

THE CAMPHILL VILLAGE TRUST LIMITED

England & Wales · Charity number 232402

Details

Other names C V T

Status Registered

Legal form Charitable company

Company number [00539694](#)

Registered 1964-01-17

Register [View on the Charity Commission register](#)

Contact

Address The Camphill Village Trust
Reg Office: The Kingfisher Offices
9 Saville Street
Malton
YO17 7LL

Phone 01653228322

Email trustoffice@cvt.org.uk

Website camphillvillagetrust.org.uk

Activities

Objects: FOR THE PUBLIC BENEFIT, TO RELIEVE SICKNESS, PROMOTE GOOD HEALTH, PROVIDE CARE TO AND ADVANCE THE EDUCATION AND TRAINING OF PEOPLE WITH DISABILITY (WHETHER MENTAL OF PHYSICAL), THE YOUNG, THE OLD, OR PEOPLE OTHERWISE IN NEED, IN ACCORDANCE WITH THE PRINCIPLES OF DR RUDOLF STEINER (AS SUMMARISED IN THE APPENDIX TO THIS MEMORANDUM), PARTICULARLY (WITHOUT LIMITATION) BY THE ESTABLISHMENT AND MAINTENANCE OF COMMUNITIES IN THE FORM OF VILLAGES, RESIDENTIAL HOUSES, DAY CENTRES, KINDERGARTENS, SCHOOLS, COLLEGES OR OTHER TYPES OF SOCIAL AND/ OR EDUCATIONAL COMMUNITY, IN WHICH BENEFICIARIES LIVE AND/ OR WORK AND/ OR TO WHICH THEY OTHERWISE RESORT, IN COMMUNITY WITH PERSONS PROVIDING SUPPORT.

Activities: For the public benefit, to provide support for adults with special needs by establishing and maintaining intentional communities of purpose where all may continue to develop as individuals through meaningful work of a productive nature, alongside a range of chosen therapeutic activities and further education, as well as a healthy cultural, social and spiritual life.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Accommodation/housing
- **Who:** People With Disabilities

Geography

- Dudley
- Gloucestershire
- Hertfordshire
- Middlesbrough
- North Yorkshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£35,411,457	£34,106,627	£110,777,590	754
2024-03-31	£32,086,000	£33,233,000	£109,285,000	710
2023-03-31	£30,981,000	£31,210,000	£108,261,000	665
2022-03-31	£27,832,000	£26,990,000	£109,305,000	660
2021-03-31	£28,329,000	£28,943,000	£107,655,000	682

Trustees

Name	Role	Appointed
Michael Green	Chair	2021-10-05
Alison Beachim		2025-11-19
Ann Kenney		2021-11-24
Anna Headley		2025-05-28
Katie Stevens		2023-02-28
Michelle Corrigan		2025-05-28
Rita Naana Asamoah		2023-08-08
Stephen Armitage		2026-02-03

THE CAMPHILL VILLAGE TRUST LIMITED

England & Wales - Charity number 232402

Accounts



Annual Report and Financial Statements

Year ended 31st March 2025

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“I just feel you give people with disabilities the chance to fulfil their potential and live happier lives. Don’t ever stop!”

- Simon, a supporter.

Foreword

from the Chair of the Board and Chief Executive

It is with great pleasure that we present Camphill Village Trust's Annual Report and Financial Statements 2024-25

“Once again, our Trustees are both grateful and inspired by the hard work and dedication of everyone involved with the Trust. This year has marked the first chapter of our A Brilliant Future strategy, and it has been heartening to see our shared vision begin to take shape. Camphill Village Trust is forging a bold, inclusive path in social care—one that truly values individuality and empowers people with learning disabilities, autism, or mental health support needs to thrive. We are harnessing the power of nature and the strength of community to help people grow in confidence, develop new skills, and live lives filled with opportunity and purpose. As Chair of Trustees, I am proud of what we have achieved together and I am excited for what lies ahead.”

Michael Nutt, Chair

In 2024-25, we delivered the first year of our ‘A Brilliant Future’ strategy and it is no coincidence that we launched this Strategy in our 70th anniversary year. While our ‘Brilliant Basics’ Strategy was about making sure we had strong foundations in place, ‘A Brilliant Future’ is focused on how we can shape a new, innovative model of social care building on our past and remaining fully committed to the unique community settings that sets us apart and which provide a socially connected and happy life of opportunity for those that we support.

We have six building blocks in this Strategy to support our vision and the integrated framework that will deliver our key priorities.

1. Being a Leader of Green Care
2. Delivering Quality Supported Living and Housing Options
3. Creating Vibrant and Diverse Places to Live, Learn, and Thrive
4. Unlocking Homes and Asset Potential
5. A Beacon of Land Management and Sustainability
6. Being a Resilient and Sustainable Business Here for the Long Term

Our Strategy is ambitious, and we are pleased to report that we have made a great deal of progress against agreed objectives in year one. We are excited to share our achievements this year. We still have more to achieve and key to realising our ambitions is the way we work in partnership with our staff, our community members and their families and the strong and meaningful external partner relationships that will support us to continue to deliver our services into the long term.

We know we can play a leading role in re-imagining social care and ensuring every person we support has a life of opportunity. Our purpose is to support people through participation in learning, meaningful work, family life, leisure activities, and relationships. All of this creates the chance to live a healthy, active and equal life.

Sara Thakkar, Chief Executive



Chair of the Board
Michael Nutt



Chief Executive
Sara Thakkar



Looking Ahead: Building a Brilliant Future, Together

As we celebrate the achievements of the first year of our A Brilliant Future strategy, it's impossible not to feel inspired. Our 70th anniversary has given us the chance to reflect on the incredible strength, resilience, and diversity of our communities. Together, we are honouring a remarkable past, meeting the needs of the present, and boldly leading the future of social care - always with the people we support at the very heart of our work.

Looking to the year ahead, we are energised by the opportunities before us.

We will build on our commitment to nature-based and nature-inspired therapies — exploring how these approaches can transform health and wellbeing. We will co-design meaningful ways to measure quality of life and outcomes, and we will explore the opportunities for us in Social and Green Care prescribing. Our access to nature projects — from community gardens and ethical enterprises to inclusive walking programmes — will foster vibrant, connected and inclusive spaces where everyone can thrive.

Our Supported Living and Housing strategy will undergo a comprehensive, future-focused review to ensure it reflects the evolving and diverse needs of the people we support. It's a vital step in ensuring our services remain adaptable, person-centred, and truly empowering.

Co-production remains the cornerstone of our approach. In the coming year, we will deliver a dynamic new engagement plan that deepens participation across our organisation — ensuring that those we support, and our dedicated staff, continue to shape policies and decisions that affect their lives.

Community is, and always will be, the heartbeat of everything we do. That's why we'll be co-producing a new Community Development Strategy that aligns with A Brilliant Future, supports our fundraising ambitions, and strengthens our commitment to building thriving, inclusive communities.

We are excited about the journey ahead — one where innovation, inclusion and compassion guide our path. Together, with the people we support, our staff, and our partners, we will continue to build a future that is not just brilliant — but transformational.



Sara Thakkar
Chief Executive



Our Vision

To be a national leader in Social and Green Care Integration, enabling more adults with learning disabilities, autism and mental health problems to live healthy, active and independent lives.



Our Mission

We will re-imagine social care, designing a new answer to a challenged sector through the power of nature, co-production, and partnership.



Our Guiding Principles

Enabling potential

The Trust supports our people (our staff and those we support) to develop, grow and be heard. We aim to build confidence and create an environment that supports active engagement, building skills and providing opportunity through high-quality active support, learning and co-production

Promoting healthy living

The Trust provides the opportunity to live a healthy, active, and meaningful life within a supported living model. This means the people we support live an active life, understand the benefits of making healthy choices and can contribute to the wider community on an equal basis. They do this through the opportunity to learn skills, develop pathways to employment and volunteering, and engage in therapeutic interventions that respect traditional craft skills based on nature and the land around us.

Environmental impact

The Trust values and cares for the environment. This means that we understand the connection between the environment we live in and our wellbeing. We actively promote living and eating sustainably in harmony with the natural world.

Social impact

We believe that our people, resources, and actions should make a positive contribution to society in relation to health, wellbeing, education, and the environment. This means we support and develop initiatives to challenge issues faced by vulnerable members of society which in turn, enable the people we support to achieve greater integration into the wider community beyond the reach of the walls of the charity.

A life of opportunity

We asked our community members what a life of opportunity would look and feel like to them. They shaped ten statements that are now at the heart of everything we do at Camphill Village Trust.

They reflect what is important to our community members, from daily life, skills and training, to playing an active part in their community and beyond.



“I want you to look at me as a person not someone to care for.”



“I want to be in control of creating my ‘life of opportunity.’”



“All the people that are important to me work together to help me achieve my goals and live the life I choose.”



“I want to be more confident in my life. I want to grow and develop.”





“I want to be an active part of my community.”



“I want to be involved and connected with others.”



“I have skills and abilities, I may need support to get training, voluntary or paid work.”



“It’s all about the time you give to me.”



“I can develop and maintain positive relationships in my own home and beyond.”



“I am thriving not just surviving.”



Our year

May 2024

April 2024



We welcomed a new arrival at Botton Village – Peckingham Palace! This new chicken coop supports fresh egg production and gives the people we support a chance to take on new responsibilities, caring for hens as part of their daily activities.



At Grange Village and Oaklands Park, the Wayside's Wednesday Wanderers walking group got off to a brilliant start. Each week, the group explores the Forest of Dean with the support of a friendly therapy dog, enjoying movement, mindfulness and the natural world.

November 2024



We marked 70 years of Camphill Village Trust at Delrow with a day of music, crafts and storytelling, joined by over 100 people. The event also featured our 'Legacy of Leaves' art project and the '70 Faces' exhibition - a joyful reflection of the people who shape our communities.

October 2024



To celebrate our 70th anniversary, our CEO Sara Thakkar and two of our directors Claire Twaites and Sally Watts climbed Mount Kilimanjaro. The seven-day trek was a huge achievement and raised more than £15,000 for the charity. It was a powerful way to highlight the opportunities we create every day.

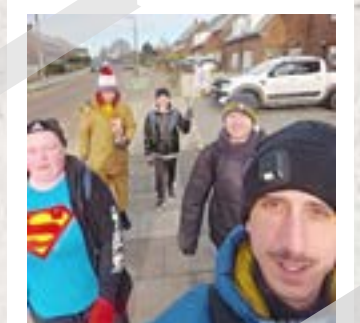
December 2024

Care and Support worker Jonathan from Grange Village won the Activity in Care Award at the Care Awards 2024, organised by Gloucestershire Care Providers' Association (GCPA), for leading the walking group. Staff from the Grange Community were also Highly Commended in the *Team of the Year* category. It was a proud moment recognising the power of shared activity and teamwork.



January 2025

Community members from Delrow and St Albans took part in a frosty New Year walk between the two locations to mark our 70th anniversary. With temperatures as low as -4°C, spirits stayed high and friendships warmed the way.



June 2024



Our Taurus Crafts site held its first-ever Throwback Festival, featuring live music, stalls and retro fun. It was a lively and memorable day, raising funds to support creative and work-based opportunities.



July 2024

Festover returned to Delrow with music, dancing, circus skills and delicious food. The weekend buzzed with energy, giving everyone the chance to take part, perform or simply enjoy the atmosphere.



September 2024

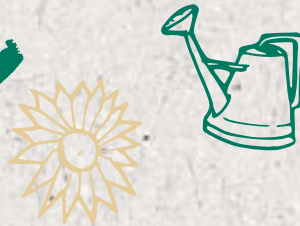


Sevenside Skills graduate Oliver was invited to cook live at the Forest Showcase Food Festival alongside chef Jack Clegg - a fantastic moment that recognised his passion and growing confidence in the kitchen.



August 2024

Bottom in Bloom was a summer highlight, celebrating the season with gardening competitions, homemade treats and plenty of sunshine. From tallest sunflower to tastiest salad, everyone had something to smile about.



February 2025



HRH The Princess Royal visited Taurus Crafts, celebrating our 70th year and Taurus Crafts' 30th anniversary. The visit was made possible by community member Brian and included a tour, warm conversations, and the unveiling of a special pottery plaque.



March 2025

Joe from Larchfield took to the mic as a guest announcer at a Middlesbrough FC match as part of the Unite for Access campaign, a proud and unforgettable moment shared by everyone cheering him on.



Our Strategic Priorities in the Year

This was the first year of our A Brilliant Future Strategy. The six key strategic pillars helped us to define our priorities in the year.

Key Strategic Pillars

1. Being a leader of Green Care
2. Delivering Quality Supported Living and Housing Options
3. Creating vibrant and diverse places to live, learn and thrive
4. Unlocking Homes and Asset Potential
5. A Beacon of Land Management and Sustainability
6. Being a resilient and sustainable business here for the long term



Key Priorities

Quality Supported Living, Housing Options and Green Care

Green care implementation and development:

- Successfully launch the Green Care Programme
- Evolve and embed Green Care across the Trust

Supported living model and service redesign:

- Develop a clear understanding of what the support living model will be, and plans in place to implement

Delivering quality support

- Evidence delivery of good quality services which meet compliance and regulatory requirements
- Clarity on transport as part of our service offer
- Services will meet the requirements of CQC
- Improved confidence in our ability to safeguard the people we support

Housing management

- Understand what further work needs to take place regarding tenancies
- Ensuring we are compliant with legislation and good practice
- Reduction in voids and increase income

Stakeholder engagement

- Commitment to broadening our reach through the development of a stakeholder engagement strategy
- Clear and consistent communication with our key stakeholders, both internal and external
- Development of a Family Charter and continued commitment to Family engagement aligned to the wishes of those that we support

Unlocking Homes and Asset Potential, Land Management and Sustainability

Our Housing options

- Develop a five-year strategy to invest in our homes to make a positive impact on the living environment for the people we support: unlocking the potential to support more people and within a financially sustainable model

Environmental, Social Governance Policy Statement

- Develop the Trust's Environmental, Social and Governance Policy and supporting metrics

Safety and Compliance Culture

- Develop a fully embedded culture of safety and compliance across all Estates activity, in line with wider Health and Safety initiatives

Risk Management

- Understand the risks associated with our infrastructure above and below ground, and put a plan in place to address catastrophic risk

Being a resilient and sustainable business for the long-term

Our People

- Become a learning organisation and place employee development at the heart of our plan
- Seek to attract and retain the best people
- Develop employee engagement and celebrate the diverse nature of our employees

Our business resilience

- Develop a plan to become sustainable in the longer term
- Strengthen our governance process

Growing awareness and voluntary income

- Deliver the first year of fundraising strategy to support the long-term funding needs
- Increase awareness and engagement with a range of groups



Our Achievements

This has been a fantastic year for Camphill Village Trust as we progressed through the first 12 months of our A Brilliant Future strategy. Having identified our priorities we are proud to have delivered key areas of work across the breadth of our services including:

Delivering Our In-Year Strategic Priorities



Being a Leader in Green Care and Delivering Quality Supported Living and Housing Options

- We rebranded our day opportunities as our Green Care Programmes and introduced a new framework to make sure activities are outcome-focused and consistently high quality
- We had a 72% response rate on our 'My Life Survey'. This gives the people we support the opportunity to have a voice on their future with the Trust, and for the Charity to better understand the needs/wants of those we support. 95% said that they were happy where they live and 94% feel supported to make their own choices
- We demonstrated to CQC that we meet the requirements of the 'real tenancy test'
- We carried out a Trust-wide transport review with the people we support, staff, and families. This work will inform how we improve transport links to ensure our communities are well connected to local amenities and resources

Creating vibrant and diverse places to live, learn and thrive, Unlocking our Homes and Asset Potential and Being a Beacon of Land Management and Sustainability

- We started work on an £8 million major investment project to upgrade our homes and buildings over the next five years
- Our building safety and compliance reached 98% at year-end
- We in-sourced the Repairs & Maintenance service and combined with our own Land team to form our 'PALS' (Property and Land Services) with the aim to improve effectiveness and value for money. The team has handled more than 8,100 job tickets

- We introduced seven electric vans and three electric Utility Terrain Vehicles to reduce transport emissions, cut fuel costs, and take a sustainable approach to service delivery
- We produced 90,000 litres of milk from our own herd, which was turned into 10,300kg of cheese in the last year

Being a resilient and sustainable business for the long-term

- We recruited key roles so we can develop an ambitious stakeholder strategy and establish ourselves as an expert voice in this space
- As part of our ambition to be an 'irresistible' employer, we carried out a full-scale root and branch review of our pay. We worked with an independent external benchmarking consultant to make sure all of our roles had a fair salary.
- We implemented a new induction process for all new employees to the Trust
- We focused on improving digital systems for the Trust to improve processes and create better value for money. We have introduced a new finance system which will make us more efficient and we have procured a new digital social care records platform which will be implemented during 2025/26 across all of our communities.
- Our new digital records system will move our support records online. This will improve processes and crucially give our staff more time back to spend with the people we support.
- We raised an outstanding total of £7.2 million from our loyal supporters to support work across the Trust.

HRH The Princess Royal graces Taurus Crafts for our 70th Jubilee

We were honoured to welcome HRH The Princess Royal to Taurus Crafts in February 2025. She was invited by one of the people we support, Brian, who had been campaigning for years to get a Royal visit.

The Princess Royal toured the site, including our zero waste shop, supported employment cafe, and education centre Severnside Skills.



“The visit is something I will never forget. From coming to fruition from a letter I wrote to St James’ Palace almost a year ago, to negotiating the visit, and bringing the community together in celebration of 70 years of Camphill Village Trust and 30 years of Taurus Crafts - it wasn’t without nerves, but the whole thing was just fantastic!”

- Brian, Taurus Crafts



Continuing Our Co-production

Co-production is a cultural approach to providing high quality, inclusive support, promoting equal collaboration across the Trust to create actions or decisions that benefit everyone.

To continue the work our 2024-25 aims were to:

- Further embed co-production throughout supported living and green care
- Ensure the 'I' statements inform how we work with people to create their own lives of opportunity
- Trust-related information, documents, and correspondence will be co-produced in accessible formats
- People meet with directors or trustees to provide feedback following reviews, surveys, forums, and project meetings. This ensures full engagement in the 'Brilliant Future' strategy
- Create partnerships and opportunities in all localities to help achieve our vision and mission
- Contribute to improving quality throughout by engaging in Life of Opportunity reviews and actions informed by My Life survey feedback

Some highlights include

The 2024 My Life survey had a 72% response rate with 241 participants from supported living and residential care. The findings indicate improved satisfaction:

- 95% are happy where they live.
- 94% feel supported to make their own choices.
- 92% feel safe in their community.

The survey outcomes were the catalyst to further conversations led by people supported by the Trust.

Two new Life of Opportunity reviewers have been recruited. The review teams completed 12 reviews, and the recommendations and actions have been shared with the people, staff, and managers. They have worked together to co-produce actions, and any resulting outcomes were shared with the executive team and board members via the Quality and People Committee.

Involve Me

This trust-wide project group has developed and distributed six 'keeping safe in the community' factsheets. These have been widely shared and will be further supported next year with the co-production of a film providing advice grounded in genuine lived experiences.

Their efforts were highlighted during National Safeguarding Adults Week, where they, along with Michael Nutt, Sally Watts and Anna a family carer, conducted a webinar focused on the themes of co-production and safeguarding.

Digital Inclusion

We participated in a year-long collaborative project to co-produce guides on online safety and computer usage. This project was carried out in partnership with Barnwood Trust, Forest Voluntary Action Forum, and the Shalom Network. These guides are available in print and online versions.

Alex, the project lead from the Forest Volunteer Action Forum said: "This project has been one of the most fulfilling experiences I have been involved with. True co-production, true partnership, and most importantly, high quality output."



Transport

A total of 121 people supported by Camphill Village Trust took part in an organisation-wide review of transport.

In January 2025, representatives from each community held meetings with external consultants to present their observations and recommendations. These discussions included the following topics:

- Destinations people visit and their transportation methods.
- Effective current transportation options utilized by individuals.
- Barriers preventing access to necessary locations.
- Suggestions for improving transportation usage.

Health

We are a designated partner in a successfully awarded research initiative led by Teeside University. This Team Science Award (TSA) brings together academic staff, NHS personnel, lived experience representatives, and voluntary and community sector organisations. The team is dedicated to collaboratively developing an intervention focusing on health, wellbeing, and weight management for adults with learning disabilities. The proposal promises to benefit broader society by promoting social inclusion and preventing obesity-related conditions among individuals with learning disabilities. This initiative will contribute to reducing social care costs and NHS treatment expenses. Additionally, it aims to alleviate the personal, financial, and mental health challenges associated with caring for adults with learning disabilities.

“Being in control of your own life totally benefits your mental health.

You feel like you’re thriving - not living someone else’s life.”

- Harry, St Albans.



Easy Read Policies and Documents

The Easy Read versions of the ‘Charging for Food and Transport’ and ‘Managing Money’ policies have been co-produced and led by the people we support.

The Together We’re Stronger group in Stourbridge co-designed an accessible Personal Evacuation and Escape Plan, enabling staff to support discussions for safer homes and workplaces.

They also created a new Health Passports template for communities without local NHS health documents.

“I like to make my own decisions.

I don’t want other people to make decisions for me.”

- Jenny, Taurus Crafts.



Growing Our Fundraising

Gifts and donations are essential in enabling our community members to lead lives filled with opportunity, purpose and belonging. This year, we extend our heartfelt thanks once again to our generous and loyal supporters, who together gave an outstanding total of £7.1 million.

In a year that continued to be shaped by the impact of the cost-of-living crisis, we are especially grateful to our individual supporters, who contributed £1.9 million, including a fantastic response to our Winter Appeal, where the average donation rose to over £74. Alongside financial gifts, we received invaluable contributions of time and talent from dedicated volunteers, local organisations and community groups.

We are also deeply thankful for the continued support of charitable trusts and foundations, who awarded us £120,000 over the year. Gifts in Wills remain one of the most powerful and enduring ways to support our work, and this year we received 158 legacy gifts, totalling over £4 million.

To raise this vital income, we spent £351,000 on fundraising, resulting in a net contribution of £6.2 million and delivering an exceptional return on investment of 24:1.

Fundraised income helps bridge the gap between the funding we receive from care commissioners and the actual cost of delivering our rich and inclusive programme of Green Care. It also supports our co-production work, ensuring the people we support have real choice and control over their lives and play an active role in shaping our communities.

In May 2023, we launched a new two-year fundraising strategy designed to lay the foundations for long-term voluntary income growth. As we reach the end of this strategic period, we look back on a focused and disciplined approach that has delivered strong results.

Our vision was:

To develop an integrated approach to fundraising to secure voluntary income over the next two years and to build a platform to enable sustainable growth in the mid to long term.

Over this period, we concentrated our efforts on three core areas: individual giving, legacy & in memory giving, and philanthropy. This clear focus enabled us to maximise the impact of our resources and begin to diversify our income in ways that will support our communities for years to come.

How we fundraise

As proud members of the Fundraising Regulator, we are committed to fundraising in a respectful, transparent, and ethical way, always in line with the Code of Fundraising Practice. We are pleased to report that our fundraising activities have fully complied with the standards set by the Regulator.

Our dedicated Supporter Care Team, based in Botton Village, is the first point of contact for all donations and supporter queries. They help ensure our fundraising remains personal and responsive.

We raise funds in a variety of ways that are thoughtful, supporter-focused, and rooted in the values of our communities:

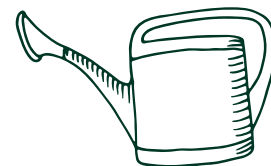
- **Direct Appeals** - We send carefully timed appeals and requests for support to people on our database.
- **Supporter Choice** - We respect our supporters' preferences and give them control over how often they hear from us.
- **Grants and Trusts** - We apply to charitable trusts and foundations for support with our work.
- **Community Engagement** - We give talks and build relationships with local groups, organisations and companies, particularly those near our communities.
- **Major Gifts** - We carry out research to identify individuals who may be able to offer a significant gift. Where appropriate, we may invite them to support us with a transformative donation. We always let supporters know how they can opt out of this type of research.
- **Storytelling with Purpose** - We inspire support by sharing the positive impact our services have on people with learning disabilities and autism.

To protect our supporters and uphold our values, there are certain fundraising practices we do not currently engage in:

- We did not work with any commercial participators in 2024-25, though we may explore this approach in future if it aligns with our values and meets our fundraising standards.
- We did not undertake any door-to-door or face-to-face street fundraising during the year but remain open to using these methods if we feel confident that they are appropriate and respectful to our supporters.
- We never sell or share our supporter database with other organisations.
- We do not make unsolicited calls or send unwanted texts. We avoid any approach that feels intrusive, persistent, or pressurising.



Jeanne's Story



Jeanne has lived at Daffodill House for over 10 years with her husband Peter. Jeanne was living in a cramped bedsit, so supported a fundraising appeal to raise crucial funds to build a new home. Thanks to the generosity of our kind supporters, the Trust was able to design and build eight supported living flats in the heart of our rural Larchfield community.

Daffodil House now offers people with learning disabilities, autism and mental health problems the opportunity to live independently - alongside a supportive and nurturing community.

Jeanne reminisces on the build days fondly, sharing *'We did the planning of the house when we had all the builders here. I chose everything in my flat. Every bit of it feels like home.'*

Jeanne's artistic talents have been supported and encouraged by the Green Care opportunities offered on her doorstep. She regularly attends craft sessions held at workshops just 100 yards away from her home. Here, she meets her neighbour, and friend, of over 30 years Beryl.

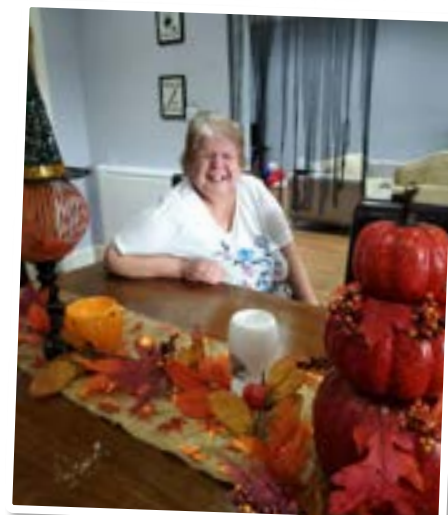
'There is also a communal area as well in the flats where we have celebrations, or we just meet up for meals once a week or whenever we fancy it.'

Jeanne's other passion is gardening. Daffodil House has given her the opportunity to have her own garden, where she spends hours tending to her plants, lovingly chosen and planted herself. Jeanne has also created a memorial for her late Mother in her garden, giving her a space where she can peacefully remember.

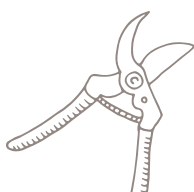


“I have a nice garden - I've planted flowers for my mum who passed away last year.”

- Jeanne, Larchfield Community



Jeanne was featured in our Winter Appeal 2024, which has raised over £500,000 from our wonderfully generous supporters.



Our year in numbers

158



legacy files were worked on,
totalling **£5m**
in income,
including a
£500k
single legacy gift.

£7.1m

total fundraised income,
including **£100k**
as the largest
appeal gift.



We produced

90,000

litres of milk from our
own herd which was
turned into
10,300kg
of cheese.



241

people completed a
My Life survey.



We provide

12,041

support hours
each week.



918

co-production project
meetings were held
across our communities.



We provide

4557 hours
of green care
opportunities each
week.



Combined
online and brochure
sales totalled

£25,638

with **£19,208.31**
from online sales
alone



12 Life of Opportunity reviews were carried out,

meeting **70** people

and generating **36** recommendations.



213 in

memoriam donations raised

£38,533.61

with the highest single gift of

£10,000



The Life of Opportunity reviewer team grew from

5 to **7**

with new reviewers joining in Gloucestershire and Croft Community.



25

embedding co-production workshops took place across the Trust.



100%

Statutory Property Safety Compliance Achieved full evidence compliance at December month-end.



Over **8,100**

jobs Completed



Since bringing our Property and Land Services (PALS) team in-house in April 2024.

9

regional forums were held to bring people together.



**“ We all have skills,
we all have abilities.
We are all different.
We should celebrate
people’s uniqueness.”**

DANIELLA, DELROW COMMUNITY



Key Performance Indicators

During the year we use both Key Performance Indicators (key targets tracked over a course of time) and Measures (single data points to indicate current performance) to ensure we are performing against our plans. During 2024-25, we mapped these against our four areas of work: People and Homes, Business Efficiency, Learning and Growth and Finance and Fundraising.

There are four levels of reporting at the Trust:

Board of Trustees: a balanced scorecard of KPIs and measures reflecting purpose, strategic risk appetite and impact

Committee: KPIs and measures that the Committee focus on to provide assurance to the Board of Trustees

Executive: KPIs and measures that monitor the organisational health, delivery of plans and areas of concern

Operational: KPIs and measures against operational objectives

Key areas where improvement was made during the year included:

Priority Area	KPI / Measure	2023/24	2024/25
People and Homes	Our My Life Survey response to 'I am happy where I live'	91%	95%
People and Homes	Our My Life Survey response to 'I am supported to make my own choices'	89%	94%
People and Homes	Our My Life Survey response to 'I feel safe in my community'	85%	92%
Learning and Growth	Staff core training compliance	87%	90%
Finance and Fundraising	Net Fundraising income against target	129%	145%

Key areas where further improvement is required includes:

Priority Area	KPI / Measure	2023/24	2024/25
People and Homes	Hours completed by contracted trust staff (not agency)	81%	86%
Business Efficiency	Lettable voids % occupancy	91%	87%
Learning and Growth	Staff engagement score	79%	75%
Finance and Fundraising	Staff turnover	24%	23%
Finance and Fundraising	% of creditor payments paid within 30 days	93%	78%

Acknowledgements

We would like to thank all donors and funders for their generous support, which helps us provide a life of opportunity for those who we support. We are especially grateful to those named below (and those who don't wish to be named) who gave us significant donations of over £1,000 this year:

Individuals

Annabel Wilson

Chris and Priscilla Brewer

Dr Anne Tattersfield

Dr Roger & Mrs Rosemary
Harding

Dr Stephen & Mrs Jane Griffin

Miss Belinda Cadbury

Miss Jane Richardson

Mr & Mrs. John McGrath

Mr & Mrs Avis

Mr & Mrs Budd

Mr & Mrs Longden

Mr & Mrs Neville-Rolfe

Mr I Jackson

Mr John Roberts

Mr Michael de la Hunty

Mr Michael McCann

Mr Paul Hearson

Mr Robert A. Clift

Mrs Angela Crockatt

Mrs Angela Kirker

Mrs Christine Bhatt

Mrs Clare Stevens

Mrs Elizabeth Sydenham

Mrs Heather Kirk

Mrs Mary Harris

Mrs Rosamund Gray

Ruth and Terry Wilcock

Charitable Trusts

David Lister Charitable Trust

Elizabeth Creak Charitable Trust

Finderman Charitable Trust

Ichthus Charitable Trust

Marsh Charitable Trust

Sir Donald and Lady Edna Wilson
Charitable Trust

Sir James Reckitt Charity

The Charles & Elsie Sykes Trust

The F J Wallis Charitable Trust

The Fulmer Charitable Trust

The Homfray Trust

Violet M Richards Charity

Companies

McDonald Water Storage Ltd

The Murphy-Neumann Charity Company Ltd

The Portland Fuel Group of Companies



“ It’s the best thing
I’ve done, working for
Shared Lives.

I’ll never give it up.”

SUBIA, SHARED LIVES CARER



Structure and Management

Principal Addresses and Advisers

Company number 00539694

Country of Incorporation -
United Kingdom

Charity number 232402

Country of Registration -
England and Wales

Registered Office:

The Kingfisher Offices,
9 Saville Street, Malton, YO17 7LL

The Camphill Village Trust Limited uses 'Camphill Village Trust' and 'the Trust' as operating names and these names are used throughout this document.

Bankers

NatWest Bank
2nd Floor Argyll House
246 Regent Street
London
W1B 3PB

Investment Managers

Sarasin & Partners LLP
Juxon House
100 St Paul's Churchyard
London
EC4M 8BU

HSBC UK Bank plc
8 Cork Street
London
W1S 3LJ

Solicitors

Anthony Collins LLP
134 Edmund Street, Birmingham, B3 2ES

Crossland Solicitors Ltd
99 Park Drive, Milton Park, Abingdon,
Oxon, OX14 4RY

Lester Aldridge LLP
Russell House, Oxford Road,
Bournemouth, BH8 8EX

Auditor

Sayer Vincent LLP
Chartered Accountants and
Statutory Auditor
110 Golden Lane, London, ECIY 0TL

Trustees

The charity's members elect all trustees including those appointed by the trustees to fill any interim vacancies, in accordance with the charity's Articles of Association. In such cases, those trustees are required to offer themselves for re-election at the next following AGM. Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Michael Nutt - Chair

Michael Green - Vice Chair, Chair of Investment Committee, Chair of Remuneration & Nominations Committee

Rita Asamoah - Trustee & Chair of Quality & People Committee (to 28 May 2025)

Michelle Corrigan - Trustee (appointed 28 May 2025)

Anna Headley - Trustee (appointed 28 May 2025)

Teresa Jennings - Trustee

Ann Kenney - Trustee & Chair of Quality & People Committee (from 28 May 2025)

Andy Simons - Trustee

Katie Stevens - Trustee & Chair of Audit and Risk Committee

Key Management Personnel

Sara Thakkar
Chief Executive

Fiona l'Anson
Resource Director & Company Secretary

Matthew Wilkey
Fundraising & Communications Director (resigned 2 August 2024)

Sally Watts
Supported Living & Green Care Director

John Lucey
Interim People Director (resigned 31 May 2024)

Claire Twaites
Estates Director

Paul Moore
Fundraising Director (appointed 6 January 2025)

Governing Document

The Camphill Village Trust Limited ("Camphill Village Trust") is a charitable company limited by guarantee, registered as a charity, and incorporated in England and Wales as The Camphill Village Trust Limited on 26 October 1954. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. The last updates to the Articles of Association, incorporating the Memorandum of Association, were adopted by special resolution at a General Meeting on 22 December 2012.

Our Objects

Camphill Village Trust's objects, contained in the company's Memorandum of Association (which were first adopted in this format in 2012) are: "for the public benefit, to relieve sickness, promote good health, provide care to and advance the education and training of people with a disability (whether mental or physical), the young, the old, or people otherwise in need, in accordance with the principles of Dr Rudolf Steiner (as summarised in the Appendix to the Memorandum), particularly (without limitation) by the establishment and maintenance of communities in the form of villages, residential houses, day centres, kindergartens, schools, colleges or other types of social and/or educational community, in which beneficiaries live and/or work and/or to which they otherwise resort in community with persons providing support.

The trustees present their report and the audited financial statements for the year ended March 2025. Reference and administrative information set out on page 27 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. This trustees' annual report includes a directors' report as required by company law.

Financial Review

Our overall result for the year

The financial statements show Camphill Village Trust having a net surplus of £1.5m (2024: £1.02m surplus). The net position prior to investment gains shows a £1.3m operating surplus for the year. Investment gains at the end of the year £ 0.187m were significantly lower than prior year £2.2m. The Trust portfolio was down 2.32% after returning 12.33% in 2024.

Operating result

The table below shows a marginal improvement in the operating result, from a deficit of £6.56m for the prior year to a deficit of £6.16m for the year ended 31 March 2025.

The net operating deficit results continue to be a direct consequence of social sector challenges with funding not covering the cost for delivering care. As in 2023/24, the National Minimum wage increases continue to impact the charity, and local commissioners are unable to match these uplifts. Camphill Village Trust will not compromise on delivery of quality care. We therefore must continue to focus on efficiencies and collaborate with the local authorities in addressing this issue of underfunded services.

Income

Income from donations and legacies increased again in comparison to our prior year. This was a fantastic achievement for Fundraising with some notable legacies received during the year. Income from Charitable activities increased by 6.6% compared to the prior year whereas expenditure from charitable activities has increased by only 4.3%. Detailed figures are set out below.

Income	2025 £m	2024 £m
Total income from charitable activities	27.12	25.43
Investment income	0.79	0.70
Total operating income	27.91	26.13
Expenditure on charitable activities	(33.40)	(32.69)
Net operating deficit	(5.49)	(6.56)
Impairment provision	-	-
Fundraising donations (net of costs)	1.49	1.88
Legacy donations	5.05	3.06
Other income	0.33	0.47
Surplus/(deficit) before net investment gains	1.31	(1.15)
Net (loss)/gains on investments	0.18	2.17
Net movement in funds per SOFA	1.49	1.02

Income by type	2025 £m	2024 £m
Community, care & housing	23.7	22.4
Farm, land & workshop production	3.4	3.0
Donations	2.1	2.4
Legacies	5.0	3.1
Other	1.2	1.2
Total	35.4	32.1

Expenditure

Overall, our expenditure increased by £0.9m. Areas of higher costs continued to be in relation to utilities and property repairs and maintenance. A full breakdown of cost categories can be found within Note 6 of our financial statements.

- £33.26m was spent on charitable activities (2024: £32.53m)
- £0.67m on fundraising and Trust marketing activities (2023: £0.61m)
- £0.16m on governance costs (2024: £0.08m)

Balance sheet

Tangible assets have decreased by £2.4m to £75.9m, depreciation charge in the year of £1.8m offset by £0.6m of capital additions and £1.4m of disposals. Additions during the year related mainly to the charity's property refurbishment program. Major disposals during the year were in respect of the sale of two of the charity's £1.2m properties no longer required as part of our long-term Asset Management plans.

Investments have increased by £0.6m from £21.3m in 2024 to £21.9m for the year.

Reserves policy

The level of reserves held by the charity is kept under regular review in accordance with Charity Commission guidance. This is to enable the policy for holding reserves to remain relevant and up to date, while also ensuring:

- Any restricted funds are identified and segregated.
- Appropriate allocations for known or likely future commitments are made (designations).
- The balance of general reserves is sufficient to maintain the financial security of the Trust and at the same time fund its strategic plan.
- Where any excesses or shortfalls in general reserves are identified, the trustees can plan to deal with such, and provide details in this report.
- The trustees can identify the extent general reserves are 'free reserves,' in other words the extent to which these reserves are represented by liquid assets in the balance sheet.

The policy is to establish the level of general reserves needed and to estimate the amount of free reserves necessary to maintain financial security. This is informed by the requirements of the charity's strategic plan, the risks to which the charity is exposed and the revenue and cost budgets for the forthcoming period together with communities' forward forecasts, and capital expenditure budgets not already included in designated funds. It includes, but is not limited to, the need to safeguard against volatile income and align the current cost base to enable sustainability in an environment of reduced voluntary and service income.

The trustees believe that the current level of general reserves of £15.16m (2024 £13.3m), are at an appropriate level necessary. Movement in funds compared to the previous year are detailed in note 24.

Restricted funds

Restricted funds total £3.5m (2024:£2.6m).

They principally comprise historic donations or legacies where the donor has specified the money is to be spent in a particular community or on a particular project.

Designated funds

Designated funds total £92.1m (2024: £93.3m). The key designations are set out in note 25 to the financial statements.

The majority of our designated funds (£76m) relate to our fixed assets. This the value of the homes of the people we support as well as other buildings that make up our communities and where we deliver our support including our range of Green Care opportunities.

The remainder of our designated funds are committed to delivering programmes that are fundamental to achieving our Charitable objectives. Full details can be seen in Note 25 to these accounts but these programmes include:

- Improvements to our homes and gardens;
- How we will use technology to improve the lives of our beneficiaries;
- Discretionary grants to former co-workers of the Charity in their retirement;

Free reserves

The Charity holds a minimum level of free reserves to ensure that the Charity will still be able to discharge its financial commitments as they fall due over the course of the current five-year plan.

