telephone helpline and online support service continues to be in increasing demand, particularly with concerns around COVID-19 and the vaccines. Our services to help people with epilepsy across the UK are highly regarded, valued, and produce extremely high levels of satisfaction from users.

As a campaigning organisation, our influence and success are going from strength to strength. In the last year we have been focusing on three major campaigns:

Zach's Law which seeks to have the deliberate dissemination of harmful tweets targeted at people with epilepsy in order to induce a seizure, recognised as an online harm in the government's Online Safety Bill and for the government to issue clear guidance as to how such behaviour can be successfully prosecuted.

Safe Mum Safe Baby campaign which is calling for more research to establish why some babies are born with preventable disabilities caused by their mother's epilepsy drugs during pregnancy. We hope this will lead to safer medicines that will not mean women choosing between those that control their seizures and those that safeguard their unborn baby.

Free Flu Vaccine campaign which seeks to ensure that people with epilepsy are automatically included in the free flu vaccine group each year. It is currently only given for free at the discretion of a person's GP.

Across all three of our campaigns, we have met with MPs, policy makers, the Law Commission and Ofcom as well as raising the issues through the national media. We have hosted online roundtable discussions with leading voices and raised both written and oral questions in parliament. The Department of Health and Social Care has asked for our Safe Mum Safe Baby campaign to contribute to their Women's Health Strategy Call for Evidence. We are also in continuous dialogue with the social media companies to raise concerns around online harms and to press for urgent self-regulation.

Care

Over the course of 2020/21, Epilepsy Society like all health and social care providers faced unprecedented challenges from the global COVID-19 pandemic. The Society supports people whom because of age, complexity of care or co-morbidities are exceptionally vulnerable, so COVID-19 presented a significant threat. However, the crisis was well managed through the commitment of support worker teams, setting up a disused service as an isolation area and robust testing/surveillance via our relationship with UCLH and the Crick Institute. This was a demonstration of the outcomes that can be achieved through integrated care with close working between social care support teams and clinicians/medical colleagues. Both families and people we support have been supportive and appreciative of the dedication from teams in these challenging times. All of the people we support have had both vaccinations and we have rolled out the programme with the workforce.

All services have maintained their 'Good' rating in all domains which is positive and fulfils our aim at the beginning of the year, although obviously with COVID-19 there has not been the opportunity for onsite inspections. The focus is re-establishing processes that would normally consider business as usual in care services. As we work alongside the national roadmap out of COVID-19 restrictions and as noted in last year's accounts we continue to seek to establish person centred working at the core of all we do so that people can lead a full life with individualised support.

Fundraising

The expectations for 2020/21 were for significant growth in fundraising based on a new, ambitious 5 year fundraising strategy, but then the COVID pandemic hit. Biting cuts to staff and investment had to be made in order to make up for the lost income primarily as a result of less community & events activity (e.g., the cancelled London Marathon) and a lack of opportunity to build new substantial relationships with potential major donors and companies. That said the digital skills of the team came to the fore and we had surprising, but hugely welcome success with virtual fundraising in a very crowded market. Not least our Challenge 100 which raised nearly £100k and the Charity's annual Purple Day raised over £50k.

Of great success too was our Facebook Accelerator Programme which has brought onboard hundreds of new regular givers through hard-hitting videos and continues to perform successfully. Legacy income after a slow start to the year picked up hugely towards the end of the year as probate delays eased to generate £997k being one of the Society's highest annual legacy receipts.

Once the effects of the pandemic abate, we will continue to develop and deliver the 5 year fundraising strategy incorporating learnings to date. We are confident that once we are able to restart investment in fundraising significant opportunities exist that will increase net fundraising income in the coming years thus allowing us to invest in our vital Research, Advocacy and Care services.

The Epilepsy Society has its own fundraising team who work tirelessly and passionately, with the support of all staff, to raise as much money as possible to help those affected by Epilepsy. No professional fundraisers or commercial participators were engaged this year.

Land & Estates

The Estates team has played an important role in the Society's wider response to the unprecedented challenges created by the pandemic. The team has provided support to frontline care staff throughout including deep cleaning and sanitising of core facilities and opening up at short notice a temporary isolation ward for COVID positive residents at the peak of the pandemic. As we emerged into the Spring, the team has supported the Care Services team in the coordination of family visit rooms.

The Society's Estate includes over 50 buildings of varying ages and states of repair and a significant area of agricultural land which combined, extends to over 300 acres. Many of the older buildings are not fit for purpose and are expensive to maintain and there is an ongoing challenge of how to prioritise the use of limited budgets to undertake both responsive and planned maintenance across the Estate. Inevitably this means making difficult decisions and it is not possible to undertake everything we would like to do. Significant upward movements in the wholesale gas and electricity markets have also resulted in very large increases in our utility bills which adds to the already acute pressure on our budgets.

Given the financial challenges, it is important that we continue with our strategy of maximising the potential of our non-care related land and buildings. We rent a few buildings to local businesses, and this generates a modest but important income to the Society. We also rent a number of football pitches to the local football club. The income is very helpful but importantly the Society understands the significance of this facility and we want to continue to work closely with and support the local community where we can.

We have sold off small tranches of land over the last few years. Whilst this helps our short-term investment in services and charitable activities it is not a sustainable long or medium term strategy.

In 2020/21 we submitted a response to Buckinghamshire Council's call for brownfield sites. We believe that there is potential for some of the Society's non-care related Estate to be use for good quality, well designed residential development which would include the provision of affordable housing for local people.

We are also continuing to work up our proposals for a development across a wider area that would include new research and medical facilities. These proposals would enable the Society to reinvest receipts into further world leading research into epilepsy which would make a difference to the lives of so many people. Whilst the work is at an early stage, we expect the proposals to crystallise over the next 12 months and we will be working closely with the local community and other key stakeholders as we develop our ideas.

Staff

During the last 12 months the Society has focussed on ensuring it has adequate numbers of staff on the front-line given the global pandemic and our challenges with support worker recruitment. While, we have been unable to review pay due to a significant drop in our fundraising income, we have focussed our available funds to retain and attract support workers. As a result, we were able to pay bonuses to existing front-line staff to thank them for their continued hard work and also to new support workers as an incentive to join and retain them during our most difficult months in care services. This practice was also in line with other providers within the care sector.

Future Plans

Looking to the future, our plans are ambitious as we try to fulfil our new vision. The focus is on expanding our research, particularly in the genomics field, to provide significant benefits for many of the 600,000 people with epilepsy in the UK and increasing our campaigning and influencing activities to make a real impact on how people with epilepsy are treated and how the condition is understood generally.

In particular, in the next year, we intend to:

- strengthen our external affairs team to engage with Government at a higher level and more widely to achieve changes that make a real impact on the lives of people with epilepsy;
- press on with sequencing many of the 6,000 DNA samples we have and provide individual treatment for patients where analysis of the samples already sequenced produces translational results. We intend to strengthen and expand our research team to increase the level of research and speed of analysis and diagnosis arising from sequencing samples;
- continue to improve the way in which we provide care for the 113 people with epilepsy who live on our estate and the wider surrounding area. This includes focussing on person-centred care across our care homes and services, maintaining at least 'good' ratings from the CQC in all services and improving the quality of support;
- be confident in the quality of service that is delivered through our internal measurements, so that people are leading the best lives they can with the support from Epilepsy Society;
- maintain our overall rating of 'Good' in all domains with our inspectorate, CQC, in addition to having good quality ratings with the local authority 'Provider Assessment and Market Management Solution (PAMMS)' inspections;
- ensure continuity and consistency of support by engaging fewer agency staff;
- invest in fundraising and grow income in all areas particularly in community & events, major donors and trusts on the assumption the effects of the pandemic ease. We will be looking to grow the supporter base significantly and ensuring all those that support Epilepsy Society in whatever way have a great supporter experience;
- continue to review with UCLH, the medical services provided at Chalfont to ensure that the clinical governance provided is in place and appropriate they operate in the best way for service users and that they are financially viable for the Society;
- continue to drive epilepsy up the political agenda and to push home the goals of our three campaigns. We intend to: have malicious tweets directed at people with epilepsy included as an online harm; have people with epilepsy included in the free flu vaccine; secure greater funding for research into the potential teratogenicity of epilepsy medications;
- at all times, we seek to raise awareness of epilepsy among the public in order to increase understanding of the condition and how to support someone with seizure first aid.

We are hugely grateful to the thousands of people who choose to support Epilepsy Society during such difficult times for everyone. It really is very much appreciated and makes a huge difference to the support we are able to give all those affected by epilepsy.

Long term plans

The Trustees have continued to consider the longer term future and plans of the Society. The Epilepsy Society's estate is large and runs to 300 acres. The vast majority of the site is farmland which produces a very modest return financially. The main site consists of over 50 buildings of varying ages and states of repair. Many of the older buildings are not fit for purpose and are expensive to maintain.

On-site care facilities are essential for our residents with complex epilepsy and associated conditions. However, many of these facilities are old and costly to maintain and not at all ideal for the best possible care and support of the people who live there.

The maintenance of such a large estate is a significant burden for the Society. As can be seen from these accounts, the Society's business as usual operations have continued to be loss making and the reserves are modest, so not only is it a constant struggle to break even, but the safety net for the Society is relatively small. We have sold off small tranches of land over in recent years, which helps short term investment in services and charitable activities, but this is not financially sustainable as a long or medium term strategy.

Our financial situation means that our beautiful estate - which was a generous gift to the Society more than a century ago – now presents a significant cost burden. The Trustees have a responsibility to make the best use of assets for the beneficiaries of today and tomorrow and so have been acting to release capital from the land to ensure we can achieve the ambitious aims we have. In 2021/22, the focus for Trustees and the management board will be to secure the necessary planning permissions to facilitate development of the site.

This development would include a new research and medical centre to reflect the standing of Chalfont worldwide in this area and free up capital to invest at a significantly higher level in the research that can make so much difference to the lives of people with epilepsy in the future. We have engaged with external professional parties and recruited a new Director of Land & Estates to progress the plan and expect to be in a position to submit plans over the coming 12 months.

d) Principal Risks

The principal risks and uncertainties for the Society and the Group are nearly identical and are managed together. The Society identifies and sets out the major strategic risks to which the Group could be exposed and then identifies controls and establishes action plans to mitigate them.

The Society considers a wide range of risks that would impact on the Society, its residents, its staff and its beneficiaries. They cannot all be listed here, but the major risks that would have the most impact are:

- **harm to people** – we need to keep people with epilepsy, our staff, visitors, contractors and customers safe and there is always a risk that despite our safeguards and training, an incident happens that means someone is seriously hurt. This risk is managed through individual risk assessments and continuous monitoring of service delivery as well as external inspection processes. Compliance is ensured through health and safety audits and more general oversight by the Health & Safety committee;

- **the impact of COVID-19 on residents** – we need to continue to run our care service in a way that reduces the risk of COVID-19 to our residents and staff. However, many aspects of this are outside our control and the risk of serious illness, notwithstanding the successful roll out of the vaccine programme to all residents, across a number of residents remains very real. To mitigate this risk, there is extensive use of PPE and infection control procedures. Both staff and residents we support are subject to PCR testing and staff undertake lateral flow testing in addition. Isolation areas are available following any transmission. Clear policy for family and community visits are in place. Also, the vaccination programme is complete for people we support and at 74% for permanent staff as at May 2021 for the first dose of the vaccination.
- **estate management** – managing an ageing estate with tired infrastructure effectively with limited budget resource presents a key financial strain on the Society such that key upgrades and repairs / maintenance may be delayed to future years or not undertaken. To mitigate this, critical responsive maintenance is prioritised and minimal planned maintenance for the fabric of the buildings and core infrastructure is undertaken;
- **land deal** – we need to ensure land assets are effectively utilised for charitable purposes and the Society's long term ambitions. This will involve effective communication of social and business case for change of use for land and realisation of value.
- **organisational data and supporter consent** – we need to continue to safeguard and uphold the integrity of data held by the Society. Ongoing review of organisational data is performed, and staff participate in GDPR awareness training where necessary. External outsourced support (Protecture) work with staff to provide information and support on handling data such as, why we hold certain data and for how long it should be held.
- **the Society becomes unsustainable financially in the long term** - financial management is a key element of the Trustees' responsibilities. Finances for a charity are always at risk from a sudden downturn. If the Trustees do not take appropriate action in situation of that type, the Society could become unsustainable. Work is ongoing now to secure the land deal.
- **inability to attract, train and retain staff** - this applies to staff in all areas, but particularly in care, where there is a shortage of people willing to work for the salaries that the sector can afford to offer, and in research, where we need highly trained professionals to progress work in areas such as genomics and who are much in demand across the various research sectors. To mitigate this, we use regular agency workers in services with high volume on vacancies. Protocols are in place to manage potentially unsafe staffing levels and escalation procedures in place to ensure managers and on call managers out of hours have clear guidance to follow. Rotas are reviewed each day for the next 48 hours to ensure that cover is within safe staffing levels and a suitable balance between permanent/bank staff and agency workers.

e) Operational Performance

Our Year in Numbers

- Over £1.5 million invested into our research programme
- 3,223 helpline calls answered, 1,999 emails answered
- 5,026 information resources sent out
- 2 million visitors to our website (of which around 862,000 went to our online support pages)
- 168,994 engagements on social media
- Another 540 whole DNA genome sequences analysed
- More than 90 academic papers published by the Chalfont Centre
- 7 out of 7 of care services rated 'good' by CQC

f) Key Performance Indicators

During 2020/21 the Society did not set Key Performance Indicators (KPIs) due to COVID-19. However, a new set of performance indicators have been agreed and approved by the Board of Trustees for 2021/22 against which performance of the Charity will be measured.

g) Financial Review

From a financial point of view, the Society has continued to manage its resources effectively during 2020/21 and provided the services it had planned to its beneficiaries. There was an overall deficit for the group of £1.2m (excluding net gains on investments) compared to a budget deficit of £5m and deficit of £2.1m in 2019/20. During 2020/21, due to COVID-19, the Society's income and cost generating activities were significantly impacted, which, coupled with a focused effort to reduce the cost base of the charity resulted in an overall deficit reduction. In 2019/20, the Society established a designated reserve to manage the spending of the proceeds from the sale of land to Audley developments and in the year, it used £1.0m (2020: £1.1m). Further details of the designated reserve can be found in note 17 to the accounts.

Selling off parts of the estate is a short-term answer and is not sustainable solution going forward. As a result, the Trustees continue to follow strategies that make the best use of our assets for the benefit of people with epilepsy throughout the UK.

The Society recognised two significant financial movements during 2020/21. Firstly, an actuarial loss on its defined benefit pension scheme of £1.908m (2020: £970k gain) and, secondly, an upwards revaluation of its farmland of £2.24m (2020: £nil).

Income

Group income overall has fallen by £1.2m from 2019/20 to £16.0m. The impact of COVID has resulted in a reduction in donations to £1.5m (2020: £1.6m) and care fees to £10.7m (2020: £11.4m) as a result of not being able to fill a minimum of seven beds at any one time throughout the year due to ongoing restrictions. The Society expects to return to full capacity by Q3 of 2021/22. Notwithstanding COVID, generating income from care and services continued to be difficult due to pressure on fees from Local Authorities.

Due to the external environment and the Society's drive to achieve a break even position the focus in 2020/21 was around identifying and realising cost reductions. The majority of the savings required to eliminate the Society's financial deficit were put in place during the year and now further efforts are required across the business to identify where the remaining savings can be put in place.

Donations and legacies total £3.4m in 2020/21 and this is £444k higher compared to 2019/20. The majority of this difference is due to gifts in kind of £342k, relating to advertising however the net impact to income of this is zero. General donations are down by £525k this year, due to the effects of COVID and particularly the cancellation of fundraising events such as the London Marathon have contributed to this fall.

This year we received £329k in relation to COVID grants which is shown in grant income to cover the additional expenditure incurred during the pandemic and the net position is therefore nil. Legacy income is £206k higher compared to last year which varies each year.

Expenditure

As with the Society's income, overall, the Society's costs have decreased to £17.1m this year from £19.2m last year. This is mainly due (£1.8m) to a reduction in the level of activity relating to care and medical services as a result of the restrictions imposed from COVID. We expect these costs to rise as we progress through 2021/22 as restrictions ease and income generating activities resume.

While we expect income to rise during 2021/22, due to the necessary drive to achieve cost savings it is not expected that costs will rise at the same rate.

Funds and reserves

In line with Charity Commission guidance, the Trustees aim to have an appropriate level of reserves to allow the Society to continue to operate through a temporary fall in income levels. To help meet that aim the Society has a reserves policy, approved by the Board, which sets minimum levels of reserves.

The policy states that the Society shall maintain a level of 'free reserves' that covers all the annual expenditure of the Society (based on current projected costs for the year excluding depreciation) for at least four months and expenditure of the Society excluding care and medical service costs (where there is an established flow of income) for at least nine months. Free reserves are defined within the policy and are consistent with the reporting requirements of the SORP.

Total reserves for the Group have decreased from £26.2m last year to £25.2m at 31 March 2021 reflecting in part the spending of some of the land sale proceeds from 2018/19. The reserves comprise restricted reserves of £2.8m, a negative pension reserve of £9.6m, a revaluation reserve of £2.2m and unrestricted funds of £29.8m, of which £8.3m sits in a designated reserve. Free reserves, which exclude funds held as fixed assets, total £15.8m at 31 March 2021 (2020: £15.5m).

The Trustees believe that while the Society continues to generate a deficit it has sufficient working capital to fund operations for the foreseeable future and gives them time to take appropriate action to reduce costs in the unlikely event that income falls significantly. Furthermore, it provides sufficient time for management to progress work around the land deal.

In 2019/20, the Trustees reviewed the funds received as part of the sale of land to Audley and decided that a designated reserve should be set up to keep track of the use of the funds for four purposes. Accordingly, a balance of £10.4m was transferred into designated funds as at 1 April 2019. Since 2019/20 expenditure of £2.1m is attributable to the designated reserve and therefore the balance at 31 March 2021 is £8.3m.