Our calculation of free reserves is as follows:

Derivation of General Reserves	2025 £000	2024 £000
Total reserves	110.77	109.28
Less restricted reserves	(3.48)	(2.61)
Less designated reserves	(92.13)	(93.36)
General reserves - free	15.16m	13.31m

Free reserves measures

Year actual/ forecast	Costs £000	Free Reserves £000	Months cover
21/22	26,990	12,536	5.57
22/23	30,572	12,044	4.73
23/24	33,233	13,308	4.81
24/25	34,107	15,158	5.33
25/26	37,336	11,555	3.71

Free reserves levels should exceed a minimum of three months but are not expected to exceed six months of annualised forecast operational expenditure.

Investment policy

As set out in its Articles of Association, the charity has absolute discretion to invest money not immediately required for operational or capital expenditure.

The charity's investments on 31 March 2025 totalled £22m (2024: £21.4m). These investments are managed by HSBC Global Management (£15.4m) and Sarasin Partners (£6.6m). The performance of these investment managers is overseen by the Investment Committee, which reports to the Board of Trustees.

The charity reviewed and updated its statement of investment principles in May 2025 and these were approved by the Board in August 2025.

Established in line with Charity Commission guidance, this sets out an appropriate risk approach to managing the investments. The trustees consider that a medium to long-term investment policy, which aims to preserve the capital value of the assets invested while trying to achieve a real return on them, remains appropriate. Over the next 5-10 years we aim to work with our investment managers to ensure that our fund portfolios are aligning with the Trust's environmental and sustainability strategy.

Although the Trust's membership has not been specifically consulted on this subject, the Board's policy is not to invest in businesses whose activities would conflict with the aims of the organisation or might alienate its membership. These exclusions cover businesses directly involved in either armaments and/or tobacco.

Going concern

Going concern is a fundamental accounting concept which underpins the preparation of all UK companies' financial statements. Under this concept, it is assumed that a company will continue in operation and that there is neither the intent nor the need to liquidate it or cease trading.

The trustees confirm that they have considered the key operational and financial sensitivities which may affect the charity's ability to continue its operations.

In the context of the level of free reserves the charity has at its disposal, and through consideration of its strategic plan and financial projections, the trustees consider that there is a reasonable expectation that the charity has more than adequate resources to continue in operational existence for the near future. Accordingly, we continue to believe it is appropriate to adopt the going concern basis in preparing the annual financial statements.





People Review

At Camphill Village Trust, it's our dedicated Support Workers and committed staff - both in our communities and remote workers, who make a life of opportunity possible for the people we support. Their passion and care empowers the people we support to live with more choice, independence, and purpose, and it is this dedication that defines Camphill Village Trust as a charity people trust and respect.

Our people strategy is underpinned by our long term aim of wanting to become an irresistible employer.

Our key priorities for 2024/2025 to help us on this journey were:

We will become a learning organisation and place employee development at the heart of our plans:

- We have implemented a new induction process for all new employees to the trust to improve the employee experience.
- We refreshed our annual appraisal process to ensure conversations are two way and meaningful, contribution is recognised, and provide a clear pathway for employee growth.
- We started the co-production of our learning and development strategy, working closely with employees from across the Charity to ensure we hear their suggestions and thoughts on how to improve our learning offer.

We will seek to attract and retain the best people:

- We welcomed 210 new starters to the Trust during 2024/2025.
- To help attract and retain the best people, we have conducted a pay review and implemented a new pay model. This was done by benchmarking all our job roles externally to see how our pay compares to the external market. Each job role now has 2 pay points and reflects the external market we operate in.
- We have also started a reward review, which has already seen us cover the cost of the Blue Light Card for all employees, approve the introduction of Specsavers Eyecare eVouchers, and have more trained Mental Health First Aiders within the business to support our employees. Our reward review will continue into Q3 of 2025.

We will develop employee engagement and celebrate the diverse nature of our employees:

- Conducting our annual engagement survey is key to us understanding how our employees are feeling, and help shape Camphill Village Trust to be a better place to work. Our employee engagement score from our October 2024 survey was 75 out of 100, just 1 below our benchmark, but a +4 improvement compared to when we measured our employee engagement score in February 2024.

Staff were positive about:

- Equality, Diversity, Inclusion and belonging
- Their manager
- Teamwork
- Purpose and values

Our agreed focus areas are:

- Learning & Development
- Recognition & Reward
- Wellbeing
- Communication

Engaging with our colleagues and benchmarking ourselves against best practice enables us to continually develop our employment offer.

- Moving forward we will also be establishing key priorities for our Equality, Diversity, Inclusion and Belonging Strategy to ensure we celebrate the diverse nature of our employees, to ensure they feel included in everything we do, and strive to provide equality of opportunity for all.

Our A Brilliant Future Strategy contains a commitment for us to review our organisational values. Since they were initially introduced, the Trust has developed, matured and modernised and so work on this review has now started.

Streamlined Energy and Carbon Report

1st April 2024 - 31st March 2025

The annual submission of the Streamlined Energy and Carbon Reporting (SECR) is a government requirement to boost transparency around energy use and carbon emissions. It includes the energy consumption from our electricity, gas and transport use and the associated (Scope 1, 2 & 3) greenhouse gas emissions; an intensity ratio (emissions per beneficiary of our services) and the actions the Trust is taking to reduce carbon emissions.

Environmental respect is one of our four guiding principles and within A Brilliant Future strategy 2024 – 2027 we aim to work towards net zero by 2050 through the development of a clear and realistic roadmap and develop our Environmental, Social and Governance (ESG) Statement.

The SECR report is not only a compliance report, but a tool from which to develop our baseline understanding of our carbon emissions, to set our

action plans and measure improvements. In the year 2024/25 we changed our reporting auditor to carbon specialists, Auditel. As they already procure our energy they are well placed to improve the accuracy of our energy and carbon reporting. As part of this, they recommended inclusion of the Scope 3 emissions from our grey fleet (our employees driving their own vehicles for business use). The addition of these emissions, along with increases in some of our Scope 1 fuel use, has resulted in an absolute emissions increase versus the prior year. However, even with these additions and increases, our overall emissions intensity has fallen by 22%.

Work on the energy reduction action plan has now started to show improvements with a reduction in natural gas and electricity consumption and therefore carbon emissions.

Scope	Activity	1st Apr 2024 - 31st Mar 2025			1st Apr 2023 - 31st Mar 2024		
		kWh	tCO2e	% of tCO2e	kWh	tCO2e	% of tCO2e
1	Natural Gas	1,457,015	266.49	18.9%	1,780,781	326.00	29.3%
	Diesel	813,651	194.51	13.8%	514,996	123.00	11.0%
	Petrol	188,968	41.60	3%			
	Propane	1,640,695	351.30	24.9%	708,288	113.00	10.1%
	Kerosene	349,172	86.16	6.1%			
Scope 1, Direct Emissions Total		4,449,501	86.16	66.7%	3,004,065	607.00	54.5%
2	Electricity	2,085,677	431.84	30.6%	2,455,942	507.00	45.5%
Scope 2, Indirect Emissions Total		2,085,677	431.84	30.6%	2,455,942	507.00	45.5%
3	Grey Fleet	162,922	37.12	2.6%	-	-	0.0%
Scope 3, other indirect emissions total		162,922	37.12	2.6%	-	-	0.0%
Totals		6,698,100	1,409.03	100.0%	5,460,007	1,114.00	100%

There has been an increase in some emission sources; vehicle fuel, propane and kerosene but a decrease in natural gas and electricity. Overall, reported emissions have increased by 26% versus 2023 which reflects the increased attention on ensuring accurate data-capture this year to help prioritise and inform the roadmap to net zero by 2050

Intensity ratio

‘In line with previous reporting, the metric used is Tonnes of CO2e per Supported Beneficiary. This is considered as being most representative of the size of the organisation. The resulting intensity ratio reflects the inclusion of all beneficiaries including Green Care Day Opportunities and energy consumption over time and has therefore reduced compared to the prior year.

Metric	1st Apr 2024 - 31st Mar 2025	1st Apr 2023 - 31st Mar 2024
Number of beneficiaries supported	531	328
Tonnes of CO2e per supported beneficiary	2.65	3.40

Journey to net zero

Camphill Village Trust continues its journey towards net zero carbon by 2050, with a number of actions and initiatives. These include but are not limited to:

- A review of green energy procurement to inform future environmental strategy
- A community travel and transport review
- Retrofitting of homes to replace aged windows and doors; year 1 of 5 of the £8m investment programme to improve housing and energy efficiency
- The introduction of EV vans and estate fleet, replacing diesel vehicles with 100% electric
- Commencing roll-out of battery-powered garden and grounds equipment

- Coproduction activity with the people we support to increase carbon awareness
- Wildlife friendly areas with more wilded parcels of land

Looking forwards into 2025/26 we will:

- Define our Environmental, Social and Governance statement and further map the baseline data to inform our Net Zero Carbon roadmap.
- Continue the planned investment programme in homes and buildings to improve energy efficiency
- Review the Energy Savings Opportunity Scheme (ESOS) findings and recommendations to determine potential invest-to-save energy efficiency initiatives

Governance

The Board of Trustees

The Board of Trustees (the members of which are also directors of the charitable company, under company law) comprises up to nine members, being the maximum permitted by the Memorandum and Articles. Full details of the trustees who held office during the period are set out in the Reference and Administration section at the start of this report.

All new trustees undertake an induction programme including a structured introduction to the charity, its founding philosophy as well as visits to communities. The focus is on ensuring we recruit a diverse Board that have a range of skills and experiences aligned to the strategic direction and purpose of the Charity. Training and development sessions in key areas are facilitated annually and include safeguarding, health and safety and governance training.

All trustees are recruited through a robust and transparent process that involves our community members plus references are obtained and DBS checks completed.

Many of our board members have a personal or professional knowledge of the social care sector. They give their time voluntarily and receive no benefit from the charity in respect of their duties as trustees. Any expenses reclaimed from the Trust are set out in note 9 of the Financial Statements.

The following committees support our Board of Trustees:

Audit and Risk Committee

Provides focus and oversight in respect of the financial reporting processes, planning and budgeting compliance and corporate risk and internal controls. Oversees the work of the Ruth Fund Panel who assess annual grant applications for one of our designated funds.

Investment Committee

Provides focus and oversight in respect of review of the Trust's Development and Asset Management Strategy, Innovation and major projects, the Treasury and investment portfolio rules, and the long-term financial plan in relation to major project delivery.

Quality and People Committee

Reviews and monitors the quality of services delivered to people supported by the charity and oversight of safeguarding and health and safety practice. Promotes the delivery of best practice and organizational learning and receives updates from Life of Opportunity reviewers.

Remuneration and Nominations Committee

Oversees all matters relating to the recruitment, succession, appraisal and remuneration of the Chair, members of the board and the CEO. Reviews and advises on all matters in relation to the remuneration framework and Reward Strategy.

Trustee duties

The trustees undertake the duties laid down in the charity's governing documents. As trustees, they fully acknowledge they are responsible for the governance of the charity and the protection of its assets. The board takes ultimate responsibility for the implementation of equal opportunities and health and safety within the Trust. To discharge these responsibilities, the formal board meets regularly during the year, as well as holding additional, externally facilitated governance and strategy workshops. Meetings of the various board committees and other advisory groups in which trustees lead and participate were held regularly throughout the year at intervals commensurate with business needs.

The Directors and Trustees of Camphill Village Trust have complied with their duties regarding matters in section 172(1) of the Companies Act 2006 in the following:

Long-term plans

All key decisions that will have an impact on the long-term future of the charity are discussed at the relevant sub-committee and board. For major and long running projects, the board receives regular updates to ensure that there is appropriate oversight, and that appropriate action is taken where necessary.

Strategic risks to the Charity

The Board, through the executive team, maintains a detailed risk register identifying principal risks (as detailed in the section above) and impact to the operation of the charity and stakeholders should certain scenarios transpire. A full review of risks associated with such key decisions and related mitigations in the event of the occasioning of risks is conducted monthly by the executive team and quarterly by the Audit and Risk Committee in detail. Strategic risks are reviewed by each relevant committee and overseen by the Audit and Risk Committee.

Investments

Investments are maintained to provide security of liquid resources and a return in line with risk. The

funds are managed professionally by third party finance specialists and risk aversion is a factor for the trustees to review on a continual basis. Investment is only sanctioned in permitted activities and locations.

Public benefit

The trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011, by referring to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the charity and in planning its future activities. The trustees consider how all existing and planned activities will contribute to the aims and objectives set out in its governing documents.

Membership policy

Camphill Village Trust exists to further its charitable aims, rather than to benefit its members. This policy aims to ensure that any changes to the membership of the Trust will benefit the charity, and the people it exists to support, now and in the future.

All membership application decisions lie with Camphill Village Trust's trustees. Decisions are made in accordance with the Trust's governing document (its Memorandum and Articles of Association) and any rules made by the charity trustees in accordance with the governing document, based on what is in the best interests of the charity.

On 31 March 2025, the charity had 401 (2024: 413) members. All members have full voting rights under the charity's Articles of Association. Each member guarantees to contribute an amount not exceeding £1 to the assets of the charitable company in the event of a winding up.

Rules relating to membership are at the discretion of the trustees, including the admission of new members and removal of members in accordance with the relevant paragraphs of the charity's Articles of Association.

Related parties and relationships with other organisations

The Trust has no related party transaction or relationships.

Remuneration policy for key management personnel

The trustees regard the executive management team (EMT) as its key management personnel in the context of the Charities SORP (FRS102).

The charity, led by its trustees, aims to ensure that its key personnel are of suitable quality and have the necessary commitment to manage the affairs of this complex and high-profile charity to a high standard.

With these objectives in mind, the trustees accept that the charity needs to offer a remuneration package that will attract and retain suitably skilled senior managers.

The remuneration packages for all executive management of the Charity are specifically approved by the trustees. All roles are benchmarked by reputable external specialist reward consultants.

Executive Management Team members have the same pensions and other benefits as all staff in the charity including a modest car allowance for staff whose role requires extensive business travel. There are no performance bonus arrangements in place.

Policy of employment of disabled persons

The charity supports the people we support by both providing care and creating the environment for "a life of opportunity" through meaningful work, volunteering, experience and skills. The Charity employs 7 service reviewers who are residents of the Charity. They provide independent insights to the quality of care from a lived experience perspective. Their findings are reported directly to the Quality and People Committee.

The charity will not discriminate against a disabled person for a reason that relates to their disability or treat them less favorably than a non-disabled person. The charity will conduct an individual risk assessment for every employee or volunteer with a disability. This will identify any reasonable adjustments it needs to make in the workplace, or job, for the person to contribute fully to the work of the charity.

Relationships with stakeholders

The charity has the following direct stakeholder group:

Residents & supported individuals	531
Charity personnel	754

Stakeholder relationships and development

The board receives regular updates in respect of all stakeholder complaint levels and any underlying themes. The board regularly discusses the nature of the relationships it wants with key stakeholders and there are clear processes for engagement with suppliers, families, volunteers, councils, and donors. The Trust recognizes the vital role all these stakeholder groups play in the work of the charity.

Principal risks and uncertainties facing the charity

The social care and charitable sectors in which the Trust operates continue to be under significant scrutiny and significant downward pressure on funding streams and longer-term stability.

The principal risks facing the charity are:

Risks	Mitigations
<p>Long Term Financial Sustainability - An inability to create long term financial sustainability could result in a failure to continue as an operating entity</p>	<ul style="list-style-type: none"> • A 5 year Financial and Funding model has been developed • A Fundraising Strategy is in place • Robust budget setting and financial reporting • Oversight of financial investments portfolio
<p>Cyber Security and Associated Data Management - Failure to have plans in place, should the Charity experience a Cyber attack, could lead to significant business continuity and crisis management challenges</p>	<ul style="list-style-type: none"> • Cyber Essentials accreditation achieved • Cyber and Business continuity insurance in place • Local Business Continuity plans in place • Updated Wide Area Network in place to provide greater connectivity and resilience for our communities • GDPR Action plan in place
<p>Health and Safety - Failure to demonstrate a culture of Health and Safety that delivers a safe service.</p>	<ul style="list-style-type: none"> • Suite of supporting policies and action plans owned across the Charity relating to the diverse services and functions. • Revitalised intranet zone for Health and Safety. • Regularly reporting of all aspects of H&S to EMT, Committee's and Board. • Clarity of roles and responsibilities across the Trust. • In-house audit team undertaking regular audit • Property Compliance managed through directly procured external contractors, scheduled and monitored • All key leaders have IOSH Managing Safely Qualification
<p>Safeguarding - Failure to embed a culture of safeguarding could lead to personal harm and reputational risk</p>	<ul style="list-style-type: none"> • Annual Safeguarding Action Plan developed and reported against • Clear safeguard incident reporting process in place • Quarterly organisation safeguarding forum in place • Mandatory training for all staff in place • Access to an independent specialised advisory support; Ann Craft Trust – independent member of Quality Committee • Delivery of co-produced 'Keeping Safe' workshops and bitesize 1:1 session by staff

The principal risks facing the charity are: *(Continued)*

Risks	Mitigations
<p>Culture and change - The inability to transform the culture to align to the agreed direction of the Charity leading to a failure to achieve the long-term vision and objectives</p>	<ul style="list-style-type: none"> • Internal engagement and Change Communication through Keeping Connected and Executive Roadshows • Regular gauging of culture through Employee Engagement Surveys • Culture scan in progress to assess values, beliefs and behaviours • Leadership coaching for key influencing roles
<p>Built Environment and Infrastructure - The scale of backlog of investment in both infrastructure and environmental commitments is prohibitive in achieving agreed strategic objectives</p>	<ul style="list-style-type: none"> • Stock Condition Survey undertaken in 2022 and now translated into 5-year planned preventative maintenance and longer-term investment plans • Contract in place to deliver works and Property and Land Services insourced • Natural Environment Assessments translated into strategic priorities • Investment programme approved by Board for infrastructure works

Risk management and internal controls

The charity continues to conduct and monitor a comprehensive risk-management assessment process and maintains a risk appetite statement.

The annual corporate risk register records the charity's exposure to major risks in relation to the Brilliant Future Strategic Objectives and the external environment. It is supported by Departmental Risk Registers and Project Specific Risk Management approaches.

The Risk Register is influenced by the Appetite Statement. Where risks are outside the agreed comfort zone there is a clear focus on actions needed to ensure that the risk is managed or mitigated within the agreed appetite. The executive management team (EMT) and Board of Trustees, via its Audit and Risk Committee, and other Committees have kept the risks under constant review during the period.

The Board of Trustees has overall responsibility for assessing the risks faced by the Trust and ensuring it has appropriate systems of internal control in place. The Audit and Risk Committee is delegated to give oversight to this. The charity undertakes mitigating actions on all the major identified risks.

The trustees are of the opinion that they take reasonable steps to ensure that they identify the major risks to which the charity is exposed. They also ensure they have put in place systems to mitigate them. They are, however, aware that they design such processes to manage rather than eliminate all major risks and they can only provide reasonable but not absolute assurance over risk management and elimination of material errors.

70 stories for 70 years





To mark 70 years of Camphill Village Trust, we embarked on a truly special journey - bringing together 70 stories that celebrate the heart of our charity: the people. From the people we support and dedicated staff members to passionate supporters, each story highlights the extraordinary lives that shape our communities and the lasting impact of our shared vision.

Through this project which was showcased at our 2024 AGM, we've captured inspiring tales of personal growth, heartfelt connections, and collective achievements - showcasing the transformative power of inclusion, creativity, and care. These stories are a testament to the resilience, joy, and community spirit that have driven our mission for seven decades.

Statement of Responsibilities of the Trustees

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the situation of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees in 2025 was 401 (2024:413). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report which includes the strategic report has been approved by the trustees on 5th August 2025 and signed on their behalf by:

Michael Nutt

Chair of the Board of Trustees

Independent Auditor's Report to the Members of The Camphill Village Trust Limited

We have audited the financial statements of The Camphill Village Trust Limited (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as of 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 Camphill Village Trust Limited'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 other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 during 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 during the audit:

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

Matters on which we are required to report by exception:

In the light of the knowledge and understanding of the charitable company and its environment obtained during the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, 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 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 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 based on these financial statements.

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, the Audit and Risk Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.

- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

Use of our report

This report is made solely to the 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.

Fleur Holden (Senior Statutory Auditor)

Date: 18 August 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, London, EC1Y 0TG



Financial Statements

Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2025

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000	2025 £'000	Restated 2024 £'000
INCOME FROM						
Donations & legacies	3	3,364	2,269	1,530	7,163	5,484
Renewable heat income		330	-	-	330	307
Profit on sale of fixed assets		-	-	-	-	159
CHARITABLE ACTIVITIES						
Community, care & housing	4	23,709	-	-	23,709	22,424
Farm, land, workshop production	4	3,415	-	-	3,415	3,011
Investments	5	794	-	-	794	702
TOTAL INCOME		31,612	2,269	1,530	35,411	32,086
EXPENDITURE ON						
Raising funds	6	694	11	-	705	631
CHARITABLE ACTIVITIES						
Community, care & housing	6	25,505	2,599	652	28,756	27,424
Farm, land, workshop production	6	4,354	291	-	4,645	5,178
TOTAL EXPENDITURE		30,553	2,901	652	34,106	33,233
Net (expenditure) / income before net gains on		1,059	(632)	878	1,305	(1,147)
Investments						
Net (losses) / gains on investments		187	-	-	187	2,171
Net (expenditure) / income for the year	8	1,246	(632)	878	1,492	1,024
Transfers between funds		604	(604)	-	-	-
Net movement in funds		1,850	(1,236)	878	1,492	1,024
RECONCILIATION OF FUNDS:						
Total funds brought forward		13,308	93,369	2,608	109,285	108,261
TOTAL FUNDS CARRIED FORWARD		15,158	92,133	3,487	110,778	109,285

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 24 to the financial statements.

Balance sheet

For the year ended 31 March 2025

	Note	2025		Restated 2024	
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible assets	15		75,976		78,433
Investments	16		21,976		21,354
			97,952		99,787
CURRENT ASSETS					
Stock	17	448		406	
Debtors	18	4,244		3,718	
Cash at bank and in hand		12,071		9,402	
		16,763		13,527	
CURRENT LIABILITIES					
Creditors: Amounts falling due within one year	19	(3,937)		(4,029)	
NET CURRENT ASSETS			12,826		9,498
TOTAL ASSETS LESS CURRENT LIABILITIES			110,778		109,285
TOTAL NET ASSETS			110,778		109,285
The funds of the charity:	24				
Restricted income funds			3,487		2,608
Unrestricted income funds:					
Designated funds		92,133		93,369	
General funds		15,158		13,308	
Total unrestricted funds			107,291		106,677
TOTAL CHARITY FUNDS			110,778		109,285

Approved by the Trustees on 5th August 2025 and signed on their behalf by

Michael Green
Chair of Investment Committee

Company Number: 00539694
Charity Number 232402

Statement of cash flows

For the year ended 31 March 2025

	Note	2025		2024			
		£'000		£'000	£'000		£'000
CASH FLOWS FROM OPERATING ACTIVITIES							
Net cash provided by operating activities	26			1,714			(1,075)
CASH FLOWS FROM INVESTING ACTIVITIES							
Investment income		509			493		
Interest received		285			208		
Interest paid		-			-		
Proceeds from the sale of fixed assets		1,187			323		
Purchase of fixed assets		(591)			(1,060)		
Proceeds from sale of investments		7,317			7,705		
Purchase of investments (including cash movement)		(8,063)			(8,125)		
Movement in investment cash		312					
Net cash (used in) investment activities				955			(456)
Change in cash and cash equivalents in the year				2,669			(1,531)
Cash and cash equivalents at the beginning of the year				9,402			10,933
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	27			12,071			9,402

Notes to the financial statements

For the year ended 31 March 2025

1. Accounting Policies

Statutory information

The Camphill Village Trust Limited is a charitable company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address is: The Kingfisher Offices, 9 Saville Street, Malton, North Yorkshire, YO17 7LL. Operational locations for communities are detailed on page .

Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. 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. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Going concern and key judgements

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. In preparing the financial statements no judgements have been made, apart from those involving estimates in the process of applying the charity's accounting policies. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date other than for listed investments. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Income from legacies, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in attracting third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Charitable activities: These include all expenditure directly related to the objects of the charity and comprise the following:
- Community, care and housing expenditure: this includes all the costs of supporting people who are living in the communities.
- Farm and land production: costs attributable to running the farms as part of the community activities.
- Workshop and general produce: costs attributable to running craft workshops and retail outlets.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support and governance costs

Support costs are those costs incurred directly in the support of the objects of the charity. Premises overheads relating to depreciation have been allocated on the basis of headcount, all other overheads have been apportioned in relation to income received.

Governance costs are those incurred in the running of the charity and include costs associated with constitutional and statutory requirements and include trustee meetings.

Where costs cannot be directly attributed to a particular activity, they have been allocated on a basis consistent with the use of the resources.

Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet. Tangible fixed assets were restated at fair value as at 1st April 2014 in accordance with FRS102. These values have been used as deemed cost from 1st April 2014.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

The depreciation rates in use are as follows:

Land	Not depreciated
<u>Freehold buildings:</u>	
• Structure	Over 75 years
• Roof	Over 35 years
• Windows and doors	Over 20 years
• Kitchen	Over 15 years
• Bathroom	Over 15 years
• Boiler/heating system	Over 15 years
• Lifts/access	Over 20 years
Leasehold buildings	Over the term of the lease
Infrastructure	Over 10 years
IT Infrastructure	Over 10 years
Biomass boiler	Over 20 years

1. Accounting Policies

(continued)

Listed investments

Investments are a form of non-basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price.

Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading “Net gains/ (losses) on investments” in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

Debtors

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

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details are given in the financial instruments note.

Pensions

The community pays contributions to a defined contribution pension scheme for certain employees in line with UK legislation. The contributions paid during the year are charged in the Statement of Financial Activities.

Notes to the financial statements (continued)

For the year ended 31 March 2025

2. Detailed comparatives for the statement of financial activities (prior year restated)

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000		2024 £'000
INCOME FROM						
Donations & legacies	3	3,130	439	1,915		5,484
Renewable heat income		307	-	-		307
Profit on sale of fixed assets		159	-	-		159
CHARITABLE ACTIVITIES						
Community, care & housing	4	22,424	-	-		22,424
Farm, land, workshop production	4	3,011	-	-		3,011
Investments	5	702	-	-		702
TOTAL INCOME		29,732	439	1,915		32,086
EXPENDITURE ON						
Raising funds	6	620	11	-		631
CHARITABLE ACTIVITIES						
Community, care & housing	6	24,338	1,666	1,420		27,424
Farm, land, workshop production	6	4,888	290	-		5,178
TOTAL EXPENDITURE		29,846	1,967	1,420		33,233
Net income/(expenditure) before net gains/ (losses) on investments		(114)	(1,528)	495		(1,147)
Net (losses) /gains on investments		2,171				2,171
Net income/(expenditure) for the year	8	2,057	(1,528)	495		1,025
Transfers between funds		(794)	794	-		-
Net movement in funds		1,263	(734)	495		1,025
Total funds brought forward		12,045	94,103	2,113		108,261
TOTAL FUNDS CARRIED FORWARD		13,308	93,369	2,608		109,285

3a. Income from Donations and Legacies

	Unrestricted & Designated £'000	Restricted £'000	2025 Total £'000
Donations	2,063	50	2,113
Legacies	3,570	1,480	5,050
Government Grants	-	-	-
	5,633	1,530	7,163

Within unrestricted funds £495k relates to designated funds.

3b. Income from Donation and Legacies (prior year restated)

	Unrestricted & Designated £'000	Restricted £'000	2024 Total £'000
Donations	2,377	125	2,502
Legacies	1,192	1,790	2,982
Government Grants	-	-	-
	3,569	1,915	5,484

Within unrestricted funds £439k relates to designated funds.

4. Income from Charitable Activities

	2025 Total £'000	2024 Total £'000
Supporting People grant	-	15
Local authority payments	17,250	16,109
Residents' contributions	708	675
Housing benefits	4,967	4,645
Private fees	368	505
Rent receivable	416	474
Other	-	-
Sub-total for community, care and housing	23,709	22,424
The Single Payment Scheme (Farm Subsidy)	1	1
Local authority payments for day activities	1,428	1,289
Private fees	420	362
External sales of goods	1,261	1,091
Rent	167	111
Other	138	156
Sub-total for farm, land, workshop production	3,415	3,011
Total income from charitable activities	27,124	25,434

All income from charitable activities is unrestricted. External sale of goods form part of Camphill Village Trust's primary purpose trading.

5. Income from Investments

	2025 Total £'000	2024 Total £'000
Dividends from investments	509	493
Bank interest receivable	285	208
	794	702

All income from investments is unrestricted.

6a. Expenditure on Charitable Activities (current year)

	Cost of raising funds	Community care & housing	Farm, land, workshop production	Governance costs	Support costs	2025 Total	2024 Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Camphill fundraising	-	-	-	-	-	-	100
Investment manager's fee	75	-	-	-	-	75	74
Community & Village expenses	-	325	10	-	205	539	338
Transition support and Ruth Fund	-	-	-	-	162	162	207
Salaries, staff costs, agency fees	363	15,032	2,645	66	4,062	22,168	19,744
Staff expenses and other costs	18	92	6	34	440	591	782
Food	-	24	-	-	-	24	22
Household expenditure	-	37	12	-	12	61	74
Light, heating and fuel	-	1,554	18	-	29	1,602	2,144
Repairs, renewals/alterations and general maintenance	2	1,120	45	-	95	1,262	2,840
Rent, rates and water	-	512	36	-	54	602	698
Insurance	-	2	-	-	384	387	371
Training	-	(5)	-	1	108	104	154
Bad debts	-	137	-	-	-	137	137
Workshop/production materials and expenses	5	53	585	-	-	643	609
Subcontractor costs	70	39	2	-	-	110	-
Equipment leasing	12	14	5	-	21	52	-
Depreciation - freehold buildings	10	912	181	-	-	1,103	1,120
Depreciation - P&M & office Equip	1	403	80	-	-	484	454
Depreciation - F&F	-	131	26	-	-	157	169
Depreciation - Motor vehicles	-	5	1	-	-	6	-
Amortisation - leasehold buildings	-	14	3	-	-	17	17
Bank charges	9	-	9	-	28	47	46
Office and administration	89	138	32	-	452	712	1,289
IT costs	-	2	-	-	960	963	-
Legal and Professional	25	22	7	-	489	542	458
Audit and accountancy	-	-	-	59	-	59	58
Shared Lives Carer Fees	-	1,323	-	-	-	1,323	1,238
Personal Protective Equipment	-	55	25	-	1	80	89
Loss on disposal of fixed asset	-	22	1	-	72	95	-
	679	21,961	3,732	160	7,574	34,106	33,233
Support costs split	-	6,678	897	(160)	(7,574)	(160)	-
Governance costs split	26	117	17	-	-	160	-
Total expenditure 2025	705	28,756	4,645	-	-	34,106	-
Total expenditure 2024	631	27,423	5,178	-	-	-	33,233

6b. Expenditure on Charitable Activities (prior year)

	Cost of raising funds	Community care & housing	Farm, land, workshop production	Governance costs	Support costs	2024 Total
	£'000	£'000	£'000	£'000	£'000	£'000
Fundraising office	100	-	-	-	-	100
Investment managers' fees	74	-	-	-	-	74
Community expenses	-	239	33	-	66	338
Transition support & Ruth Fund	-	207	-	-	-	207
Salaries & agency fees	296	13,447	2,435	-	3,565	19,744
Shared lives carer fees	-	1,238	-	-	-	1,238
Staff expenses & other costs	123	99	4	15	541	782
Food	-	22	-	-	-	22
Household expenditure	-	35	17	-	22	74
Light, heating & fuel	-	1,693	322	-	128	2,144
Repairs & maintenance	-	2,147	461	-	233	2,840
Rent, rates & water	-	594	70	-	34	698
Insurance	-	1	1	-	369	371
Training	-	2	2	-	150	154
Bad debts provision	-	134	-	-	3	137
Workshop/production materials & expenses	-	-	609	-	-	609
Depreciation:						
Freehold buildings	10	927	184	-	-	1,120
Plant and machinery	1	378	75	-	-	454
Fixtures & fittings	-	141	28	-	-	169
Motor vehicles	-	-	-	-	-	-
Leasehold	-	14	3	-	-	17
Loss on disposal of fixed assets	-	-	-	-	-	-
Bank charges	12	-	10	-	24	46
Office & administration costs	-	141	55	-	1,093	1,289
Legal & professional	1	7	22	10	416	458
Audit & accountancy	-	-	-	58	-	58
Personal Protective Equipment	-	44	40	-	6	89
	616	21,510	4,371	84	6,651	33,233
Support costs	-	5,852	799	-	(6,651)	-
Governance costs	15	61	8	(84)	-	-
Total expenditure 2024	631	27,423	5,178	-	-	-

8. Net income/(expenditure) for the year

	2025 £'000	2024 £'000
This is stated after charging/(crediting):		
Depreciation	1,767	1,760
(Profit)/Loss on disposal of fixed assets	95	(159)
Operating lease rentals payable:		
Property	327	317
Other	381	228
Auditor's remuneration (excluding VAT): Audit	51	49

9. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2025 £'000	2024 £'000
Salaries & wages	17,967	15,733
Redundancy & termination costs	37	40
Social security costs	1,568	1,354
Employer's contribution to defined contribution pension schemes	410	344
	19,982	17,471
Agency fees	2,187	2,273
	22,169	19,744

Redundancy and termination costs of £37k (2024: £40k) were either paid or accrued during the year and related to compensation for loss of office.

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2025 Number	2024 Number
£60,000 - £69,999	5	4
£70,000 - £79,999	4	2
£80,000 - £89,999	-	-
£90,000 - £99,999	-	1
£100,000 - £109,999	1	-
£110,000 - £119,999	1	-
£120,000 - £129,999	1	-
£130,000 - £139,999	-	-
£140,000 - £149,999	1	1

9. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The total remuneration including employer's pension and national insurance of key management (who are the Chief Executive, Resource Director, Supported Living and Green Care Director, Estates Director and Fundraising Director) was £683k (2024: £540k) The senior leadership restructure started in 2023/24 was concluded during the year with two posts (People Director and Fundraising and Communications Director) no longer being in place.

	Employees (Excluding Chief Executive)		Chief Executive	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Salary	444	333	146	137
Employer's national insurance	56	43	19	18
Employer's pension contribution	17	9	1	1
	517	385	166	156

The ratio of the Chief Executive's emoluments to the lowest paid employee is 8.5:1 (2024 6.3:1). In 2024 there was a restructure within the Executive team creating vacancies. Posts were being covered by senior interim staff

Trustees' remuneration and expenses

The Board members, who are directors for Companies Act purposes and trustees for the Charities Act purposes, comprise independent directors. None of the directors receive any remuneration from the charity in respect of their duties as trustees. Under the powers vested in the trustees by the Memorandum of Association under the paragraphs supporting limitation on private benefits, no trustee may receive any remuneration or other benefit in money or money's worth from the charity, except for reasonable travel and subsistence expenses for attending Board, subcommittee meetings and other Trust business. The total expenses in the year was £2k paid to 5 Trustees (2024: £3k).

10. Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025 £'000	2024 £'000
Raising funds	11	6
Charitable activities	650	641
Support	93	63
	754	710

11. Population figures

In addition to the staff numbers above, the residents of the communities at year end can be analysed as follows:

	2025 £'000	2024 £'000
Residents we support who live in our communities	333	328
Green Care activities only	139	142
People we support who live outside our communities	59	82
	531	552

12. Pension scheme

The charity pays contributions on behalf of certain employees into a defined contribution pension scheme. The charge for the year amounted to £410k (2024: £343k). There are no material unfunded pension commitments. At 31 March 2025, there was £32k outstanding pension contributions (2024: £27k).

13. Related party transactions

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

14. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The Charity is operating a partial VAT scheme and is unable to claim 100% of its VAT.



15. Fixed assets

	Freehold property	Leasehold land & buildings	Plant & machinery & IT	Motor vehicles	Fixtures & fittings	Total
	£'000	£'000	£'000	£'000	£'000	£'000
COST						
At the start of the year	87,555	902	7,031	182	2,517	98,187
Additions in year	266	-	129	153	62	610
Disposals in year	(1,428)	-	-	-	(2)	(1,430)
At the end of the year	86,393	902	7,160	336	2,577	97,367
DEPRECIATION						
At the start of the year	13,656	618	3,682	182	1,616	19,754
Charge for the year	1,103	17	484	6	157	1,767
Eliminated on disposal	(128)	-	-	-	(2)	(130)
At the end of the year	14,631	635	4,166	188	1,771	21,391
NET BOOK VALUE						
At the end of the year	71,762	267	2,993	147	806	75,976
At the start of the year	73,899	285	3,350	-	899	78,433

Land with a value of £42,991k (2024: £42,991k) is included within freehold property and not depreciated. Included freehold property additions are £162k of work in progress (2024 £671k) which are not depreciated. All of the above assets are used or their intended use is for charitable purposes.

16. Listed investments

	2025 £'000	2024 £'000
Fair value at the start of the year	20,530	18,763
Additions at cost	8,063	7,611
Disposal proceeds	(7,316)	(7,705)
Net gain/(loss) on change in fair value	188	2,171
Cash movement	511	514
Fair value at the end of the year	21,976	21,354
	2025 £'000	2024 £'000
Listed investments held at fair value	21,465	20,530
Cash and cash equivalents	511	823
	21,976	21,354

17. Stock

	2025 £'000	2024 £'000
Raw materials and consumables	66	42
Work in progress	100	108
Finished goods and goods for resale	282	256
	448	406

18. Debtors

	2025 £'000	2024 £'000
Trade debtors	2,330	1,899
Other debtors	338	205
Prepayments	244	490
Accrued income	1,332	1,124
	4,244	3,718

19. Creditors: Amounts falling due within one year

	2025 £'000	2024 £'000
Trade creditors	739	264
Taxation and social security	664	333
Other creditors	566	689
Accruals	1,332	2,375
Deferred Income	636	367
	3,937	4,029

20. Deferred income

	2025 £'000	2024 £'000
Balance at the beginning of the year	367	309
Amount released to income in the year	(367)	(309)
Amount deferred in the year	636	367
Balance at the end of the year	636	367

21. Financial instruments

	2025 £'000	2024 £'000
FINANCIAL ASSETS MEASURED AT FAIR VALUE THROUGH PROFIT AND LOSS		
Listed Investments	21,465	20,530

22. Analysis of net assets between funds (current year)

	General Unrestricted £'000	Designated £'000	Restricted £'000	Total Funds £'000
Tangible fixed assets	-	75,976	-	75,976
Investments	19,287	2,689	-	21,976
Net current (liabilities)/assets	(4,129)	13,468	3,487	12,826
Net assets at 31 March 2025	15,158	92,133	3,487	110,778

23. Analysis of net assets between funds (prior year)

	General Unrestricted £'000	Designated £'000	Restricted £'000	Total Funds £'000
Tangible fixed assets	0	78,433	0	78,433
Investments	18,590	2,763	0	21,354
Net current (liabilities) / assets	(5,283)	12,173	2,608	9,498
Net assets at 31 March 2024	13,307	93,369	2,608	109,285

24. Movement in funds (current year)

	At 1 April 2024	Income & Gains	Expenditure & losses	Transfers	At 31 March 2025
	£'000	£'000	£'000	£'000	£'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Creative Studio	1	-	-	-	1
Village Store	13	-	-	-	13
Garden Furniture	2	-	-	-	2
Martin Holmes	4	-	(1)	-	3
Gerhard Schleker	3	-	(3)	-	-
DM Morris Discretionary Trust	10	-	(10)	-	-
Botton Patio	-	10	-	-	10
Small Legacies	(1)	1	-	-	-
General Donations	-	20	(20)	-	-
Botton Master Plan	2,000	500	-	-	2,500
General legacies	-	533	(533)	-	-
DELROW COMMUNITY					
Richard Platt Fund	16	-	-	-	16
Thomas Williams	8	-	-	-	8
Thornton Trust	41	-	-	-	41
General Donations	-	9	(9)	-	-
ST ALBANS COMMUNITY					
General Donations	-	-	-	-	-
Legacies	-	10	(10)	-	-
LARCHFIELD COMMUNITY					
General Donations	-	1	-	-	1
CROFT COMMUNITY					
Whittaker Trust	7	-	-	-	7
General Donations	-	9	(9)	-	-
Croft Master Plan	465	345	-	-	810
Vehicle Fund	-	43	-	-	43
General Legacy	-	50	(50)	-	-
OAKLANDS PARK					
Residents Fund	9	-	(3)	-	6
Philip Winston	20	-	(4)	-	16
GRANGE VILLAGE					
Oak House Trust	-	-	-	-	-
General Donations	-	-	-	-	-
TAURUS CRAFTS					
Micro Enterprises	5	-	-	-	5
Taurus EDF	-	-	-	-	-
Total Restricted Funds	2,608	1,530	(652)	-	3,487

FINANCIAL STATEMENTS

UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	3,909	-	-	-	3,909
Social Farm	1,014	-	(575)	-	439
Innovation & Development	4,258	-	-	-	4,258
Asset Fund	2,992	1,505	(400)	-	4,097
Ruth Fund	2,763	-	(162)	88	2,690
Albion & Linden	-	695	-	-	695
Jubilee Fund	-	70	-	-	70
Fixed Assets Fund	78,433	-	(1,764)	(693)	75,976
Total Designated Funds	93,369	2,269	(2,901)	(604)	92,133
General Funds	13,308	31,799	(30,553)	604	15,158
Total Unrestricted Funds	106,677	34,069	(33,454)	-	107,291
Total Funds at 31 March 2025	109,285	35,599	(34,105)	-	110,778



25. Movement in funds (prior year restated)

	At 1 April 2023	Income & Gains	Expenditure & losses	Transfers	At 31 March 2024
	£'000	£'000	£'000	£'000	£'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Creative Studio	-	1	-	-	1
Village Store	13	-	-	-	13
Garden Furniture	2	-	-	-	2
Martin Holmes	5	-	(1)	-	4
Gerhard Schleker	3	-	-	-	3
DM Morris Discretionary Trust	10	-	-	-	10
Small Legacies	-	-	(1)	-	(1)
General Donations	-	84	(84)	-	-
Botton Master Plan	2,000	-	-	-	2,000
General Legacies	-	1,314	(1,314)	-	
DELROW COMMUNITY					
Richard Platt Fund	13	4	-	-	16
Thomas Williams	8	-	-	-	8
Thornton Trust	41	1	-	-	41
General Donations	-	-	-	-	-
ST ALBANS COMMUNITY					
	-	1	(1)	-	-
LARCHFIELD COMMUNITY					
General Donations	-	3	(3)	-	-
Larchfield General Legacies	-	10	(10)	-	-
CROFT COMMUNITY					
Whittaker Trust	-	7	-	-	7
General Donations	-	2	(2)	-	-
Croft Master Plan	-	465	-	-	465
OAKLANDS PARK					
Residents Fund	9	-	-	-	9
Philip Winston	-	20	-	-	20
GRANGE VILLAGE					
Oak House Trust	-	-	-	-	-
General Donations	-	2	(2)	-	-
TAURUS CRAFTS					
Micro Enterprises	5	-	-	-	5
STOURBRIDGE					
	-	1	(1)	-	-
Total Restricted Funds	2,113	1,915	(1,420)	-	2,608

UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	4,000	-	-	(91)	3,909
Social Farm	575	439	-	-	1,014
Innovation & Development	4,258	-	-	-	4,258
Asset Investment Fund	3,000	-	-	(8)	2,992
Ruth Fund	2,970	-	(207)	-	2,763
Camphill Fixed Assets Fund	79,300	-	(1,760)	893	78,433
Total Designated Funds	94,103	439	(1,967)	794	93,369
General Funds	12,045	33,303	(31,246)	(794)	13,308
Total Unrestricted Funds	106,148	33,742	(33,213)	-	106,677
Total Funds at 31 March 2024	108,261	35,657	(34,633)	-	109,285

25. Movements in funds (continued)

Purpose of restricted funds

Restricted funds relate to grants, legacies and donations within the individual centres where there is a restricted element to the donation. The two largest restricted funds are Botton and Croft Masterplan. At both communities we will be using these monies to support development of the sites. Our plans will be co-produced with the people we support and staff during 2025-26.

Purpose of designated funds

The Building fund recognises the funds raised, authorised and committed by the Board for the charity's on-going building programme. Movements in the year represent further funds designated to meet the charity's forthcoming building projects less transfers to the Camphill Fixed Asset Fund. There have been no movements within the 24-25 year.

Social farm fund represents fundraised monies available for use in running of the social care farms and gardens across the Trust.

An Innovation and development fund was created in 2019, to be used for investment in new services and technology to enable the Trust to meet changing needs.

The Asset Investment Fund has been established to provide funds for future repairs and maintenance within communities.

In the past Camphill Village Trust co-workers received no remuneration. The charity therefore established the Ruth Fund to implement the charity's policy on helping to provide discretionary financial support, in the form of small grants, as necessary, towards meeting the needs of co-workers and ex-co-workers who have reached retirement age.

The Fixed Assets Fund represents the value of unrestricted funds that are held in the form of tangible fixed assets held for future use within the charity.

The Jubilee fund was created during our 70th year to support individual community projects.

The Albion and Linden fund will support the redevelopment of homes in our Grange Community.

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

	2025 £'000	2024 £'000
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	1,305	(1,147)
Depreciation charges	1,767	1,763
Impairment	-	-
Dividends and interest	(794)	(702)
Loss / (profit) on the disposal of fixed assets	95	(159)
(Decrease) / Increase in stocks	(42)	(16)
Increase in debtors	(525)	(841)
(Decrease) in creditors	(91)	26
Net cash provided by operating activities	1,714	(1,075)

27. Analysis of cash and cash equivalents

	At 1 April 2024 £'000	Cash Flows £'000	Other Changes £'000	At 31 March 2025 £'000
Cash at bank & in hand	9,402	2,669	-	12,071
Total cash & cash equivalents	9,402	2,669	-	12,071

28. Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Less than one year	318	274	113	49
One to five years	104	142	83	23
Over five years	960	953	-	-
	1,383	1,368	196	72

29. Capital commitments

At the balance sheet date, the charity had committed to £1.54m (2024: £1.6m) in respect of capital works:

	2025 £'000	2024 £'000
Contracted	1,536	-
Authorised but not contracted for	-	1,016



30. Prior year adjustment

In 23-24, £1.79m of legacies and £1.32m of related expenditure, were classified as unrestricted, where upon review it was determined that they met the criteria for restriction. Alongside this a £75k legacy was reclassified as a donation and expenditure allocated against it. The net effect of these adjustments is a £390k increase in restricted funds and decrease in unrestricted funds

The figures for 23-24 have therefore been restated, moving £390k of 23-24 reserves from unrestricted - restricted.

Reserves position	Unrestricted		Restricted		Total
	£		£		£
Total funds at 31 March 2023 as previously stated	12,044,739		2,112,871		14,157,610
Total funds at 31 March 2023 as restated	12,044,739		2,112,871		14,157,610
Total funds at 31 March 2024 as previously stated	13,697,922		2,218,285		15,916,207
Adjustment for restriction of previously unrestricted legacies	(389,985)		389,985		-
Total funds at 31 March 2024 as restated	13,307,937		2,608,270		15,916,207
Impact on income and expenditure 2024	Unrestricted		Restricted		Total
	£		£		£
Movement in funds as previously reported	1,653,183		105,414		1,758,597
Adjustment for income designation	(389,985)		389,985		-
Net income as restated	1,263,198		495,399		1,758,597

30. Company status and members' liability

The charity is a private company limited by guarantee, not having a share capital. The extent of the liability of the members of the company on winding up is limited to a maximum of £1 each. The company is incorporated in the United Kingdom.

31. Contingent assets

Contingent assets, relating to legacies which have been notified but do not yet meet the income recognition criteria detailed in note I of the financial statements, amount to £1,870k (2024: £976k).



Notes

Notes

A LIFE OF OPPORTUNITY
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Operational locations

Botton Village - Danby, North Yorkshire

Croft Community - Malton, North Yorkshire

Delrow Community - Watford, Hertfordshire

Grange Village - Newnham, Gloucestershire

Larchfield Community - Middlesbrough, Teesside

Oaklands Park - Newnham, Gloucestershire

St Albans Community - St. Albans, Hertfordshire

Shared Lives West Midlands - Dudley, West Midlands

Stourbridge - Stourbridge, West Midlands

Taurus Crafts - Lydney, Gloucestershire

www.camphillvillagetrust.org.uk/locations



www.camphillvillagetrust.org.uk

THE CAMPHILL VILLAGE TRUST LIMITED

England & Wales - Charity number 232402

Accounts



camphill
village
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Annual Report and Financial Statements

Year ended 31st March 2024

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“I am happy to support the Trust because I feel my donations are put to excellent use.”

Foreword

From our Chair and Chief Executive

It is with great pleasure that we present Camphill Village Trust’s Annual Report and Financial Statements 2023-24.

“Thank you to everyone involved with the Trust who has worked tirelessly and given their support to help deliver our Brilliant Basics foundations over the last two years. Our Trustees are immensely grateful for the hard work and dedication and excited about our plans to become a leader of a re-imagined future integrating Social and Green Care, enabling more adults with learning disabilities, autism or mental health problems to live healthy, active and independent lives through the power of nature.”

Michael Nutt, Chair

In 2023-24, we delivered the second year of our two-year ‘Brilliant Basics’ strategy, our response to a complex and challenging post-pandemic environment. Brilliant Basics set out to create the opportunity for both the people we support and our staff to be their best selves every day.



We wanted to build strong foundations for a successful future by working together, being resilient, recognising our status as a national provider and prioritising good quality supported living services. By doing what is important brilliantly, we provide a life of opportunity for everyone now and in the future.

We are pleased to report that, two years on, the majority of the objectives we set out to achieve have been delivered. Some have taken longer than expected or have evolved as would be expected but we are confident that the basics are now in place for us to move on to our new strategy, ‘A Brilliant Future,’ which will be launched in 2024, the year of our 70th anniversary.

We know that there will be further challenges but also believe that, by continuing to work together and building on our solid foundations, we will rise to them and continue to offer a life of opportunity for another 70 years.

Sara Thakkar, Chief Executive



Chair of the Board
Michael Nutt



Chief Executive
Sara Thakkar



Future Plans

A Brilliant Future is the name of our new three-year strategy from 2024. We launch it in our 70th anniversary year, with respect for our history and an aspiration to shape a new future for social care. The people we support are at the heart of our strategy, they have told us what is important to them. They remain at the centre of what we do.

A Brilliant Future follows our Brilliant Basics Strategy 2022-2024, which enabled us to emerge stronger following the pandemic with the fundamentals in place. Over the last two years our focus has been supporting the people of the charity to be their best selves every day. We have celebrated magic moments and heroic acts and have worked hard to define the things that differentiate us. We have built on our successes to create the foundations for our long-term future.

We believe that we can play a leading role in re-imagining social care - enabling independence through emotional, social and physical wellbeing - supporting the person as a whole. Our aim is to integrate high quality support, good quality housing with the proven health and wellbeing benefits of our natural environment. We want to unlock the connection between people and the planet.

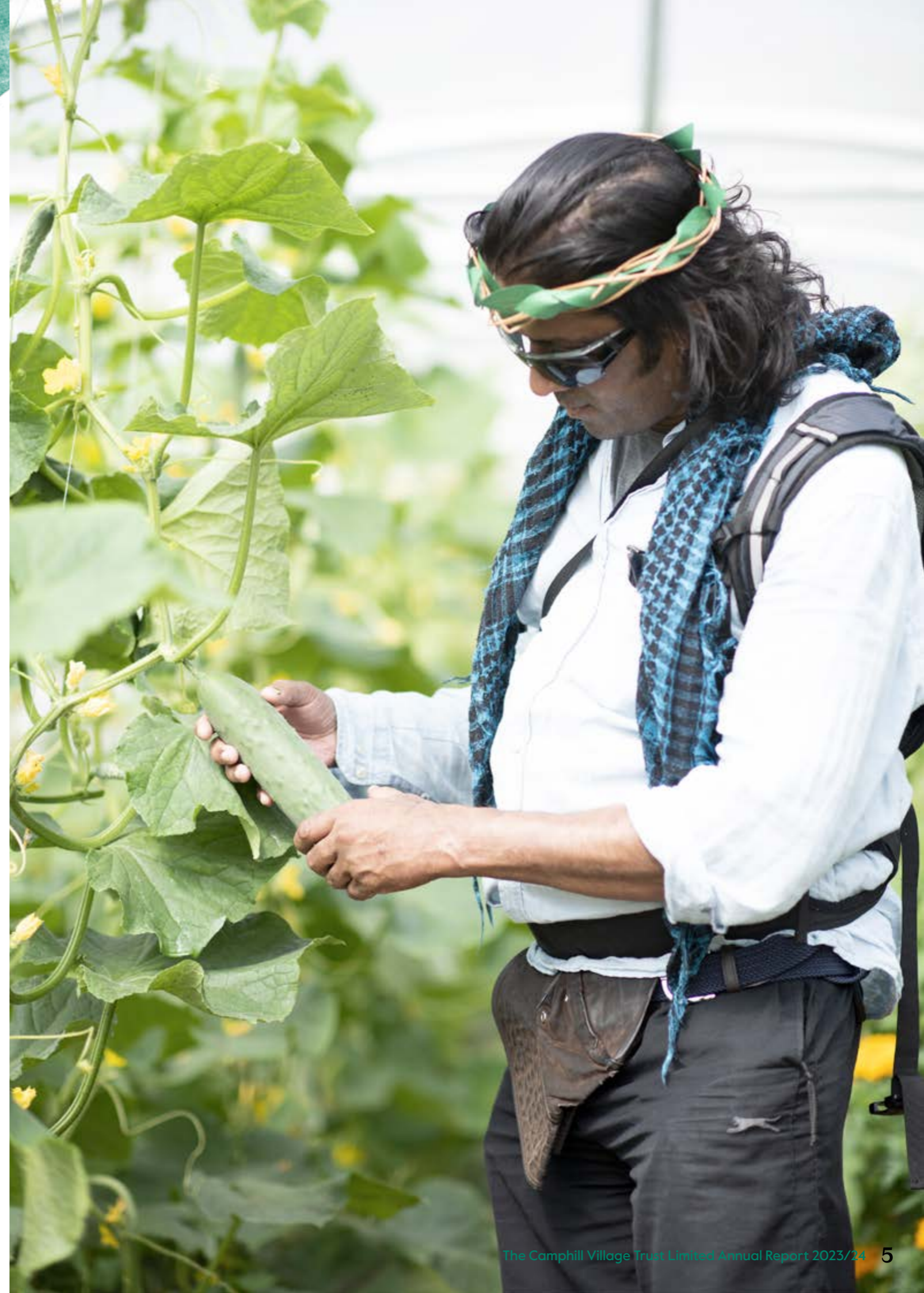
Our role is to support people through participation in learning, meaningful work, family life, leisure activities and relationships. This creates a chance to live a happier, healthier, active and equal independent life. A Life of Opportunity.

We will be known for driving personalisation. We will become technologically enhanced and advanced. We will focus on holistic wellbeing. To succeed in achieving our long-term sustainable goals we will Honour our Past, Provide for the Present and Lead the Future.

It's our plan and we deliver it together.

A special thank you to Dr Rachel Bragg, OBE for supporting us through our Theory of Change, helping to develop our impact quality framework and for continuing to provide us guidance and support to unlock our collective potential.

Sara Thakkar
Chief Executive



Vision, Mission and Guiding Principles

Our Vision

To see more people with learning and other disabilities lead a life of opportunity.



Our Mission

To empower the people we support to lead more connected and fulfilled lives and make informed life choices through a culture of co-production and partnership.



Our Guiding Principles

Enabling potential

The Trust supports our people and those we support to develop, grow and be heard. We aim to build confidence and to create an environment that supports engagement, building skills and providing opportunity through high-quality active support and co-production.

Promoting purpose

The Trust provides opportunity to live healthy, active lives within a supported living model. This means the people we support can live an active life, understand the importance of making healthy eating choices and can contribute to the wider community on an equal basis through opportunity to learn skills, develop pathways to employment and volunteering and engage in therapeutic activity that respects traditional craft skills based on nature and the land around us.

Environmental respect

The Trust values and cares for the environment. This means that we understand the connection between the environment we live in and our wellbeing and that we actively promote living and eating sustainably, in harmony with the natural world. We want to play our role in making an impact on climate change and carbon neutrality. We want to maximise our long-term sustainability through our land and farming history and as a landlord of choice.

Social impact

We believe our people and resources should make a positive contribution to society. This means we support and develop initiatives to challenge issues faced by vulnerable members of society which in turn, enable the people we support to achieve greater integration into the wider community

Our year

April



A royal surprise from HM King Charles III, who met residents at our Croft Community during a visit to Malton. CEO, Sara Thakkar, explained our approach and values, while one of our residents, Carolyn, said: "It was very good. The King looked nice, and I told him about my life."

May



General Manager, Mike English, and our Larchfield Community set out on a sponsored hike to support adults with learning disabilities, autism, and mental health challenges.

June

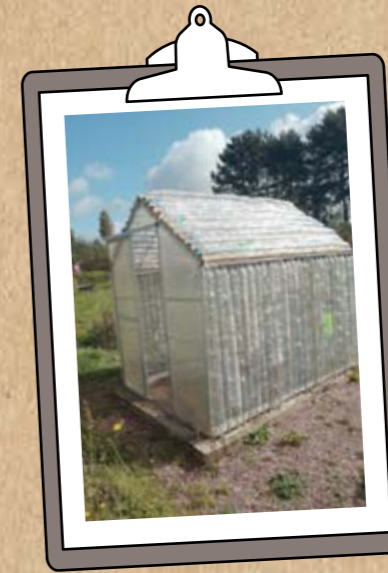
Day Opportunities Manager, Kat Collins, was invited to afternoon tea at the House of Lords to meet others in the sector to talk about Women in Social Care. Botton Village Creamery's Dale End Cheddar Cheese won an award at the Virtual Cheese Awards.



July

Our Delrow & St Albans Communities partnered with RADA (Royal Academy of Dramatic Art) to discuss accessible theatre and have an acting workshop.

Ashfield Garden – built a plastic bottle greenhouse as part of a community wide challenge. The panel thought this was a great idea that could be replicated in other communities / spaces.



November



The Botton Village Christmas Fair was attended by hundreds of people, strengthening our links with the local community.

Our Delrow Community welcomed the CEO and Leadership Team of the St Andrews Autism Centre, Singapore, who wanted to learn from our approach.

October



We celebrated success at the West Midlands Combined Authority Black Country Excellence in Care Awards. Lyne and Ian were finalists for the Carers Award, and Hollie won the Registered Manager Award.

Claire, who lives in our St Albans Community, ran the Great South Run 5k raising money for the trust.

September



Oliver, who lives in our Gloucester community, pursued his passion for food and cooking by embarking on a journey to become a qualified chef with an AQA qualification at our Taurus training facility.

August



We were invited to a reception at 10 Downing Street by Minister of State for Social Care, Helen Whately, to recognise and celebrate adult social care workers. Kate Morgan, our Head of Shared Lives, represented the Trust and said: "It was an honour to be invited, hear from other colleagues and be able to raise awareness about Shared Lives."

December



Jenny, a resident with us for 20 years, helped to demonstrate the transformative power of nature as she featured in our winter fundraising appeal. It told the story of her garden volunteering and selling Christmas trees, raising over £500k in total.

January

Our Larchfield Café and Bakery became the first business in the region to be officially recognised as Dementia Friendly by Dementia Action Teesside.

Our Cafe on the Corner in St Albans partnered with Rennie Grove Peace hospices to become a Compassionate Cafe.



February



Radio Botton, our own radio station, was launched following the suggestion of resident, Jonathan. Residents, colleagues and volunteers contributed to bring joy and connection to the community.

March



Delrow and St Albans held their annual 'out of season' pantomime, Aladdin, playing to a full house and raising lots of money for the Festover event later in the year.

Our Strategic Focus

Our Brilliant Basics Strategy has seven strategic priorities, which provided our focus throughout the year:

1. Our Supported Living Services

We will aim to provide greater access to the unique services of the Trust:

- We will build on our ethos and culture of co-production.
- We will build on our positive attention to quality and safety.
- We will continue to develop our model of care and support.

2. Our Supported Living Homes

We will develop an Asset Management and Investment Strategy:

- Develop a 5-year planned programme of repair preventative maintenance and investment.
- Develop our Repairs and Maintenance Offer in Communities using quality and value for money measures when making our decisions.

3. Our Land, Farming, and Social Farming and Gardening

We will develop an Environmental Sustainability Strategy:

- Develop and complete phases 1&2 of our Natural Environment Audits across all communities.
- Understand and develop our approach to environmental and social governance, starting with clear estate management plans for each community.
- Make sure that our farms, land and social farms are safe and fit for people to live, work and grow and to enable our Life of Opportunity Green Care offer.
- Develop our sustainable Food Strategy to use our land well and to create opportunity to support healthy and active lives for those we support and in the development of our retail and enterprise strategy. Starting with mapping our approach to planting, growing and purchasing food from field to houses.

4. Our Retail and Enterprise

We will develop a Retail and Enterprise Strategy:

- Map our current ways of working and develop clear routes to opportunity, markets and growth in ethical and meaningful person-centred practices.
- Build on our educational offer to support access to work, skills, volunteering and meaningful activity

5. Our People

We aim to be an irresistible employer of choice:

- Complete a staff engagement survey and actively improve our listening skills and engagement across the Charity.
- Develop a People Strategy that puts the people of the Trust at the heart of its priorities, direction of travel and destination through meaningful collaboration, consultation and engagement every step of the way. This will be our value proposition developed by our People.
- Develop our candidate attraction strategy and support great people with great training and development opportunities that support people joining us and staying with us for the right reasons.
- Continue to review our terms and conditions making sure that they are both affordable for the Charity and add value to our People

6. Our Business Resilience, Fundraising and Finance

We will be a sustainable charity here for the next 100 years:

- Launch the approved Fundraising Strategy
- Develop a 5-year Financial Model that builds on the work undertaken in 2022
- Think differently about how we track our money, spend our money and how we think about value for money.
- Develop our understanding of Risk, Tolerance to risks and support our management teams to manage and mitigate risks every day.

7. Our Stakeholder Engagement

We will step change our approach to our stakeholders:

- Work more closely with local authorities to understand needs, opportunity and challenges.
- Broaden our engagement with a range of new partners and community development opportunities to learn, share and grow.
- Strengthen our brand as a charity and one Trust.
- Develop meaningful ways of engaging with families, carers and friends of those that we support.



“We are passionate about providing a life of opportunity for everyone we support. Our Brilliant Basics Strategy focused on continuing to provide the highest quality support possible, while also developing our commitment to environmental sustainability. We know that we can’t deliver our services without the help of our colleagues and supporters so that was also a key priority as we laid the foundations for our new strategy, A Brilliant Future.”

- Sally Watts, Supported Living and Green Care Director



Our Achievements

All our charitable activities focus on the people we support and are underpinned by our Brilliant Basics strategy.

Our significant achievements during 2023-24 included:

- Developing our 'My Life Survey' for the people we support to have a voice on their future with the Trust and for the Charity to better understand the needs/wants of those we support. 81% said that they were happy with the support that they received and just 1% said that they were unhappy.
- Celebrating our second graduation of AQA accredited certificates for adults at Severnside Skills reflecting our investment in skill development and empowerment.
- Renewing our Shared Lives Contract, emphasising our commitment to sustainable, inclusive housing.
- Remaining committed to continuous improvement on safeguarding learning initiatives, running Safeguarding learning events and gaining external validation through the Ann Craft Trust to support development of our new action plan during the year
- Finalising our Green Care approach, which will launch in 2024 as the focus of our new strategy.
- Introducing our in-house Property and Land Service (PALS) Team ensuring consistency of service delivery for the people we support on property and land requirements.
- Improved the management of our empty properties within our communities, including working with local authorities to understand their housing needs, mapping our existing tenancies to our properties and understanding why rooms may remain empty. A voids policy was approved during the year and this work remains a priority for the coming years.
- Continuing our focus on health and safety compliance resulting in strong performance, improved monitoring and reporting and a significant increase in resource to oversee a complex and diverse range of safety requirements.
- Launching a Fundraising Strategy to grow and diversify our voluntary income; delivering £5.5m in 2023-24.
- Implementing our candidate attraction strategy to support both recruitment and retention of the best people.
- Improving our engagement events with staff, people we support and families that included running strategy roadshows, establishing our 'Employee Voice' group and launching our 'Keeping Connected' News.
- Designing a new wide area network, refreshed aged hardware and strengthened the application management function to enhance our IT resilience.
- Implementation of two new major IT systems in Estates Management and People services, using technology to promote efficient ways of working.
- Strengthened how we demonstrate operational sustainability through conducting farm safe and natural environment audits. This has led to plans for regional growing, estate, and woodland management
- Remaining focused on the delivery of quality services which included mapping our readiness for the CQC single assessment framework, commissioning mock inspections at all communities by a third party and developing a new Quality Assessment Framework to address areas of improvement.
- Completed our planting schedules to be delivered in 2024-25 so our sustainable food strategy and farm-to-fork principle is re-established across all communities
- Conducted both an annual staff survey and an additional 'pulse survey' during the year, which were invaluable in developing our internal engagement strategy and to shape our aim to becoming an irresistible employer
- Delivered staff and family roadshows in all communities to enhance how we engage and listen to all our stakeholders on strategic priorities, helping us to set direction for 2024-25 and beyond.
- Strengthening our social media presence throughout the year to actively shape our external communications and highlight to a wider audience our magic moments and successes of the people we support.

"I've supported the Trust for lots of years and have always been impressed by the love and care that motivates you, and the practicality of all you do."



"It was wonderful to meet colleagues from other Shared Lives schemes and share stories about how this model brings amazing results for people with additional and complex needs.

We were happy to see that Helen Whately MP and the Department of Health and Social Care support this model, and we will continue to do our best to raise awareness about Shared Lives."

- Kate Morgan, Head of Service, Camphill Village Trust Shared Lives

Our Co-production Activity

We are committed to empowering the people we support to lead more connected, fulfilled lives and make informed life choices through a culture of co-production and partnership.

In 2023, we re-launched our 'I Statements', which were created by people we support during the pandemic and are now at the heart of everything we do.

I want you to look at me as a person not someone to care for.

I want to be in control of creating my 'life of opportunity'.

I want to be more confident in my life.



I want to grow and develop.

I want to be an active part of my community.

I want to be involved and connected with others.

I have skills and abilities, I may need support to get training, voluntary or paid work. It's all about the time you give to me.



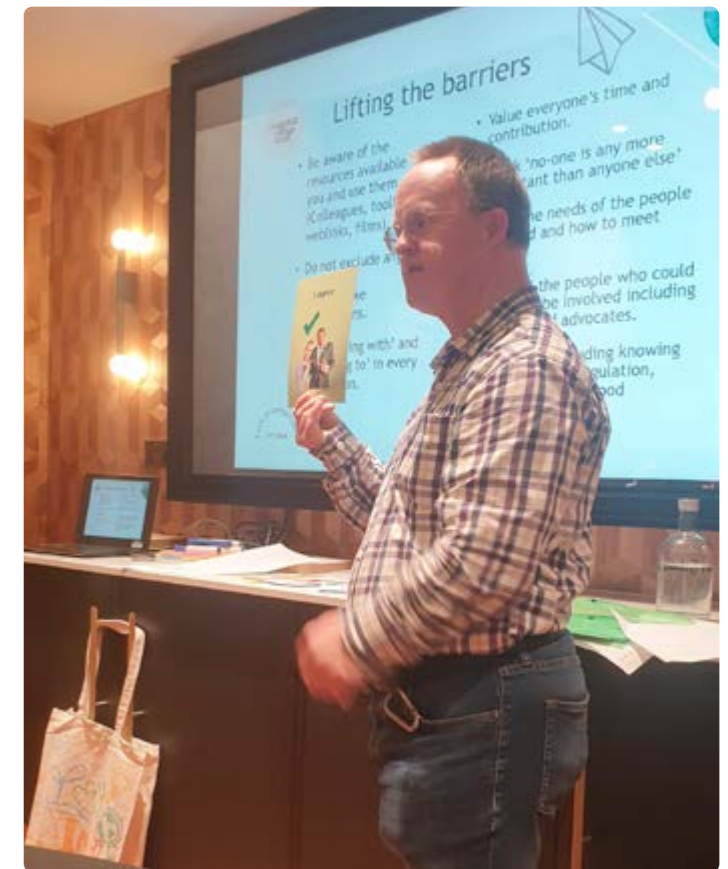
I can develop and maintain positive relationships in my own home and beyond.

I am thriving not just surviving.

All the people that are important to me work together to help me achieve my goals and live the life I choose .

Our 2023-24 aims were therefore to:

- Further embed the culture of co-production across the Trust. Promoting a 'doing with' culture.
- Improve the quality of what we do by increasing input from our Life of Opportunity reviewers.
- Grow relationships with key partners to cement our place in all localities.
- Develop the 'Green Team' projects to enhance our environmental credentials.
- Develop community-based projects led by the people who live there.
- Co-develop accessible resources for key subject areas including policies.
- Use forums and surveys to help inform future directions for the Trust.



The Life of Opportunity review teams completed 20 reviews throughout the year. They provided feedback to communities with summary updates given to our Executive Management Team and People & Quality Committee.

Our annual My Life Survey was completed by 199 people. A significant area of improvement is that 94% of people feel that they are supported to maintain their health compared to 85% in last year's survey.

393 staff have participated in embedding co-production workshops. Each workshop is co-facilitated by a person we support. Following each workshop participants pledge how they will use a co-productive approach in their work.

Groups in all communities have been working on co-designing and reviewing easy read versions of Trust policies. They reviewed or developed 11 easy read versions of Trust policies.

The regional forums had a focus on the I-Statement 'I have skills and abilities'. Throughout the year we looked at the abilities people have and the support they may need to use these to gain voluntary or paid work.

The Co-production Team has helped progress the Trust's ambition to increasingly centralise and rationalise its approach to working with people and

partners. One example was a co-produced and facilitated partnership event held at Botton in June 2023, which was attended by 71 key partners from across North Yorkshire.

The Transport Engagement Group, consisting of people supported from various communities, concluded their consultation in a report containing 40 recommendations and 35 potential solutions.

People we support have been actively involved in interviews for Board, Director and Senior Leadership positions.

“I love coming to Delrow - it's a little slice of heaven! Everyone is so friendly, and the staff understand my needs. It gives me stability.”

- Natalie, Delrow Community

Our Fundraising

Gifts and donations are vital in enabling our community members to lead a life of opportunity. This year, we again extend our heartfelt thanks to our generous and loyal supporters who have given us a total of **£5.5m**.

Despite the ongoing effects of the cost-of-living crisis, we are extremely grateful to our individual supporters, who donated £1.8m over the course of the year including a fantastic response to our Winter Appeal when the average donation increased to over £70. As well as donations, we received valuable gifts of time and skill from volunteers, organisations and community groups. We are very thankful for the incredible kindness of individuals who gave philanthropic gifts worth £344k, as well as the continued support of the charitable trusts and foundations that gave us £207k. Finally, gifts in Wills continue to make a vital difference to us; we received 144 legacies in the last year, and over £3m in total during the year.

We spent a total of £542k on fundraising, resulting in a net contribution of **£4.9m** and a return on investment of 10:1.

Donations and fundraised income help us to cover the full costs of providing our programme of day opportunities, where there is a gap between the funding provided by care commissioners (local authorities) and the full cost of providing our services. Charitable income is also used to fund our co-production work, enabling people to take control of their own life of opportunity and have their say in how our communities are run.

In May 2023, we agreed our new two-year fundraising strategy, which will provide the foundations for long-term voluntary income growth. Our fundraising vision is:

To develop an integrated approach to fundraising to secure voluntary income over the next two years and to build a platform to enable sustainable growth in the mid to long term.

We will structure our fundraising activities around three fundraising pillars: individual giving, legacy & in memory, and philanthropy. This focus will allow us to maximise our resource on the areas most likely to be successful whilst also beginning to diversify our income.

“Everything to do with being a supporter is well managed. The staff I speak to are always helpful and friendly.”

How we fundraise

As a member of the Fundraising Regulator, we are committed to ensuring that our fundraising takes place in line with the Code of Fundraising Practice. Our fundraising has complied with the fundraising standards expected by these bodies.

Our Supporter Care Team is based in our first community, Botton Village, and is the first point of call for any donations.

What we do

- We send appeals and other requests for support to people on our database.
- We give our supporters control over how many fundraising appeals they would like to receive from us each year.
- We approach grant giving trusts for their support.
- We give talks about our work and encourage local community groups, organisations and companies, who are often based close to our own communities, to support our work.
- We undertake research on our supporters to identify people who may be able to give a significant gift, and we may ask those people identified to consider making a transformative donation to our work. We inform people how to opt out of this research.
- We aim to inspire our supporters to donate by telling positive stories about how people with learning disabilities and autism benefit from our services.

What we don't do

- We did not have any commercial participators fundraise for us during the year.
- We don't undertake any door-to-door fundraising or face to face street fundraising.
- We don't sell or lend our database of supporters to other charities or organisations.
- We do not make unsolicited calls or texts to our supporters. We don't fundraise in a way that feels intrusive, persistent or pressurises people into giving
- We received two complaints relating to our fundraising, both of which were resolved satisfactorily.

Jenny's Journey



Jenny, who has autism, moved into our Taurus Crafts community in Gloucestershire and has been with us for 20 years. Initially, she found schedules and making connections difficult. However, with the right support, Jenny was able to participate in meaningful work and embrace her passion for nature.

As a volunteer gardener at Taurus, Jenny gained daily access to nature, improving her mental and physical health, confidence, and wellbeing. Her work in the gardens has allowed her to develop personal skills and connect socially with others, transforming her life much like the gardens she tends.



“You have come into my life and have inspired me. You have encouraged me to explore and do more.”

- Jenny, Taurus Crafts Community



Jenny was featured in our Winter Appeal 2023, which has raised over £500k from our wonderfully generous supporters.



Our year in figures

71

key partners from across North Yorkshire attended our partnership event held at Botton Village.



The Life of Opportunity review teams completed

20

reviews throughout the year.



91,585

Donations received



Largest single gift:

£200,000



10

Graduates from Severnside Skills completing over

250

hours of work experience-based training.



Our 'Wild and Wonderful' project identified over

900

different species across our communities



£28,623

Online sales



393

staff have participated in embedding co-production workshops



Our biomass boilers have generated CO₂ savings of

12% more than the previous year



Total fundraised income was



£5.5m

£3.1m



of which was from

144

legacy gifts



An estimated

3300

recreational visits to Botton Village on the public rights of way last year.



Co-designed, reviewed and developed

11

easy read versions of Trust policies.



My Life Survey was completed by

199

people



94%

of people feel that they are supported to maintain their health

81%

said they were happy.



Creating a Life of Opportunity for Alice, Eddie, and Natalie

In 2023, Camphill Village Trust continued to transform lives through therapeutic creative and outdoor activities. Thanks to the support of our communities, individuals like Alice, Eddie, and Natalie have experienced significant improvements in their wellbeing and confidence.

Alice's Story

Alice, who has a visual impairment and communicates non-verbally, has been part of our Delrow community for four years. She regularly attends music sessions, allowing her to express emotions through rhythm and tone. These sessions have significantly boosted her confidence and wellbeing.

Alice's mother shares, *"When Alice was stuck at home, it was clear she was bored and frustrated. From being someone who didn't enjoy socialising, that's now what Alice enjoys the most!"*



Eddie's Story

Eddie, who has lived at Delrow for nine years, has discovered a passion for performing arts. His love for acting and music has flourished, and he proudly shares, *"I've played the pantomime dame for the last three years. I'm brave enough to do solos now!"*

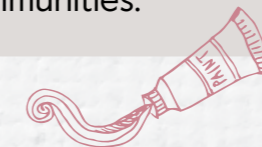
Eddie's confidence and skills have grown immensely through these creative resources.



Natalie's Story

Natalie finds joy and therapeutic value in pottery. She loves to lose herself in her detailed designs, saying, *"I can let my imagination run wild, making whatever creatures I want."* These activities help Natalie manage her anxiety and provide a sense of satisfaction.

Throughout 2023, our day opportunities have continued to offer a wealth of therapeutic creative and outdoor activities across all our communities.



Key Performance Indicators

We use Key Performance Indicators to ensure we are performing against our targets. These are linked to our four directorates: Supported Living and Green Care, Estates, Resources and Fundraising & Communications and were updated in February 2024 as part of the annual review. During 2023-24, we monitored progress against a total of 39 KPIs, with the main ones detailed below:

Supported Living and Green Care

KPI	Target	Actual
% of Commissioned Hours v Support Delivered	95%	99.5%
Every person we support has a Care and Support Plan containing Goals and Aspirations	95%	99%

Estates

KPI	Target	Actual
Asbestos - Annual Risk Assessment/Reviews completed prior to Anniversary date	100%	91%
Electrical - 5-year checks completed prior to anniversary date	100%	95%
Farm - Annual Machinery Service and inspection completed prior to the anniversary date	100%	97%
Fire - Risk Assessment (FRA) and Annual Review Completed Prior to the Anniversary Date	100%	95%
Gas - Annual Servicing Completed Prior to the Anniversary Date	100%	100%
Water - Legionella Risk Assessment and Bi-annual review Completed prior to anniversary date	100%	100%

Fundraising

KPI	Target	Actual
Net Fundraising income against YTD target	>95%	129%
Gross Fundraised income against YTD target	>95%	115%

Resources

KPI	Target	Actual
Trust overall net result against budget	>95%	145%
Current Ratio - current assets/current liabilities	4.5	3.5
% of creditor payments made within 30 days	90%	93%
Average debtor days outstanding	<40 days	<42 days
% Fully Funded of enterprise and day opportunities	95%	93%
Staff Turnover	22%	16%

In 2023-24 the results of an independent staff survey will help the board agree the target for engagement across the Trust.



Acknowledgements

We would like to thank all donors and funders for their generous support, which helps us provide a life of opportunity for those who we support.

We are especially grateful to those named below (and those who don't wish to be named) who gave us over £1,000 this year.

Individuals

Angela Crockatt
Angela Kirker
Christine Bhatt
Christopher Hill
Derrick Courage
Dr R Harding
Heather Kirk
J G Charles
Joan Budd
John & Marion Longden
John McGrath

Lita Waldron
Martyn Smith
Michael de la Hunty
Michael McCann
Miss B J Cadbury
Miss P Walker
Mr D J Roberts
Mr Geoffrey Carter
Mr R C Brewer
Mrs A N W Peebles
Mrs Kate Dugdale

Mrs M A Hill
P J Moule
Patricia Johnson
Peter Hill
Peter Wainman
Robert Avis
Robert Clift
Steven & Jane Griffin
Susan Turner

Charitable Trusts

Caram Trust
David Lister Charitable Trust
Nancy Bateman Charitable Trust
Shirley & Ian Watson Charitable Trust
Spurrell Charitable Trust
The Bentley Family Trust
The Constance Travis Charitable Trust
The Fulmer Charitable Trust
United Spiritual Fellowship
W L Pratt Charitable Trust
Whitaker Charitable Trust

Companies

McDonald Water Storage Ltd
The Portland Fuel Group of Companies
Murphy-Neumann Charity Company Ltd





Structure and Management

Principal Addresses and Advisers

Company number 00539694

Country of Incorporation - United Kingdom

Charity number 232402

Country of Registration - England and Wales

Registered Office:

The Kingfisher Offices,
9 Saville Street, Malton, YO17 7LL

The Camphill Village Trust Limited uses 'Camphill Village Trust' and 'the Trust' as operating names and these names are used throughout this document.