Details of fund movements for the year are set out in note 17 and restricted reserves are detailed in note 19 to the accounts.

Balance Sheet

The significant movements in the Balance Sheet since 31 March 2020 are in investments, cash, and the pension liability. All other assets and liabilities have only fluctuated as a result of day-to-day activities.

Investments At 31 March 2021 the Society instructed RICS accredited surveyors to perform a valuation on its **investment** in Skippings farmland. This resulted in an upwards revaluation of £2.24m, which was recognised in the Statement of Financial Activities.

Cash The Society's cash at bank and in hand decreased from £18.7m to £16.3m at 31 March 2021. The decrease was primarily due to funding the pension scheme deficit for the year and the deficit generated from core activities. The Society has an investment policy approved by the Trustees which limits investments to mainstream banks and financial institutions to manage the counterparty risk, which is also managed by placing limits on deposits with individual institutions. The funds are currently held in short-term accounts so that they are available to meet the needs of the Society.

Pension The Society is responsible for a defined benefit pension scheme, which is now closed to new members, but has a significant liability as a result of the number of pensioners and deferred members covered by the Scheme. The deficit is recorded on the Balance Sheet in accordance with FRS102 and a comprehensive deficit reduction plan is in place. The primary reason for the increase in the deficit from £8.7m last year to £9.6m this year is due to an increase in the value of liabilities. This is as a result of changes to the financial assumptions leading to a lower assumed discount rate and a higher assumed rate of inflation, both of which have contributed to the increase in liabilities. This has been partially offset by a gain on the assets due to higher than assumed investment returns over the period and by contributions made by the Society.

Going concern review

As identified in the risk section above, COVID-19 has had, and will continue to have, significant impacts on the operations of the Society. One potential impact is a reduction in voluntary income. The Trustees have reviewed the financial sustainability of the Society in some detail this year and, in particular, have considered expected cashflows for 18 months after the date of signing of these accounts. As the ongoing impact of COVID-19 is uncertain, they have also stress-tested the cashflow based on a number of scenarios (including their responses to them) and are satisfied that in all cases the Society remains able to meet its obligations to at least 31 March 2023 and that these accounts should be prepared on a going concern basis.

h) Fundraising Activities

Like most charities, the Society raises funds from voluntary sources such as donations, fundraising events, legacies and grants. We rely on the commitment, hard work and generosity of supporters, donors and fundraisers to provide the money to enable us to provide the services for people with epilepsy throughout the UK.

The Society has its own fundraising team who generally support fundraisers in the community, obtain donations from individuals and make applications to trusts. The Society only puts on small scale events of its own and generally does not employ professional fundraisers or commercial participators.

The Society follows the Fundraising Regulator's Code of Practice, aspires to apply the highest standards in its fundraising activities and is a member of the Institute of Fundraising.

Our code of conduct for the Society or its supporters fundraising takes all reasonable steps to protect vulnerable people and members of the public from intrusion into their privacy, persistent requests and undue pressure.

We received 21 formal complaints about our fundraising activities during the year. All have been dealt with sensitively and as appropriate according to our complaints policy and procedures.

i) Engagement with Stakeholders

The Trustees, who are Directors for the purposes of the Companies Act, confirm that in accordance with Section 172 (1) of the Companies Act they act in a way they consider most likely to achieve the purposes of the Company. In making this assessment, the Trustees consider the relevant actions of the Board, and engagement with all stakeholders is described throughout the annual review. Taking the areas required for disclosure in turn:

The likely consequences of any decision in the long term

Epilepsy Society's long-term sustainability is considered by the Trustees as set out in the Funds position and reserves policy and Going concern sections on pages 15 and 16. Risk management is also discussed further in the report, on page 12 and 13.

The interests of the company's employees

This is detailed on page 17 under the Employment and Volunteers section.

The need to foster the company's business relationships with suppliers, customers and others

Epilepsy Society maintains a positive relationship with its suppliers, ensuring all non-disputed invoices are paid within 30 days - in line with Epilepsy Society's agreed payment terms. Our business partnerships are further outlined in the Fundraising activities section on pages 16 and 17. Lived experience sits at the heart of all we do, in particular working with our beneficiaries, and all of our engagement with key stakeholder groups involves consideration of this, including board discussions.

The impact of the company's operations on the community and environment

Epilepsy Society's environmental reporting is detailed on page 18.

The desirability of the company maintaining a reputation for high standards of business conduct

Epilepsy Society has a compliance assurance framework to manage regulatory and legal risk and is committed to complying with all applicable laws and regulations relating to fraud, bribery and corruption.

j) Employment and Volunteers

The Society employs more than 250 staff and encourages volunteers to help us a range of ways. We have in place an operational Equality and Diversity Policy to ensure that no job applicant, employee or volunteer receives less favourable treatment, is discriminated against or is disadvantaged as a result of any of the 9 characteristics set out in the Equality Act.

The Society aims to be a place where staff and volunteers enjoy working, are involved in establishing the Society's approach and help to provide high quality services to people with epilepsy. We want staff to feel supported and have a range of support mechanisms in place to provide them with help when they need it.

Learning and development is a key element of looking after our staff and giving them the skills to carry out their roles to a high standard. All staff take part in regular training on key competencies and there is a range of courses for staff wanting to progress or advance their skills.

k) Insurance, Health and Safety and Energy Reporting

Health and safety is very important to the Society. We are committed to the care of our residents, staff and volunteers and providing a healthy, safe environment for every person who uses or provides our services. We operate safe systems of work and provide Health and Safety training to staff at all levels of the Society. Health and Safety issues are reviewed regularly both by the management team and the Board of Trustees.

The Society maintains a range of insurance policies to protect the association against various risks. These are reviewed before renewal each year and cover is adjusted to take account of changing risks and Value for Money. The policies include cover for members of the Board and officers against liabilities in relation to the Society and its activities.

Under the Energy and Carbon Report Regulations, we are required to include Streamlined Energy and Carbon Reporting. This information is set out below.

UK greenhouse gas emissions and energy use data	Year ended 31 March 2021	Year ended 31 March 2020
Energy consumption used to calculate emissions (kWh)	5,426,330	5,483,305
Energy consumption break down:		
• gas (kWh)	3,521,333	3,984,695
• electricity (kWh)	1,892,678	1,498,610
• transport fuel (litres)	1,270	6,000

UK greenhouse gas emissions and energy use data	Year ended 31 March 2021	Year ended 31 March 2020
Emissions in metric tonnes CO2e:		
Gas and electricity	1,126.69	1,111.50
Owned transport	2.56	15.60
Total	1,129.25	1,127.10
Intensity ratios in metric tonnes CO2e:		
Per staff member (276)	1.51	4.04
Per resident (94)	6.05	11.66
	(Based on average usage per resident being 4 x that of staff member)	

We have followed the 2019 HM Government Environmental Reporting Guidelines. We have also used the GHG Reporting Protocol – Corporate Standard and have used the 2020 UK Government's Conversion Factors for Company Reporting. The chosen intensity measurement ratios are based on numbers of staff and number of residents, which the Trustees believe are the most appropriate measurements.

We aim to reduce the energy usage by undertaking energy efficiency measures. In 2019/20, decisions made that had a positive impact on energy usage included closing one care home and moving residents in vacant rooms in other care homes we run and replacing some of the old communal boilers with new more energy efficient ones. We intend to review our usage across our site as lockdown measures ease in the current year and introduce further measures to reduce our carbon footprint.

l) Governance, the Board and Executive Officers

The Society is governed by its Articles of Association which set out the composition of the Board, the classes of membership and the retirement by rotation of Trustees. The Society currently has around 100 voting members.

The Board has to be made up of between 6 and 16 Trustees of whom no more than 4 Trustees may be co-opted. Currently, there are 11 Trustees who are listed on page 56 and meet quarterly. They delegate some authority to their three Committees: Audit, Governance & Risk; Finance, Performance & Resources; and Appointments & Remuneration. Each Committee is chaired by a Trustee and the membership is composed of a number of other Trustees.

The Board is responsible for setting the strategic direction of the Society and ensuring that it is properly controlled, the risks are managed, it is financially sustainable and that it delivers charitable outcomes for people with epilepsy in the UK.

The Trustees have a broad range of skills and expertise and are recruited through open advertisement. The Board resolved to extend the time that Trustees are allowed to serve on the Board by three years from six to nine years. Trustees will continue to be elected for terms of three years up to a maximum of nine years. The Board agreed to reserve the right to extend the maximum time served on the Board beyond nine years in exceptional circumstances. Such reappointments will be made in accordance with the guidance contained within the Charity Governance Code at Chapter 5.7.4. The Charity Governance Code is due to be considered in detail by the Audit, Governance and Risk Committee during 2021/22 with the view to publishing details on the Society's website confirming how it is adhered to.