Bankers

NatWest Bank
2nd Floor Argyll House
246 Regent Street
London
W1B 3PB

Solicitors

Anthony Collins LLP
134 Edmund Street, Birmingham, B3 2ES
Crossland Solicitors Ltd
99 Park Drive, Milton Park, Abingdon,
Oxon, OX14 4RY
Lester Aldridge LLP
Russell House, Oxford Road,
Bournemouth, BH8 8EX

Auditor

Sayer Vincent LLP
Chartered Accountant and
Statutory Auditor
110 Golden Lane, London, EC1Y 0TG

Trustees

The charity's members elect all trustees including those appointed by the trustees to fill any interim vacancies, in accordance with the charity's Articles of Association. In such cases, those trustees are required to offer themselves for re-election at the next following AGM. Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Michael Nutt - Chair

Tim Bishop - Vice Chair (resigned 8 August 2023)

Michael Green Vice Chair (since 8 August 2023), Chair of Investment Committee, Chair of Remuneration & Nominations Committee

Rita Asamoah - Chair of Quality and People Committee (joined 8 August 2023)

Teresa Jennings (joined 8 August 2023)

Ann Kenney

Jean Henderson - Chair of Quality and People Committee (resigned 8 August 2023)

Andy Simons

Katie Stevens - Chair of Audit and Risk Committee

Jeremy Young (resigned 28 November 2023)

Key management personnel

Sara Thakkar
Chief Executive and Company Secretary (resigned as Company Secretary on 29 January 2024)

John Nixon
Interim Director of Finance & IT (resigned 19 April 2023)

Heather Lees
Interim Director of Finance & IT (appointed 3 April 2023; resigned 31 March 2024)

Fiona l'Anson
Resource Director & Company Secretary (appointed 29 January 2024)

Tessa Nixon-Spiller
Interim Fundraising Director (resigned 17 July 2023)

Matthew Wilkley
Fundraising & Communications Director (appointed 2 October 2023; resigned August 2024)

Andrew Myer
Interim Operations Director (resigned 30 May 2023)

Sally Watts
Supported Living & Green Care Director (appointed 2 October 2023)

John Lucey
Interim People Director (resigned 31 May 2024)

Claire Twaites
Estates Director (appointed 11 September 2023)

In 2022-23, the Trust made a conscious and planned decision to invest in experienced interim staff to support the delivery of the Brilliant Basics programme and accepted that there would be a higher turnover of management personnel based on this decision. A clear strategy and supporting leadership model were implemented during the 2023-24 year with permanent leadership appointments now having been made.

Governing document

The Camphill Village Trust Limited ("Camphill Village Trust") is a charitable company limited by guarantee, registered as a charity, and incorporated in England and Wales as The Camphill Village Trust Limited on 26 October 1954. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. The last updates to the Articles of Association, incorporating the Memorandum of Association, were adopted by special resolution at a General Meeting on 22 December 2012.

Our objects

Camphill Village Trust's objects, contained in the company's Memorandum of Association (which were first adopted in this format in 2012) are: "for the public benefit, to relieve sickness, promote good health, provide care to and advance the education and training of people with a disability (whether mental or physical), the young, the old, or people otherwise in need, in accordance with the principals of Dr Rudolf Steiner (as summarised in the Appendix to this Memorandum), particularly (without limitation) by the establishment and maintenance of communities in the form of villages, residential houses, day centres, kindergartens, schools, colleges or other types of social and/or educational community, in which beneficiaries live and/or work and/or to which they otherwise resort in community with persons providing support.

Financial Review

Our overall result for the year

The financial statements show Camphill Village Trust having a net surplus of £1.02m (2023: £1.04m deficit). The improvement of £2.1m from the prior year is a direct result of gains on investments of £2.2m. The charity faces increased financial challenges of providing day services within a model of care and support that are not fully funded by local authority commissioners. The net position prior to investment gains shows a £1.1m deficit for the year, a worsening £0.9m compared with 2022/23.

Operating result

The table below shows a marginal improvement in the operating result, from a deficit of £7.6m for the prior year to a deficit of £6.5m for the year ended 31 March 2024.

The net operating deficit results are a consequence of the continued social sector challenges in respect of funding which is not covering our cost for delivering care. The operating result has been impacted by the national minimum wage increase, without the equivalent uplifts from commissioners. Camphill Village Trust has not compromised on delivery of quality care or our focus on efficiencies and continues to collaborate with the local authorities in addressing this issue of underfunded services.

Income from charitable activities increased by 13.2% compared to the prior year whereas expenditure from charitable activities has increased by only 6.8% which resulted in a marginal improvement in our operating deficit. Our legacy income in 2023/24 was £2m less than in the prior years, meaning that despite another fantastic year of fundraising we have a deficit before investment gains of £1.1m. Detailed figures are set out below.

Income	2024 £m	2023 £m
Total income from charitable activities	25.43	22.47
Investment income	0.70	0.48
Total operating income	26.13	22.95
Expenditure on charitable activities	(32.69)	(30.57)
Net operating deficit	(6.56)	(7.62)
Impairment Provision	-	-
Fundraising donations (net of costs)	1.88	1.84
Legacy donations	3.06	5.06
Other income	0.47	0.49
(Deficit)/surplus before net investment gains	(1.15)	(0.23)
Net (loss)/gains on investments	2.17	(0.81)
Net movement in funds per SOFA	1.02	(1.04)

Income by type	2024 £m	2023 £m
Community, care & housing	22.4	19.8
Farm, land & workshop production	3.0	2.6
Donations	2.4	2.5
Legacies	3.1	5.1
Other	1.2	1.0
Total	32.1	31.0

FINANCIAL REVIEW

Expenditure

Overall, our expenditure increased by £2.1m. Areas of higher costs continued to be in relation to utilities and property repairs and maintenance. A full breakdown of cost categories can be found within Note 6 of our financial statements.

- £32.69m on charitable activities (2023: £30.57m)
- £0.55m on fundraising and Trust marketing activities (2023: £0.63m)
- £0.08m on governance costs (2023: £0.07m)

Balance sheet

Tangible assets have decreased by £0.9m to £78.4m, depreciation charge in the year of £1.8m offset by £1m of capital additions and £0.2m of disposals. The major additions in the year included property refurbishments of £0.6m and investment within plant and machinery and fixtures and fittings of £0.3m. The disposal related to properties no longer required by the Charity as part of our long-term Asset Management plans.

Investments have increased by £2.6m from £18.8m in 2023 to £21.4m for the year. This includes £0.5m of cash reinvestment and relates to a global increase in investment values after the turbulence of prior years.

Reserves policy

The level of reserves held by the charity is kept under regular review in accordance with Charity Commission guidance. This is to enable the policy for holding reserves to remain relevant and up to date, while also ensuring:

- Any restricted funds are identified and segregated.
- Appropriate allocations for known or likely future commitments are made (designations).
- The balance of general reserves is sufficient to maintain the financial security of the Trust and at the same time fund its strategic plan.
- Where any excesses or shortfalls in general reserves are identified, the trustees can plan to deal with such, and provide details in this report.
- The trustees can identify the extent general reserves are 'free reserves,' in other words the extent to which these reserves are represented by liquid assets in the balance sheet.

The policy is to establish the level of general reserves needed and to estimate the amount of free reserves necessary to maintain financial security. This is informed by the requirements of the charity's strategic plan, the risks to which the charity is exposed and the revenue and cost budgets for the forthcoming period together with communities' forward forecasts, and capital expenditure budgets not already included in designated funds. It includes, but is not limited to, the need to safeguard against volatile income and align the current cost base to enable sustainability in an environment of reduced voluntary and service income.

The trustees believe that the current level of general reserves of £13.7m (2023 £12.04m), are at an appropriate level necessary. Movement in funds compared to the previous year are detailed in note 24. The Trust started its annual review of its reserves policy in 2023/24 and will finalise this during 2024/25.

Restricted funds

Restricted funds total £2.2m (2023: £2.1m). They principally comprise historic donations or legacies where the donor has specified the money is to be spent in a particular community or on a particular project.

Designated funds

Designated funds total £93.4m (2023: £94.1m). The key designations are set out in note 25 to the financial statements.

Free reserves

We have a single reserves measure.

This measure mandates that the charity holds a minimum level of cash and liquid instruments to ensure that the charity will still be able to discharge its financial commitments as they fall due over the course of the current five-year plan. Cash and investments are managed and should exceed a minimum of three months but are not expected to exceed six months annualized forecast operational expenditure.

Derivation of General Reserves	2024 £000	2023 £000
Total reserves	109.29	108.26
Less restricted reserves	(2.22)	(2.12)
Less designated reserves	(93.4)	(94.10)
General reserves - free	13.70m	12.04m

Free reserves measures

Year actual/ forecast	Costs £000	Free Reserves £000	Months cover
20/21	28,943	9,560	3.96
21/22	26,990	12,536	5.57
22/23	30,572	12,044	4.73
23/24	32,636	13,698	5.04
24/25	34,535	12,572	4.37

Investment policy

As set out in its Articles of Association, the charity has absolute discretion to invest money not immediately required for operational or capital expenditure.

The charity's investments on 31 March 2024 totalled £21.4m (2023: £18.8m). These investments are managed by HSBC Global Management (£15m) and Sarasin Partners (£6.4m). The performance of these investment managers is overseen by the Investment Committee, which reports to the Board of Trustees.

The charity reviewed and updated its statement of investment principles during 2023/24 and these were approved by the Board in February 2024.

Established in line with Charity Commission guidance, this sets out an appropriate risk approach to managing the investments. The trustees consider that a medium to long-term investment policy, which aims to preserve the capital value of the assets invested while trying to achieve a real return on them, remains appropriate.

Although the Trust's membership has not been specifically consulted on this subject, the Board's policy is not to invest in businesses whose activities would conflict with the aims of the organisation or might alienate its membership. These exclusions cover businesses directly involved in either armaments and/or tobacco.

Going concern

Going concern is a fundamental accounting concept which underpins the preparation of all UK companies' financial statements. Under this concept, it is assumed that a company will continue in operation and that there is neither the intent nor the need to liquidate it or cease trading.

The trustees confirm that they have considered the key operational and financial sensitivities which may affect the charity's ability to continue its operations.

In the context of the level of free reserves the charity has at its disposal, and through consideration of its strategic plan and financial projections, the trustees consider that there is a reasonable expectation that the charity has more than adequate resources to continue in operational existence for the near future. Accordingly, we continue to believe it is appropriate to adopt the going concern basis in preparing the annual financial statements.

“I feel like people help and support me. I have a good life.”

- Sandra, Stourbridge Community





“Without the encouragement of my colleagues and the Trust, I would not be where I am today. Over the years I have grown my skills, knowledge and experience and progressed into leadership. I am grateful to the people that believed in me, I could not ask for a more fulfilling job!”

- Hollie Fletcher, Registered Manager for Supported Living, Stourbridge Community

People Review

People Strategy

During 2023-24 the Board approved our People Strategy and published our long term aim to become an irresistible employer.

We define this as:

- A strong, stable and skilled workforce.
- A healthy level of employee turnover that retains good people whilst also integrating new ones who bring their enthusiasm and innovative ideas .
- A culture of high performance with a social conscience.
- Employees who are familiar with performing the basics of their role and are comfortable with the discipline instilled in all systems and processes.
- The Trust being considered a safe place where they feel they can bring their whole self.
- That employees feel engaged and glad they work here.

The strategy aims to initially focus across six areas of priority as a pre-cursor to developing its “Irresistible Employer” Status with staff from across the Trust: recruitment and retention, growth, equality, diversity, inclusion and belonging, leadership, management and communication, wellbeing and recognition and reward.

Employee Engagement

The Executive Management Team regularly engage with the Charity’s employees and find the insight gained extremely useful. Some of the ways this is undertaken include:

Employee Voice: this group meets monthly throughout the year and comprises of a number of employees. They span the many teams and communities of the Trust and they come from the wide and diverse roles and professions represented in the Trust. The Voice provides a space for experiences to be shared, queries to be raised and an opportunity for the Trust to hear how it can move closer to its aim of being an irresistible employer.

Engagement and Pulse Surveys: much of the evidence used when formulating the People Strategy came from a comprehensive engagement survey to all employees. They were asked their opinion on every key aspect of working at the Trust. Later during the year an additional pulse survey was published, and employees were asked fewer and more focussed questions on specific topics such as current and future benefits. The results have been used to inform future projects to more closely align employees with what they value more about working at the Trust.

Staff Turnover

Recruitment and retention remain a key risk and turnover is a key indicator of how well we are managing it. The volatility and low wages that characterise the social care sector meant retaining the best people became more of a challenge than ever. By continuously improving recruitment practices and induction programme our turnover has stabilised at a good level over the course of the year. At the end of 2023-2024 our achieved 15.8% turnover, a figure more than 13% less than sector comparators. This will continue to be monitored and risks mitigated though plans and projects concerning candidate attraction and employee retention.

Gender Pay Gap

We are required by law to collect, report, and publish our gender pay gap on an annual basis. Our mean pay gap is 7.8% which compares favourably with the national average of 14.9%. The pay gap is driven by the considerable number of roles we have that are mostly associated with the social care sector. We operate in a market heavily weighted by female employees. Our gap in comparison to the benchmark compares favorably.

Equality, Diversity, Inclusion and Belonging (EDIB)

We are committed to providing an environment in which the people we support, and our employees and volunteers can thrive, regardless of their personal circumstances. The Charity will increase our communication and impact within all areas of equality, diversity, inclusion and belonging including gender and ethnicity, through its immediate and associated stakeholder groups. During the year we have undertaken an initial workshop to map our activities which will inform us of our next steps in this vital area of work.

Our objectives ensure that we work directly to provide support and development to a range of persons and stakeholders with challenges in their development and integration into their communities. Most of our residents receive personal support, accommodation, and services in various locations.

Measurement of our data on employees is an indication of our commitment to mature our EDIB focus. Our data is relative to the sectors in which our roles are most associated. For example, the role of Support Worker is our most populous role and most found within the adult social care sector, which is dominated by women. This principle will inform us which targets are appropriate for the future and will feed into the formulation of our EDIB Strategy.

Energy and Carbon Reporting

The UK government's Streamlined Energy and Carbon Reporting (SECR) policy was implemented on 1 April 2019, when the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force. Camphill Village Trust meets SECR qualification criteria in the UK.

The reporting period for the compliance is 1st April 2023 – 31st March 2024. Included within that are 'Scope 1' (e.g. combustion of fuel, fugitive and process emissions) and 'Scope 2' (electricity) emissions. The footprint is calculated in accordance with the Greenhouse Gas (GHG) Protocol and Environmental Reporting Guidelines, including streamlined energy and carbon reporting guidance.

Overall The Camphill Village Trust's emissions were 1114 tonnes of carbon emissions (846t 2022/23). Both Scope 1 and Scope 2 emissions saw an increase this year compared to previous years. The Scope 1 emissions increase includes Kerosene (+45 tonnes of carbon – not reported in 2022/23), with direct fuel transport² emissions increasing by 13%. The Intensity Ratio was calculated at 3.4 tCO₂e/supported beneficiaries 2.26 in 2022/23).

It should be noted that the emissions and Carbon footprint data comprises a number of assumptions with 8% of data estimated.

The Trust has begun to implement a program of energy efficiency measures across their community portfolio designed to reduce energy consumption and improve energy efficiency over the forthcoming years. With a complex portfolio of historic, listed and original farm buildings there are limitations to insulation opportunities, however EPC insulation and LED improvements have been introduced into several properties.

Other carbon reduction initiatives:

- Co-production activity to deliver 'Green Team' initiatives and projects to reduce the impact on the environment, including a partnership with Middlesbrough Environment City.
- Utilising Biomass to provide 56% of our heating (Biomass is not measured within the SECR reporting).
- Phasing in battery-operated garden tools.
- A review of transport and Electric vehicles is underway.
- A stock condition investment programme has identified priorities for lower performing EPC rated properties to address insulation, windows and roofs and LED lighting.

Governance

The Board of Trustees

The Board of Trustees (the members of which are also directors of the charitable company, under company law) comprises up to nine members, being the maximum permitted by the Memorandum and Articles. Full details of the trustees who held office during the period are set out in the Reference and Administration section at the start of this report.

All new trustees undertake an induction programme including a structured introduction to the charity, its founding philosophy as well as visits to communities. The focus is on ensuring we recruit a diverse Board that have a range of skills and experiences aligned to the strategic direction and purpose of the Charity. Training and development sessions in key areas are facilitated annually and include safeguarding, health and safety and governance training.

All trustees are recruited through a robust and transparent process that involves our community members plus references are obtained and DBS checks completed.

Many of our board members have a personal or professional knowledge of the social care sector. They give their time voluntarily and receive no benefit from the charity in respect of their duties as trustees. Any expenses reclaimed from the Trust are set out in note 9 of the Financial Statements.

The following committees support our Board of Trustees:

Audit and Risk Committee

Provides focus and oversight in respect of the financial reporting processes, planning and budgeting compliance and corporate risk and internal controls.

Investment Committee

Provides focus and oversight in respect of review of the Trust's Development and Asset Management Strategy, Innovation and major projects, the Treasury and investment portfolio rules, and the long-term financial plan in relation to major project delivery.

Quality and People Committee

Reviews and monitors the quality of services delivered to people supported by the charity and oversight of safeguarding and health and safety practice. Promotes the delivery of best practice and organizational learning and receives updates from Quality-of-Life reviewers.

Remuneration Committee

Oversees all matters relating to the recruitment, succession, appraisal and remuneration of the Chair, members of the board and the CEO. Reviews and advises on all matters in relation to the remuneration framework and Reward Strategy.

Trustee duties

The trustees undertake the duties laid down in the charity's governing documents. As trustees, they fully acknowledge they are responsible for the governance of the charity and the protection of its assets. The board takes ultimate responsibility for the implementation of equal opportunities and health and safety within the Trust. To discharge these responsibilities, the formal board meets regularly during the year, as well as holding additional, externally facilitated governance and strategy workshops. Meetings of the various board committees and other advisory groups in which trustees lead and participate were held regularly throughout the year at intervals commensurate with business needs.

The Directors and Trustees of Camphill Village Trust have complied with their duties regarding matters in section 172(1) of the Companies Act 2006 in the following:

Long-term plans

All key decisions that will have an impact on the long-term future of the charity are discussed at the relevant sub-committee and board. For major and long running projects, the board receives regular updates to ensure that there is appropriate oversight, and that appropriate action is taken where necessary.

Strategic risks to the Charity

The Board, through the executive team, maintains a detailed risk register identifying principal risks (as detailed in the section above) and impact to the operation of the charity and stakeholders should certain scenarios transpire. A full review of risks associated with such key decisions and related mitigations in the event of the occasioning of risks is conducted monthly by the executive team and quarterly by the Audit and Risk Committee in detail. Strategic risks are reviewed by each relevant committee and overseen by the Audit and Risk Committee.

¹ 2022/23 data adjustment to address missing data in the previous report.

² Greyfleet transport costs omitted as not included in the 2022/23 data; noting also private vehicle data is not currently collected.

Investments

Investments are maintained to provide security of liquid resources and a return in line with risk. The funds are managed professionally by third party finance specialists and risk aversion is a factor for the trustees to review on a continual basis. Investment is only sanctioned in permitted activities and locations. The Trust started a review of its investment policy during 2023-24 and will be finalising this during 2024-25.

Public benefit

The trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011, by referring to the Charity Commission’s general guidance on public benefit when reviewing the aims and objectives of the charity and in planning its future activities. The trustees consider how all existing and planned activities will contribute to the aims and objectives set out in its governing documents.

Membership policy

Camphill Village Trust exists to further its charitable aims, rather than to benefit its members. This policy aims to ensure that any changes to the membership of the Trust will benefit the charity, and the people it exists to support, now and in the future.

All membership application decisions lie with Camphill Village Trust’s trustees. Decisions are made in accordance with the Trust’s governing document (its Memorandum and Articles of Association) and any rules made by the charity trustees in accordance with the governing document, based on what is in the best interests of the charity.

On 31 March 2024, the charity had 413 (2023: 472) members. All members have full voting rights under the charity’s Articles of Association. Each member guarantees to contribute an amount not exceeding £1 to the assets of the charitable company in the event of a winding up.

Rules relating to membership are at the discretion of the trustees, including the admission of new members and removal of members in accordance with the relevant paragraphs of the charity’s Articles of Association.

Related parties and relationships with other organisations

The Trust has no related party transaction or relationships.

Remuneration policy for key management personnel

The trustees regard the executive management team (EMT) as its key management personnel in the context of the Charities SORP (FRS102).

The charity, led by its trustees, aims to ensure that its key personnel are of suitable quality and have the necessary commitment to manage the affairs of this complex and high-profile charity to a high standard. With these objectives in mind, the trustees accept that the charity needs to offer a remuneration package that will attract and retain suitably skilled senior managers.

The remuneration packages for all executive management of the Charity are specifically approved by the trustees. All roles are benchmarked by reputable external specialist reward consultants.

Executive Management Team members have the same pensions and other benefits as all staff in the charity including a modest car allowance for staff whose role requires extensive business travel. There are no performance bonus arrangements in place.

Policy of employment of disabled persons

The charity supports the people we support by both providing care and creating the environment for “a life of opportunity” through meaningful work, volunteering, experience and skills. The Charity employs 9 service reviewers who are residents of the Charity. They provide independent insights to the quality of care from a lived experience perspective. Their findings are reported directly to the Quality and People Committee.

The charity will not discriminate against a disabled person for a reason that relates to their disability or treat them less favourably than a non-disabled person. The charity will conduct an individual risk assessment for every employee or volunteer with a disability. This will identify any reasonable adjustments it needs to make in the workplace, or job, for the person to contribute fully to the work of the charity.

Relationships with stakeholders

The charity has the following direct stakeholder group:

Residents & supported individuals 552
Charity personnel 669

Stakeholder relationships and development

The board receives regular updates in respect of all stakeholder complaint levels and any underlying themes. The board regularly discusses the nature of the relationships it wants with key stakeholders and there are clear processes for engagement with suppliers, families, volunteers, councils, and donors. The Trust recognizes the vital role all these stakeholder groups play in the work of the charity.

Principal risks and uncertainties facing the charity

The social care and charitable sectors in which the Trust operates continue to be under significant scrutiny and significant downward pressure on funding streams and longer-term stability.

The principal risks facing the charity are:

Risks	Mitigations
Long term financial sustainability - the Trust does not have clarity on the long-term sustainability of its funding model and transparency on its value for money ethos.	A 5 year Financial and Funding model in development to underpin our new strategy A Fundraising Strategy Robust budget setting and financial reporting to underpin investment decisions
Cyber security - Data breach/Cyber-attack could create a serious and damaging event for the Trust. Weak business continuity planning, or regulatory intervention could reduce the ability of the Trust to act and recover.	External cyber security review completed, and areas of improvement identified. Upgrade of wireless infrastructure underway Increased use of IT systems provided by external parties to reduce reliance on internal processes. Focus on mandatory training for staff on cyber security. Review of Business Continuity and Major Incident Planning during 2024/25.
Data protection - Data Protection/GDPR a serious breach could damage the reputation of the Trust and lead to a significant fine. In addition, the quality of data and its integrity could put the Trust at risk as data sources are unclear and not tested nor consistent.	External review of progress against our GDPR action plan completed to support new prioritisation of work. Documentation retention and disposal policy updated, and assurance sought to test use.
Health and Safety - Failure to have in place robust Health & Safety policies and ways of working, along with a failure to demonstrate a positive safety culture, can lead to death or injury and with it, serious financial and reputational risk.	Health and Safety Policy in place annually reviewed. Improved reporting to the Quality and People Committee on defined aspects of risk In-house Quality and Health & Safety Team. Health and Wellbeing lead within HR. Head of Health & Safety in place taking responsibility for occupational H&S. Head of Natural Environment role to address H&S across land/farming functions. Head of Assets and Compliance role taking responsibility for property compliance and robust management of the external contract.
Regulatory - Failure to have clear and specific Governance and decision-making frameworks in place could damage the quality and purpose of both business oversight and operational delivery.	Membership of local, regional, and national sector bodies to remain informed and influence impact of change. Charity Governance Framework assessment against compliance. Scheme of Delegation in place and reviewed. Statutory and Regulatory requirements met.
Safeguarding - The potential of service failure and harm to individuals should the Safeguarding ethos, ways of working, training and overall approach be unclear or ill managed across the Trust.	Safeguarding Lead in place and refreshed risks known and tracked. Clear safeguard incident reporting process in place. Quarterly organisation safeguarding forum in place Mandatory training for all staff in place Access to an independent specialised advisory support; Ann Craft Trust – independent member of Quality Committee Active member of Access Social Care Advocacy.

The principal risks facing the charity are: (Continued)

Risks	Mitigations
<p>Culture and change – The ability to transform is dependent on the culture being conducive to supporting the future direction of the Charity and being able to move forward from history.</p>	<p>Using employment engagement surveys and strategy roadshows to communicate what changes there will be and how this will impact on staff</p> <p>Recruiting the right skills experience and values to any vacancies at senior leadership levels and delivering a leadership coaching course.</p> <p>Embedding standards for performance management, high quality supervision, appraisal and induction.</p>
<p>Infrastructure and the built environment - Innovative and unusual application to the creation of buildings, below ground infrastructure and an organic approach to community development could significantly increase the costs of compliance and good quality homes in addition to reducing the ability to keep residents warm and safe.</p>	<p>Independent review of the use and cost and benefit of bio-mass systems that have been additional to secondary heating systems in homes.</p> <p>Ongoing partnering with service/utility providers to assess complex infrastructure challenges.</p> <p>Regular reporting to the Investment Committee on challenges and work ahead.</p> <p>Stock Condition Survey completed and shaping investment decisions.</p>

Risk management and internal controls

The charity continues to conduct and monitor a comprehensive risk-management assessment process. This has identified and addressed the major financial, operational, governance, reputational and regulatory risks which might affect its ability to meet its objectives.

The corporate risk register records the charity's exposure to major risks and uses a scoring mechanism based on impact and likelihood. It considers existing controls and the steps taken to mitigate the risks. It then identifies the residual risk to understand whether it is within the acceptable risk framework, which underpins the process, based on clearly defined appetite to risk protocols, agreed by trustees. Where risks are outside the agreed comfort zone there is a clear focus on actions needed to ensure it is within the risk appetite. The executive management team (EMT) and Board of Trustees, via its Audit and Risk Committee, and other Committees have kept the risks under review during the period.

The Board of Trustees has overall responsibility for assessing the risks faced by the Trust and ensuring it has appropriate systems of internal control in place. The Audit and Risk Committee is delegated to give oversight to this. The charity undertakes mitigating actions on all the major identified risks.

The trustees are of the opinion that they take reasonable steps to ensure that they identify the major risks to which the charity is exposed. They also try to ensure they have put in place systems to mitigate them. They are, however, aware that they design such processes to manage rather than eliminate all major risks and they can only provide reasonable but not absolute assurance over risk management and elimination of material errors.



Statement of Responsibilities of the Trustees

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the situation of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

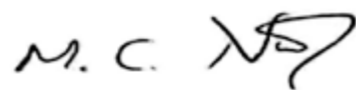
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees in 2024 was 413 (2023:472). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report which includes the strategic report has been approved by the trustees on and signed on their behalf by:



Michael Nutt

Chair of the Board of Trustees

6 August 2024

Independent Auditor's Report to the Members of The Camphill Village Trust Limited

We have audited the financial statements of The Camphill Village Trust Limited (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as of 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 Camphill Village Trust Limited'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 other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 during 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 during the audit:

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

Matters on which we are required to report by exception:

In the light of the knowledge and understanding of the charitable company and its environment obtained during the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, 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 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 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 based on these financial statements.

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, the Audit and Risk Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance.
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud.
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.

- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

Use of our report

This report is made solely to the 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.

Sayer Vincent LLP

Fleur Holden (Senior Statutory Auditor)

Date: 13 September 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, London, EC1Y 0TG

Financial Statements

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2024

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000	2024 £'000	2023 £'000
INCOME FROM						
Donations & legacies	3	4,920	439	125	5,484	7,547
Renewable heat income		307	-	-	307	264
Profit on sale of fixed assets		159	-	-	159	221
CHARITABLE ACTIVITIES						
Community, care & housing	4	22,424	-	-	22,424	19,769
Farm, land, workshop production	4	3,011	-	-	3,011	2,698
Investments	5	702	-	-	702	482
TOTAL INCOME		31,522	439	125	32,086	30,981
EXPENDITURE ON						
Raising funds	6	546	11	-	557	638
CHARITABLE ACTIVITIES						
Community, care & housing	6	25,812	1,666	20	27,497	25,849
Farm, land, workshop production	6	4,888	290	-	5,178	4,723
TOTAL EXPENDITURE		31,246	1,967	20	33,233	31,210
Net (expenditure) / income before net gains on		276	(1,528)	105	(1,147)	(229)
Investments						
Net (losses) / gains on investments		2,171	-	-	2,171	(815)
Net (expenditure) / income for the year	8	2,447	(1,528)	105	1,025	(1,044)
Transfers between funds		(794)	794	-	-	-
Net movement in funds		1,653	(734)	105	1,025	(1,044)
RECONCILIATION OF FUNDS:						
Total funds brought forward		12,045	94,103	2,113	108,261	109,305
TOTAL FUNDS CARRIED FORWARD		13,698	93,369	2,218	109,285	108,261

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 24 to the financial statements.

Balance sheet

For the year ended 31 March 2024

	Note	2024		2023	
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible assets	15		78,433		79,300
Investments	16		21,354		18,763
			99,787		98,063
CURRENT ASSETS					
Stock	17	406		390	
Debtors	18	3,718		2,878	
Cash at bank and in hand		9,402		10,933	
		13,527		14,201	
CURRENT LIABILITIES					
Creditors: Amounts falling due within one year	19	4,029		4,003	
NET CURRENT ASSETS			9,498		10,198
TOTAL ASSETS LESS CURRENT LIABILITIES			109,285		108,261
TOTAL NET ASSETS			109,285		108,261
The funds of the charity:	24				
Restricted income funds			2,218		2,114
Unrestricted income funds:					
Designated funds		93,369		94,103	
General funds		13,698		12,044	
Total unrestricted funds			107,067		106,147
TOTAL CHARITY FUNDS			109,285		108,261

Approved by the Trustees on 6th August 2024 and signed on their behalf by



Michael Green
Chair of Investment Committee

Company Number: 00539694
Charity Number 232402

Statement of cash flows

For the year ended 31 March 2024

	Note	2024		2023	
		£'000	£'000	£'000	£'000
CASH FLOWS FROM OPERATING ACTIVITIES					
Net cash provided by operating activities	26		(1,075)		1,313
CASH FLOWS FROM INVESTING ACTIVITIES					
Investment income		493		430	
Interest received		208		52	
Interest paid		-		-	
Proceeds from the sale of fixed assets		323		358	
Purchase of fixed assets		(1,060)		(827)	
Proceeds from sale of investments		7,705		5,393	
Purchase of investments (including cash movement)		(8,125)		(5,752)	
Net cash (used in) investment activities			(456)		(346)
Change in cash and cash equivalents in the year			(1,531)		967
Cash and cash equivalents at the beginning of the year			10,933		9,966
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	27		9,402		10,933

Notes to the financial statements

For the year ended 31 March 2024

1. Accounting Policies

Statutory information

Camphill Village Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address is: The Kingfisher Offices, 9 Saville Street, Malton, North Yorkshire, YO17 7LL. Operational locations for communities are detailed on page??.

Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. 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. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Going concern and key judgements

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. In preparing the financial statements no judgements have been made, apart from those involving estimates in the process of applying the charity's accounting policies. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date other than for listed investments. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Income from legacies, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in attracting third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Charitable activities: These include all expenditure directly related to the objects of the charity and comprise the following:
- Community, care and housing expenditure: this includes all the costs of supporting people who are living in the communities.
- Farm and land production: costs attributable to running the farms as part of the community activities.
- Workshop and general produce: costs attributable to running craft workshops and retail outlets.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support and governance costs

Support costs are those costs incurred directly in the support of the objects of the charity. Premises overheads relating to depreciation have been allocated on the basis of headcount, all other overheads have been apportioned in relation to income received.

Governance costs are those incurred in the running of the charity and include costs associated with constitutional and statutory requirements and include trustee meetings.

Where costs cannot be directly attributed to a particular activity, they have been allocated on a basis consistent with the use of the resources.]

Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet. Tangible fixed assets were restated at fair value as at 1st April 2014 in accordance with FRS102. These values have been used as deemed cost from 1st April 2014.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

The depreciation rates in use are as follows:

Land	Not depreciated
Freehold buildings:	
• Structure	Over 75 years
• Roof	Over 35 years
• Windows and doors	Over 20 years
• Kitchen	Over 15 years
• Bathroom	Over 15 years
• Boiler/heating system	Over 15 years
• Lifts/access	Over 20 years
Leasehold buildings	Over the term of the lease
Infrastructure	Over 10 years
IT Infrastructure	Over 10 years
Biomass boiler	Over 20 years

1. Accounting Policies (continued)

Listed investments

Investments are a form of non-basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price.

Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/ (losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

Debtors

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

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details are given in the financial instruments note.

Pensions

The community pays contributions to a defined contribution pension scheme for certain employees in line with UK legislation. The contributions paid during the year are charged in the Statement of Financial Activities.

Notes to the financial statements (continued)

For the year ended 31 March 2024

2. Detailed comparatives for the statement of financial activities (prior year)

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000	2023 £'000
INCOME FROM					
Donations & legacies	3	3,854	862	2,831	7,547
Renewable heat income		264	-	-	264
Profit on sale of fixed assets		221	-	-	221
CHARITABLE ACTIVITIES		-	-	-	-
Community, care & housing	4	19,769	-	-	19,769
Farm, land, workshop production	4	2,698	-	-	2,698
Investments	5	482	-	-	482
TOTAL INCOME		27,288	862	2,831	30,981
EXPENDITURE ON					
Raising funds	6	628	10	-	638
CHARITABLE ACTIVITIES					-
Community, care & housing	6	23,143	1,876	830	25,849
Farm, land, workshop production	6	4,425	298	-	4,723
TOTAL EXPENDITURE		28,196	2,184	830	31,210
Net income/(expenditure) before net gains/ (losses) on investments		(908)	(1,322)	2,001	(229)
Net (losses) /gains on investments		(815)	-	-	(815)
Net income/(expenditure) for the year	8	(1,723)	(1,322)	2,001	(1,044)
Transfers between funds		1,231	(1,231)	-	-
Net movement in funds		(492)	(2,553)	2,001	(1,044)
Total funds brought forward		12,536	96,656	113	109,305
TOTAL FUNDS CARRIED FORWARD		12,044	94,103	2,114	108,261

3a. Income from Donations and Legacies

	Unrestricted & Designated £'000	Restricted £'000	2024 Total £'000
Donations	2,377	50	2,427
Legacies	2,982	75	3,057
Government Grants	-	-	-
	5,359	125	5,484

Within unrestricted funds £439k relates to designated funds.

3b. Income from Donation and Legacies (prior year)

	Unrestricted & Designated £'000	Restricted £'000	2023 Total £'000
Donations	2,413	66	2,479
Legacies	2,295	2,765	5,060
Government Grants	8	-	8
	4,716	2,831	7,547

Within unrestricted funds £862k relates to designated funds.

4. Income from Charitable Activities

	2024 Total £'000	2023 Total £'000
Supporting People grant	15	20
Local authority payments	16,109	14,026
Residents' contributions	675	431
Housing benefits	4,645	4,121
Private fees	505	555
Rent receivable	474	591
Other	-	25
Sub-total for community, care and housing	22,424	19,769
The Single Payment Scheme (Farm Subsidy)	1	80
Local authority payments for day activities	1,289	1,120
Private fees	362	298
External sales of goods	1,091	1,037
Rent	111	102
Other	156	61
Sub-total for farm, land, workshop production	3,011	2,698
Total income from charitable activities	25,434	22,467

All income from charitable activities is unrestricted. External sale of goods form part of Camphill Village Trust's primary purpose trading.

5. Income from Investments

	2024 Total £'000	2023 Total £'000
Dividends from investments	493	430
Bank interest receivable	208	52
	702	482

All income from investments is unrestricted.

6a. Expenditure on Charitable Activities (current year)

	Cost of raising funds	Community care & housing	Farm, land, workshop production	Governance costs	Support costs	2024 Total	2023 Total
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Fundraising office	100	-	-	-	-	100	239
Investment managers' fees	-	74	-	-	-	74	71
Community expenses	-	239	33	-	66	338	367
Transition support & Ruth Fund	-	207	-	-	-	207	193
Salaries & agency fees	296	13,447	2,435	-	3,565	19,744	18,634
Shared lives carer fees	-	1,238	-	-	-	1,238	1,018
Staff expenses & other costs	123	99	4	15	541	782	537
Food	-	22	-	-	-	22	18
Household expenditure	-	35	17	-	22	74	50
Light, heating & fuel	-	1,693	322	-	128	2,144	1,799
Repairs & maintenance	-	2,147	461	-	233	2,840	2,552
Rent, rates & water	-	594	70	-	34	698	829
Insurance	-	1	1	-	369	371	283
Training	-	2	2	-	150	154	247
Bad debts provision	-	134	-	-	3	137	(32)
Workshop/production materials & expenses	-	-	609	-	-	609	549
Depreciation:						-	
Freehold buildings	10	927	184	-	-	1,120	1,098
Plant and machinery	1	378	75	-	-	454	535
Fixtures & fittings	-	141	28	-	-	169	162
Motor vehicles	-	-	-	-	-	-	-
Leasehold	-	14	3	-	-	17	18
Impairment	-	-	-	-	-	-	-
Loss on disposal of fixed assets	-	-	-	-	-	-	112
Bank charges	12	-	10	-	24	46	27
Office & administration costs	-	141	55	-	1,093	1,289	1,246
Legal & professional	1	7	22	10	416	458	525
Trustee meetings	-	-	-	-	-	-	1
Audit & accountancy	-	-	-	58	-	58	40
Personal Protective Equipment	-	44	40	-	6	89	92
Donations	-	-	-	-	-	-	-
	543	21,584	4,371	84	6,651	33,233	31,210
Support costs	-	5,852	799	(84)	(6,651)	-	-
Governance costs	15	61	8	-	-	-	-
Total expenditure 2024	557	27,497	5,178	()	()	-	-
Total expenditure 2023	638	25,849	4,723	-	-	-	31,210

6b. Expenditure on Charitable Activities (prior year)

	Cost of raising funds	Community care & housing	Farm, land, workshop production	Governance costs	Support costs	2023 Total
	£'000	£'000	£'000	£'000	£'000	£'000
Fundraising office	239	-	-	-	-	239
Investment managers' fees	-	71	-	-	-	71
Community expenses	-	272	40	-	55	367
Transition support & Ruth Fund	-	193	-	-	-	193
Salaries & agency fees	362	12,843	2,283	-	3,146	18,634
Shared lives carer fees	-	1,018	-	-	-	1,018
Staff expenses & other costs	15	99	25	10	388	537
Food	-	18	-	-	-	18
Household expenditure	-	32	18	-	-	50
Light, heating & fuel	-	1,648	108	-	43	1,799
Repairs & maintenance	-	2,104	418	-	30	2,552
Rent, rates & water	-	727	49	-	53	829
Insurance	-	3	-	-	280	283
Training	-	6	3	-	238	247
Bad debts provision	-	(40)	-	-	8	(32)
Workshop/production materials & expenses	-	-	549	-	-	549
Depreciation:						-
Freehold buildings	10	908	180	-	-	1,098
Plant and machinery	-	446	89	-	-	535
Fixtures & fittings	-	135	27	-	-	162
Motor vehicles	-	-	-	-	-	-
Leasehold	-	15	3	-	-	18
Impairment	-	-	-	-	-	-
Loss on disposal of fixed assets	-	112	-	-	-	112
Bank charges	-	-	-	-	27	27
Office & administration costs	-	156	56	-	1,034	1,246
Legal & professional	-	144	156	17	208	525
Trustee meetings	-	-	-	1	-	1
Audit & accountancy	-	-	-	40	-	40
Personal Protective Equipment	-	50	42	-	-	92
Donations	-	-	-	-	-	-
	626	20,960	4,046	68	5,510	31,210
Support costs	-	4,841	669	-	(5,510)	-
Governance costs	12	48	8	(68)	-	-
Total expenditure 2023	638	25,849	4,723	-	-	31,210
Total expenditure 2022	518	22,461	4,011	-	-	26,990

8. Net income/(expenditure) for the year

	2024 £'000	2023 £'000
This is stated after charging/(crediting):		
Depreciation	1,760	1,812
(Profit)/Loss on disposal of fixed assets	(159)	109
Operating lease rentals:	-	
Property	317	327
Other	228	221
Auditor's remuneration (excluding VAT): Audit		
Audit	49	44

9. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2024 £'000	2023 £'000
Salaries & wages	15,733	14,030
Redundancy & termination costs	40	28
Social security costs	1,354	1,220
Employer's contribution to defined contribution pension schemes	344	303
	17,471	15,581
Agency fees	2,273	3,053
	19,744	18,634

Redundancy and termination costs of £40K (2023: £28k) were either paid or accrued during the year and related to compensation for loss of office.

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2024 Number	2023 Number
£60,000 - £69,999	4	3
£70,000 - £79,999	2	1
£80,000 - £89,999	-	-
£90,000 - £99,999	1	-
£100,000 - £109,999	-	-
£130,000 - £139,999	-	1
£140,000 - £149,999	1	2
£170,000 - £179,999	-	1

9. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The total remuneration including employer's pension and national insurance of key management (who are the Chief Executive, Director of Finance & IT, Operations Director, People Director, Fundraising Director, Director of Properties and Estates) was £540k (2023: £709k) as set out below:

	Employees (Excluding Chief Executive)		Chief Executive	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Salary	333	520	137	130
Employer's national insurance	43	36	18	18
Employer's pension contribution	9	5	1	1
	385	561	156	149

The ratio of the Chief Executive's emoluments to the lowest paid employee is 6.3:1 (2023 6.2:1).

In 2024 there was a restructure within the Executive team creating vacancies. Posts were being covered by senior interim staff

Trustees' remuneration and expenses

The Board members, who are directors for Companies Act purposes and trustees for the Charities Act purposes, comprise independent directors. None of the directors receive any remuneration from the charity in respect of their duties as trustees. Under the powers vested in the trustees by the Memorandum of Association under the paragraphs supporting limitation on private benefits, no trustee may receive any remuneration or other benefit in money or money's worth from the charity, except for reasonable travel and subsistence expenses for attending Board, subcommittee meetings and other Trust business. The total expenses in the year was £3k paid to 10 Trustees (2023: £2k to 11 Trustees).

10. Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024 Number	2023 Number
Raising funds	6	11
Charitable activities	641	591
Support	63	63
	710	665

11. Population figures

In addition to the staff numbers above, the residents of the communities at year end can be analysed as follows:

	2024 Number	2023 Number
Residents we support who live in our communities	328	334
Day activity support only	142	127
People we support who live outside our communities	82	75
	552	536

12. Pension scheme

The charity pays contributions on behalf of certain employees into a defined contribution pension scheme. The charge for the year amounted to £343k (2023: £303k). There are no material unfunded pension commitments. At 31 March 2024, there was £27k outstanding pension contributions (2023: £63k).

13. Related party transactions

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

14. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The Charity is operating a partial VAT scheme and is unable to claim 100% of its VAT.



15. Fixed assets

	Freehold property	Leasehold land & buildings	Plant & machinery & IT	Motor vehicles	Fixtures & fittings	Total
	£'000	£'000	£'000	£'000	£'000	£'000
COST						
At the start of the year	87,118	902	6,697	182	2,420	97,319
Additions in year	640	-	334	-	97	1,070
Disposals in year	(202)	-	-	-	-	(202)
At the end of the year	87,555	902	7,031	182	2,517	98,187
DEPRECIATION						
At the start of the year	12,561	601	3,228	182	1,447	18,019
Charge for the year	1,124	17	454	-	169	1,763
Eliminated on disposal	(29)	-	-	-	-	(29)
At the end of the year	13,656	618	3,682	182	1,616	19,753
NET BOOK VALUE						
At the end of the year	73,899	285	3,350	-	899	78,433
At the start of the year	74,557	301	3,469	-	973	79,300

Land with a value of £42,991k (2023: £43,072k) is included within freehold property and not depreciated. Included freehold property additions are £486k of work in progress (2023 £201k) which are not depreciated. All of the above assets are used or their intended use is for charitable purposes.

16. Listed investments

	2024 Number	2023 Number
Fair value at the start of the year	18,763	19,219
Additions at cost	7,611	6,144
Disposal proceeds	(7,705)	(5,393)
Net gain/(loss) on change in fair value	2,171	(815)
Cash movement	514	(392)
Fair value at the end of the year	21,354	18,763
	2024 Number	2023 Number
Listed investments held at fair value	20,530	18,453
Cash and cash equivalents	823	310
	21,354	18,763

17. Stock

	2024 Number	2023 Number
Raw materials and consumables	42	42
Work in progress	108	88
Finished goods and goods for resale	256	222
	406	352

18. Debtors

	2024 Number	2023 Number
Trade debtors	1,899	1,417
Other debtors	205	398
Prepayments	490	744
Accrued income	1,124	617
Vat Debtor	-	2
	3,718	3,178

19. Creditors: Amounts falling due within one year

	2024 Number	2023 Number
Trade creditors	264	1,008
Taxation and social security	333	301
Other creditors	689	796
Accruals	2,375	1,589
Deferred Income	367	309
	4,029	4,003

20. Deferred income

	2024 Number	2023 Number
Balance at the beginning of the year	309	229
Amount released to income in the year	(309)	(229)
Amount deferred in the year	367	309
Balance at the end of the year	367	309

21. Financial instruments

	2024 Number	2023 Number
FINANCIAL ASSETS MEASURED AT FAIR VALUE THROUGH PROFIT AND LOSS		
Listed Investments	20,530	18,453

22. Analysis of net assets between funds (current year)

	General Unrestricted £'000	Designated £'000	Restricted £'000	Total Funds £'000
Tangible fixed assets	-	78,433	-	78,433
Investments	18,590	2,763	-	21,354
Net current (liabilities)/assets	(4,893)	12,173	2,218	9,498
Net assets at 31 March 2024	13,698	93,369	2,218	109,285

23. Analysis of net assets between funds (prior year)

	General Unrestricted £'000	Designated £'000	Restricted £'000	Total Funds £'000
Tangible fixed assets	-	79,300	-	79,300
Investments	15,793	2,970	-	18,763
Net current (liabilities) / assets	(3,749)	11,833	2,114	10,198
Net assets at 31 March 2023	12,044	94,103	2,114	108,261

24. Movement in funds (current year)

	At 1 April 2023	Income & Gains	Expenditure & losses	Transfers	At 31 March 2024
	£'000	£'000	£'000	£'000	£'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Creative Studio	-	1	-	-	-
Village Store	13	-	-	-	13
Garden Furniture	2	-	-	-	2
Martin Holmes	5	-	(1)	-	4
Gerhard Schleher	3	-	-	-	3
DM Discretionary Trust	10	-	-	-	10
General Donations	-	9	(9)	-	-
General Legacies	-	-	-	-	-
Botton Legacy	2,000	75	-	-	2,075
DELROW COMMUNITY					
Richard Platt Fund	13	4	-	-	16
Thomas Williams	8	-	-	-	8
Thornton Trust	41	1	-	-	41
General Donations	-	-	(1)	-	-
GRANGE VILLAGE/OAKLANDS PARK					
Oak House Trust	-	-	-	-	-
General Donations	-	2	(2)	-	-
Residents' Fund	9	-	-	-	9
Philip Winston	-	20	-	-	20
ST ALBANS COMMUNITY					
General Donations	-	1	(1)	-	-
TAURUS					
Micro Enterprise	5	-	-	-	5
LARCHFIELD COMMUNITY					
General Donations	-	3	(3)	-	-
CROFT COMMUNITY					
Whittaker Trust	-	7	-	-	7
General Donations	-	2	(2)	-	-
Total Restricted Funds	2,113	125	(19)	-	2,218
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	4,000	0	0	-91	3,909
Social Farm	575	439	0	0	1,014
Innovation & Development	4,258	0	0	0	4,258
Asset Fund	3,000	0	0	-8	2,992
Ruth Fund	2,970	0	-207	0	2,763
Fixed Assets Fund	79,300	0	-1,760	893	78,433
Total Designated Funds	94,103	439	-1,967	794	93,369
General Funds	12,045	33,693	-31,246	-794	13,698
Total Unrestricted Funds	106,148	34,132	-33,213	0	107,067
Total Funds at 31 March 2024	108,261	34,257	-33,232	0	109,285

25. Movement in funds (prior year)

	At 1 April 2023	Income & Gains	Expenditure & losses	Transfers	At 31 March 2024
	£'000	£'000	£'000	£'000	£'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Village Store	30	-	(17)	-	13
Garden Furniture	3	-	(1)	-	2
Martin Holmes	6	-	(1)	-	5
Gerhard Schleher	-	3	-	-	3
DM Discretionary Trust	-	25	(15)	-	10
General Legacies	-	712	(712)	-	-
Botton Legacy	-	2,000	-	-	2,000
DELROW COMMUNITY					
Richard Platt Fund	11	4	(2)	-	13
Thomas Williams	8	-	-	-	8
Thornton Trust	41	-	-	-	41
General Donations	-	1	(1)	-	-
GRANGE VILLAGE/OAKLANDS PARK					
Oak House Trust	-	25	(25)	-	-
General Legacies	-	53	(53)	-	-
Residents' Fund	9	-	-	-	9
TAURUS					
Micro Enterprise	-	5	-	-	5
LARCHFIELD COMMUNITY					
General Donations	-	1	(1)	-	-
CROFT COMMUNITY					
General Donations	-	2	(2)	-	-
Total Restricted Funds	113	2,831	(830)	-	2,114
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	5,622	187	-	(1,809)	4,000
Social Farm	79	575	(79)	-	575
Innovation & Development	4,258	-	-	-	4,258
Asset Innovation Fund	3,000	-	-	-	3,000
Co-Production	-	100	(100)	-	-
Ruth Fund	3,163	-	(193)	-	2,970
Camphill Fixed Assets Fund	80,534	-	(1,812)	578	79,300
Total Designated Funds	96,656	862	(2,184)	(1,231)	94,103
General Funds	12,536	27,447	(29,170)	1,231	12,044
Total Unrestricted Funds	109,192	28,309	(31,354)	-	106,147
Total Funds at 31 March 2023	109,305	30,981	(32,025)	-	108,261

25. Movements in funds (continued)

Purpose of restricted funds

Restricted funds relate to grants and donations within the individual centres where there is a restricted element to the donation. The Botton Legacy represents monies received in 2022/23 which will be used to support a variety of initiatives at our Botton community.

Purpose of designated funds

Social farm fund represents fundraised monies available for use in running of the social care farms and gardens across the Trust.

An Innovation and development fund was created in 2019, to be used for investment in new services and technology to enable the Trust to meet changing needs.

The Asset Investment Fund has been established to provide funds for future repairs and maintenance within communities.

In the past Camphill Village Trust co-workers received no remuneration and were therefore not in a position to make provision for their old age or exceptional needs during their working lives. The charity therefore established the Ruth Fund to implement the charity's policy on helping to provide discretionary financial support, in the form of small grants, as necessary, towards meeting the needs of co-workers and ex-co-workers who have reached old age and financial need.

The Fixed Assets Fund represents the value of unrestricted funds that are held in the form of tangible fixed assets held for future use within the charity.

The use of our designated funds will support the delivery of our new strategy 'A Brilliant Future' and the timescales of drawdown will be agreed by Trustees in line with finance and funding long term model.

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

	2024 £'000	2023 £'000
Net (expenditure) / income for the reporting period (as per the statement of financial activities)	(1,147)	(229)
Depreciation charges	1,763	1,812
Dividends and interest	(702)	(482)
(Profit)/loss on the disposal of fixed assets	(159)	109
Increase in stocks	(16)	(38)
(Increase) /decrease in debtors	(841)	300
Increase in creditors	26	59
Net cash (used in)/ provided by operating activities	(1,075)	1,531

27. Analysis of cash and cash equivalents

	At 1 April 2023 £'000	Cash Flows £'000	Othee Changes £'000	At 31 March 2024 £'000
Cash at bank & in hand	10,933	(1,531)	-	9,402
Total cash & cash equivalents	10,933	(1,531)	-	9,402

28. Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2024 £'000	2023 £'000	2024 £'000	2023 £'000
Less than one year	274	240	49	16
One to five years	142	216	23	13
Over five years	953	965	-	-
	1,368	1,421	72	29

29. Capital commitments

At the balance sheet date, the charity had committed to £1.6m (2023: £4,000k) in respect of capital works: At the balance sheet date, the charity had committed to £1.6m (2023: £4,000k) in respect of capital works:

	2024 £'000	2023 £'000
Contracted	-	-
Authorised but not contracted for	1,016	-

30. Company status and members' liability

The charity is a private company limited by guarantee, not having a share capital. The extent of the liability of the members of the company on winding up is limited to a maximum of £1 each. The company is incorporated in the United Kingdom.

31. Contingent assets

Contingent assets, relating to legacies which have been notified but do not yet meet the income recognition criteria detailed in note I of the financial statements, amount to £976k (2023: £474k).



Operational locations

Botton Village - Danby, North Yorkshire

Croft Community - Malton, North Yorkshire

Delrow Community - Watford, Hertfordshire

Grange Village - Newnham, Gloucestershire

Larchfield Community - Middlesbrough, Teesside

Oaklands Park - Newnham, Gloucestershire

St Albans Community - St. Albans, Hertfordshire

Shared Lives West Midlands - Dudley, West Midlands

Stourbridge - Stourbridge, West Midlands

Taurus Crafts - Lydney, Gloucestershire

www.camphillvillagetrust.org.uk/locations



A LIFE OF OPPORTUNITY
EST.1954



www.camphillvillagetrust.org.uk

THE CAMPHILL VILLAGE TRUST LIMITED

England & Wales - Charity number 232402

Accounts

Company number: 00539694

Charity number: 232402

The Camphill Village Trust Limited

Report and financial statements For the year ended 31 March 2023

The Camphill Village Trust Limited

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The Camphill Village Trust Limited

Reference and administrative information

For year ended 31 March 2023

Company number	00539694
Country of incorporation	United Kingdom
Charity number	232402
Country of registration	England & Wales

Registered office and operational address The Kingfisher Offices, 9 Saville Street, Malton, YO17 7LL

The Camphill Village Trust Limited uses 'Camphill Village Trust' and 'the Trust' as operating names and these names are used throughout this document.

Trustees

The charity's members elect all trustees including those appointed by the trustees to fill any interim vacancies, in accordance with the charity's Articles of Association. In such cases, those trustees are required to offer themselves for re-election at the next following AGM. Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Michael Nutt: Chair
Tim Bishop: Vice Chair (resigned 8 August 2023)
Ann Kenney
Michael Green: Chair of Investment Committee
Jean Henderson: Chair of Quality and People Committee (resigned 8 August 2023)
Stephen Godwin (resigned 8 November 2022)
Karen Walker (resigned 8 November 2022)
Lindsey Wishart: Chair of Audit and Risk Committee (resigned 31 March 2023)
Jeremy Young
Andy Simons (joined 8 November 2022)
Katie Stevens: Chair of Audit and Risk Committee (joined 28 February 2023)

Key management personnel	Sara Thakkar	Chief Executive and Company Secretary
	Annabel Arkless	Fundraising Director (resigned 15 July 22)
	Tessa Nixon-Spiller	Interim Fundraising Director (appointed on a fixed contractual arrangement between 18 October 2022 and 17 July 2023)
	Janine Moorcroft	Operations Director (resigned 27 May 22)
	Andrew Meyer	Interim Operations Director (appointed 23 May 2022)
	Lynn Hanford-Day	Interim People Director (completed contract 21 October 2022)
	John Lucey	Interim People Director (appointed 1 October 2022)
	Rachelle Beltran	Interim Director of Finance & IT (appointed 21 March 2022 resigned 3 June 2022)
	John Nixon	Interim Director of Finance & IT (appointed 23 May 2022 resigned 19 th April 2023)

The Camphill Village Trust Limited

Reference and administrative information

For year ended 31 March 2023

In 2022, the Trust made a conscious and planned decision to invest in experienced interim staff to support the delivery of the Brilliant Basics programme and accepted that there would be a higher turnover of management personnel when compared to other years based on this decision. The report reflects the Charity emerging from a pandemic and a disrupted internal and external environment. A clear strategy and supporting leadership model were implemented to manage that challenging period of time in the best possible way and to ensure that the beneficiaries of the Charity remained central to our work.

Bankers

NatWest Bank
2nd Floor Argyll House
246 Regent Street
London
W1B 3PB

Solicitors

Anthony Collins LLP,
134 Edmund Street
Birmingham
B3 2ES

Lester Aldridge LLP,
Russell House
Oxford Road
Bournemouth
BH8 8EX

Grindeys LLP,
Glebe Court
Stoke-on-Trent
ST4 1ET

Auditor

Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
Invicta House
108-114 Golden Lane
LONDON
EC1Y 0TL

The trustees present their Strategic Report and the audited financial statements for the year ended 31 March 2023.

Reference and administrative information set out on page 1 and 2 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association, the requirements of a directors' report as required under company law, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims:

The trustees review the aims, objectives, and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Our objects:

Camphill Village Trust's objects, contained in the company's Memorandum of Association (which were first adopted in this format in 2012) are: "for the public benefit, to relieve sickness, promote good health, provide care to and advance the education and training of people with a disability (whether mental or physical), the young, the old, or people otherwise in need, in accordance with the principles of Dr Rudolf Steiner (as summarised in the Appendix to this Memorandum), particularly (without limitation) by the establishment and maintenance of communities in the form of villages, residential houses, day centres, kindergartens, schools, colleges or other types of social and/or educational community, in which they otherwise resort in community with persons providing support."

Our Strategy Context

Sara Thakkar CEO at Camphill Village Trust:

"Much has changed in the last few years for our Charity. The wider care and charity sectors remain under significant pressure around funding, demographic shifts and significant attraction and retention challenges - all very much felt by Camphill Village Trust. The pandemic combined with Brexit merely accelerated and highlighted that the Trust operates within a broken social care sector which is facing the toughest challenges in its history to date. The Social Care White Paper "People at the Heart of Care" focuses on three key objectives very much aligned to the purpose and direction set by the Trust:

- People have choice, control, and support to live independent lives
- People can access outstanding quality and tailored care and support
- People find adult social care fair and accessible

Within a continuously changing environment and with refreshed leadership at the Trust, we recognise that, as an ambitious and progressive organisation, it is essential that we build our future on strong and stable foundations as we emerge from the pandemic. We want to ensure that we are resilient, continue to be financially sound and well-governed. We want to be proud of the way that we provide innovative support to people with disabilities both within a shared community land and enterprise-based care model as well as within our urban settings and through our commitment to Shared Lives”.

Our vision:

To see more people with learning and other disabilities lead a life of opportunity. This means that we want to inspire, support and value adults with learning disabilities and other mental health challenges to live active and healthy independent lives in supported communities.

Our mission:

To empower people to lead more connected, fulfilled lives and make informed life choices through a culture of co-production and partnership.

Our principles: What is important to us:

Our four principles are formed from our history and the importance of shared lives in a community context, therapeutic and educational opportunities and cultural activities and meaningful work:

Enabling potential: The Trust supports our people and those we support to develop, grow, and be heard. We aim to build confidence and to create an environment that supports engagement, building skills and providing opportunity through high-quality active support and co-production.

Promoting healthy living: The Trust provides opportunity to live healthy, active lives within a supported living model. This means the people we support can live an active life, understand the importance of making healthy eating choices and can contribute to the wider community on an equal basis through opportunity to learn skills, develop pathways to employment and volunteering and engage in therapeutic activity that respects traditional craft skills based on nature and the land around us.

Environmental respect: The Trust values and cares for the environment. This means that we understand the connection between the environment we live in and our wellbeing and that we actively promote living and eating sustainably, in harmony with the natural world. We want to play our role in making an impact on climate change and carbon neutrality. We want to maximise our long-term sustainability through our land and farming history and as a landlord of choice.

Social impact: We believe our people and resources should make a positive contribution to society. This means we support and develop initiatives to challenge issues faced by vulnerable members of society which in turn, enable the people we support to achieve greater integration into the wider community.

Brilliant Basics

Michael Nutt: Chair of Trustees:

In April 2022 the Board of Trustees were pleased to launch their approved Brilliant Basics Strategy as a direct response to the changing environment. Within the strategy the Board recognised six high level, strategic intents:

1. Our Supported Living Services

Co-produced good quality, safe and inclusive services. Outcome-focused enterprise and Life of Opportunity activities. Safe and effective housing that has a focus on continuous improvement.

2. Our Homes & Environment

Clear recognition that we are a supported homes provider not just a support provider. Knowledge that the quality of people's home environment makes a difference to their wellbeing, and the need for a rolling programme to refurbish and refresh the homes of people we support to reflect changing needs and an aging population. A focus on the natural environment and its benefits for beneficiaries and sustainability.

3. Our People

The people working for the Trust are happy and well-equipped to do a great job. A People Strategy that will reflect the role all our people play in achieving the Charity's outcomes. A re-focus on quality, health, and wellbeing. The resource to deliver against our values and objectives. Embracing the opportunities offered by technology and use it to support everyone to work more efficiently.

4. Being a resilient and sustainable business

Develop financial operations, management, and strategic thinking throughout the Charity. Our Information and Communication Technology (ICT) strengthened so it is resilient and aligned to strategic delivery. Brilliant governance which is appropriate and supports service delivery with assurance to stakeholders.

5. Our Engagement

Better celebration of the achievements of the people we support and the people we employ. Stronger focus on stakeholder relationships in a way that adds value to our social purpose.

6. Our fundraising

A continued focus on improving efficiencies and effectiveness within fundraising activities to build a secure future for voluntary income. Volunteers will add value to our services and improve our long-term viability.

Our approach to fundraising

We are grateful for the donations we receive from our supporters that enables us to provide the people we support with more options and activities that would not be possible if we relied only on statutory funding.

We are a member of the Fundraising Regulator and are committed to ensuring that all our fundraising takes place in line with the Code of Fundraising Practice. Our fundraising has complied with all the fundraising standards required by the code and our Supporter Care Team, who are the first point of call for any donations, have received training on supporting vulnerable people. We received one complaint in 2022/23 that has been resolved in relation to our fundraising activities.

We fundraise by sending out appeals, raffles, and other requests for support to people on our database plus approach grant giving trusts for their support. We undertake research on our supporters to help identify people who may be able to give the Trust a significant gift and contact them individually to discuss whether they can make a gift. We engage with local community groups, organisation and companies and give talks about our work to encourage support from each local community where we are based. We sell products from our shops and online including award winning cheese from our farms in Botton.

We do not work with third party fundraisers or have any commercial participators fundraise for us in 2022/23. We do not undertake any door to door or face to face street fundraising. We do not sell or lend our database to any other organisations, and we do not make unsolicited calls or send texts to our supporters.

Our Achievements and performance:

All Trust charitable activities focus on the people we support and are undertaken to further Camphill Village Trust's charitable purposes for the public benefit.

To deliver the six strategic intents the charity developed 36 key result areas with 127 tasks to be completed to support the delivery of the Brilliant Basics plan. Progress was re-defined in the Summer of 2022 to better reflect the importance of the tasks and manage resource and expectations. This resulted in a methodology of "now, next, and later", with later items being carried forward to the following year 2023/24 and aimed at transforming the target operating model.

The Chief Executive reports significant progress and completed work streams across the Charity:

- Undertook a 100% Stock Condition Survey to inform its long-term repairs, investment, and refurbishment priorities.
- Maintained a focus on health and safety compliance resulting in strong performance, improved monitoring and reporting and a significant increase in resource to oversee a complex and diverse range of safety requirements.

- Undertook an independent review of safeguarding practice across the Trust, strengthening the role of the Quality and People Committee, developing a positive action plan for continuous improvement.
- Completed “theory of change” reviews of key services, Enterprise, Day Opportunities, Therapeutic activities, and Supported Living Services. The work will help to better define our target operating model and quality assurance frameworks.
- Launched our first training academy delivering AQA accredited training programmes for adults with learning disability, mental health, and Autism, offering both classroom learning and vocational experience.
- Aimed to improve our regular and proactive engagement with families and carers through increased communications locally and strategically but know that we still have more work to build clear and meaningful engagement at a local level.
- Worked cross-organisationally to create the business case for ICT replacement applications that are fit for future, drive continuous improvement, and add value to the mission of the Trust for implementation 2023/24.
- Continued meaningful co-production and community development projects and worked hard to maintain our fundraising contributions.
- Continued the review of employee pay and conditions and building a strong people team to support business priorities.
- Continued to review and update the governance of the Trust, developing refreshed terms of reference, improving board succession planning, reviewing board performance, and shaping board appraisals.
- Re-structured the senior management team to better reflect our commitment to the quality of homes and natural environment and re-focus priorities to ensure we delivered our role of landlord as well as supported living provider.

Key Performance Indicators for 2022/23:

The board of trustees agrees the Key Performance Indicators (KPI's) for the charity as part of regular annual review, post annual planning and budget setting.

The KPI's are linked to the four key areas of performance, financial, customers and stakeholders, operations, and people capability. The KPI's are reviewed again in February 2024 as part of the annual refresh and to ensure that KPI's both measure the priorities set by the Board each year and support the management and mitigations against the key risk areas.

The Camphill Village Trust Limited

Trustees' annual report

For the year ended 31st March 2023

Financial

To succeed financially we must be able to prove that we are a resilient and sustainable operating business whilst showing a clear Return on Investment (ROI) against capital and income expenditure, and by demonstrating responsible and accountable financial disciplines. We measure performance against reported KPI metrics to demonstrate our approach to responsible financial stewardship.

The largest variance between the target and the quarter 4 KPIs relates to the overall result against budget which has been impacted by the reduction in the value of the investments.

KPI	Target	Q4
Trust overall net result against budget	>95%	72%
Current Ratio - current assets/current liabilities	>450%	459%
Average creditor days payments	<40 days	93%
Average debtor days outstanding	<30 days	23 days
Financial loss because of lettable voids	<10%	12%
Increase in investments compared to balance at 31/03/22 £19,219K	>5%	-2%
% Fully Funded of enterprise and day opportunities	100%	86%
Net Fundraising income against YTD target	72%	112%
Gross Fundraised income against YTD target	>95%	110%

Customers and Stakeholders

To meet our service obligations to the people we serve, we must be able to demonstrate the efficiency, quality and user centricity of our service provision and ensure the delivery of our operating model is proven to meet the needs of the people we serve, their sponsors and our regulators.

KPI	Target	Q4
% of Commissioned Hours v Support Delivered (Care & Support)	100%	96%
Every person we support has a Care and Support Plan containing Goals and Aspirations (Care and Support)	100%	98%

Operations

Keeping people safe is the primary focus for the Charity. The Charity operates in a complex set of markets; Assets, Food Preparation, Farming and Supported Living/Care and People. Safety priorities are tracked monthly and reported through committee's and Board.

KPI	Target	Q4
Asbestos - Annual Risk Assessment/Reviews completed prior to Anniversary date	100%	100%
Electrical - 5-year checks completed prior to anniversary date	100%	98%
Farm - Annual Machinery Service and inspection completed prior to the anniversary date	100%	86%
Farm - LOLER Assessments completed prior to anniversary date	100%	80%
Fire - Risk Assessment (FRA) and Annual Review Completed Prior to the Anniversary Date	100%	97%
Gas - Annual Servicing Completed Prior to the Anniversary Date	100%	100%
Lifting equipment - Annual Service Completed and issue of certification prior to anniversary date	100%	100%
Water - Legionella Risk Assessment and Bi-annual review Completed prior to anniversary date	100%	100%

People Capability

To deliver our goals we must prove how we will effectively acquire, engage, retain, and develop our people capability in a way that sustains our ambitions to change and improve, while also demonstrating effective ROI for money invested into this quadrant.

In 2023/24 the results of an independent staff survey will help the board agree the target for engagement across the Trust.

KPI	Target	Q4
Staff Turnover	16%	16%
Gender Pay Gap	7.29%	7%

Summary of co-production activity 2022/23

The summary is to give an overview of the year and to provide an update on the work of the co-production team in supporting the Trust's commitment to empowering the people we support (our beneficiaries) to lead more connected, fulfilled lives and make informed life choices through a culture of co-production and partnership.

The aims for 2022/23 were to:

- Develop and embed the culture of co-production across the Trust.
- Contribute to driving up quality across the Trust (through Life of Opportunity 'I-statements' and review activity).
- Support people to keep safe through co-development and sharing of resources.
- Build relationships with local services and organisations that can help enhance our activity.
- Promotion of healthy and active lifestyles.
- Codevelop initiatives and projects to support environmental sustainability.
- Develop resources and opportunities to enable everyone to engage co-productively.

The Trust's life of opportunity reviewers completed 24 reviews during the review period. In total the reviewers met with 96 people supported by the Trust. One notable outcome resulting from review recommendations involved the co-development of 'Keeping Me Safe' workshops which were then made available to all people we support.

In total there were 724 facilitated co-production meetings. One Trust wide project group co-developed a kitbag of resources to support people with complex communication needs to enable them to fully participate in co-production activity.

The 'My Life' survey was completed by 195 people; the results were fed back via facilitated sessions where suggested actions were collated and shared within communities and with the executive and quality committee.

The regional forums have grown in participation as the impact of Covid has reduced. The forums in Autumn and Spring had a focus on the environment. This culminated in 'Dragons Dell' events in which 15 groups pitched their ideas for projects aimed at enhancing our green credentials. In total 455 people attended the 9 regional forums.

Partner events were held in Gloucestershire and at Larchfield. The aim was to celebrate our achievements and further develop stakeholder collaborations for the benefit of all. One development was a collaboration with NHS services to co-develop health and wellbeing resources for the benefit of the people we support.

Financial review

Our overall result for the year

The financial statements show Camphill Village Trust having a net deficit of £1.04m (2022: £1.65m surplus). The reduction of £2.69m from the prior year is in part due to the reduction in the value of the charity's investment portfolio in 2023 of £456k. The charity continues to face the challenges of providing day services within a model of care and support that is not fully funded by local authority commissioners, and which is a significant contribution to the operating deficit identified in the table below.

Operating results

The table below shows a reduction in the operating result, from a deficit of £4.9m for the prior year to a deficit of £7.62m for the year ended 31 March 2023.

The net operating deficit results are a consequence of the continued social sector challenges in respect of funding which is not covering our cost for delivering care. The operating result has been impacted by the national minimum wage increase, without the equivalent uplifts from commissioners. Camphill Village Trust has not compromised on delivery of quality care or our focus on efficiencies and continues to work with the local authorities in addressing this issue of underfunded services.

As in previous years, the fundraised income and legacy donations contribute to meeting the operational deficit.

	2023 £m	2022 £m
Total income from charitable activities	22.47	21.08
Investment income	0.48	0.43
Total operating income	22.95	21.51
Expenditure on charitable activities	(30.57)	(26.41)
Net operating deficit	(7.62)	(4.90)
Impairment Provision	-	(0.06)
Fundraising donations (net of costs)	1.84	2.09
Legacy donations	5.06	2.65
Other income	0.49	1.06
(Deficit)/surplus before net investment gains	(0.23)	0.84
Net (loss)/gains on investments	(0.81)	0.81
Net movement in funds per SOFA	(1.04)	1.65

An analysis of our income by type together with comparable information from the prior year.

Income by type	2023 £m	2022 £m
Community, care & housing	19.8	18.6
Farm, land & workshop production	2.6	2.5
Donations	2.5	2.6
Legacies	5.1	2.6
Other	1.0	1.5
Total	31.0	27.8

Expenditure by activity

- £30.50m on charitable activities (2022: £26.26m)
- £0.63m on fundraising and Trust marketing activities (2022: £0.52m)
- £0.07m on governance costs (2022: £0.15m)

Income from charitable activities has increased by 7% compared to the prior year whereas expenditure from charitable activities has increased by 16%, however overall, we were before the investment returns £454k under budget. Income increased due to a donation to support the Botton community, expenditure was higher in maintenance and repairs (£264k) and utilities (£749k) which were both higher than budget. Utilities continue to be a challenge though the market rates have dropped in 2023/24 which has reduced the forecast.

Achievement and performance

Balance sheet

Tangible assets have decreased by £1.2m to £79.3m, depreciation charge in the year of £1.8m offset by £0.8m capital additions. The major additions in the year included property refurbishments of £0.4m and investment within plant and machinery and fixtures and fittings of £0.4m.

Investments have decreased by £0.4m from £19.2m in 2022 to £18.8m for the year. This includes £0.4m of cash reinvestment. We receive monthly monitoring reports from our professional investment managers which have continued to highlight the global uncertainty in the markets which has led to the net loss on investments of £815k.

The cash balance has increased compared to the prior year by £967k and is aligned with working capital requirements.

Reserves policy

The level of reserves held by the charity is kept under regular review in accordance with Charity Commission guidance. This is to enable the policy for holding reserves to remain relevant and up to date, while also ensuring:

- any restricted funds are identified and segregated.
- appropriate allocations for known or likely future commitments are made (designations).
- the balance of general reserves is sufficient to maintain the financial security of the Trust and at the same time fund its strategic plan.
- where any excesses or shortfalls in general reserves are identified, the trustees can plan to deal with such, and provide details in this report.
- the trustees can identify the extent general reserves are 'free reserves', in other words the extent to which these reserves are represented by liquid assets in the balance sheet.

The policy is to establish the level of general reserves needed and to estimate the amount of free reserves necessary to maintain financial security. This is informed by the requirements of the charity's strategic plan, the risks to which the charity is exposed and the revenue and cost budgets for the forthcoming period together with communities' forward forecasts, and capital expenditure budgets not already included in designated funds. It includes, but is not limited to, the need to safeguard against volatile income and align the current cost base to enable sustainability in an environment of reduced voluntary and service income.

The trustees believe that the current level of general reserves of £12.04m (2022 £12.54m), are at an appropriate level necessary. Movement in funds compared to the previous year are detailed in note 24. The trust will be undertaking its annual review of its reserves policy in 2023/24 to continue to clearly demonstrate how and why we use reserves.

Restricted funds

Restricted funds total £2.12m (2022: £0.11m). They principally comprise historic donations or legacies where the donor has specified the money is to be spent in a particular community or on a particular project. The increase between the two years is due to a donation being received by the Trust for use at the Botton Community.

Designated funds

Designated funds on 31 March 2023 stand at £94.1m (2022: £96.6m). The key designations are set out in note 25 to the financial statements.

Free reserves

We have a single reserves measure.

This measure mandates that the charity holds a minimum level of cash and liquid instruments to ensure that the charity will still be able to discharge its financial commitments as they fall due over the course of the

current five-year plan. Cash and investments are managed and should exceed a minimum of three months but is not expected to exceed six months annualised forecast operational expenditure.

Derivation of General Reserves	2023 £000	2022 £000
Total Reserves	108.26	109.31
Less restricted Reserves	(2.12)	(0.11)
Less designated reserves	(94.10)	(96.66)
General reserves - free	12.04m	12.54m

Free reserves measures

Year actual/forecast	Costs £000	Free Reserves £000	Months cover
19/20	25,783	9,560	4.45
20/21	28,943	9,560	3.96
21/22	26,990	12,536	5.57
22/23	28,454	12,044	5.29
23/24	30,745	12,540	4.89

Investment policy

As set out in its Articles of Association, the charity has absolute discretion to invest money not immediately required for operational or capital expenditure.

The charity's investments at 31 March 2023 totaled £18.76m (2022: £19.22m). These investments are managed by HSBC Global Management (£13.02m) and Sarasin Partners (£5.74m). The performance of these investment managers is overseen by the Investment Committee, which reports to the Board of Trustees.

The charity has a statement of investment principles, as recommended by the Charity Commission. Established in line with their guidance, this sets out an appropriate risk approach to managing the investments. The trustees consider that a medium to long-term investment policy, which aims to preserve the capital value of the assets invested while trying to achieve a real return on them, remains appropriate.

The charity's investment managers have general instructions to ensure they apply certain ethical guidelines in selecting investments, these include no direct investment in tobacco, armaments stocks, gambling, adult content, and alcohol.

Principal risks and uncertainties facing the charity

The social care and charitable sectors in which the Trust operates continue to be under significant scrutiny and significant downward pressure on funding streams and longer-term stability.

Key issues and change that create a range of uncertainties for the charity include:

- Sector wide concern regarding the ongoing delays to the Government's Green Paper on the future of the Social Care Sector- viewed by many as the key to establishing a long-term financial viability for the sector.
- Impact of the above on commissioning direction and an unwelcome focus on more economical, institutional, and less person-centred care models.
- Limited funding leads to reassessments of the people we currently support, leading to a reduction in support packages.
- The demands and relative low pay within social care which further challenges recruitment and retention of quality support colleagues.
- Inflationary pressures including large increases in the costs of utilities.

The principal risks identified as significant are:

Risks	Mitigations
Long term financial sustainability - the Trust does not have clarity on the long-term sustainability of its funding model and transparency on its value for money ethos.	A 5 year Financial Plan A Fundraising Strategy On-going assessment and review of the target operating model
Cyber security - Data breach/Cyber-attack could create a serious and damaging event for the Trust. Weak business continuity planning, or regulatory intervention could reduce the ability of the Trust to act and recover.	External Cybersecurity review undertaken, and areas of improvement identified. Increased use of IT systems provided by external parties to reduce reliance on internal processes. Review of Business Continuity and Major Incident Planning
Data protection - Data Protection/GDPR a serious breach could damage the reputation of the Trust and lead to a significant fine. In addition, the quality of data and its integrity could put the Trust at risk as data sources are unclear and not tested nor consistent.	Updated policies, procedures, and processes nearing completion. Basic Data Protection/GDPR training is in place. Documentation retention and disposal policy updated and assurance sought to test use. Planned Independent Audit
Health and Safety - Failure to have in place robust Health & Safety policies and ways of working, along with a failure to demonstrate a positive safety culture, can lead to death or injury and with it, serious financial and reputational risk.	Health and Safety Policy in place annually reviewed Oversight and a step change from June 2021 in attention to H&S across the Charity Improved reporting to the Quality and People Committee on defined aspects of risk In-house Quality and Health & Safety Team Health and Wellbeing lead within HR Head of Health & Safety in place taking responsibility for occupational H&S Head of Natural Environment role to address H&S across land/farming functions. Head of Assets and Compliance role taking responsibility for property compliance and robust management of the external contract.
Regulatory - Failure to have clear and specific Governance and decision-making frameworks in place could damage the quality and purpose of both business oversight and operational delivery.	Board led Brilliant Basics Governance Review Membership of local, regional, and national sector bodies to remain informed and influence impact of change.