The Board delegates the day to day operations to the Chief Executive Officer, who is supported by five Directors who are also listed on page 56. The pay of the Directors is reviewed annually by the Board of Trustees with the salaries being benchmarked against pay levels in other not for profit organisations of a similar size.

m) Statement of Trustees' Responsibilities

The Trustees, who are also directors of the Epilepsy Society for the purpose of company law, are responsible for preparing the Trustees' annual report, which includes the strategic report, and the Financial Statements for the Group and the Society in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. They must not approve the Financial Statements unless they are satisfied that these give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period.

In preparing these financial statements, the Trustees are required to:

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the Financial Statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the Society and the Group and therefore for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Trustees is aware at the time the report is approved:

- there is no relevant audit information of which the company's auditors are unaware, and
- the Trustees have each taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

n) External Auditors

Crowe U.K. LLP were appointed as the Society's auditors by a General Meeting of members of the Society. Crowe has expressed their willingness to continue in office and a resolution to re-appoint them will be proposed at the Annual General Meeting.

This Trustee's annual report was approved by the Board of Trustees on 18 October 2021 and is signed on their behalf by:



Peter Worthington
Chairman

Opinion

We have audited the financial statements of the Epilepsy Society for the year ended 31 March 2021 which comprise the Group and Parent Statements of Financial Activities, Group and Parent Balance Sheets, and Consolidated Cash Flow Statement and the related notes 1 to 23 to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and charitable company's affairs as at 31 March 2021 and of its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 19 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation (GDPR), Care Quality Commission (CQC) regulations, employment legislations, taxation legislations and anti-fraud, bribery and corruption legislation.

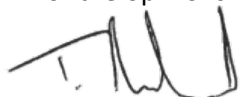
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included review of grant expenditure monitoring in place, enquiries of management, and the Audit, Governance and Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, recording the impact of the CQC regulatory reviews and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Tim Redwood
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
London

Date: 3 December 2021

Consolidated Statement of Financial Activities (including Income and Expenditure Accounts) for the year ended 31 March 2021

	Note	31 March 2021			31 March 2020
		Unrestricted funds	Restricted funds	Total funds	Total funds
		£'000	£'000	£'000	£'000
Income from					
Donations and legacies	3	2,215	1,151	3,366	2,922
Charitable activities	4	11,692	-	11,692	13,529
Other trading activities	5	306	-	306	404
Investments	6	150	-	150	204
Other		442	-	442	95
		14,805	1,151	15,956	17,154
Expenditure on:					
Raising funds	3	(908)	-	(908)	(723)
Charitable activities:					
Care	4	(11,443)	(281)	(11,724)	(12,706)
Research	4	(1,199)	(316)	(1,515)	(1,528)
Medical services	4	(1,822)	(73)	(1,895)	(2,703)
Help, information and advocacy services	4	(436)	-	(436)	(689)
Other	4	(234)	(35)	(269)	(2)
		(15,134)	(705)	(15,839)	(17,628)
Trading activities	5	(27)	-	(27)	(429)
Other costs	8	(353)	-	(353)	(444)
Total expenditure		(16,422)	(705)	(17,127)	(19,224)
Net gains on investments	14	2,226	-	2,226	-
Net income/(expenditure) for the year		609	446	1,055	(2,070)
Transfers between funds	17	10	(10)	-	-
Other recognised gains/(losses):					
Actuarial (losses)/gains on defined benefit pension scheme	20	(1,908)	-	(1,908)	970
Net movement in funds	17	(1,289)	436	(853)	(1,100)
Reconciliation of funds:					
Total funds brought forward	17	23,764	2,315	26,079	27,179
Total funds carried forward	17	22,475	2,751	25,226	26,079

	Note	31 March 2021		31 March 2020	
		Group £'000	Society £'000	Group £'000	Society £'000
Fixed assets					
Intangible assets	12	125	125	-	-
Tangible assets	13	15,474	14,283	16,114	14,884
Investments	14	4,440	6,886	2,200	4,646
		20,039	21,294	18,314	19,530
Current assets					
Stock		15	-	60	44
Debtors	15	1,419	1,441	1,356	1,364
Cash at bank and in hand		16,330	16,006	18,675	18,343
		17,764	17,447	20,091	19,751
Liabilities					
Creditors: Amounts falling due within one year	16	(3,022)	(3,022)	(3,618)	(3,613)
Net Current assets		14,742	14,425	16,473	16,138
Total assets less current liabilities		34,781	35,719	34,787	35,668
Net assets excluding pension liability		34,781	35,719	34,787	35,668
Defined benefit pension scheme liability	20	(9,555)	(9,555)	(8,708)	(8,708)
Total net assets		25,226	26,164	26,079	26,960
The funds of the charity					
Restricted income funds	19	2,751	2,751	2,315	2,315
Unrestricted funds	17	21,527	22,465	23,163	24,044
Designated fund	17	8,263	8,263	9,309	9,309
Pension reserve	17	(9,555)	(9,555)	(8,708)	(8,708)
Revaluation reserve		2,240	2,240	-	-
Total unrestricted funds		22,475	23,413	23,764	24,645
Total charity funds		25,226	26,164	26,079	26,960

The financial statements on pages 25 to 55 were approved by the Trustees on 18 October 2021 and signed on their behalf by:



Peter Worthington
Chairman



Peter Goodfellow
Treasurer

The notes on pages 28 to 55 form part of these accounts

	31 March 2021 £'000	31 March 2020 £'000
Cash flows from operating activities:		
Net cash provided by operating activities	(2,262)	(1,455)
Cash flows from investing activities:		
Dividends, interest and rents from investments	150	204
Purchase of property, plant and equipment	(233)	(249)
	(83)	(45)
Cash flows from financing activities:		
Repayments of borrowing	-	(47)
Capital element of finance lease rentals	-	(118)
	-	(165)
Change in cash and cash equivalents in the year	(2,345)	(1,665)
Cash and cash equivalents at beginning of the year	18,675	20,340
Cash and cash equivalents at end of the year	16,330	18,675

Reconciliation of net income/(expenditure) to net cash flow from operating activities

Group	31 March 2021 £'000	31 March 2020 £'000
Net income for the year	1,055	(2,070)
Adjustments for:		
Depreciation and amortisation	734	711
Dividends, interest and rents from investments	(150)	(204)
Pension deficit service and interest costs	220	313
Pension deficit contributions	(1,281)	(199)
(Profit)/loss on sale of fixed assets	14	-
Investment revaluation	(2,240)	-
Decrease/(increase) in stocks	45	3
(Increase)/decrease in debtors	(63)	(712)
Increase/(decrease) in creditors	(596)	703
Net cash provided by operating activities	(2,262)	(1,455)

The Society has taken advantage of the exemption that allows it to prepare a Group cashflow and not a separate cash flow for the Society.

1. Legal status

The Society is a company limited by guarantee (registered number 492761). The Directors of the Company are the Trustees set out on page 56. In the event of the Society being wound up, the liability in respect of the guarantee is limited to £1 for each member of the Society.

The Society is registered as a charity with the Charity Commission (charity number 206186).

2. Accounting policies

a) Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (FRS102), the Companies Act 2006 and applicable accounting standards (FRS102). The charity is a Public Benefit Entity as defined by FRS102.

The Trustees consider that there are no material uncertainties regarding the charity's ability to continue as a going concern. In arriving at this view, the Trustees have considered the risks presented by the impacts of COVID and the timing of future cash flows. They have considered a range of scenarios and consider that, having taken account of these scenarios (including actions that would be taken in response to risks crystallising), the impact of COVID and the likely timings cash flows over the coming 12 months does not create uncertainties around the assessment of the charity as a going concern.

b) Significant judgements and estimates

In preparing these financial statements, management has made judgements in the application of the Society's accounting policies which materially affect the amounts recognised in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Key areas subject to judgement and estimation are as follows:

- **Legacy income**

Judgement is applied in the consideration of the likelihood of receipt and reliability of measurement of amounts receivable in respect of legacies to which the charity has established entitlement at the balance sheet date. Subsequent events are monitored to identify those which give additional information about conditions as at the balance sheet date which would warrant adjustment to the financial statements.

- **Pension scheme accounting**

Judgement is applied in the selection of the valuation assumptions applied to the Society's defined benefit pension schemes as set out in note 20.

- **Cost of land & buildings**

The Group has revalued its farmland as at 31 March 2021 in accordance with its accounting policies. As is normal for this sort of exercise, there is a significant element of judgement used and a number of assumptions made by the Society's professional valuers in arriving at their valuation.

- **Bad and doubtful debts**

The Group provides against rent arrears of current and former tenants and other miscellaneous debts to the extent that they are considered to be irrecoverable.

c) Basis of Consolidation

The Group financial statements consolidate the financial statements of the Society, and its wholly owned subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, at 31 March 2021 with intra group loan and trading account balances and other intra group transactions being eliminated.

A summary of the key accounting policies, which have been applied consistently across all entities, is set out below.

d) Income

The Group recognises revenue when its receipt is probable as per section 23 of FRS102. All income is included in the Statement of Financial Activities when the Group is legally entitled to the income, is reasonably certain of receipt and the amount can be measured with reasonable accuracy.