	<p>Charity Governance Framework assessment against compliance. Scheme of Delegation in place and under review. Statutory and Regulatory requirements met.</p>
<p>Safeguarding - The potential of service failure and harm to individuals should the Safeguarding ethos, ways of working, training and overall approach be unclear or ill managed across the Trust.</p>	<p>Safeguarding Lead in place and refreshed risks known and tracked. Clear safeguard incident reporting process in place. Monthly Reporting to Executive Team and Quarterly reporting to Quality and People Committee and Board. Mandatory training for all staff in place In-house Quality Assurance Team. Access to an independent specialised advisory support; Ann Craft Trust - independent member of Quality Committee Active member of Access Social Care Advocacy.</p>
<p>Recruitment and Retention - Significant challenges externally and internally in recruitment and retention within a care sector environment and the Trust, post pandemic, lead to the failure to effectively attract, recruit, and retain high quality people across the Trust putting service quality and an ability to progress at significant risk.</p>	<p>Appointed a permanent Resourcing Manager tasked with collaborating on a new candidate attraction strategy for 2023.24. Turnover data and trends analysed as a KPI at EMT and Committee level. Formal engagement processes implemented including proactive collation of exit interview data and the staff engagement survey to gather intelligence about what individuals most value about the Trust. Increased internal engagement</p>
<p>Infrastructure and the built environment- Innovative and unusual application to the creation of buildings, below ground infrastructure and an organic approach to community development could significantly increase the costs of compliance and good quality homes in addition to reducing the ability to keep residents warm and safe</p>	<p>Independent review of the use and cost and benefit of bio-mass systems that have been additional to secondary heating systems in homes. Ongoing partnering with service/utility providers to assess complex infrastructure challenges. Regular reporting to the Investment Committee on challenges and work ahead. Stock Condition Survey completed and shaping investment decisions.</p>

Risk Management and internal controls

The charity continues to carry out and monitor a comprehensive risk-management assessment process. This has identified and addressed the major financial, operational, governance, reputational and regulatory risks which might affect its ability to meet its objectives.

The corporate risk register records the charity's exposure to major risks and uses a scoring mechanism based on impact and likelihood. It considers existing controls and the steps taken to mitigate the risks. It then identifies the residual risk to understand whether it is within the acceptable risk framework, which underpins the process, based on clearly defined appetite to risk protocols, agreed by trustees. Where risks appear to be outside the agreed comfort zone there is a clear focus on actions needed to ensure it is within the risk appetite. The executive management team (EMT) and Board of Trustees, via its Audit and Risk Committee, and other Committees have kept the risks under review during the period.

The Board of Trustees has overall responsibility for assessing the risks faced by the Trust and ensuring it has appropriate systems of internal control in place. The Audit and Risk Committee is delegated to give oversight to this. The charity undertakes mitigating actions on all the major identified risks.

The trustees are of the opinion that they take reasonable steps to ensure that they identify the major risks to which the charity is exposed. They also try to ensure they have put in place systems to mitigate them. They are, however, aware that they design such processes to manage rather than eliminate all major risks and they can only provide reasonable but not absolute assurance over risk management and elimination of material errors.

Going concern

Going concern is a fundamental accounting concept which underpins the preparation of all UK companies' financial statements. Under this concept, it is assumed that a company will continue in operation and that there is neither the intent nor the need to liquidate it or cease trading.

The trustees confirm that they have given due consideration to the key operational and financial sensitivities which may affect the charity's ability to continue its operations.

In the context of the level of free reserves the charity has at its disposal, and through consideration of its strategic plan and financial projections, the trustees consider that there is a reasonable expectation that the charity has more than adequate resources to continue in operational existence for the foreseeable future. Accordingly, we continue to believe it is appropriate to adopt the going concern basis in preparing the annual financial statements.

Plans for the future; Michael Nutt - Chair and Sara Thakkar - Chief Executive:

We thank our hard working, dedicated staff for their hard work and positive contribution to the purpose of the charity over 2022/2023. Without them we would not be in the strong position we are to face the year ahead.

We have now entered Year 2 of the Brilliant Basics plan 2022-2024. The focus for next year will be to:

- Make sure that the 'I-Statements' developed by the people in our homes and who access our services shape the way that we behave, provide support, and make an evidenced difference to how we make decisions at the Trust.
- Develop a meaningful model of support and opportunity based on evidenced need, assistive technology, and clarity of purpose through validated standards of support, safeguarding and education.
- Building important relationships with the families, stakeholders and partners that contribute to the positive lives of those we house and support.
- Take a good look at the quality of people's homes, improving and adapting them when and where we can.
- Make sure people are healthy and safe and are supported in making educated life choices.
- Working hard to attract great staff and supporting them to learn, develop and stay.

- Being both creative and realistic about how we use our land and resources and making the right investment decisions to respect our land and social farm focussed communities in order that they thrive, flourish and are here for the long term.
- Being more outward looking and being part of wider society.
- Understanding our business model, ensuring it is efficient, effective, and economically viable and supported by the best governance, compliance and regulation.

To achieve these goals Brilliant Basics is a start to cultural change and transformation. Our leadership will be critical to our success; leading through ambiguity and change with an openness to the challenges that lie ahead and with a focus on future rather than the past. We will work across all our communities to ensure that the Trust has a clear and consistent approach and a unified 'One Trust' cultural ethos in all that we do.

The Trust has recruited its new permanent Director Group who will actively lead the next phase of the Trust journey.

Structure, governance, and management

The Camphill Village Trust Limited ("Camphill Village Trust") is a charitable company limited by guarantee, registered as a charity, and incorporated in England and Wales as The Camphill Village Trust Limited on 26 October 1954. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. The last updates to the Articles of Association, incorporating the Memorandum of Association, were adopted by special resolution at a General Meeting on 22 December 2012.

The Board of Trustees

The Board of Trustees (the members of which are also directors of the charitable company, under company law) comprises up to nine members, being the maximum permitted by the Memorandum and Articles. Full details of the trustees who held office during the period are set out in the Reference and Administration section at the start of this report.

All new trustees undertake an induction programme including a structured introduction to the charity, its founding philosophy as well as visits to communities. The focus is on ensuring we recruit a diverse Board that have a range of skills and experience aligned to the strategic direction and purpose of the Charity. Training and development sessions in key areas are facilitated annually and include safeguarding, health and safety and governance training.

All trustees are recruited through a robust and transparent process that involves our community members plus references are obtained and DBS checks completed.

Many of our board members have a personal or professional knowledge of the social care sector. They give their time voluntarily and receive no benefit from the charity in respect of their duties as trustees. Any expenses reclaimed from the Trust are set out in note 9 of the Financial Statements.

Our Board of Trustees is supported by the following committees: -

Audit and Risk Committee

Provides focus and oversight in respect of the financial reporting processes, planning and budgeting compliance and corporate risk and internal controls.

Investment Committee

Provides focus and oversight in respect of review of the Trust's Development and Asset Management Strategy, Innovation and major projects, the Treasury and investment portfolio rules, and the long-term financial plan in relation to major project delivery.

Ruth Fund Committee

Advises the board on matters of the discretionary grants in respect of the charity's former co-workers. It has delegated responsibility to administer the financial distributions approved by the board on a discretionary basis. Two trustees are members of this committee.

Quality and People Committee

Reviews and monitors the quality of services delivered to people supported by the charity and oversight of the safeguarding and health and safety practice. Promotes the delivery of best practice and organisational learning and receives updates from Quality-of-Life reviewers.

Remuneration Committee

Oversees all matters relating to the recruitment, succession, appraisal and remuneration of the Chair, members of the board and the CEO. Reviews and advises on all matters in relation to the remuneration framework and Reward Strategy.

Trustee duties

The trustees undertake the duties laid down in the charity's governing documents. As trustees, they fully acknowledge they are ultimately responsible for the governance of the charity and the protection of its assets. The board takes ultimate responsibility for the implementation of equal opportunities and health and safety within the Trust. To discharge these responsibilities, the formal board meets regularly during the year, as well as holding additional, externally facilitated governance and strategy workshops. Meetings of the various board committees and other advisory groups in which trustees lead and participate were held regularly throughout the year at intervals commensurate with business needs.

The Directors and Trustees of Camphill Village Trust have complied with their duties regarding matters in section 172(1) of the Companies Act 2006 in the following:

Long term plans

All key decisions that will have an impact on the long- term future of the charity are discussed at the relevant sub-committee and board. For major and long running projects, the board receives regular updates to ensure that there is appropriate oversight, and that appropriate action is taken where necessary.

Strategic risks to the Charity

The Board, through the executive team, maintains a detailed risk register identifying principal risks (as detailed in the section above) and impact to the operation of the charity and stakeholders should certain scenarios transpire. A full review of risks associated with such key decisions and related mitigations in the event of the occasioning of risks is conducted monthly by the executive team and quarterly by the Audit and Risk Committee in detail. Strategic risks are reviewed by each relevant committee and overseen by the Audit and Risk Committee.

Investments

Investments are maintained to provide security of liquid resources and a return in line with risk. The funds are managed professionally by third party finance specialists and risk aversion is a factor for the trustees to review on a continual basis. Investment is only sanctioned in permitted activities and locations. The Trust is undertaking a review of its investment and cash management processes in 23/24 and will be approving an investment policy that makes best use of our cash reserves.

Public benefit

The trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011, by referring to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the charity and in planning its future activities. The trustees consider how all existing and planned activities will contribute to the aims and objectives set out in its governing documents.

Membership policy

Camphill Village Trust exists to further its charitable aims, rather than to benefit its members. This policy aims to ensure that any changes to the membership of the Trust will benefit the charity, and the people it exists to support, now and in the future.

All membership application decisions ultimately lie with Camphill Village Trust's trustees. Decisions are made in accordance with the Trust's governing document (its Memorandum and Articles of Association) and any rules made by the charity trustees in accordance with the governing document, based on what is in the best interests of the charity.

On 31 March 2023, the charity had 472 (2022: 500), members. All members have full voting rights under the charity's Articles of Association. Each member guarantees to contribute an amount not exceeding £1 to the assets of the charitable company in the event of a winding up.

Rules relating to membership are at the discretion of the trustees, including the admission of new members and removal of members in accordance with the relevant paragraphs of the charity's Articles of Association.

Related parties and relationships with other organisations

The Trust has no related party transaction or relationships.

Remuneration policy for key management personnel

The trustees regard the executive management team (EMT) as its key management personnel in the context of the Charities SORP (FRS102).

The charity, led by its trustees, aims to ensure that its key personnel are of suitable quality and have the necessary commitment to manage the affairs of this complex and high-profile charity to a high standard. With these objectives in mind, the trustees accept that the charity needs to offer a remuneration package that will attract and retain suitably skilled senior managers.

The remuneration packages for all executive management of the Charity are specifically approved by the trustees. All roles are benchmarked by reputable external specialist reward consultants.

The EMT members have the same pensions and other benefits as all staff in the charity including a modest car allowance for staff whose role requires extensive business travel. There are no performance bonus arrangements in place.

Policy of employment of disabled persons

The charity supports the people we support by both providing care and creating the environment for "a life of opportunity" through meaningful work, volunteering, experience and skills. The Charity employs 9 service reviewers who are residents of the Charity. They provide independent insights to the quality of care from a lived experience perspective. Their findings are reported directly to the Quality and People Committee.

The charity will not discriminate against a disabled person for a reason that relates to their disability or treat them less favorably than a non-disabled person. The charity will conduct an individual risk assessment for every employee or volunteer with a disability. This will identify any reasonable adjustments it needs to make in the workplace, or job, for the person to contribute fully to the work of the charity.

Employee information

Employee engagement

The directors/trustees together with the executive team operate regular engagement with the Charity's employees. These include:

Employee forum

The Employee forum convenes four times a year, providing an opportunity for experiences to be shared and queries or concerns to be raised. The Forum has a planned re-launch and re-brand in 2023.

The Board of Trustees have set clear expectations with regards to the quality of recruitment, retention, and induction. These commitments reflect its risk mapping and the sectors in which the charity operates. The impact of major decisions on staff are discussed by the board who also receive regular updates on staff pay, health and safety, and safeguarding. The board receives a summary of the feedback from employees and regional forums which highlights both strengths and areas for potential improvement on employment matters and how these will be mitigated through specific actions.

Employee engagement is a new KPI metric for this year. The Trust's transformation journey will be heavily influenced by how engaged our people are with us, so it is crucial we measure and seek to improve our employees' levels of engagement. This will be achieved by an online survey that employees were invited to complete.

The Trust made the decision to re-establish a forum that allows employees to represent their workplaces and engage with key challenges, changes, and projects. As a result, the Employee Voice was created. Members come from across the various communities and teams and are engaged with questions that affect employees in the wider context of how we operate.

Staff Turnover

Recruitment and retention are captured as a key strategic risk and turnover is a key indicator of how well the Trust is managing it. The impact of Covid on the attitude of the country's workforce meant retaining the best people became more of a challenge than ever. By continuing to offer competitive salaries and improving recruitment practices the Trust's turnover has improved significantly over the course of the year. At the end of 2022/2023 the Trust achieved less than 17% turnover, a figure more than 10% less than sector comparators. This will continue to be monitored and the Recruitment/Candidate attraction strategy and the development of the value proposition "becoming an irresistible employer of choice" aim to continue to mitigate risks.

Gender Pay Gap

The Trust is required by law to collect, report, and publish its gender pay gap on an annual basis. Our mean pay gap is 7.3% which compares favorably with the national average of 14.9%. The pay gap is driven by the significant number of roles we have that are most associated with the social care sector. We operate in a market heavily weighted by female employees. Our gap in comparison to the benchmark compares favorably and worthy of celebration.

Equality, diversity, and inclusion (EDI)

The Trust is committed to providing an environment in which the people we support, and our employees and volunteers can thrive, regardless of their personal circumstances. The Charity is committed to

increasing its communication and impact within all areas of equality, diversity and inclusion including gender and ethnicity, through its immediate and associated stakeholder groups.

The Charity's objectives ensure it works directly to provide support and development to a range of persons and stakeholders with challenges in their development and integration into their communities. Most of its residents receive personal support, accommodation, and services in various geographic locations.

Measurement of the Trust's data on employees is an indication of the Trust's commitment to mature its EDI focus. The Trust's data is relative to the sectors in which its roles are most associated. For example, the role of Support Worker is the Trust's most populous role and most found within the adult social care sector, which is dominated by women. This principle will inform us which targets are appropriate for the future and will feed into the formulation of an EDI Strategy.

Relationships with stakeholders

The charity has the following direct stakeholder group:

Residents & supported individuals	514
Charity personnel	607

The Trust has enacted various EDI policies within all its operations to ensure the practices and culture of the activities support all aspects of current EDI best of standards.

Stakeholder relationships and development

The board receives regular updates in respect of all stakeholder complaint levels and any underlying themes. The board regularly discusses the nature of the relationships it wants with key stakeholders and there are clear processes for engagement with suppliers, families, volunteers, councils, and donors. The Trust recognize the important role all these stakeholder groups play in the work of the charity.

Energy and Carbon Reporting

The UK government's Streamlined Energy and Carbon Reporting (SECR) policy was implemented on 1 April 2019, when the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force. Camphill Village Trust meets SECR qualification criteria in the UK.

The reporting period for the compliance is 1st April 2022 - 31st March 2023. Included within that are Scope 1 & 2 emissions. The GHG Protocol Corporate Accounting & Reporting Standard and UK Government's GHG Conversion Factors for Company Reporting have been used as part of carbon emissions calculation. The footprint is calculated in accordance with the Greenhouse Gas (GHG) Protocol and Environmental Reporting Guidelines, including streamlined energy and carbon reporting guidance. Activity data has been converted into carbon emissions using published emissions factors.

The results show that Camphill Village Trust total energy use and total gross Green House Gas (GHG) emissions amounted to 3,905,935kWh (4,264,203 kWh 2021/22) and 760 (871 2021/22) tonnes of CO₂

emissions respectively in the 2022/23 financial year. The Trust's total emissions are 13% lower than the previous year. This is attributed to the electricity consumption which reduced by 16% and the direct transport usage which reduced by 8%. The Intensity Ratio (IR) was 1.9 which is 17% lower than the previous year. This is due to lower total emissions and a higher Intensity Metric (IM).

In the period covered by the report and in line with identified key performance indicators, Camphill Village Trust has begun to implement a programme of energy efficiency measures across their community portfolio designed to reduce energy consumption and improve energy efficiency.

These actions include, but are not limited to:

- full lighting upgrade implementing an LED strategy,
- general energy management,
- insulation improvements.

Statement of responsibilities of the trustees

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware.
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Camphill Village Trust Limited

Trustees' annual report

For the year ended 31st March 2023

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees in 2023 was 472 (2022:500). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report which includes the strategic report has been approved by the trustees on 17 October 2023 and signed on their behalf by:

Michael Green
Chair of Investment Committee

Independent auditor's report

to the members of

The Camphill Village Trust Limited

Opinion

We have audited the financial statements of Camphill Village Trust (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 Camphill Village Trust'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 other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in

Independent auditor's report

to the members of

The Camphill Village Trust Limited

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 course of 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 the audit:

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

Matters on which we are required to report by exception:

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, 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 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.

Independent auditor's report

to the members of

The Camphill Village Trust Limited

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, the Audit and Risk Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Independent auditor's report

to the members of

The Camphill Village Trust Limited

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

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

Use of our report

This report is made solely to the 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.

Fleur Holden (Senior statutory auditor)

8 November 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2023

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000	2023 £'000	2022 £'000
INCOME FROM						
Donations & legacies	3	3,854	862	2831	7,547	5,851
Renewable heat income		264	-	-	264	298
Profit on sale of fixed assets		221	-	-	221	167
CHARITABLE ACTIVITIES						
Community, care & housing	4	19,769	-	-	19,769	18,556
Farm, land, workshop production	4	2,698	-	-	2,698	2,527
Investments	5	482	-	-	482	433
TOTAL INCOME		27,288	862	2,831	30,981	27,832
EXPENDITURE ON						
Raising funds	6	628	10	-	638	518
CHARITABLE ACTIVITIES						
Community, care & housing	6	23,143	1,876	830	25,849	22,461
Farm, land, workshop production	6	4,425	298	-	4,723	4,011
TOTAL EXPENDITURE		28,196	2,184	830	31,210	26,990
Net (expenditure) / income before net gains on investments		-908	-1,322	2,001	-229	842
Net (losses) / gains on investments		-815	-	-	-815	808
Net (expenditure) / income for the year	8	-1,723	-1,322	2,001	-1,044	1,650
Transfers between funds		1,231	-1,231	-	-	-
Net movement in funds		-492	-2,553	2,001	-1,044	1,650
RECONCILIATION OF FUNDS:						
Total funds brought forward		12,536	96,656	113	109,305	107,655
TOTAL FUNDS CARRIED FORWARD		12,044	94,103	2,114	108,261	109,305

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 24 to the financial statements.

Camphill Village Trust

Balance sheet

For the year ended 31 March 2023

		2023		2022	
	Note	£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible assets	15		79,300		80,534
Investments	16		18,763		19,219
			98,063		99,753
CURRENT ASSETS					
Stock	17	390		352	
Debtors	18	2,878		3,178	
Cash at bank and in hand		10,933		9,966	
		14,201		13,496	
CURRENT LIABILITIES					
Creditors: Amounts falling due within one year	19	4,003		3,944	
NET CURRENT ASSETS			10,198		9,552
TOTAL ASSETS LESS CURRENT LIABILITIES			108,261		109,305
TOTAL NET ASSETS			108,261		109,305
The funds of the charity:					
Restricted income funds			2,114		113
Unrestricted income funds:					
Designated funds		94,103		96,656	
General funds		12,044		12,536	
Total unrestricted funds			106,147		109,192
TOTAL CHARITY FUNDS			108,261		109,305

Approved by the trustees on 17 October 2023 and signed on their behalf by:

Michael Green
Chair of Investment Committee

Company Number: 00539694
Charity Number 232402

Camphill Village Trust

Statement of cash flows

For the year ended 31 March 2023

	Note	2023		2022	
		£'000	£'000	£'000	£'000
CASH FLOWS FROM OPERATING ACTIVITIES					
Net cash provided by operating activities	26		1,313		2,297
CASH FLOWS FROM INVESTING ACTIVITIES					
Investment income		430		430	
Interest received		52		3	
Interest paid		0		-13	
Proceeds from the sale of fixed assets		358		176	
Purchase of fixed assets		-827		-1,327	
Proceeds from sale of investments		5,393		12,206	
Purchase of investments (including cash movement)		-5,752		-12,688	
Net cash (used in) investment activities			-346		-1,213
Change in cash and cash equivalents in the year			967		1,084
Cash and cash equivalents at the beginning of the year			9,966		8,882
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	27		<u>10,933</u>		<u>9,966</u>

1. Accounting policies

Statutory information

Camphill Village Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address is: The Kingfisher Offices, 9 Saville Street, Malton, North Yorkshire, YO17 7LL. Operational locations for communities are detailed on page .

Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. 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. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Going concern and key judgements

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. In preparing the financial statements no judgements have been made, apart from those involving estimates in the process of applying the charity's accounting policies. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date other than for listed investments. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants', is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Income from legacies, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1. Accounting policies continued

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in attracting third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Charitable activities: These include all expenditure directly related to the objects of the charity and comprise the following:
 - Community, care and housing expenditure: this includes all the costs of supporting people who are living in the communities
 - Farm and land production: costs attributable to running the farms as part of the community activities
 - Workshop and general produce: costs attributable to running craft workshops and retail outlets

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support and governance costs

Support costs are those costs incurred directly in the support of the objects of the charity. Premises overheads relating to depreciation have been allocated on the basis of headcount, all other overheads have been apportioned in relation to income received.

Governance costs are those incurred in the running of the charity and include costs associated with constitutional and statutory requirements and include trustee meetings.

Where costs cannot be directly attributed to a particular activity, they have been allocated on a basis consistent with the use of the resources.

Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet. Tangible fixed assets were restated at fair value as at 1st April 2014 in accordance with FRS102. These values have been used as deemed cost from 1st April 2014.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

The depreciation rates in use are as follows:		
• Land	-	not depreciated
• Freehold buildings		
Structure	-	over 75 years
Roof	-	over 35 years
Windows and doors	-	over 20 years
Kitchen	-	over 15 years
Bathroom	-	over 15 years
Boiler/heating system	-	over 15 years
Lifts/access	-	over 20 years
• Leasehold buildings	-	over the term of the lease
• Infrastructure	-	over 10 years
• IT infrastructure	-	over 10 years
• Biomass boiler	-	over 20 years

1. Accounting policies continued

Listed investments

Investments are a form of non-basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price.

Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

Debtors

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

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details are given in the financial instruments note.

Pensions

The community pays contributions to a defined contribution pension scheme for certain employees in line with UK legislation. The contributions paid during the year are charged in the Statement of Financial Activities.

Notes to the financial statements

For the year ended 31 March 2023

2. Detailed comparatives for the statement of financial activities (prior year)

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000	2022 £'000
INCOME FROM					
Donations & legacies	3	4,692	232	927	5,851
Renewable heat income		298	-	-	298
Profit on sale of fixed assets		167	-	-	167
CHARITABLE ACTIVITIES					
Community, care & housing	4	18,556	-	-	18,556
Farm, land, workshop production	4	2,527	-	-	2,527
Investments	5	433	-	-	433
TOTAL INCOME		26,673	232	927	27,832
EXPENDITURE ON					
Raising funds	6	508	10	-	518
CHARITABLE ACTIVITIES					
Community, care & housing	6	19,548	1,994	919	22,461
Farm, land, workshop production	6	3,724	287	-	4,011
TOTAL EXPENDITURE		23,780	2,291	919	26,990
Net income/(expenditure) before net gains/(losses) on investments		2,893	-2,059	8	842
Net (losses) /gains on investments		808	-	-	808
Net income/(expenditure) for the year	8	3,701	-2,059	8	1,650
Transfers between funds		-720	720	-	-
Net movement in funds		2,981	-1,339	8	1,650
Total funds brought forward		9,555	97,995	105	107,655
TOTAL FUNDS CARRIED FORWARD		12,536	96,656	113	109,305

Notes to the financial statements

For the year ended 31 March 2023

3a. Income from donations and legacies

	Unrestricted & Designated £'000	Restricted £'000	2023 Total £'000
Donations	2,413	66	2,479
Legacies	2,295	2765	5,060
Government Grants	8	-	8
	4,716	2,831	7,547

Within unrestricted funds £862k relates to designated funds.

3b. Income from donation and legacies (prior year)

	Unrestricted & Designated £'000	Restricted £'000	2022 Total £'000
Donations	2,585	20	2,605
Legacies	1,738	907	2,645
Government Grants	532	-	532
Job Retention Scheme	69	-	69
	4,924	927	5,851

Within unrestricted funds £232k relates to designated funds.

Notes to the financial statements

For the year ended 31 March 2023

4. Income from charitable activities

	2023	2022
	Total	Total
	£'000	£'000
Supporting People grant	20	129
Local authority payments	14,026	12,754
Residents' contributions	431	445
Housing benefits	4,121	4,003
Private fees	555	578
Rent receivable	591	620
Other	25	27
Sub-total for community, care and housing	19,769	18,556
The Single Payment Scheme (Farm Subsidy)	80	79
Local authority payments for day activities	1,120	1,034
Private fees	298	235
External sales of goods	1,037	1,035
Rent	102	103
Other	61	41
Sub-total for farm, land, workshop production	2,698	2,527
Total income from charitable activities	22,467	21,083

All income from charitable activities is unrestricted. External sale of goods form part of Camphill Village Trust's primary purpose trading.

5. Income from investments

	2023	2022
	Total	Total
	£'000	£'000
Dividends from investments	430	430
Bank interest receivable	52	3
	482	433

All income from investments is unrestricted.

6. Expenditure on charitable activities

	Cost of raising funds	Community care & housing	Farm, land, workshop production	Governance costs	Support costs	2023	2022
	£'000	£'000	£'000	£'000	£'000	Total £'000	Total £'000
Fundraising office	239	-	-	-	-	239	96
Investment managers' fees	-	71	-	-	-	71	61
Community expenses	-	272	40	-	55	367	369
Transition support & Ruth Fund	-	193	-	-	-	193	202
Salaries & agency fees	362	12,843	2,283	-	3,146	18,634	16,443
Shared lives carer fees	-	1,018	-	-	-	1,018	760
Staff expenses & other costs	15	99	25	10	388	537	464
Food	-	18	-	-	-	18	22
Household expenditure	-	32	18	-	-	50	47
Light, heating & fuel	-	1,648	108	-	43	1,799	955
Repairs & maintenance	-	2,104	418	-	30	2,552	2,333
Rent, rates & water	-	727	49	-	53	829	715
Insurance	-	3	-	-	280	283	212
Training	-	6	3	-	238	247	141
Bad debts provision	-	-40	-	-	8	-32	98
Workshop/production materials & expenses	-	-	549	-	-	549	533
Depreciation:							
Freehold buildings	10	908	180	-	-	1,098	1,083
Plant and machinery	-	446	89	-	-	535	485
Fixtures & fittings	-	135	27	-	-	162	156
Motor vehicles	-	-	-	-	-	-	7
Leasehold	-	15	3	-	-	18	19
Impairment	-	-	-	-	-	-	63
Loss on disposal of fixed assets	-	112	-	-	-	112	58
Bank charges	-	-	-	-	27	27	35
Office & administration costs	-	156	56	-	1,034	1,246	1,107
Legal & professional	-	144	156	17	208	525	351
Trustee meetings	-	-	-	1	-	1	6
Audit & accountancy	-	-	-	40	-	40	63
Personal Protective Equipment	-	50	42	-	-	92	106
Donations	-	-	-	-	-	-	-
	626	20,960	4,046	68	5,510	31,210	26,990
Support costs	-	4,841	669	-	-5,510	-	-
Governance costs	12	48	8	-68	-	-	-
Total expenditure 2023	638	25,849	4,723	-	-	31,210	26,990
Total expenditure 2022	518	22,461	4,011	-	-	26,990	28,943

6. Expenditure on charitable activities (prior year)

	Cost of raising funds	Community care & housing	Farm, land, workshop production	Governance costs	Support costs	2022
	£'000		£'000	£'000		£'000
Fundraising office	96	-	-	-	-	96
Investment managers' fees	-	61	-	-	-	61
Community expenses	-	224	35	50	60	369
Transition support & Ruth Fund	-	202	-	-	-	202
Salaries & agency fees	374	11,133	1,872	-	3,064	16,443
Shared lives carer fees	-	760	-	-	-	760
Staff expenses & other costs	10	152	3	19	280	464
Food	-	22	-	-	-	22
Household expenditure	-	31	16	-	-	47
Light, heating & fuel	-	858	55	-	42	955
Repairs & maintenance	-	1,886	276	-	171	2,333
Rent, rates & water	-	609	47	-	59	715
Insurance	-	-	-	-	212	212
Training	-	77	7	-	57	141
Bad debts provision	-	98	-	-	-	98
Workshop/production materials & expenses	-	-	533	-	-	533
Depreciation:						
Freehold buildings	10	895	178	-	-	1,083
Plant and machinery	-	405	80	-	-	485
Fixtures & fittings	-	130	26	-	-	156
Motor vehicles	-	6	1	-	-	7
Leasehold	-	16	3	-	-	19
Impairment	-	63	-	-	-	63
Loss on disposal of fixed assets	-	58	-	-	-	58
Bank charges	-	-	-	-	35	35
Office & administration costs	-	213	48	-	846	1,107
Legal & professional	4	195	16	7	129	351
Trustee meetings	-	-	-	6	-	6
Audit & accountancy	-	-	-	63	-	63
Personal Protective Equipment	-	61	45	-	-	106
Donations	-	-	-	-	-	-
	494	18,155	3,241	145	4,955	26,990
Support costs	-	4,203	752	-	-4,955	-
Governance costs	24	103	18	-145	-	-
Total expenditure 2022	518	22,461	4,011	-	-	26,990
Total expenditure 2021	565	23,053	5,325	-	-	28,943

Notes to the financial statements

For the year ended 31 March 2023

8. Net income/(expenditure) for the year

	2023	2022
	£'000	£'000
This is stated after charging/(crediting):		
Depreciation	1,812	1,750
Impairment	-	63
(Profit) on disposal of fixed assets	-109	-109
Operating lease rentals:		
Property	327	345
Other	221	188
Auditor's remuneration (excluding VAT):		
Audit	44	40

9. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2023	2022
	£'000	£'000
Salaries & wages	14,030	13,042
Redundancy & termination costs	28	131
Social security costs	1,220	1,135
Employer's contribution to defined contribution pension schemes	303	312
	15,581	14,620
Agency fees	3,053	1,823
	18,634	16,443

Redundancy and termination costs of £28k (2022: £131k) were either paid or accrued during the year and related to compensation for loss of office.

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2023	2022
	Number	Number
£60,000 - £69,999	3	3
£70,000 - £79,999	1	2
£80,000 - £89,999	-	1
£100,000 - £109,999	-	1
£130,000 - £139,999	1	1
£140,000 - £149,999	2	-
£170,000 - £179,999	1	-

Notes to the financial statements

For the year ended 31 March 2023

9. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The total remuneration including employer's pension and national insurance of key management (who are the Chief Executive, Director of Finance & IT, Operations Director, People Director, Fundraising Director, Director of Properties and Estates) was £709k (2022: £568k) as set out below:

	Employees (excluding Chief Executive)		Chief Executive	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Salary	520	352	130	142
Employer's national insurance	36	41	18	18
Employer's pension contribution	5	14	1	1
	561	407	149	161

The ratio of the Chief Executive's emoluments to the lowest paid employee is 6.2:1 (2022 6.2:1). The Chief Executive salary 2022 includes the remuneration for the current CEO and the previous who left 31 May 2022.

Trustees' remuneration and expenses

The Board members, who are directors for Companies Act purposes and trustees for the Charities Act purposes, comprise independent directors. None of the directors receive any remuneration from the charity in respect of their duties as trustees. Under the powers vested in the trustees by the Memorandum of Association under the paragraphs supporting limitation on private benefits, no trustee may receive any remuneration or other benefit in money or money's worth from the charity, except for reasonable travel and subsistence expenses for attending Board, subcommittee meetings and other Trust business. The total expenses in the year was £2k paid to 11 Trustees (2022: £1k).

10. Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023 Number	2022 Number
Raising funds	11	11
Charitable activities	591	577
Support	63	72
	665	660

11. Population figures

In addition to the staff numbers above, the residents of the communities at year end can be analysed as follows:

	2023 Number	2022 Number
Residents we support who live in our communities	334	340
Day activity support only	127	121
People we support who live outside our communities	75	53
	536	514

Notes to the financial statements

For the year ended 31 March 2023

12. Pension scheme

The charity pays contributions on behalf of certain employees into a defined contribution pension scheme. The charge for the year amounted to £303k (2022: £312k). There are no material unfunded pension commitments. At 31 March 2022, there was £63k outstanding pension contributions (2022: £72k).

13. Related party transactions

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

14 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The Charity is operating a partial VAT scheme and is unable to claim 100% of its VAT.

15. Fixed assets

	Freehold property	Leasehold land & buildings	Plant & machinery & IT	Motor vehicles	Fixtures & fittings	Total
	£'000	£'000	£'000	£'000	£'000	£'000
COST						
At the start of the year	87,065	902	6,555	182	2,152	96,856
Additions in year	406	-	149	-	272	827
Disposals in year	-353	-	-7	-	-4	-364
At the end of the year	<u>87,118</u>	<u>902</u>	<u>6,697</u>	<u>182</u>	<u>2,420</u>	<u>97,319</u>
DEPRECIATION						
At the start of the year	11,571	583	2,697	182	1,289	16,322
Charge for the year	1,098	18	534	-	162	1,812
Eliminated on disposal	-108	-	-3	-	-4	-115
At the end of the year	<u>12,561</u>	<u>601</u>	<u>3,228</u>	<u>182</u>	<u>1,447</u>	<u>18,019</u>
NET BOOK VALUE						
At the end of the year	<u>74,557</u>	<u>301</u>	<u>3,469</u>	<u>-</u>	<u>973</u>	<u>79,300</u>
At the start of the year	<u>75,494</u>	<u>319</u>	<u>3,858</u>	<u>-</u>	<u>863</u>	<u>80,534</u>

Land with a value of £43,072k (2022: £43,189k) is included within freehold property and not depreciated. Included freehold property additions are £201k of work in progress (2022 £250k) which are not depreciated. All of the above assets are used or their intended use is for charitable purposes.

16. Listed Investments

	2023	2022
	£'000	£'000
Fair value at the start of the year	<u>19,219</u>	17,929
Additions at cost	<u>6,144</u>	12,238
Disposal proceeds	<u>-5,393</u>	-12,206
Net gain/(loss) on change in fair value	<u>-815</u>	808
Cash movement	<u>-392</u>	450
Fair value at the end of the year	<u>18,763</u>	<u>19,219</u>
	2023	2022
	£'000	£'000
Listed investments held at fair value	<u>18,453</u>	18,517
Cash and cash equivalents	<u>310</u>	702
	<u>18,763</u>	<u>19,219</u>

Notes to the financial statements

For the year ended 31 March 2023

17. Stock

	2023	2022
	£'000	£'000
Raw materials and consumables	48	42
Work in progress	84	88
Finished goods and goods for resale	258	222
	390	352

18. Debtors

	2023	2022
	£'000	£'000
Trade debtors	1,204	1,417
Other debtors	329	398
Prepayments and accrued income	1,345	1,361
Vat Debtor	-	2
	2,878	3,178

19. Creditors: Amounts falling due within one year

	2023	2022
	£'000	£'000
Loan	-	394
Trade creditors	1,008	628
Taxation and social security	301	353
Other creditors	796	449
Accruals and deferred income	1,898	2,120
	4,003	3,944

The loan was fully repaid in July 2022.

20. Deferred income

Deferred income comprises social care and rental income received in advance.

	2023	2022
	£'000	£'000
Balance at the beginning of the year	229	254
Amount released to income in the year	-229	-254
Amount deferred in the year	309	229
Balance at the end of the year	309	229

Notes to the financial statements

For the year ended 31 March 2023

21. Financial instruments

	2023 £'000	2022 £'000
Financial assets measured at fair value through profit and loss		
Listed Investments	18,453	18,517
Financial liabilities measured at fair value through profit and loss		
Loan	-	394

22. Analysis of net assets between funds (current year)

	General			Total
	unrestricted	Designated	Restricted	funds
	£'000	£'000	£'000	£'000
Tangible fixed assets	-	79,300	-	79,300
Investments	15,793	2,970	-	18,763
Net current assets	-3,749	11,833	2,114	10,198
Net assets at 31 March 2023	12,044	94,103	2,114	108,261

23. Analysis of net assets between funds (prior year)

	General			Total
	unrestricted	Designated	Restricted	funds
	£'000	£'000	£'000	£'000
Tangible fixed assets	-	80,534	-	80,534
Investments	16,056	3,163	-	19,219
Net current (liabilities) / assets	-3,520	12,959	113	9,552
Net assets at 31 March 2022	12,536	96,656	113	109,305

Notes to the financial statements

For the year ended 31 March 2023

24. Movement in funds (current year)

	At 1 April 2022 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2023 £'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Village store	30	-	-17	-	13
Garden Furniture	3	-	-1	-	2
Martin Holmes	6	-	-1	-	5
Gerhard Schleher	-	3	-	-	3
DM Discretionary Trust	-	25	-15	-	10
General legacies	-	712	-712	-	0
Botton Legacy	-	2,000	-	-	2,000
DELROW COMMUNITY					
Richard Platt Fund	11	4	-2	-	13
Thomas Williams	8	-	-	-	8
Thornton Trust	41	-	-	-	41
General donations	-	1	-1	-	0
GRANGE/OAKLANDS PARK					
Oak House Trust	-	25	-25	-	0
General legacies	-	53	-53	-	0
Residents' Fund	9	-	-	-	9
Taurus	-	-	-	-	0
Micro Enterprise	-	5	-	-	5
LARCHFIELD COMMUNITY					
General donations	-	1	-1	-	0
CROFT COMMUNITY					
General donations	-	2	-2	-	0
Total restricted funds	113	2,831	-830	0	2,114
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	5,622	187	-	-1,809	4,000
Social Farm	79	575	-79	-	575
Innovation & development	4,258	-	-	-	4,258
Asset Innovation Fund	3,000	-	-	-	3,000
Co-Production	-	100	-100	-	0
Ruth Fund	3,163	-	-193	-	2,970
Camphill Fixed Assets Fund	80,534	-	-1,812	578	79,300
Total designated funds	96,656	862	-2,184	-1,231	94,103
General funds	12,536	27,447	-29,170	1,231	12,044
Total unrestricted funds	109,192	28,309	-31,354	0	106,147
Total funds at 31 March 2023	109,305	30,981	-32,025	-	108,261

Notes to the financial statements

For the year ended 31 March 2023

25. Movement in funds (prior year)

	At 1 April 2022 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2022 £'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Village store	35	-	-5	-	30
Garden Furniture	-	3	-	-	3
Martin Holmes	-	8	-2	-	6
General donations	-	1	-1	-	-
General legacies	-	907	-907	-	-
DELROW COMMUNITY					
Richard Platt Fund	8	3	-	-	11
Thomas Williams	8	-	-	-	8
Thornton Trust	40	1	-	-	41
General donations	-	1	-1	-	-
St ALBANS					
General donation	-	-	-	-	-
OAKLANDS PARK					
Residents' Fund	9	-	-	-	9
STOURBRIDGE					
General donations	-	-	-	-	-
LARCHFIELD COMMUNITY					
General donations	-	1	-1	-	-
CROFT COMMUNITY					
General donations	-	1	-1	-	-
Total restricted funds	105	927	-919	-	113
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	5,918	232	-	-528	5,622
Social Farm	79	-	-	-	79
Innovation & development	4,543	-	-285	-	4,258
Asset Innovation Fund	3,000	-	-	-	3,000
Ruth Fund	3,365	-	-202	-	3,163
Camphill Fixed Assets Fund	81,090	-	-1,804	1,248	80,534
Total designated funds	97,995	232	-2,291	720	96,656
General funds	9,555	27,481	-23,780	-720	12,536
Total unrestricted funds	107,550	27,713	-26,071	-	109,192
Total funds at 31 March 2022	107,655	28,640	-26,990	-	109,305

Notes to the financial statements

For the year ended 31 March 2023

25. Movements in funds (continued)**Purpose of restricted funds**

Restricted funds relate to grants and donations within the individual centres where there is a restricted element to the donation.

Purpose of designated funds

The Building fund recognises the funds raised, authorised and committed by the Board for the charity's on-going building programme. The movements in the year represent further funds designated to meet the charity's forthcoming building projects less transfers to the Camphill Fixed Asset Fund.