Legacies' entitlement is recognised when it is probable that it will be received i.e. there has been grant of probate; the executors have established that there are sufficient assets in the estate, after settling any liabilities, to pay the legacy; and any conditions attached to the legacy are either within the control of the charity or have been met.

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. Additionally, it is receivable when the conditions for receipt of agreed donation or grant funding have been met. Where terms and conditions have not been met or uncertainty exists as to whether the charity can meet the terms or conditions otherwise within its control, the income is not recognised but deferred as a liability until it is probable that the terms or conditions imposed can be met.

Donated services totalling £341,501 are included as a gift in kind and an expense and are included at their estimated value to the charity where this is reasonably quantifiable and measurable. In accordance with the Charities SORP (FRS 102), the general time of volunteers is not recognised.

e) Funds

Unrestricted funds are funds that are expendable at the discretion of the Trustees in furtherance of the general objects of the Society and which has not been designated for other purposes.

Designated funds comprise unrestricted funds that have been put aside at the discretion of the Trustees for particular purposes (see note 17). Each Designated fund is applied by the Board of Trustees on the recommendation of the Finance, Performance and Resources Committee.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Society for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of the major restricted funds are set out in the notes to the financial statements.

f) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of the resources. Overheads have been allocated on appropriate bases such as staff numbers, income or expenditure.

g) Tangible fixed assets

Land and buildings are held at cost less accumulated depreciation. All other tangible fixed assets are held at cost less accumulated depreciation.

h) Intangible fixed assets

Intangible assets are identifiable non-monetary assets without physical substance. The Group's intangible assets comprise IT software and licences. These are stated at cost less accumulated amortisation. The cost includes cost of asset purchase and other directly attributable costs.

The threshold for capitalisation is £1,000 for a single asset or group of assets.

i) Depreciation and amortisation of fixed assets

Freehold land is not depreciated.

Other assets are depreciated, on a straight line basis over the useful economic life of the assets from the date of acquisition, as follows:

• Freehold buildings used for the Society's operational activities	50 years
• Leasehold buildings	Life of the lease
• Furniture, machinery and equipment	4-10 years
• Computer equipment and telephones	3 or 5 years
• Vehicles	5 years

Intangible assets are amortised on a straight line basis over the useful economic life of the asset as follows:

• Software licences	3 years
• Other licences, trademarks, rights etc.	over their identifiable life

j) Investments

The Group's investment in farmland is stated at market value. A desktop valuation is carried out annually at the balance sheet date by a RICS registered valuer. A full external valuation of the Estate including all property and land will be obtained at least every three years or if there is likely to be a material change in the value. An external valuation was performed as at 31 March 2021 on the farmland and a significant upwards movement in value was recognised. Investments in the subsidiaries are stated at cost. The SOFA includes the net gains and losses arising on revaluations and disposals throughout the year.

k) Impairment

The Group carries out an impairment review of individual tangible assets and cash generating units at each reporting date. The review takes into account internal and external indicators of impairment.

Where an indicator of impairment exists an impairment, assessment is performed where the carrying amount is compared to the recoverable amount. If the carrying amount of an asset or cash generating unit exceeds the recoverable amount then the loss is charged to the SOFA as expenditure and as a separate line within operating expenditure where it is considered to be material.

l) Financial Instruments

A financial instrument is a contract that gives rise to a financial asset of one entity and a financial liability of another entity. The Group accounts for its financial instruments using sections 11 and 12 of FRS102. Basic financial instruments are initially recognised at transaction price and in subsequent years at amortised cost. Financial instruments that do not meet the criteria of basic financial instruments are initially recognised at fair value and in subsequent years are measured at fair value at the end of each reporting period with any changes in fair value being recognised in the SOFA. The Group's financial instruments are all currently classified as basic.

Financial assets are derecognised when the rights to the cash flows from the asset expire or are settled. Financial liabilities are derecognised when the obligation is discharged, cancelled or expired. Any difference between the consideration paid or received and the amounts derecognised are recognised in the SOFA.

Financial assets measured at fair value held by the Group and Society at the year-end were £4.44m.

m) Stock

Stock comprises goods for resale and is valued at the lower of cost or net realisable value after making due allowance for obsolete or slow moving items.

n) Taxation

The Society is a registered charity and is exempt from Corporation Tax on its income and gains to the extent that they are applied to its charitable purposes. The subsidiaries aim to distribute any taxable profits in full to the Society through Gift Aid so will only provide for a tax liability where this is not possible.

o) VAT

The majority of expenditure is subject to VAT, which the Society is unable to reclaim. This expenditure is therefore shown inclusive of VAT. VAT can be reclaimed by the Society under the partial exemption method for certain other activities and this recovery is recognised in the SOFA during the year. Where the activities of the Society's subsidiaries relate to taxable supplies, VAT can be reclaimed, and this expenditure is shown net of VAT. The balance of VAT payable to or recoverable at the year-end is included in the Balance Sheet as a current liability or asset.

p) Pension costs

The Society operates a defined benefit pension scheme for permanent employees, which was closed to new entrants in 2006 and it is recognised according to section 28 of FRS102. The assets, liabilities and movements in the surplus or deficit of the scheme are calculated by qualified independent actuaries as an update to the latest full actuarial valuation.

q) Provisions

The Group provide for liabilities when:

- there is a present legal or constructive obligation, resulting from a past event, at the balance sheet date;
- it is probable that a transfer of economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the amount of the obligation

The amount recognised as a provision is the best estimate of the expenditure required to settle the present obligation at the balance sheet date.

3. Voluntary income and costs of raising funds

Group	31 March 2021			31 March 2020
	Income and direct costs	Support costs	Total income and costs	Total income and costs
	£'000	£'000	£'000	£'000
Income:				
Donations and fundraising	1,482	-	1,482	1,551
Legacies	997	-	997	791
Grants	887	-	887	580
Total income	3,366	-	3,366	2,922
Expenditure:				
Costs of raising funds	(723)	(185)	(908)	(723)
Net funds raised	2,643	(185)	2,458	2,199

The above income was all in the Society, which also received £25k in gift aid, giving income of £3,391k.

4. Charitable activities

The Group carries on a range of charitable activities, some of which are funded from Local Authorities, Care Commissioning Groups and NHS Trusts. Others are funded from grants and voluntary income. These are grouped below in the following categories:

- **Care services** - the Society ran 6 care homes and a support service for people in supported housing or their own homes
- **Research** - the Society carries out research in conjunction with UCL and UCLH to help people with epilepsy. The major investment is in genomic research but other related research is also undertaken
- **Medical services** - the Group provides services and facilities for people with epilepsy to UCLH and other NHS trusts including a 24 bed in-patient facility, a pharmacy, therapeutic drug monitoring, MRI, other diagnostic assessments, an on-call doctor service and direct therapeutic services
- **Help, information and advocacy services** - the Society provides help and support to people with epilepsy through a helpline, online assistance, provision of information, signposting, training for professionals and advocacy and awareness raising activities.

The income and costs from these activities are set out below:

	31 March 2021 Group	31 March 2020 Group
	£'000	£'000
Care services		
Income	10,673	11,402
Direct costs	(9,026)	(9,491)
Support costs	(2,698)	(3,215)
Total costs	(11,724)	(12,706)
Net expenditure	(1,051)	(1,304)
Research		
Income	-	-
Direct costs	(1,144)	(976)
Support costs	(371)	(552)
Total costs	(1,515)	(1,528)
Net expenditure	(1,515)	(1,528)
Medical		
Income	1,002	2,038
Direct costs	(1,471)	(2,095)
Support costs	(424)	(608)
Total costs	(1,895)	(2,703)
Net expenditure	(893)	(665)
Help, information, and advocacy		
Income	17	89
Direct costs	(303)	(498)
Support costs	(133)	(191)
Total costs	(436)	(689)
Net expenditure	(419)	(600)

Other charitable activities

Income	-	-
Direct costs	(269)	(2)
Support costs	-	-
Total costs	(269)	(2)
Net expenditure	(269)	(2)

Total charitable activities

Income	11,692	13,529
Direct costs	(12,213)	(13,062)
Support costs	(3,626)	(4,566)
Total costs	(15,839)	(17,628)
Net expenditure	(4,147)	(4,099)

5. Other trading activities

The Group carry out a limited amount of other trading activities to raise funds for the Society. Some of these activities are carried out through the Society's subsidiary, Epilepsy Enterprises Limited. A breakdown of these activities is set out below:

Group		31 March 2021		31 March 2020
	Income and direct costs £'000	Support costs £'000	Total income and costs £'000	Total income and costs £'000
Income:				
Fundraising events and lotteries	-	-	-	40
Merchandise	8	-	8	23
Coffee shop	-	-	-	64
Rental income and overnight charges	298	-	298	277
Total income	306	-	306	404
Expenditure:				
Costs of fundraising	-	-	-	(15)
Costs of sales - merchandise and shop	(4)	(4)	(8)	(53)
Letting costs	(123)	(163)	(286)	(361)
Net surplus/(deficit)	179	(167)	12	(25)

The Society's trading activities exclude the merchandise and coffee shop above, £5,000 of rental income (2020: £5,000) and £7,000 of support costs (2020: £9,000).

6. Investment income

	31 March 2021	31 March 2020
Group	Group	
£'000	£'000	
Income from farmland	93	33
Other sundry lease income	32	88
Interest receivable and dividends	25	83
Total	150	204

7. Support costs

Support costs allocated to the activities of the charity represent the running costs of the Society. This includes substantial costs of managing our large and ageing estate including depreciation of the unused buildings. As a result, the Trustees are of the opinion that the total support costs allocated do not reflect a reasonable reflection of the costs of providing the services. The costs have been split out below between normal running costs and additional costs that the charity currently incurs in maintaining its estate.

7. Support costs (continued)

	31 March 2021	31 March 2020
	Group	Group
	£'000	£'000
Corporate, finance and governance costs	1,843	1,470
HR and IT costs	572	765
Depreciation of non-function specific assets	87	61
Estates and office services costs	624	1,177
Normal support costs	3,126	3,473
Additional costs¹:		
Depreciation of non-function specific assets	51	51
Estates and land costs	759	1,512
Total allocated support costs	3,936	5,036
Allocated to		
Raising funds	185	189
Charitable activities:		
Care	2,698	3,215
Research	371	552
Medical services	424	608
Help, information and advocacy services	133	191
Total charitable activities	3,626	4,566
Other trading activities	125	281
Total allocated support costs	3,936	5,036

¹ these costs represent expenditure on estate maintenance that arise only because of the nature of the Society's estate and depreciation of disused buildings together with costs of consultants and advisors employed to further the development or sale of part of the Society's estate.

8. Other income and expenditure

Other expenditure

The Society operates a defined benefit pension arrangement called the Epilepsy Society Pension and Life Assurance Scheme (the "Scheme"). Details of the Scheme are set out in note 20. The Scheme has been closed to new members for a number of years and at 31 March 2021 only had 6 active members. The Society makes employer contributions for these employees and significant deficit contributions into the Scheme which are accounted for as a cost in the normal way.

The major administration costs of running the Scheme are paid for directly by the Society rather than the Scheme. These costs, which total £133,000, together with the pension service costs and the pension interest costs are treated as other expenditure in the accounts as the Trustees do not consider it appropriate to class these costs totalling, £353,000, as support for its activities.

9. Employee information

Employees costs during the year were:

	31 March 2021	31 March 2020
	Group	Group
	£'000	£'000
Employee Costs		
Wages and salaries	8,519	8,589
Social Security costs	705	725
Pension costs	242	234
Apprentice Levy	27	28
Total	9,493	9,576

Employer deficit contributions of £1,281,000 (2020: £199,000) were paid into the Society's defined benefit pension scheme during the year as described in note 20. During the year Epilepsy Society paid £62,000 (2020: £nil) of redundancy costs. These expenses were approved by the Trustees for payment.

The average number of people employed during the year was:

	31 March 2021	31 March 2020
	Group	Group
Residential and domiciliary care services	212	205
Research and medical Services	18	27
Communication, information and marketing	9	9
Fundraising	8	8
Administration and management	29	31
Total	276	280

The Society also employs staff on bank arrangements where hours to be worked are agreed on an ongoing basis between the employee and the Society. The numbers above exclude bank workers, whose hours averaged 57 full-time workers during the year.

The number of people of higher paid staff including key personnel with emoluments for the year which fell into the following bands were:

	31 March 2021	31 March 2020
	Group	Group
More than £60,000 but not more than £70,000	3	1
More than £70,000 but not more than £80,000	1	2
More than £80,000 but not more than £90,000	1	2
More than £90,000 but not more than £100,000	-	1
More than £100,000 but not more than £110,000	-	-
More than £110,000 but not more than £120,000	-	-
More than £120,000 but not more than £130,000	-	-
More than £130,000 but not more than £140,000	1	-
More than £140,000 but not more than £150,000	-	1

10. Trustees and Executive Officers

Details of Trustees and Executive Officers are set on page 56 of these Financial Statements. Trustees do not receive any remuneration and during the year one Trustee claimed expenses of £28 (2020: three Trustees claimed £140).

The table in note 9 setting out employees in pay bands includes the Chief Executive Officer and other Executive Officers whose remuneration totalled more than £60,000 in the year. All Executive Officers are employed on contracts that are the same as those used for other staff and benefits, including pensions, on the same basis.

The total emoluments received by the Chief Executive Officer and other Executive Officers identified as key management personnel was £563k (2020: £615k) represented by salary of £472k (2020: £526k), national insurance of £57k (2020: £64k) and pension contributions of £34k (2020: £25k).

11. Net income

Net income is stated after charging/(crediting):

	31 March 2021 Group	31 March 2020 Group
	£'000	£'000
Depreciation of tangible fixed assets	711	710
Amortisation of Intangible fixed assets	23	1
Operating lease rentals:		
office equipment	6	11
External auditor's remuneration excl VAT:		
audit of the financial statements	29	29
for other services	2	2
Rental Income	421	397

12. Fixed assets: intangible assets

	31 March 2021		31 March 2020	
	Software & systems		Software & systems	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Cost				
At 1 April	200	200	200	200
Additions	147	147	-	-
Disposals	(76)	(76)	-	-
At 31 March	271	271	200	200
Accumulated Amortisation				
At 1 April	(200)	(200)	(199)	(199)
Charge for the year	(23)	(23)	(1)	(1)
Disposals	77	77	-	-
Transfers	-	-	-	-
At 31 March	(146)	(146)	(200)	(200)
Net book value				
At 31 March	125	125	-	-

13. Fixed assets: tangible assets**Group****31 March 2021**

	Freehold land & buildings	Fixtures, fittings, furniture & equipment	Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2020	20,909	846	3,396	208	25,359
Additions	-	12	75	6	93
Disposals	-	(152)	(71)	(49)	(272)
Transfers	-	-	-	-	-
At 31 March 2021	20,909	706	3,400	165	25,180
Accumulated depreciation:					
At 1 April 2020	(5,667)	(625)	(2,771)	(182)	(9,245)
Charge for the year	(417)	(68)	(219)	(14)	(718)
Disposals	-	151	58	49	258
Transfers	1	-	(5)	-	(4)
At 31 March 2021	(6,083)	(542)	(2,937)	(147)	(9,709)
Net book value:					
At 31 March 2021	14,826	164	463	18	15,471
At 31 March 2020	15,242	221	625	26	16,114

The land and buildings held by the Group and the Society were valued as at 31 March 2019 by Carter Jonas, a qualified RICS valuer, who valued the total land and buildings held by the Group at that date at £52.5 million.

13. Fixed assets: tangible assets (Continued)

Society	31 March 2021				
	Freehold land & buildings	Fixtures, fittings, furniture & equipment	Computer & other equipment	Vehicles	Total
	£'000	£'000	£'000	£'000	£'000
Cost:					
At 1 April 2020	19,145	841	3,396	208	23,590
Additions	-	12	75	6	93
Disposals	-	(152)	(71)	(49)	(272)
Transfers	-	-	-	-	-
At 31 March 2021	19,145	701	3,400	165	23,411
Accumulated depreciation:					
At 1 April 2020	(5,129)	(624)	(2,771)	(182)	(8,706)
Charge for the year	(379)	(67)	(217)	(12)	(675)
Disposals	-	151	58	49	258
Transfers	-	-	(5)	-	(5)
At 31 March 2021	(5,508)	(540)	(2,935)	(145)	(9,128)
Net book value:					
At 31 March 2021	13,637	161	465	20	14,283
At 31 March 2020	14,016	217	625	26	14,884

14. Fixed assets: investments

	Society Farmland £'000	Group Total £'000
Cost or valuation:		
At 1 April 2020	2,200	2,200
Movement in fair value for the year	2,240	2,240
At 31 March 2021	4,440	4,440
At 31 March 2020	2,200	2,200

The Society owns 222 acres of farmland that is rented out under an agricultural lease and treated as an investment. A revaluation gain of £2,240k on the Society's farmland was recognised at 31 March 2021. The basis of the valuation is for full vacant possession and takes into account similar land in the locality in line with the comparable approach generally accepted for valuation for agricultural property.

The Society has investment of fully paid up share capital in subsidiary NSE Facilities limited of £2,446k, which is eliminated on consolidation.

A £14k loss was recognised on various fixed asset disposals during 2020/21 and included within net gains/(losses) on investments resulting in a net gain of £2,226k.

Further information about the Society's investment in subsidiaries is set out in note 22.