Social farm fund represents fundraised monies available for use in running of the social care farms and gardens across the Trust.

In the past Camphill Village Trust co-workers received no remuneration and were therefore not in a position to make provision for their old age or exceptional needs during their working lives. The charity therefore established the Ruth Fund to implement the charity's policy on helping to provide discretionary financial support, in the form of small grants, as necessary, towards meeting the needs of co-workers and ex-co-workers who have reached old age and financial need.

The Camphill Fixed Assets Fund represents the value of unrestricted funds that are held in the form of tangible fixed assets held for future use within the charity.

An Innovation and development fund was created in 2019, to be used for investment in new services and technology to enable the Trust to meet changing needs.

The Asset Investment Fund has been established to provide funds for future repairs and maintenance within communities.

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

	2023	2022
	£'000	£'000
Net (expenditure) / income for the reporting period (as per the statement of financial activities)	-229	842
Depreciation charges	1812	1,750
Impairment	-	63
Dividends and interest	-482	-433
(Profit)/loss on the disposal of fixed assets	-109	-109
Increase in stocks	-38	71
Increase in debtors	300	565
Increase/(decrease) in creditors	59	-452
Net cash provided by operating activities	1,313	2,297

27. Analysis of cash and cash equivalents

	At 1 April	Cash flows	Other changes	At 31 March
	2022			2023
	£'000	£'000	£'000	£'000
Cash at bank & in hand	9,966	967 -		10,933
Total cash & cash equivalents	9,966	967	-	10,933

Notes to the financial statements

For the year ended 31 March 2023

28. Analysis of changes in net debt

	At 1 April 2022 £'000	Cash flows £'000	Other non changes £'000	At 31 March 2023 £'000
Loans falling within one year	394	-394	-	-
Total loans	394	-394	-	-

29. Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Less than one year	240	286	16	20
One to five years	216	315	13	15
Over five years	965	977	-	-
	1,421	1,578	29	35

30. Capital commitments

At the balance sheet date, the charity had committed to £4,000k (2022: £5,622k) in respect of capital works:

	2023 £'000	2022 £'000
Contracted	-	-
Authorised but not contracted for	-	5,622

31. Company status and members' liability

The charity is a private company limited by guarantee, not having a share capital. The extent of the liability of the members of the company on winding up is limited to a maximum of £1 each. The company is incorporated in the United Kingdom.

32 Contingent Assets

Contingent assets, relating to legacies which have been notified but do not yet meet the income recognition criteria detailed in note 1 of the financial statements, amount to £474k (2022: £NIL).

THE CAMPHILL VILLAGE TRUST LIMITED

England & Wales - Charity number 232402

Accounts

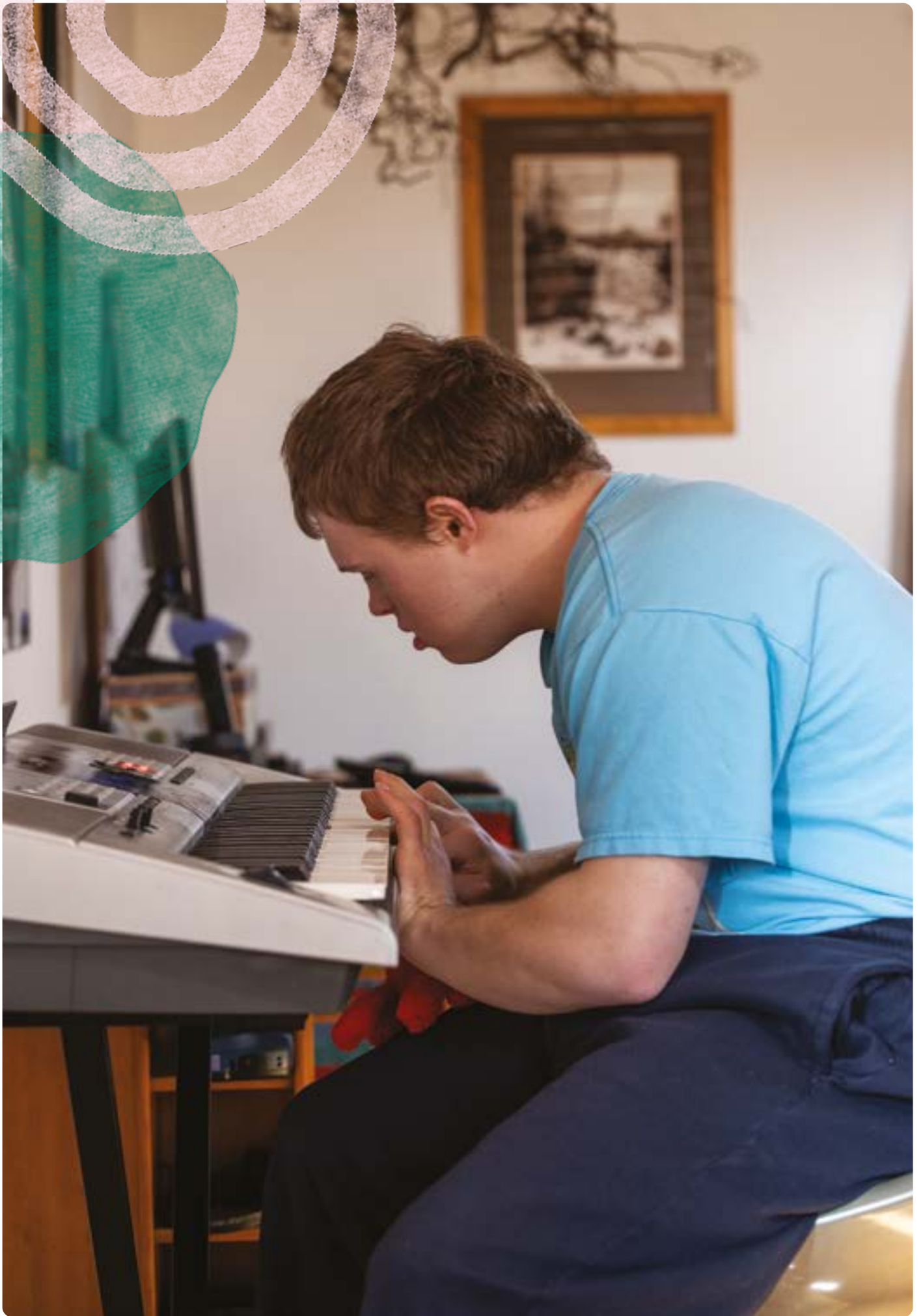


camphill
village
trust

Annual Report and financial statements

(Year ended 31st March 2022)

The Camphill Village Trust Ltd · Company registration number: 00539694 · Registered charity number: 232402



Trustees' report

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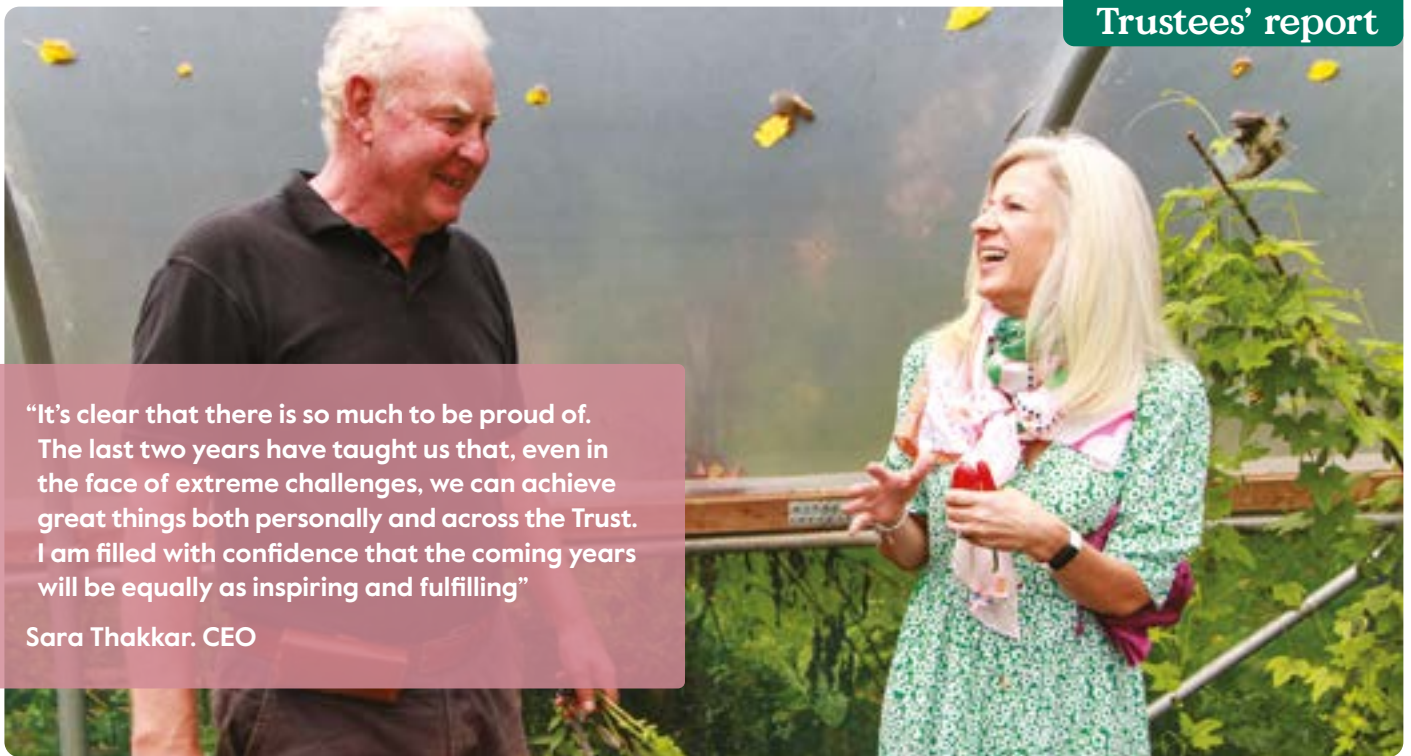
The Camphill Village Trust Limited uses 'Camphill Village Trust' and 'the Trust' as operating names and these names are used throughout this document.

Our objects

Camphill Village Trust's objects, contained in the company's Memorandum of Association (which were first adopted in this format in 2012) are: "for the public benefit, to relieve sickness, promote good health, provide care to and advance the education and training of people with a disability (whether mental or physical), the young, the old, or

people otherwise in need, in accordance with the principles of Dr Rudolf Steiner (as summarised in the Appendix to this Memorandum), particularly (without limitation) by the establishment and maintenance of communities in the form of villages, residential houses, day centres, kindergartens, schools, colleges or other types of social and/or educational community, in which they otherwise resort in community with persons providing support."





“It’s clear that there is so much to be proud of. The last two years have taught us that, even in the face of extreme challenges, we can achieve great things both personally and across the Trust. I am filled with confidence that the coming years will be equally as inspiring and fulfilling”

Sara Thakkar. CEO

Welcome and introduction from our Chief Executive and Chair of the board of Trustees

Over this last year, our relationship with the world and each other shifted to the ‘new normal’ with the continuation of covid in our lives. Across the Trust we remain proud to hear how our staff teams continued to provide support in impressive and creative ways, ensuring that those we support are able to achieve their ambitions and stay connected with their communities – not just surviving, but thriving.

We recognised great people in our Trust through the year, and said farewells to those that have added real value to our mission to empower those we support to lead fulfilled lives of true opportunity and empower people to make positive informed life choices. We thank each for their personal contribution and dedication to our charity.

2021, was the end of our 2019-2021 “Telling our Story” Strategy. Taking time to consider our covid journey, what we did well, and what we learnt from, has been an essential part of our looking to the future. We remained focused on building the bridges from our past to our future, working hard to continue to develop positive relationships with our supporters, members, families, and partners.

The last year has continued to see significant challenges for social care. We continued to shine a light on the value of those working in this important sector and we continue to play our role in campaigning for a greater understanding of how transformative our land-based model of social care can be in people’s lives. Like all support providers, our ability to retain and recruit great people to enable those we support to live their best lives has been a significant challenge. We were proud to commit to being a Real Living Wage Provider for our

frontline staff and Team Leaders. We are committed to continuing this journey over the coming years.

We celebrate the nine community members who are now in paid employment with the charity – contributing essential insights into our Life of Opportunity Offer from the perspective of lived experience. We want to share our good practise and continue to develop our ethos of meaningful co-production in the coming year. We remain inspired by our dedicated staff and their continuous drive to support people towards their personal goals.

We are confident that the Trust will continue to make great strides towards our goals through our Brilliant Basics Plan to be launched in 2022. Our Plan will aim to create an environment where people can be their best selves – every day. We want to celebrate the magic moments that demonstrate the things that differentiate us and those successes will build the foundations for our long term success.

Our plan is all about working together with our staff, those we support, their families and our stakeholders to make sure that our basics are done brilliantly and that we are able to do the right thing, in the right way, each and every day.



Sara Thakkar, Chief Executive



Michael Nutt, Chair of the Board of Trustees

Our vision

To see more people with learning and other disabilities lead a life of opportunity



Our mission

To empower the people we support to lead more connected and fulfilled lives and make informed life choices



Our values

Building connections

Camphill Village Trust offers a sense of belonging and community.

Like the groups developed around the Trust, made up of community members who build friendships, who speak and are heard, and give back to society. Or the regional forums connecting friends from around the country.



Enabling potential

We enable people to develop, grow and be heard.

Like the paid Life of Opportunity Reviewers, made up of community members who are paid as experts by experience to review our services, champion improvements and share excellence.



Promoting purpose

We promote meaningful, healthy living.

Like the team of community members who had the opportunity to work with student dieticians providing education on healthy food choices. Or like Luke, who was enabled to volunteer at Park Run and now takes part as a runner himself.



Environmental respect

We value and care for the environment.

Like members of Delrow Community who helped plant five apple trees in Oxhey Park, Watford as part of the Urban Orchards scheme. Or how we planted 1,695 new native species trees in our Oaklands Park community.



Social impact

We believe our people and resources should make a positive contribution to society.

Just like the community members who came together as part of National Safeguarding Adults week to share what the power of language means to them with a poignant film 'What did you say?' watch [here](#).

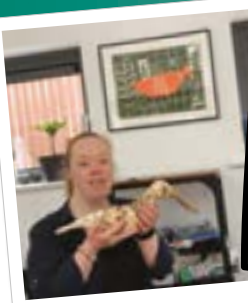


Our year

April

Maxine's first day back at St Albans Art Studio after shielding throughout lockdown. And Masie returned to her flat after moving back to parents during the pandemic.

Sean Riley – Trust supporter – completed his rowing challenge raising funds for the charity.



September

Student dieticians work with community members to learn more about healthy eating and embark on displays and incentives for the village store.

Oaklands Park and Grange Village staff and community members put on a Mad Hatters Tea Party; their first community gathering in over a year!



May

St Albans community members walk laps of Verulamium Lake to raise money for a 'comfy corner' in their community.

We shared our life of opportunity i statements with a fantastic film – watch [here](#).



August

North Yorkshire Police visit Croft Community to deliver Road Safety training to our community members.

Residents start to move into the five new flats at Delrow House, which offer people increased independence and their own front door, whilst still benefiting from community living.



June

- New Chief Executive, Sara Thakkar, joins the Trust
- – Sara embarks on a tour of all nine communities and our Shared Lives service.

We marked Shared Lives week in June, celebrating the fantastic carers, people supported and staff.



July

The Neighbourhood Volunteer Group at our Delrow Community took on the challenge of keeping Watford tidy by litter picking.

People supported at Stourbridge Community help out local museum by giving their gardens a new lease of life.





October

- Community members and staff work together to pick apples from the orchard at our community in Stourbridge.
- People supported at Botton Village want to give back to their local community and donate to the local



March

March welcomes Fairtrade Fortnight – Larchfield and Croft communities continued their work with Fairtrade partners to ensure that we use fairtrade products and produce in our shops and cafes. Taurus Crafts Café gets a



November

We celebrated Safeguarding Adults Awareness Week with lots of activities including a great film produced by people we support explaining the power of language – watch [here](#).

Following an interview process, nine people we support are offered paid roles as Life of Opportunity reviewers.



February

Community members celebrate Candlemas.

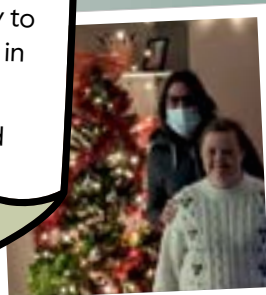
St Albans Community members from the Kindness Crew have been helping out at an old peoples home.

The Voices of Larchfield group was joined by Kate from Climate Action Middlesbrough to talk about

December

Larchfield Community members came together to read the 'Dignity of Risk' poem by Sharon Jodock-King, about affording people with learning disabilities the ability & opportunity to make their own decisions and to be in control of their lives.

Delrow Community members spread Christmas cheer with their very own Christmas song (watch out Maria



January

Michael Nutt joins the Trust as Chair of the Board of Trustees – he is joined by two new Trustees – Dr Ann Kenney and Michael Green.

Grange village community celebrates wassailing – positive vibes for a fruitful harvest.





Our strategic priorities – update

Pre-covid we produced 'Telling our story' which laid out our plans for the next three years. As part of this plan we set out three primary areas of focus:

1. To continue to improve the quality and consistency of our care and support to those we presently support.
2. To develop more support to people with Autism and more complex support needs.
3. To ensure that all our care and support is integrated within local communities.



Improving the quality and consistency of our care and support to those we presently support

Delivering consistent and high-quality care and support requires an excellent understanding of the people who use our services. To ensure that the voice of people we support informs how all our services are run, in the last year, we have recruited nine community members as paid members of staff to help ensure that everyone we support is living a life of opportunity – you can read more about our new Life of Opportunity Reviewers on p.13

We've also recognised that we needed a fuller understanding of the makeup of our communities and services. An awareness of age demographics, gender, ethnicity and length of time people have been using our services can help us to ensure care is truly person-centred, consistent and high quality, and enables us to adapt to people's changing needs as they get older so that we can provide consistent, high-quality care now and in the future.

Some key information about our communities and the people we support:

- We have 10 communities and services across England delivering care and support
- We have a total of 339 bed spaces
- We have 11,457 commissioned hours of support every week
- We work with 35 Local Authorities
- The highest number of people we support are between 51 – 60 years old with 21 – 30 years old and 81 – 100 years old coming in close second
- We support 54 more males than females
- The highest number of people we support have been with us for 20+ years with between 1 to 10 years coming in second.

These statistics provide an overview of people within our communities which helps us to develop our support and future proof our services.

Develop more support to people with Autism and more complex needs

The pandemic has made it difficult to address this area of focus. Covid-19 brought dramatic changes to our day to day lives. Unable to see our friends and families, or take part in activities that we enjoyed. We moved from the hustle and bustle of attending workshops and meeting friends, to a life of restrictions focused on keeping people safe. Unsurprisingly, this has led to an increase in nervousness, and in some cases a loss of skills as people have missed out on so many months of their regular activities and social contact.

Because of this, our priority in the last year has been the support we provide to our current community members, their families and our staff. Moving forward, we will renew our commitment to support more people with autism and more complex needs when we can do so alongside helping our existing community members to regain confidence and independence.

Ensure that all our care and support is integrated within local communities

Prior to the pandemic we enjoyed strong links with the wider community, enabling those we support to connect with other people from all walks of life. Inevitably, these community links were curtailed by the pandemic, and now many groups and individuals in our communities are exploring how to rebuild these vital opportunities.

Last Christmas, people from our Larchfield Community supported a local scheme to make sure young people leaving foster care didn't miss out on the festivities. The team helped wrap the presents for the care leaver's Christmas Dinner. Steph, who is supported at Larchfield said, 'If you don't have family, it's really difficult. It's about more than just presents!'

Meanwhile, members of our St Albans Community have been supporting lonely older people in the town. They have been providing drinks and refreshments at a weekly Age UK social club, using the skills and confidence gained from living in a Camphill Village Trust community.

And community member Zara, is a regular volunteer at her local foodbank. Every Friday, she makes hot drinks and chats to people in need of support. Helping at the foodbank means that Zara's meeting new people and gaining confidence. Zara said, 'I want to help people. That's what I like doing. I want a job where I can help people in the future too.'



We also started up our Regional Forums after a long break due to covid. The Regional Forums are a fantastic way to meet up with friends from different communities, share what we have been up to and have some fun.

In our November forums, we talked about and explored the importance of keeping safe, the power of language and dignity of risk. We shared with you earlier the video we co-produced sharing the power of language. The team also co-produced a film from their conversations around dignity and risk. You can watch this [here](#).

Among many other impactful statements it included: 'What if you grew old but never knew adulthood? Do not treat me like a child'

The session and subsequent film encouraged people to try to understand what it can be like having a learning disability and be told how to live your life, what you can, can't or shouldn't be doing. Another person said 'What if your only chance to be with people different from you was your own family? Answered with 'I want to meet new people.'

The teams allowed the Trust to share their films on our website and social media platforms, allowing us to reach more people across the world and share these important messages.

Our 'Thinking out loud' group was formed during lockdown to provide a space where people with learning and other disabilities could meet online and discuss the things that mattered to them. From these regular weekly sessions, we developed a set of IO statements – known as the i-statements – which sum up what a life of opportunity means to us. We considered what was important to us – from skills and training to positive relationships and the support we need in everyday life.

Co-production in action

The i-statements are truly a cross-community project, with members of all communities either taking part in the 'Thinking out loud' sessions or participating in the making of a short video to share in our communities and online. They offer a starting point for meaningful discussions about what a life of opportunity means for all of us and provide a clarity of purpose for staff throughout the organisation.

Employment opportunities for our community members

Nine community members have now taken up paid employment with the Trust as members of our Co-Production team. They are our Life of Opportunity Reviewers, experts by experience who are contributing their own valuable insight to ensure that we are delivering a life of opportunity for everyone.

This project represents a significant step forward from the previous Quality of Life review scheme which provided volunteer opportunities for people we support. As paid members of staff, our team of reviewers are tasked with visiting a community other than their own, to assess the extent to which people there are enjoying a life of opportunity. Following this, reviewers will produce a written report for the trustees' quality committee. This same report will also be used to inform an evidence-based action plan with measurable outcomes for each specific community.

Following a series of in-depth training sessions beginning in November 2021, our first trial reviews were held in spring 2022. The quality committee were impressed by the depth of insight in our first reports, and more reviews are scheduled to take place during the year ahead.

Lee: 'I wanted to be able to help people. In the training sessions we talked about the statements, about confidentiality and how to write the reports. It helped me to understand everything better.'



Our IO i-statements have become the foundation for the Life of Opportunity Review scheme. After developing the statements, we carried out further work with community members to establish a list of key indicators relating to each statement, which reviewers will reference as they carry out their work.

Welcoming people we support into our staff team is a significant step forward for the Trust. Their lived experience of learning disability and social care provides a unique insight which sets the Life of Opportunity review scheme apart from other assessments such as the statutory CQC inspections. Whilst meeting and exceeding the CQC requirements remains a top priority, the Life of Opportunity review scheme offers us a chance to focus on the small but vital human interactions and connections which together add up to the life of opportunity which we all deserve.

Steph: 'I wanted to get involved because I can be a voice for those who have difficulties communicating. Knowing I will be making a positive change is amazing.'



The dedication and commitment of our frontline staff are at the heart of Camphill Village Trust. To ensure a life of opportunity for all our community members requires a team effort – delivered by a motivated workforce with the right skills and experience.

The Trust is not immune to the pressures which affect the wider social care sector. The two years of the pandemic have highlighted the need to focus our attention on recruiting and retaining great staff. In the last year, we have therefore undertaken an initial review of our pay and benefits.

Aligning with the Real Living Wage

As a result of this review, our Trustees approved the decision to align pay for frontline staff to the Real Living Wage (an independently calculated rate based on the cost of living, which is higher than the statutory National Living Wage). As a result, our support workers and day opportunities support workers received a pay increase of 12% in April 2022, meaning that pay will increase to £10 per hour, or £11.05 per hour for our communities close to London. Care and Support Team Leaders have received an 8% increase on their hourly rate. Roles linked to the national minimum wage have seen a pay increase in line with legislation, to £9.50 per hour (a 6.6% increase) and all other roles (apart from those which are frozen) have seen a 3.1% pay increase.

This pay review is the first step on a three-year journey which will see us continue to develop our pay and reward offer. In the next two years, we will be reviewing our pay structure, allowances and benefits provision, and ensuring that career and salary progression is linked to learning and development.

This will increase our costs by nearly £1m per year. It's a bold, ambitious step which recognises the growing social care recruitment crisis. In recent years, average pay has risen more rapidly in other sectors, and vacancies in social care remain high even as unemployment falls. This national trend affects all our communities, particularly those in rural, less densely populated areas. That's why we are taking decisive action now. We aim to be an irresistible employer in the social care sector. By ensuring that our staff have the salary, benefits, learning and development opportunities to enable them to provide the highest standards of care and support, we can achieve a life of opportunity for all our community members.

Enabling people to have more independence



A life of opportunity begins with a home that meets our needs – a place where we can feel safe, express our personalities, and explore our ambitions and interests.

That's why, in the last year, we have created five new self-contained flats at Delrow Community in Hertfordshire. Little Delrow was previously a shared house, situated across the road from the main site. By converting the building into five separate dwellings we have enabled the new residents to have a level of control over their own lives and homes which would previously have been impossible.

'I was overjoyed when I found out I was moving in. I like to socialise, but I need my own space too. My support workers from Delrow come in to help me cook and go shopping with me. So I don't feel lonely, but I can be more independent.' – Greg, tenant of one of the new Little Delrow flats. Watch our short film all about Little Delrow [here](#).

Using our land and assets to provide a life of opportunity

The Trust owns substantial land and property assets, and we need to ensure that these are well maintained and utilised to maximum efficiency, both to enable the people who live in our communities to flourish and thrive, and to ensure the long-term financial stability of the charity.

In the last year, we commissioned an independent asset review, to understand the diversity of our assets and the complexity of our service delivery in each of our nine community locations. The condition, construction, safety, utilisation, and long term fit of all our properties and land assets were reviewed, to give us a comprehensive picture of the relationship between our assets and the services we deliver.

This review has highlighted that we need to adapt our horticultural / agricultural land and production facilities to suit our changing ways of working. More recently, difficulties bringing external contractors on site during the two years of the pandemic have delayed repairs and maintenance. Addressing these issues will form the basis of our short-term priorities.

With the information gathered from the review process, we are now in a position to develop the robust systems needed to ensure a quality service with well-maintained properties and estates. We are establishing a defined property and estates team, with the resources to ensure that the highest standards are maintained. In future, our asset management strategy will be clearly linked to the Trust's business plan, ensuring that our amazing land and property assets are used to best effect, underpinning a life of opportunity for all our community members.



Fundraising update



Gifts and support allow us to do so much more

The generosity of our supporters enables the people we support to have a life of opportunity above and beyond what would be possible if we relied on statutory funding alone.

It is our supporters who ensure that:

- Everyone who uses our services can access some form of day opportunities regardless of their individual funding package from the local authority.
- People are supported to express themselves and have their voices heard whether this is in their day to day life, in community reviews or at our regional forums.
- We are able to develop the type of housing that people want to live in, for some members of our communities this means having their own front door, for others it is living in shared accommodation.

The support that we receive means the difference between a life and a life of opportunity. Thank you to everyone who has improved the lives of people with learning and other disabilities through your gift to our charity.

How we fundraise

As a member of the Fundraising Regulator, we are committed to ensuring that our fundraising takes place in line with the Code of Fundraising Practice. The Director of Fundraising and Marketing and the Head of Fundraising are both members of the Chartered Institute of Fundraising. Our fundraising has complied with the fundraising standards expected by these bodies. Our Supporter Care Team - who are the first point of call for any donations - received training on supporting vulnerable people.

We received three complaints relating to our fundraising and 13 complaints relating to our retail operation which were mainly relating to produce which had become damaged during postage, which were all replaced or refunded.

What we do

- We send appeals, raffles and other requests for support to people signed up on our database.
- We give our supporters control over how many fundraising appeals they would like to receive from us each year.
- We approach grant giving trusts for their support.
- We give talks about our work and encourage local community groups, organisations and companies, who are often based close to our own communities, to support our work.
- We sell products made by our community members or inspired by their designs and ideas.
- We undertake research on our supporters to identify people who may be in a position to give a significant gift, and we may ask those people identified to consider making a transformative donation to our work. We inform people how to opt out of this research.
- We aim to inspire our supporters to donate by telling positive stories about how people with learning disabilities benefit from our services.

What we don't do

- We don't work with third party fundraisers, asking them to fundraise on our behalf.
- We did not have any commercial participators fundraise for us during the year.
- We don't undertake any door to door fundraising or face to face street fundraising.
- We don't sell or lend our database of supporters to other charities or organisations.
- We do not make unsolicited calls or texts to our supporters. We don't fundraise in a way that feels intrusive, persistent or pressurises people into giving.



The year in numbers

220

people attended the six regional forums. These were our first ones after the pandemic.



127

community members completed the survey asking about how the Trust handled the pandemic.



8

Life of Opportunity Reviewers recruited.

Community members in paid positions across the Trust.

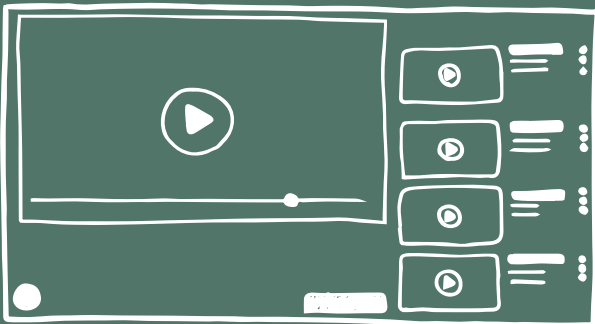


198

new colleagues recruited in the year

13

videos produced by community members working collaboratively with staff



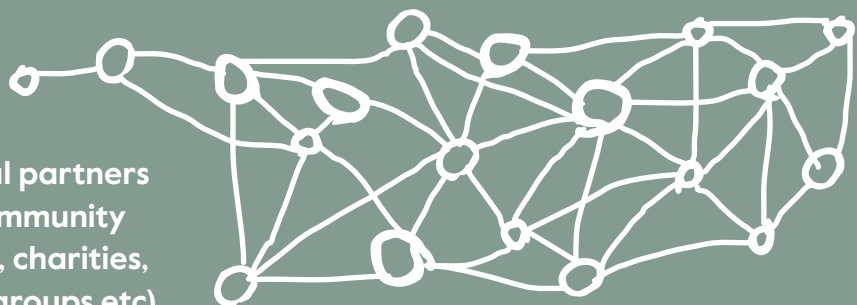
1,438

views of the Power of Language co-produced film for National Safe Guarding Adults Week

over

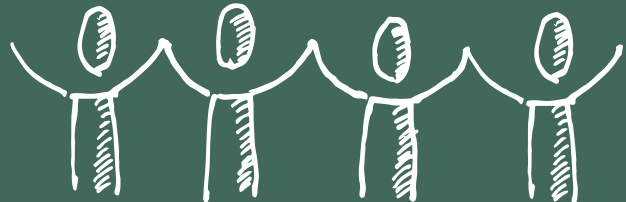
100

connections made with external partners (volunteering opportunities, community building, health and social care, charities, advocacy agencies, campaign groups etc)



384

coproduction project meetings



531

people supported across the Trust



£455,415

spent on refurbishing properties



£297,738

spent on new projects (Delrow flats, Worcester Street flats and Longwoods)



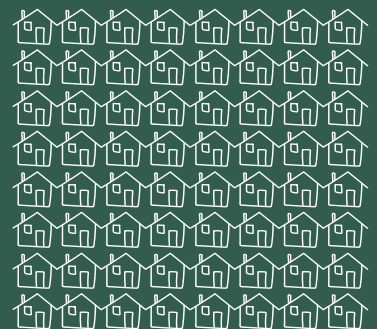
1,695

new native species trees planted in our Oaklands Park community



300

The number of buildings assessed to plan improvement works



30%

Returning customer rate to our online shop



£92,224

spent on social farms and farming equipment

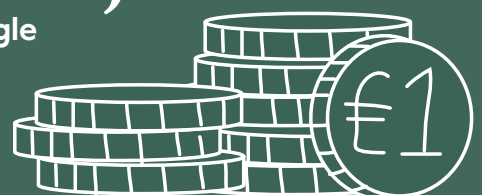


£57,962

Total sales value from the online shop and direct marketing brochure

£122,315

Largest single donation from a supporter



Financial review

Our overall result for the year

The financial statements show Camphill Village Trust having a net surplus of £1.65m (2021: £2.55m surplus). The reduction of £0.89m from prior year is because of slower increase in the value of the charity's investment portfolio in 2022. The charity continues to face the challenges of providing day services within a model of care and support that is not fully funded by local authority commissioners, and which is a significant contribution to the operating deficit identified in the table.

Operating results

The table below shows a marginal improvement in the operating result compared to the prior year, from a deficit of £4.90m for the prior year to a deficit of £5.40m for the year ended 31 March 2022.

The net operating deficit results are a consequence of the continued social sector challenges in respect of funding which is not covering our cost for delivering of care. The operating result has been impacted by the national minimum wage increase of over 6%, without the equivalent uplifts from commissioners. Camphill Village Trust has not compromised on delivery of quality care and continue to work with the Local Authorities in addressing this issue of underfunded services.

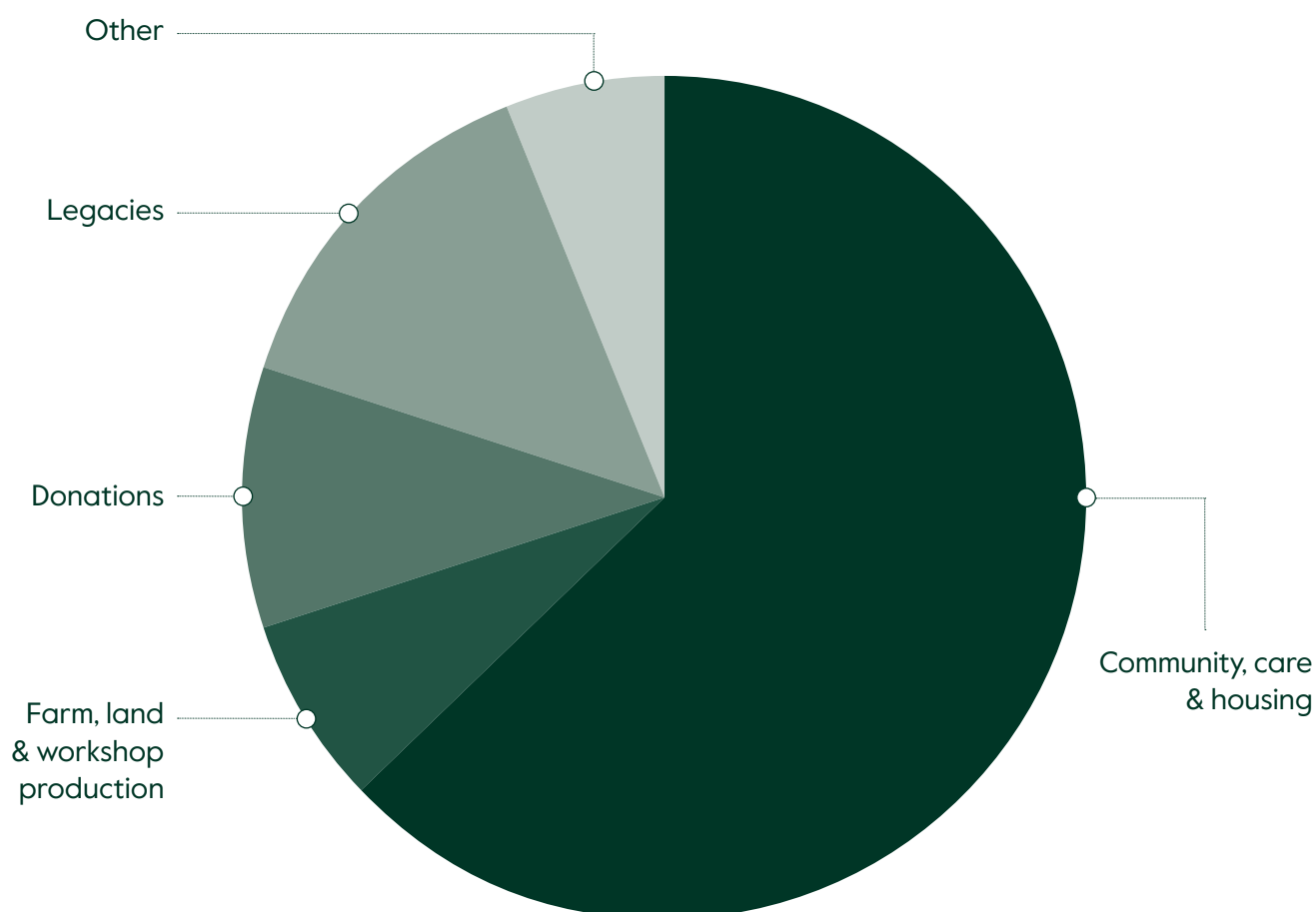
As in previous years, the fundraised income and legacy donations contribute to meeting the operational deficit.

	2022 £m	2021 £m
Total income from charitable activities	21.08	19.67
Investment income	0.43	0.47
Total operating income	21.51	20.14
Expenditure on charitable activities	(26.41)	(25.54)
Net operating deficit	(4.90)	(5.40)
Impairment Provision	(0.06)	(2.84)
Fundraising donations (net of costs)	2.09	2.40
Legacy donations	2.65	3.93
Other income	1.06	1.30
Surplus/(deficit) before net investment gains	0.84	(0.61)
Net gains on investments	0.81	3.16
Net movement in funds per SOFA	1.65	2.55

Financial review (continued)

An analysis of our income by type together with the comparable information from the prior year.

Income by type	2022 £m	2021 £m
Community, care & housing	18.6	17.7
Farm, land & workshop production	2.5	2.0
Donations	2.6	2.9
Legacies	2.6	3.9
Other	1.5	1.8



Expenditure by activity

- £26.32m on charitable activities (2021: £28.38m)
- £0.52m on fundraising and Trust marketing activities (2021: £0.57m)
- £0.15m on governance costs (2021: £0.09m)

Income from charitable activities has increased by 5% compared to prior year whereas expenditure from charitable activities excluding impairment has increased by 1%, showing an improvement in operational results.

Achievement and performance

Balance sheet

Tangible assets have decreased by £0.66m to £80.5 as a result of impairment £0.63m, depreciation charge in the year of £1.8m offset by £1.3m capital additions. The major additions in the year included property refurbishments of £0.7m and investment within plant and machinery and fixtures and fittings of £0.6m.

Investments have increased by £1.29m from £17.9m in 2021 to £19.2m for the year. This includes £0.4m of cash reinvestment.

The cash balance has increased compared to the prior year and is aligned with working capital requirements.

Key performance Indicators

The Board use the annual budgets as their key method of monitoring financial performance, and the key outcomes are outlined in the financial review and earlier in this report. Key performance indicators have been developed, (KPIs), which are specifically monitored and scrutinised by the Audit and Finance Committee and the Board.

The Key Performance indicators involve separate functions within the Charity engagement.

A balanced scorecard approach is being adopted with focus centred upon reviewing performance and compliance with benchmarks and policy upon a monthly/quarterly and annual basis

Financial

- Liquidity
- Operational cash generation
- Unrestricted reserves
- Return on investments
- Contractual returns
- Fundraising & Donations

Community engagement

- Donors
- New partners
- Donor satisfaction
- Social media activity

People

- Retention and attrition
- Volunteer ratio
- Sickness and absence
- Diversity
- Training and compliance

Beneficiaries and Residents

- Residents and care receivers
- Satisfaction surveys
- Diversity
- Safeguarding

Quarterly committee reviews cover the broad base of the operational, people, compliance, and governance aspects.