15. Debtors

	31 March 2021		31 March 2020	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Due within one year				
Residential and Domiciliary Care Services	252	252	540	540
Less: Provision for bad and doubtful debts	(67)	(67)	(71)	(71)
	185	185	469	469
Medical Services Receivable	176	175	155	155
Rent Receivable	101	101	27	27
Other Receivables	(5)	(5)	17	16
VAT Refundable	-	-	1	-
Prepayments & Accrued Income	962	962	687	687
Intra group debtors	-	23	-	10
Total due within one year	1,419	1,441	1,356	1,364

16. Creditors: Amounts falling due within one year

	31 March 2021		31 March 2020	
	Group	Society	Group	Society
	£'000	£'000	£'000	£'000
Bank loan	-	-	32	32
Trade creditors	314	314	989	988
Finance lease obligations	-	-	86	86
Amounts owed to employees	261	261	333	333
Taxation and social security	218	218	236	236
Amounts held for residents and tenants	53	53	40	40
VAT payable	15	15	-	-
Other creditors	179	179	237	237
Accruals and deferred income	1,982	1,982	1,665	1,661
Intra group creditors	-	-	-	-
Total Creditors: Amounts falling due within one year	3,022	3,022	3,618	3,613

16. Creditors: Amounts falling due within one year (Continued)

The bank loan above was fully repaid during 2020. At 31 March 2021, the Society had no obligation (2020: £32,000).

	31 March 2021	31 March 2020
	Group £'000	Group £'000
Within one year	-	32
One year or more but less than two years	-	-
Two years or more but less than five years	-	-
Total borrowings	-	32

17. Fund movements

Group	31 March 2021					
	At 1 April 2020 £'000	Income £'000	Expenditure £'000	Transfers £'000	Gains and losses £'000	At 31 March 2021 £'000
General funds	23,163	14,805	(16,422)	(5)	(14)	21,527
Designated funds	9,309	-	-	(1,046)	-	8,263
Revaluation reserve	-	-	-	-	2,240	2,240
Pension reserve	(8,708)	-	-	1,061	(1,908)	(9,555)
Total unrestricted funds	23,764	14,805	(16,422)	10	318	22,475
Restricted funds	2,315	1,151	(705)	(10)	-	2,751
Total funds	26,079	15,956	(17,127)	-	318	25,226

Group	31 March 2020					
	At 1 April 2019 £'000	income £'000	expenditure £'000	Transfers £'000	Gains and losses £'000	At 31 March 2020 £'000
General funds	34,289	16,124	(18,118)	(9,132)	-	23,163
Designated funds	-	-	-	9,309	-	9,309
Pension reserve	(9,560)	-	-	(118)	970	(8,708)
Total unrestricted funds	24,729	16,124	(18,118)	59	970	23,764
Restricted funds	2,450	1,030	(1,106)	(59)	-	2,315
Total funds	27,179	17,154	(19,224)	-	970	26,079

17. Fund movements (Continued)

During 2019/20, The Trustees decided to create a designated fund to ensure that the proceeds from the sale of a tranche of our land to Audley in March 2019 would be used for the purposes they had agreed. The designated

Society	31 March 2021					
	At 1 April 2020	Income	Expenditure	Transfers	Gains and losses	At 31 March 2021
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	24,044	14,805	(16,365)	(5)	(14)	22,465
Designated funds	9,309	-	-	(1,046)	-	8,263
Revaluation reserve	-	-	-	-	2,240	2,240
Pension reserve	(8,708)	-	-	1,061	(1,908)	(9,555)
Total unrestricted funds	24,645	14,805	(16,365)	10	318	23,413
Restricted funds	2,315	1,151	(705)	(10)	-	2,751
Total funds	26,960	15,956	(17,070)	-	318	26,164

Society	31 March 2020					
	At 1 April 2019	Income	Expenditure	Transfers	Gains and losses	At 31 March 2020
	£'000	£'000	£'000	£'000	£'000	£'000
General funds	35,113	16,091	(18,028)	(9,132)	-	24,044
Designated funds	-	-	-	9,309	-	9,309
Pension reserve	(9,560)	-	-	(118)	970	(8,708)
Total unrestricted funds	25,553	16,091	(18,028)	59	970	24,645
Restricted funds	2,450	1,030	(1,106)	(59)	-	2,315
Total funds	28,003	17,121	(19,134)	-	970	26,960

fund is used for a combination of four purposes:

- To invest in the backlog of works needed on the Society's ageing estate;
- To make one-off payments to the Society's pension scheme in 2020/21 and 2022/23 as part of the deficit reduction plan;
- To pay for consultants and legal costs incurred in possible development of the Society's land;
- To fund the Society's research programme to the extent that fundraising income fails to do so.

During the year, the Society incurred £1,182k in expenditure in these areas and this amount has been transferred out of the reserve during the year.

18. Fund assets and liabilities

The analysis of net assets between funds is set out below:

	Group		Society	
	31 March 2021		31 March 2021	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	14,396	1,200	13,205	1,200
Investments	4,440	-	6,886	-
Current assets	16,213	1,551	15,896	1,551
Current liabilities	(3,019)	-	(3,019)	-
Defined benefit pension liability	(9,555)	-	(9,555)	-
Total net assets at 31 March 2021	22,475	2,751	23,413	2,751

	Group		Society	
	31 March 2020		31 March 2020	
	Unrestricted funds	Restricted funds	Unrestricted funds	Restricted funds
	£'000	£'000	£'000	£'000
Tangible and intangible fixed assets	14,884	1,230	13,654	1,230
Investments	2,200	-	4,646	-
Current assets	19,006	1,085	18,666	1,085
Current liabilities	(3,618)	-	(3,613)	-
Defined benefit pension liability	(8,708)	-	(8,708)	-
Total net assets at 31 March 2020	23,764	2,315	24,645	2,315

The designated fund at 31 March 2021 is all represented by current assets (cash at bank) and is included in unrestricted funds above.

19. Restricted funds

The Society receives donations and grants that can only be used for specified purposes. The Society maintains records for each donation or grant given in this way and allocates costs against those funds. To allow the table below summarises the types of activities the income is received in respect of. In some cases, actual restrictions are more specific than the general categories used in this table.

Group and Society	31 March 2021				
	At 1 April 2020	Income	Costs	Transfers	At 31 March 2021
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	518	523	(197)	-	844
General genomics research	-	120	(120)	-	-
Specific other research	30	114	-	-	144
General research	191	78	-	-	269
MRI IT upgrade	15	-	-	-	15
Helpline service	205	23	(72)	-	156
Care services and activities	110	288	(281)	(9)	108
The New House	1,230	-	(30)	-	1,200
Other areas	16	5	(5)	(1)	15
Total restricted funds	2,315	1,151	(705)	(10)	2,751

The costs above include £10,000 (2020: £59,000) relating to capital purchases.

Group and Society	31 March 2020				
	At 1 April 2019	Income	Costs	Transfers	At 31 March 2020
	£'000	£'000	£'000	£'000	£'000
Specific genomics research	668	592	(742)	-	518
General genomics research	-	228	(228)	-	-
Specific other research	97	30	(97)	-	30
General research	136	57	(2)	-	191
MRI IT upgrade	76	-	(2)	(59)	15
Helpline service	93	112	-	-	205
Care services and activities	103	11	(4)	-	110
The New House	1,260	-	(30)	-	1,230
Other areas	17	-	(1)	-	16
Total restricted funds	2,450	1,030	(1,106)	(59)	2,315

The nature of the restriction on these funds can be understood from the table above with the exception of "The New House", which represents donations that were received in prior years for the building of a block of 12 supported flats for people with epilepsy. The depreciation on the capital asset, which is still subject to the restrictions, is charged to the fund.

The prior year figures above set out the element of the 2020 Statement of Financial Activities that relate to restricted income and expenditure. All other items in the prior year SOFA relate to unrestricted funds.

20. Pensions

Epilepsy Society (the Company) operates a defined benefit pension arrangement called the Epilepsy Society Pension Scheme (the Scheme) to 241 permanent employees. The Scheme provides benefits based on final salary and length of service on retirement, leaving service or death. The Company also operates a defined contribution scheme but this is not included in these disclosures.

The Scheme is subject to the Statutory Funding Objective under the Pensions Act 2004. A valuation of the Scheme is carried out at least once every three years to determine whether the Statutory Funding Objective is met. As part of the process the Company must agree with the Trustees of the Scheme the contributions to be paid to meet any shortfall against the Statutory Funding Objective and to pay for the future accrual of benefits.

The most recent comprehensive actuarial valuation of the Scheme was carried out as at 31 March 2019 and the next valuation of the Scheme is due as at 31 March 2022. In the event that the valuation reveals a larger deficit than expected the Company may be required to increase contributions above those set out in the existing Schedule of Contributions. Conversely, if the position is better than expected, it is possible that contributions may be reduced.

The Company expects to pay contributions of £300,000 in the year to 31 March 2022, plus the cost of the Pension Protection Levy and the expenses of operating the Scheme.

The Scheme is managed by a board of Trustees appointed in part by the Company and in part from elections by members of the Scheme. Trustees have responsibility for obtaining valuations of the fund, administering benefit payments and investing the Scheme's assets. The Trustees delegate some of these functions to their professional advisers where appropriate.

The effect of the judgment regarding equalisation of guaranteed minimum pensions for past transfers has been accounted for as a past service cost during the period.

There were no plan amendments, curtailments or settlements during the period.

The Scheme exposes the Company to a number of risks:

- Investment risk. The Scheme holds investments in asset classes, such as equities, which have volatile market values and while these assets are expected to provide real returns over the long-term, short-term volatility can cause additional funding to be required if a deficit emerges.
- Interest rate risk. The Scheme's liabilities are assessed using market yields on high quality corporate bonds to discount the liabilities. As the Scheme holds assets such as equities the value of the assets and liabilities may not move in the same way.
- Inflation risk. A proportion of the benefits under the Scheme are linked to inflation. Although the Scheme's assets are expected to provide a good hedge against inflation over the long term, movements over the short-term could lead to deficits emerging.
- Mortality risk. In the event that members live longer than assumed a deficit will emerge in the Scheme.
- Member options. Certain benefit options may be exercised by members without requiring the consent of the Trustees or the Company, for example exchanging pension for cash at retirement. In this example, if fewer members than expected exchange pension for cash at retirement then a funding strain will emerge.

The principal actuarial and main financial, assumptions used to calculate the Scheme liabilities are:

Group and Society	31 March 2021	31 March 2020
	%age pa	%age pa
Salary increase rate	2.95	2.00
CPI pension increases (fixed at 3%)	3.00	3.00
CPI pension increases (between 3% and 5%)	3.45	3.20
CPI pension increases (maximum 5%)	2.85	1.95
CPI pension increases (maximum 2.5%)	2.15	1.60
Discount rate	1.85	2.25
RPI increase rate	3.50	2.80
CPI increase rate	2.95	2.00
Tax free cash on commutation	20.00	20.00

The CPI for pension increases figures above set out the assumption used for pension increases dependent on the increase clause within members' pension conditions.

20. Pensions (continued)**Assets held in the scheme**

The Scheme invests funds in range of assets to produce an investment return. At 31 March 2021, the share of assets based on the valuation at that date is as follows:

Group	31 March 2021	31 March 2020	31 March 2019
Equities	57%	44%	66%
Gilts and bonds	7%	34%	21%
Property	3%	-	1%
Cash	5%	17%	12%
Other assets	28%	5%	-
Total	100%	100%	100%

The actual gross return on the assets over the period was £3,330,000 (2020: £277,000). The assets do not include investment in the shares of the Society or any Group company.

Under FRS102, the expected return on assets is the same as the discount rate used to value the liabilities. However, the assets and liabilities will not generally change in the same manner over time and are also unlikely to change in the same way as other measures of the funding position such as that used for scheme funding or assessing solvency.

Amounts recognised in the Balance Sheet as at 31 March 2021

Group	31 March 2021	31 March 2020
	£'000	£'000
Fair value of employer assets	30,775	28,006
Present value of funded liabilities	(40,330)	(36,714)
Net liability	(9,555)	(8,708)

Amounts recognised in the Statement of Financial Activities for the year ended 31 March 2021

Group	31 March 2021	31 March 2020
	£'000	£'000
Current service cost	33	85
Past service cost	5	-
Interest on Scheme liabilities	806	909
Interest on Scheme assets	(624)	(681)
Total	220	313

20. Pensions (continued)**Re-measurements for the year ended 31 March 2021**

Group	31 March 2021	31 March 2020
	£'000	£'000
Gain/(loss) on scheme assets in excess of interest	2,706	(404)
Experience gains/(losses) on liabilities	(6)	1,239
Gains/(losses) from changes to assumptions:		
Due to changes to demographics assumptions	-	(184)
Due to changes to financial assumptions	(4,608)	319
Total actuarial gains/(losses) per SOFA	(1,908)	970

Reconciliation of fair value of the Society's assets

Group	31 March 2021	31 March 2020
	£'000	£'000
Fair value of assets at 1 April 2020	28,006	29,027
Interest on assets	624	681
Employer contributions	1,281	199
Contributions by Scheme participants	11	13
Benefits paid	(1,851)	(1,465)
Administration costs	(2)	(45)
Return on scheme assets less interest	2,706	(404)
Fair value of assets at 31 March 2021	30,775	28,006

Reconciliation of the Society's defined benefit obligation

Group	31 March 2021	31 March 2020
	£'000	£'000
Defined benefit obligation at 1 April 2020	(36,714)	(38,591)
Current service cost	(31)	(40)
Past service cost	(5)	-
Contribution by Scheme participants	(11)	(13)
Interest cost	(806)	(909)
Benefits paid	1,851	1,465
Experience gains/(losses) on liabilities	(6)	1,239
Changes to demographic assumptions	-	(184)
Changes to financial assumptions	(4,608)	319
Defined benefit obligation at 31 March 2021	(40,330)	(36,714)

20. Pensions (continued)**Sensitivity of the value of liabilities**

As with most defined benefit pension schemes, the value of the liabilities in the Scheme would be different if assumptions were changed. The table below sets out the impact on the Scheme's liabilities if the main assumptions were changed:

Adjustments to assumptions	Approximate (increase)/ decrease in liabilities
	£'000
Discount rate – increased by 0.5%	(2,832)
Inflation – increased by 0.5%	940
Commutation – remove 20% allowance	1,862

21. Operating leases

The Society has a number of non-cancellable operating leases for printers and office equipment. Details are set out below:

	31 March 2021	31 March 2020
	Group	Group
	£'000	£'000
IT and office equipment		
Within one year	5	8
One year or more but less than two years	1	6
More than two years but less than five years	-	-
Total operating leases	6	14

22. Subsidiaries

The Society owns 100% of the share capital in two subsidiaries, Epilepsy Enterprises Limited and NSE Facilities Limited, who gift aid any taxable profits to the Society. Both subsidiaries' registered office and place of business is the same as the Society as set out on page 56. A summary of their activities and results for the year is set out below:

22. Subsidiaries (continued)**Epilepsy Enterprises Ltd**

The main activities of the company are the sale of goods and services in order to raise funds for the charity and other related trading activities. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended 31 March 2021 £'000	Year ended 31 March 2020 £'000
Turnover	12	91
Cost of sales	(3)	(47)
Administrative expenses	(6)	(15)
Profit on ordinary activities	3	29

The Statement of Changes in Equity recognised a Gift Aid payment of £24,838 (2020: £49,000)

Statement of Financial Position	As at 31 March 2021 £'000	As at 31 March 2020 £'000
Fixed assets	-	4
Stock	15	16
Debtors	1	2
Cash at bank	16	22
Creditors: amounts falling due within one year	(22)	(13)
Total net assets	9	31
Share capital (2 ordinary shares of £1 each)	-	-
Accumulated profit	9	31
Total reserves	9	31

22. Subsidiaries (continued)**NSE Facilities Ltd**

This company is inactive other than owning the building, the Gowers Centre, from which medical services are provided to the UCLH NHS Foundation Trust. A summary of its Income Statement and a summarised Statement of Financial Position are set out below:

Statement of income	Year ended 31 March 2021 £'000	Year ended 31 March 2020 £'000
Turnover	-	-
Operating costs	(37)	(37)
Loss on ordinary activities	(37)	(37)

The Statement of Changes in Equity recognised a Gift Aid payment of £nil (2019: £nil)

Statement of Financial Position	As at 31 March 2021 £'000	As at 31 March 2020 £'000
Tangible fixed assets	1,191	1,227
Intra group debtors	-	-
Cash at bank	308	309
Creditors: amounts falling due within one year	(2)	(2)
Total net assets	1,497	1,534
Share capital	2,446	2,446
Accumulated loss	(949)	(912)
Total reserves	1,497	1,534

The share capital comprises 2 'A' ordinary shares of £1 each and 2,446,000 'B' ordinary redeemable shares of £1 each. The tangible fixed assets related wholly to buildings are reported at cost less accumulated depreciation.

23. Related party transactions

During the year, the Society received a Gift Aid distribution from Epilepsy Enterprises Limited of £24,838 (2020: £49,000). At 31 March 2021, Epilepsy Enterprises Limited owed the Society £23,031 (2020: £9,646) and the balance between NSE Facilities Limited and the Society was £nil (2020: £nil).

Registered Office: Chesham Lane, Chalfont St Peter
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Patron: Her Majesty, The Queen

President: The Rt Hon Countess Howe

Board of Trustees

Peter Worthington	Chairman
Richard Murley	Vice Chairman
Peter Goodfellow	Treasurer
Catherine Alcock	
Christopher Blue	Resigned 11 December 2020
Deborah Wheeler	
Andrew Farrell	
Prof Andrew George	
Dr James Hagan	
Prof Stephen Smith	
Madani Sow	
Michael Stone	

Management Board

Chief Executive	Clare Pelham	
Director of Care Services	Jonny Anders-Cannon	
Director of Fundraising	Claire Glazebrook	to 2 April 2020
Interim Director of Fundraising	Gordon Craig	from 6 April 2020
Director of Medical and People Services	Rachel Perowne	to 8 January 2021
Chief Financial Officer	Paul Rennard	to 31 October 2020
	Simon Hawkins	from 1 February 2021
Medical Director	Prof Ley Sander	
Director of Land and Estates	Martin Summersgill	to 18 November 2020
	Kevin Bournier	from 1 March 2021

External Auditors: Crowe U.K. LLP
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Bankers: National Westminster Bank Plc
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