Energy and Carbon Reporting

The UK government's Streamlined Energy and Carbon Reporting (SECR) policy was implemented on 1 April 2019, when the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force. Camphill Village Trust meet SECR qualification criteria in the UK.

The reporting period for the compliance is 1st April 2021 – 31st March 2022. Included within that are Scope 1 & 2 emissions. The GHG Protocol Corporate Accounting & Reporting Standard and UK Government's GHG Conversion Factors for Company Reporting have been used as part of carbon emissions calculation.

The footprint is calculated in accordance with the Greenhouse Gas (GHG) Protocol and Environmental Reporting Guidelines, including streamlined energy and carbon reporting guidance. Activity data has been converted into carbon emissions using published emissions factors.

The results show that Camphill Village Trust total energy use and total gross Green House Gas (GHG) emissions amounted to 4,264,203 (4,234,290 kWh 2020/21) and 871 (909 2020/21) tonnes of CO2 emissions respectively in the 2021/22 financial year in the UK. From April 2021 to March 2021 the Intensity Ratio was 2.4 and it has been calculated that the ration on 2021/22 was 9% lower than that in the same period in 2020/21.

Inline with identified key performance indicators, a programme of energy efficient measures designed to reduce energy consumption has begun. These actions include, but are not limited to, full lighting upgrade implementing an LED strategy, general energy management and insulation improvements.



Reserves policy

The level of reserves held by the charity is kept under regular review in accordance with Charity Commission guidance. This is to enable the policy for holding reserves to remain relevant and up to date, while also ensuring:

- any restricted funds are identified and segregated;
- appropriate allocations for known or likely future commitments are made (designations);
- the balance of general reserves is sufficient to maintain the financial security of the Trust and at the same time fund its strategic plan;
- where any excesses or shortfalls in general reserves are identified, the trustees can plan to deal with such, and provide details in this report;
- the trustees are able to identify the extent general reserves are 'free reserves', in other words the extent to which these reserves are represented by liquid assets in the balance sheet.

The policy is to establish the level of general reserves needed and to estimate the amount of free reserves necessary to maintain financial security. This is informed by the requirements of the charity's strategic plan, the risks to which the charity is exposed and the revenue and cost budgets for the forthcoming period together with communities' forward forecasts, and capital expenditure budgets not already included in designated funds. It includes, but is not limited to, the need to safeguard against volatile income and align the current cost base to enable sustainability in an environment of reduced voluntary and service income.

The trustees believe that the current level of general reserves of £12.54 (2021 £9.56), are at an appropriate level necessary. Movement in funds compared to prior year are detailed in note 25.

Funds

Restricted funds

Restricted funds total £0.11m (2021: £0.10m). They principally comprise historic donations or legacies where the donor has specified the money is to be spent in a particular community or on a particular project.

Designated funds

Designated funds at 31 March 2022 stand at £96.6m (2021: £97.9m). The key designations are set out in note 25 to the financial statements.

Free reserves

We have a single reserves measure.

This measure mandates that the charity holds a minimum level of cash and liquid instruments to ensure that the charity will still be able to discharge its financial commitments as they fall due over the course of the current five-year plan.

Cash and investments are managed and should exceed a minimum of three months but is not expected to exceed six months annualised forecast operational expenditure.

Derivation of general reserves	2022 £m	2021 £m
Total reserves	109.31	107.66
Less restricted funds	(0.11)	(0.11)
Less designated funds	(96.66)	(97.99)
General reserves (all free)	12.54m	9.56m

Free reserves measures

year act/forecast	costs £'000	free £'00 reserve	month cover
19/20	25,783	£9,560	4.45
20/21	28,943	£9,560	3.96
21/22	26,990	£12,536	5.57
22/23	28,454	£12,540	5.29
23/24	30,745	£12,540	4.89

Investment policy

As set out in its Articles of Association, the charity has absolute discretion to invest money not immediately required for operational or capital expenditure.

The charity's investments at 31 March 2022 totalled £19.22m (2021: £17.93m). These investments are managed by HSBC Global Management (£13.29m) and Sarasin Partners (£5.93m). The performance of these investment managers is overseen by the Audit and Finance Committee, which reports to the Board of Trustees.

The charity has a statement of investment principles, as recommended by the Charity Commission. Established in line with their guidance, this sets out an appropriate risk approach to managing the investments. The trustees consider that a medium to long term investment policy, which aims to preserve the capital value of the assets invested while trying to achieve a real return on them, remains appropriate.

The charity's investment managers have general instructions to ensure they apply certain ethical guidelines in selecting investments, these include no direct investment in . tobacco, armaments stocks, gambling, adult content and alcohol.

Principal risks and uncertainties facing the charity

The social care and charitable sectors in which the Trust operates continue to be under significant scrutiny and significant downward pressure on funding streams and longer term stability. Covid –19 has compounded some of these challenges.

Key issues and change that create a range of uncertainties for the charity include:

- Sector wide concern regarding the ongoing delays to the Government’s Green Paper on the future of Social Care Sector- viewed by many as the key to establishing a long-term financial viability for the sector
- Concern that Covid-19 will deliver a “crisis driven” short term sector solution not a long term, measured review.
- Regardless of additional short-term Covid-19 funding, Local Authorities are highlighting a worsening budget situation which may impact upon social care funding and support.

- Impact of the above on commissioning direction and an unwelcomed focus on more economical, institutional, and less person-centred care models.
- Limited funding leading to re-assessments of the people we currently support, leading to a reduction in support packages
- Unresolved Brexit uncertainty in relation to financial stability and staffing challenges
- Covid-19 highlighting the demands and relative low pay within social care which further challenges recruitment and retention of quality support colleagues..

The principal risks identified as significant are:

Risks and Uncertainties	Mitigation
Impact of Covid-19 on our workshop activities. Lack of funding to deliver sustainable day opportunities.	Financial impact assessments to be undertaken, taking into consideration the capacity in workshops under Covid-19 guidance. Review alternative options of delivering workshops/day activities, including building upon/further developing recent virtual support programmes Negotiation with commissioners on potential revised funding model.
Failure to further reduce costs leads to continued operational deficits draining free reserves. Specifically, inability to reduce the underlying deficit at Botton Village and Oaklands Park/Grange Village primarily as a result of unfunded care activities.	A project group has been setup to review and refocus workshop activities to improve strategic relevance and financial performance. The review will also include the impact of Covid-19 on delivery of the activities within workshops. Focused project groups and regional plans developed to address additional challenges and financial realities of our rural communities.
Inability to recruit and retain right calibre and quantity of care staff	Increase in HR resources including recruitment of focused Head of HR role. Implementation of a new Recruitment system for a more efficient recruitment and induction process. Annual review of salaries including review against sector.
Inability to develop new services and grow additional business to offset natural attrition and changing demands from commissioners and referrals.	Innovation and Development fund of £3m agreed for investment in new services and development opportunities. Reviews underway for our communities at Gloucestershire and Botton. Review of our approach and resourcing of business development opportunities.
Reduction in social care funding.	More robust negotiations with Local Authorities in respect of local commissioned rates. On-going evaluation of best value. Investment in new IT system will provide much needed data and context to confidently challenge existing funding levels. Active membership and contribution to sector bodies such as VODG to apply sector wide pressure for a viable and sustainable long term social care financial model.

Principal risks and uncertainties facing the charity (continued)

Risk Management and internal controls

The charity continues to carry out and monitor a comprehensive risk-management assessment process. This has identified and addressed the major financial, operational, governance, reputational and regulatory risks which might affect its ability to meet its objectives.

Our corporate risk register records the charity's exposure to major risks and uses a scoring mechanism based on impact and likelihood. It takes into account existing controls and the steps taken to mitigate the risks. It then identifies the residual risk to understand whether it is within the acceptable risk framework, which underpins the process, based on clearly defined appetite to risk protocols, agreed by trustees. Where risks appear to be outside the agreed comfort zone there is a clear focus on actions needed to ensure it is within the risk appetite. The senior management team (SMT) and Board of Trustees, via its Audit and Finance Committee, have kept the risks under review during the period.

The Board of Trustees has overall responsibility for assessing the risks faced by the Trust and ensuring it has appropriate systems of internal control in place. The Audit and Finance Committee and Quality Committee are delegated to give oversight to this. The charity undertakes mitigating actions on all the major identified risks.

The trustees are of the opinion that they take reasonable steps to ensure that they identify the major risks to which the charity is exposed. They also try to ensure they have put in place systems to mitigate them. They are, however, aware that they design such processes to manage rather than eliminate all major risks and they can only provide reasonable but not absolute assurance over risk management and elimination of material errors.

Going concern

Going concern is a fundamental accounting concept which underpins the preparation of all UK companies' financial statements. Under this concept, it is assumed that a company will continue in operation and that there is neither the intent nor the need to liquidate it or cease trading.

The trustees confirm that they have given due consideration to the key operational and financial sensitivities which may affect the charity's ability to continue its operations.

In the context of the level of free reserves the charity has at its disposal, and through consideration of its strategic plan and financial projections, the trustees consider that there is a reasonable expectation that the charity has more than adequate resources to continue in operational existence for the foreseeable future. Accordingly, we continue to believe it is appropriate to adopt the going concern basis in preparing the annual financial statements.

Remuneration policy for key management personnel

The trustees regard senior management team as its key management personnel in the context of the Charities SORP (FRS102).

The charity, led by its trustees, aims to ensure that its key personnel are of suitable quality and have the necessary commitment to manage the affairs of this complex and high-profile charity to a high standard. With these objectives in mind, the trustees accept that the charity needs to offer a remuneration package that will attract and retain suitably skilled senior managers.

The remuneration packages of all Executive management of the Charity are specifically approved by the Trustees. All roles are benchmarked by reputable external specialist reward consultants.

Post the year end the Trustee board approved the establishment of a Remuneration committee which will review all pay structures for key management annually.

The EMT members have the same pensions and other benefits as all staff in the charity including a modest car allowance for staff whose role requires extensive business travel. There are no performance bonus arrangements in place.

Structure, governance and management

The Camphill Village Trust Limited (“Camphill Village Trust”) is a charitable company limited by guarantee, registered as a charity and incorporated in England and Wales as The Camphill Village Trust Limited on 26 October 1954. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. The last updates to the Articles of Association, incorporating the Memorandum of Association, were adopted by special resolution at a General Meeting on 22 December 2012.

The charity delivers care, through a model of community living that embraces the principles of Anthroposophy.

The Board of Trustees

The Board of Trustees (the members of which are also directors of the charitable company, under company law) comprises nine members, being the maximum permitted by the Memorandum and Articles. Full details of the trustees who held office during the period are set out on page 57 of this report.

All new trustees and board committee members undertake an induction programme including a structured introduction to the charity, its founding philosophy as well as visits to communities. Training and development sessions in key areas are also facilitated.

The majority of board members have a personal or professional knowledge of the social care sector. They give their time voluntarily and receive no benefit from the charity in respect of their duties as trustees. Any expenses reclaimed from the Trust are set out in note 9 of the Financial Statements.

Audit and finance committee

Provides focus and oversight in respect of the financial reporting processes, planning and budgeting compliance, corporate risk, property investment and investment management.



Ruth fund committee

Advises the board on matters of retirement provision in respect of the charity’s former co-workers. It has delegated responsibility to administer the financial distributions approved by the board on a discretionary basis. Two trustees are involved in this group.

Quality committee

Reviews and monitors the quality of services delivered to people supported by the charity and oversight of the safeguarding practice. Promotes the delivery of best practise and organisational learning and receives updates from Quality of Life reviewers.

Fundraising committee

Established during the year, chaired by a Trustee with specialist fundraising knowledge, the committee provides a space for a fundraising strategy to be reviewed by the trustees. It meets ever quarter.

Other key advisory groups

In order to discharge its duties, the Board has set up a number of other working or advisory groups which provide either administrative or specialist support to the charity, or act as conduits for two-way communication.

Structure, governance and management (continued)

Trustee duties

The trustees undertake the duties laid down in the charity's governing documents. As trustees, they fully acknowledge they are ultimately responsible for the governance of the charity and the protection of its assets. The board takes ultimate responsibility for the implementation of equal opportunities and health and safety within the Trust.

In order to discharge these responsibilities, the formal board met regularly during the year, as well as holding additional, externally facilitated governance and strategy workshops. Meetings of the various board committees and other advisory groups in which trustees lead and participate were held regularly throughout the year at intervals commensurate with business needs.

The Directors and Trustees of Camphill Village Trust have complied with their duties regarding matters in section 172(1) of the Companies Act 2006 in the following:

Long term plans

All key decisions that will have an impact on the long-term future of the charity are discussed at the relevant sub-committee and board. For major and long running projects, the board receives regular updates to ensure that there is appropriate oversight, and that appropriate action is taken where necessary.

Strategic risks to the Charity

The Board, through the executive team, maintains a detailed risk register identifying principal risks and impact to the operation and stakeholders should certain scenarios transpire. A full review of risks associated with such key decisions and related mitigations in event of the occasioning of risks is conducted monthly by the executive team and quarterly by the Audit and Risk Committee in detail, the Quality Committee in relation to quality matters and by the Board.

Investments

Investments are maintained to provide security of liquid resources and a return in line with risk. The funds are managed professionally by third party finance specialists and risk aversion is a factor for the Trustees to review on a continual basis. Investment is only sanctioned in permitted activities and locations.

Staff engagement

The impact of major decisions on staff are discussed by the board who also receive regular updates on staff pay, health and safety, and safeguarding. The board receives a summary of the feedback from employee

and regional forums which highlights both strengths and areas for potential improvement on employment matters and how these will be mitigated through specific actions.

Stakeholder relationships and development

The board receives regular updates in respect of all stakeholder complaint levels and any underlying themes. The board regularly discusses the nature of the relationships it wants with key stakeholders and there are clear processes for engagement with suppliers and donors. Stakeholders are also assessed for their suitability to be associated with the Charity.

The communities and environment.

Camphill Village Trust's key objective is to have an impact on the lives of the people requiring supported living. The Charity receives donations and legacies and applies those to the community related to the giving to provide additional facilities for the benefit of the residents.

Business standards

The charity is rolling out its Brilliant Basics plan to reshape the operations of the charity and to ensure it has the best-in-class processes, practices and procedures developed and implemented within its entire infrastructure.

The nature of Camphill Village Trust's work as a charity assisting less able people makes the maintenance of its reputation for keeping high standards of particular importance. Appropriate systems and processes are in place to ensure the highest standards in business conduct.

The senior leadership team will also update the board with any matters that may have given rise to a reputational risk including any mitigating actions being taken.

Public benefit

The trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011, by referring to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the charity and in planning its future activities. The trustees consider how all existing and planned activities will contribute to the aims and objectives set out in its governing documents.

Pages 8 to 17 of this report demonstrate how our activities impact and fulfil our public benefit objectives.

Structure, governance and management (continued)

Employee engagement

The Directors/Trustees together with the executive team operate regular engagement occasions with the Charity's employees. These include:

Employee forum

The Employee forum convenes four times a year, providing an opportunity for experiences to be shared and queries or concerns to be raised.

Regional forums

Each year, three Regional forums take place in each of our central and south west; south east and northern regions. They provide an opportunity for coproduced activity, celebration, and planning for the future as well as a social occasion with people meeting up with friends from other communities.

Camphill Village Trust is committed to being an employer of choice. An Employee Forum is in place. The Charity has recognised that during covid the opportunity to meet, listen and engage with its people was disrupted. In 2021, early engagement emerged through a review of pay and reward resulting in frontline support workers moving to the Real Living Wage. Staff were involved in reviewing the way in which the Charity had managed the pandemic and influenced lessons learnt. An all staff survey was developed to actively understand staff preferences in relation to internal communications and a commitment was made to significantly improve engagement across the Trust as it emerged from the pandemic.

The Board of Trustees have set clear expectations with regards to the quality of recruitment, retention and induction. These commitments reflect its risk mapping and the sectors in which the charity operates.

Further work is planned for 2022/23 in relation to the development of a staff enabler group, the shaping of a People Strategy and considering what a meaningful value proposition looks like for all of our People.



Structure, governance and management (continued)

Disabilities in the workplace

The charity will not discriminate against a disabled person for a reason that relates to their disability or treat them less favourably than a non-disabled person. The charity will conduct an individual risk assessment for every employee or volunteer with a disability. This will identify any reasonable adjustments it needs to make in the workplace, or job, in order for the person to contribute fully to the work of the charity.

Equality, diversity and inclusion

The Trust is committed to providing an environment in which the people we support, and colleagues can thrive, regardless of their personal circumstances.

The Charity is committed to increasing its communication and impact within the areas of equality, diversity and inclusion through its immediate and associated Stakeholder groups.

The Charity's objectives ensures it works directly to provide support and development to a range of persons and stakeholders with challenges in their development and integration to their communities. The substantial majority of it's residents are receiving personal support accommodation and services in various geographic locations.

The charity has the following direct stakeholder group

Residents & supported individuals	514
CVT support staff	72
Charity core personnel	535

The Trust has enacted various EDI policies within in operations to ensure the practices and culture of the activities support all aspects of current EDI best of standards.

The Trustees will along with the Executives and Senior management develop a reporting suite to assess and publish the effectiveness of current policies and understand where areas of improvement are recognised. Action plans will be instigated to ensure the Charity is well aligned to the general accepted benchmark attainment levels.

A summary of the key elements of the review will be includes in the 2022/23 annual report and accounts.



Membership policy

Camphill Village Trust exists to further its charitable aims, rather than to benefit its members. This policy aims to ensure that any changes to the membership of the Trust will benefit the charity as a whole, and the people it exists to support, now and in the future.

As such, membership is not an automatic entitlement; and any decision regarding the acceptance of a membership application ultimately lies with Camphill Village Trust's trustees. Decisions are made in accordance with the Trust's governing document (its Memorandum and Articles of Association) and any rules made by the charity trustees in accordance with the governing document, on the basis of what is in the best interests of the charity.

At 31 March 2022, the charity had 500 (2021: 514), members. All members have full voting rights under the charity's Articles of Association. Each member guarantees to contribute an amount not exceeding £1 to the assets of the charitable company in the event of a winding up.

Rules relating to the membership are at the discretion of the trustees, including the admission of new members and removal of members in accordance with the relevant paragraphs of the charity's Articles of Association.

The Trust continues to promote membership of the Trust to all eligible parties, in line with the current membership policy.



Statement of responsibility of Trustees

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that 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 charitable company hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2022 was 500 (2021: 514). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

Auditor Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity. The trustees' annual report which includes the strategic report has been approved by the trustees on 24th October 2022 and signed on their behalf by

Michael Nutt
Chair

Independent Auditor's report to the members of The Camphill Village Trust Limited

For the year ended 31 March 2022

Opinion

We have audited the financial statements of Camphill Village Trust (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company 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 Camphill Village Trust'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 other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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.

Independent Auditor's report to the members of The Camphill Village Trust Limited (continued)

For the year ended 31 March 2022

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, 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 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.

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

Independent Auditor's report to the members of The Camphill Village Trust Limited (continued)

For the year ended 31 March 2022

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, the Audit and Finance Committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

Use of our report

This report is made solely to the 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.

Fleur Holden (Senior statutory auditor)

Date - 26th October 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Statement of financial activities

For the year ended 31 March 2022

(incorporating an income and expenditure account)

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000	2022 £'000	2021 £'000
INCOME FROM						
Donations & legacies	3	4,692	232	927	5,851	7,678
Renewable heat income		298	-	-	298	307
Profit on sale of fixed assets		167	-	-	167	204
CHARITABLE ACTIVITIES						
Community, care & housing	4	18,556	-	-	18,556	17,670
Farm, land, workshop production	4	2,527	-	-	2,527	2,003
Investments	5	433	-	-	433	467
TOTAL INCOME		26,673	232	927	27,832	28,329
EXPENDITURE ON						
Raising funds	6	508	10	-	518	565
CHARITABLE ACTIVITIES						
Community, care & housing	6	19,548	1,994	919	22,461	23,053
Farm, land, workshop production	6	3,724	287	-	4,011	5,325
TOTAL EXPENDITURE		23,780	2,291	919	26,990	28,943
Net income/(expenditure) before net gains on investments		2,893	(2,059)	8	842	(614)
Net gain on investments		808	-	-	808	3,159
Net income/(expenditure) for the year	8	3,701	(2,059)	8	1,650	2,545
Transfers between funds		(720)	720	-	-	-
Net movement in funds		2,981	(1,339)	8	1,650	2,545
RECONCILIATION OF FUNDS:						
Total funds brought forward		9,555	97,995	105	107,655	105,110
TOTAL FUNDS CARRIED FORWARD		12,536	96,656	113	109,305	107,655

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 25 to the financial statements.

Balance sheet

As at 31 March 2022

	Note	2022		2021	
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible assets	15		80,534		81,090
Investments	16		19,219		17,929
			99,753		99,019
CURRENT ASSETS					
Stock	17	352		423	
Debtors	18	3,178		3,743	
Cash at bank and in hand		9,966		8,882	
		13,496		13,048	
CURRENT LIABILITIES					
Creditors: Amounts falling due within one year	19	3,944		4,396	
NET CURRENT ASSETS					
			9,552		8,652
TOTAL ASSETS LESS CURRENT LIABILITIES					
			109,305		107,671
LONG TERM LIABILITIES					
Creditors: Amounts falling due greater than one year	20		-		16
TOTAL NET ASSETS					
			109,305		107,655
The funds of the charity:					
Restricted income funds			113		105
Unrestricted income funds:					
Designated funds		96,656		97,995	
General funds		12,536		9,555	
Total unrestricted funds			109,192		107,550
TOTAL CHARITY FUNDS					
			109,305		107,655

Approved by the trustees on 24th October 2022 and signed on their behalf by:

Michael Nutt
Chair

Company Number: 00539694
Charity Number 232402

Statement of cash flows

For the year ended 31 March 2022

	Note	2022		2021	
		£'000	£'000	£'000	£'000
CASH FLOWS FROM OPERATING ACTIVITIES					
Net cash provided by operating activities	27		2,297		3,578
CASH FLOWS FROM INVESTING ACTIVITIES					
Investment income		430		463	
Interest received		3		4	
Interest paid		(13)		(13)	
Proceeds from the sale of fixed assets		176		623	
Purchase of fixed assets		(1,327)		(2,440)	
Proceeds from sale of investments		12,206		7,767	
Purchase of investments (including cash movement)		(12,688)		(8,191)	
Net cash (used in) investment activities			(1,213)		(1,787)
Change in cash and cash equivalents in the year			1,084		1,791
Cash and cash equivalents at the beginning of the year			8,882		7,091
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	28		9,966		8,882

Notes to the financial statements

For the year ended 31 March 2022

I. Accounting policies

Statutory information

Camphill Village Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address is: The Kingfisher Offices, 9 Saville Street, Malton, North Yorkshire, YO17 7LL. Operational locations for communities are detailed on page 57.

Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. 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. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Going concern and key judgements

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. In preparing the financial statements no judgements have been made, apart from those involving estimates in the process of applying the charity's accounting policies. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date other than for listed investments. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Income from legacies, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Notes to the financial statements (continued)

For the year ended 31 March 2022

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in attracting third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Charitable activities: These include all expenditure directly related to the objects of the charity and comprise the following:
 - Community, care and housing expenditure: this includes all the costs of supporting people who are living in the communities
 - Farm and land production: costs attributable to running the farms as part of the community activities
 - Workshop and general produce: costs attributable to running craft workshops and retail outlets

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Allocation of support and governance costs

Support costs are those costs incurred directly in the support of the objects of the charity. Premises overheads relating to depreciation have been allocated on the basis of headcount, all other overheads have been apportioned in relation to income received.

Governance costs are those incurred in the running of the charity and include costs associated with constitutional and statutory requirements and include trustee meetings.

Where costs cannot be directly attributed to a particular activity, they have been allocated on a basis consistent with the use of the resources.

Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

Notes to the financial statements (continued)

For the year ended 31 March 2022

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet. Tangible fixed assets were restated at fair value as at 1st April 2014 in accordance with FRS102. These values have been used as deemed cost from 1st April 2014.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

Listed investments

Investments are a form of non-basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

Debtors

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

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

The depreciation rates in use are as follows:

• Land	-	not depreciated
• Freehold buildings		
Structure	-	over 75 years
Roof	-	over 35 years
Windows and doors	-	over 20 years
Kitchen	-	over 15 years
Bathroom	-	over 15 years
Boiler/heating system	-	over 15 years
Lifts/access	-	over 20 years
• Leasehold buildings	-	over the term of the lease
• Infrastructure	-	over 10 years
• IT infrastructure	-	over 10 years
• Biomass boiler	-	over 20 years

Creditors and provisions

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

Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details are given in the financial instruments note.

Pensions

The community pays contributions to a defined contribution pension scheme for certain employees in line with UK legislation. The contributions paid during the year are charged in the Statement of Financial Activities.

Notes to the financial statements (continued)

For the year ended 31 March 2022

2. Detailed comparatives for the statement of financial activities (prior year)

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000	2021 £'000
INCOME FROM					
Donations & legacies	3	6,301	624	753	7,678
Renewable heat income		307	-	-	307
Profit on sale of fixed assets		204	-	-	204
CHARITABLE ACTIVITIES					
Community, care & housing	4	17,670	-	-	17,670
Farm, land, workshop production	4	2,003	-	-	2,003
Investments	5	467	-	-	467
TOTAL INCOME		26,952	624	753	28,329
EXPENDITURE ON					
Raising funds	6	554	11	-	565
CHARITABLE ACTIVITIES					
Community, care & housing	6	18,276	4,027	750	23,053
Farm, land, workshop production	6	3,513	1,812	-	5,325
TOTAL EXPENDITURE		22,343	5,850	750	28,943
Net income/(expenditure) before net gains/(losses) on investments		4,609	(5,226)	3	(614)
Net (losses) /gains on investments		3,159	-	-	3,159
Net income/(expenditure) for the year	8	7,768	(5,226)	3	2,545
Transfers between funds		(8,899)	8,899	-	-
Net movement in funds		(1,131)	3,673	3	2,545
Total funds brought forward		10,686	94,322	102	105,110
TOTAL FUNDS CARRIED FORWARD		9,555	97,995	105	107,655

Notes to the financial statements (continued)

For the year ended 31 March 2022

3a Income from donations and legacies

	Unrestricted & Designated £'000	Restricted £'000	2022 Total £'000
Donations	2,585	20	2,605
Legacies	1,738	907	2,645
Government Grants	532	-	532
Job Retention Scheme	69	-	69
	<u>4,924</u>	<u>927</u>	<u>5,851</u>

Within unrestricted funds £232k relates to designated funds.

3b Income from donation and legacies (prior year)

	Unrestricted & Designated £'000	Restricted £'000	2021 Total £'000
Donations	2,952	10	2,962
Legacies	3,186	743	3,929
Government Grants	525	-	525
Job Retention Scheme	262	-	262
	<u>6,925</u>	<u>753</u>	<u>7,678</u>

Within unrestricted funds £624k relates to designated funds.

Notes to the financial statements (continued)

For the year ended 31 March 2022

4 Income from charitable activities

	2022 Total £'000	2021 Total £'000
Supporting People grant	129	183
Local authority payments	12,754	12,244
Residents' contributions	445	412
Housing benefits	4,003	3,790
Private fees	578	482
Rent receivable	620	543
Other	27	16
Sub-total for community, care and housing	18,556	17,670
The Single Payment Scheme (Farm Subsidy)	79	93
Local authority payments for day activities	1,034	955
Private fees	235	116
External sales of goods	1,035	621
Rent	103	101
Other	41	117
Sub-total for farm, land, workshop production	2,527	2,003
Total income from charitable activities	21,083	19,673

All income from charitable activities is unrestricted. External sale of goods form part of Camphill Village Trust's primary purpose trading.

5 Income from investments

	2022 Total £'000	2021 Total £'000
Dividends from investments	430	463
Bank interest receivable	3	4
	433	467

All income from investments is unrestricted.

Notes to the financial statements (continued)

For the year ended 31 March 2022

6 Expenditure on charitable activities

	Cost of raising funds £'000	Community care & housing £'000	Farm, land, workshop production £'000	Governance costs £'000	Support costs £'000	2022 Total £'000	2021 Total £'000
Fundraising office	96	-	-	-	-	96	184
Investment managers' fees	-	61	-	-	-	61	53
Community expenses	-	224	35	50	60	369	328
Transition support & Ruth Fund	-	202	-	-	-	202	302
Salaries & agency fees	374	11,133	1,872	-	3,064	16,443	16,035
Staff expenses & other costs	10	152	3	19	280	464	364
Food	-	22	-	-	-	22	73
Household expenditure	-	31	16	-	-	47	58
Light, heating & fuel	-	858	55	-	42	955	1,008
Repairs & maintenance	-	1,886	276	-	171	2,333	1,978
Rent, rates & water	-	609	47	-	59	715	761
Insurance	-	-	-	-	212	212	265
Training	-	77	7	-	57	141	99
Bad debts provision	-	98	-	-	-	98	11
Workshop/production materials & expenses	-	-	533	-	-	533	327
Depreciation:							
Freehold buildings	10	895	178	-	-	1,083	1,198
Plant and machinery	-	405	80	-	-	485	398
Fixtures & fittings	-	130	26	-	-	156	169
Motor vehicles	-	6	1	-	-	7	16
Leasehold	-	16	3	-	-	19	19
Impairment	-	63	-	-	-	63	2,838
Loss on disposal of fixed assets	-	58	-	-	-	58	76
Bank charges	-	-	-	-	35	35	25
Office & administration costs	-	213	48	-	846	1,107	1,131
Legal & professional	4	195	16	7	129	351	227
Trustee meetings	-	-	-	6	-	6	-
Audit & accountancy	-	-	-	63	-	63	36
Shared lives carer fees	-	760	-	-	-	760	685
Personal Protective Equipment	-	61	45	-	-	106	276
Donations	-	-	-	-	-	-	3
	494	18,155	3,241	145	4,955	26,990	28,943
Support costs	-	4,203	752	-	(4,955)	-	-
Governance costs	24	103	18	(145)	-	-	-
Total expenditure 2022	518	22,461	4,011	-	-	26,990	28,943
Total expenditure 2021	565	23,053	5,325	-	-	28,943	25,783

Notes to the financial statements (continued)

For the year ended 31 March 2022

7 Expenditure on charitable activities (prior year)

	Cost of raising funds £'000	Community care & housing £'000	Farm, land, workshop production £'000	Governance costs £'000	Support costs £'000	2021 Total £'000
Fundraising office	184	-	-	-	-	184
Investment managers' fees	-	53	-	-	-	53
Community expenses	-	218	50	-	60	328
Transition support & Ruth Fund	-	302	-	-	-	302
Salaries & agency fees	338	10,923	1,985	-	2,789	16,035
Staff expenses & other costs	14	190	2	46	112	364
Food	-	73	-	-	-	73
Household expenditure	-	43	15	-	-	58
Light, heating & fuel	-	908	58	-	42	1,008
Repairs & maintenance	-	1,651	257	-	70	1,978
Rent, rates & water	-	671	44	-	46	761
Insurance	-	-	-	-	265	265
Training	-	66	7	-	26	99
Bad debts provision	-	11	-	-	-	11
Workshop/production materials & expenses	-	-	327	-	-	327
Depreciation:						
Freehold buildings	11	976	211	-	-	1,198
Plant and machinery	-	327	71	-	-	398
Fixtures & fittings	-	139	30	-	-	169
Motor vehicles	-	13	3	-	-	16
Leasehold	-	16	3	-	-	19
Impairment	-	1,344	1,494	-	-	2,838
Loss on disposal of fixed assets	-	76	-	-	-	76
Bank charges	-	-	-	-	25	25
Office & administration costs	-	189	45	-	897	1,131
Legal & professional	-	98	6	6	117	227
Trustee meetings	-	-	-	-	-	-
Audit & accountancy	-	-	-	36	-	36
Shared lives carer fees	-	685	-	-	-	685
Personal Protective Equipment	-	245	31	-	-	276
Donations	3	-	-	-	-	3
	550	19,217	4,639	88	4,449	28,943
Support costs	-	3,774	675	-	(4,449)	-
Governance costs	15	62	11	(88)	-	-
Total expenditure 2021	565	23,053	5,325	-	-	28,943
Total expenditure 2020	597	20,558	4,628	-	-	25,783

Notes to the financial statements (continued)

For the year ended 31 March 2022

8 Net income/(expenditure) for the year

	2022 £'000	2021 £'000
This is stated after charging/(crediting):		
Depreciation	1,750	1,800
Impairment	63	2,838
Loss or (profit) on disposal of fixed assets	(109)	(129)
Operating lease rentals:		
Property	345	346
Other	188	196
Auditor's remuneration (excluding VAT):		
Audit	40	38

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2022 £'000	2021 £'000
Salaries & wages	13,042	13,693
Redundancy & termination costs	131	26
Social security costs	1,135	1,113
Employer's contribution to defined contribution pension schemes	312	300
	14,620	15,132
Agency fees	1,823	903
	16,443	16,035

Redundancy and termination costs of £131k (2021: £26k) were either paid or accrued during the year and related to compensation for loss of office.

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2022 Number	2021 Number
£60,000 - £69,999	3	4
£70,000 - £79,999	2	1
£80,000 - £89,999	1	2
£100,000 - £109,999	1	1
£130,000 - £139,999	1	-

Notes to the financial statements (continued)

For the year ended 31 March 2022

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The total remuneration including employer's pension and national insurance of key management (who are the Chief Executive, Director of Finance & IT, Operations Director, Fundraising Director, Director of Properties and Estates) was £568k (2021: £480k) as set out below:

	Employees (excluding Chief Executive)		Chief Executive	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Salary	352	309	142	109
Employer's national insurance	41	38	18	14
Employer's pension contribution	14	9	1	1
	<u>407</u>	<u>356</u>	<u>161</u>	<u>124</u>

The ratio of the Chief Executive's emoluments to the lowest paid employee is 6.2:1 (2021 6.4:1). The Chief Executive salary includes the remuneration for the current CEO and the previous who left 31 May 2022.

Trustees' remuneration and expenses

The Board members, who are directors for Companies Act purposes and trustees for the Charities Act purposes, comprise independent directors. None of the directors receive any remuneration from the charity in respect of their duties as trustees. Under the powers vested in the trustees by the Memorandum of Association under the paragraphs supporting limitation on private benefits, no trustee may receive any remuneration or other benefit in money or money's worth from the charity, except for reasonable travel and subsistence expenses for attending Board, subcommittee meetings and other Trust business. The total expenses in the year was £1k paid to 11 Trustees (2021: Nil).

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022 Number	2021 Number
Raising funds	11	9
Charitable activities	577	606
Support	72	67
	<u>660</u>	<u>682</u>

11 Population figures

In addition to the staff numbers above, the residents of the communities at year end can be analysed as follows:

	2022 Number	2021 Number
Residents we support who live in our communities	340	361
Day activity support only	121	85
People we support who live outside our communities	53	51
	<u>514</u>	<u>497</u>

Notes to the financial statements (continued)

For the year ended 31 March 2022

12 Pension scheme

The charity pays contributions on behalf of certain employees into a defined contribution pension scheme. The charge for the year amounted to £312k (2021: £300k). There are no material unfunded pension commitments. At 31 March 2022, there was £72k outstanding pension contributions (2021: £72k).

13 Related party transactions

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

14 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The Charity is operating a partial VAT scheme and is unable to claim 100% of its VAT.

15 Fixed assets

	Freehold property £'000	Leasehold land & buildings £'000	Plant & machinery & IT £'000	Motor vehicles £'000	Fixtures & fittings £'000	Total £'000
COST						
At the start of the year	86,419	902	6,284	182	1,973	95,760
Additions in year	753	-	382	-	192	1,327
Disposals in year	(107)	-	(111)	-	(13)	(231)
At the end of the year	<u>87,065</u>	<u>902</u>	<u>6,555</u>	<u>182</u>	<u>2,152</u>	<u>96,856</u>
DEPRECIATION						
At the start of the year	10,472	564	2,319	175	1,140	14,670
Charge for the year	1,083	19	485	7	156	1,750
Impairment	63	-	-	-	-	63
Eliminated on disposal	(47)	-	(107)	-	(7)	(161)
At the end of the year	<u>11,571</u>	<u>583</u>	<u>2,697</u>	<u>182</u>	<u>1,289</u>	<u>16,322</u>
NET BOOK VALUE						
At the end of the year	<u>75,494</u>	<u>319</u>	<u>3,858</u>	<u>-</u>	<u>863</u>	<u>80,534</u>
At the start of the year	<u>75,947</u>	<u>338</u>	<u>3,965</u>	<u>7</u>	<u>833</u>	<u>81,090</u>

Land with a value of £43,189k (2021: £43,189k) is included within freehold property and not depreciated. All of the above assets are used or their intended use is for charitable purposes.

Notes to the financial statements (continued)

For the year ended 31 March 2022

16 Listed Investments

	2022 £'000	2021 £'000
Fair value at the start of the year	17,929	14,346
Additions at cost	12,238	8,263
Disposal proceeds	(12,206)	(7,767)
Net gain/(loss) on change in fair value	808	3,159
Cash movement	450	(72)
Fair value at the end of the year	19,219	17,929
	2022 £'000	2021 £'000
Listed investments held at fair value	18,517	17,677
Cash and cash equivalents	702	252
	19,219	17,929

17 Stock

	2022 £'000	2021 £'000
Raw materials and consumables	42	55
Work in progress	88	134
Finished goods and goods for resale	222	234
	352	423

18 Debtors

	2022 £'000	2021 £'000
Trade debtors	1,417	1,051
Other debtors	398	174
Prepayments and accrued income	1,361	2,518
Vat Debtor	2	-
	3,178	3,743

Notes to the financial statements (continued)

For the year ended 31 March 2022

19 Creditors: Amounts falling due within one year

	2022 £'000	2021 £'000
Loan	394	428
Trade creditors	628	1,038
Taxation and social security	353	274
Other creditors	449	883
Accruals and deferred income	2,120	1,773
	3,944	4,396

The loans are secured by specific charges on the Charity's investments and fixed assets with repayment terms varying from on demand and 2.25 years, at rate of interest between 2% and 3.1%.

20 Creditors: Amounts falling due greater than one year

	2022 £'000	2021 £'000
Loan	-	16

The loan is secured by specific charges on the Charity's fixed assets with 2.25 years of loan repayment remaining, at rate of interest of 3.1%.

21 Deferred income

Deferred income comprises social care and rental income received in advance.

	2022 £'000	2021 £'000
Balance at the beginning of the year	254	172
Amount released to income in the year	(254)	(172)
Amount deferred in the year	229	254
Balance at the end of the year	229	254

Notes to the financial statements (continued)

For the year ended 31 March 2022

22 Financial instruments

	2022 £'000	2021 £'000
Financial assets measured at fair value through profit and loss		
Listed Investments	18,517	17,677
Financial liabilities measured at fair value through profit and loss		
Loan	394	444

23 Analysis of net assets between funds (current year)

	General unrestricted £'000	Designated £'000	Restricted £'000	Total funds £'000
Tangible fixed assets	-	80,534	-	80,534
Investments	16,056	3,163	-	19,219
Net current assets	(3,520)	12,959	113	9,552
Net assets at 31 March 2022	12,536	96,656	113	109,305

24 Analysis of net assets between funds (prior year)

	General unrestricted £'000	Designated £'000	Restricted £'000	Total funds £'000
Tangible fixed assets	-	81,090	-	81,090
Investments	14,564	3,365	-	17,929
Net current assets	(5,009)	13,556	105	8,652
Long term liabilities	-	(16)	-	(16)
Net assets at 31 March 2021	9,555	97,955	105	107,655

Notes to the financial statements (continued)

For the year ended 31 March 2022

25 Movement in funds (current year)

	At 1 April 2021 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2022 £'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Village store	35	-	(5)	-	30
Garden Furniture	-	3	-	-	3
Martin Holmes	-	8	(2)	-	6
General donations	-	1	(1)	-	-
General legacies	-	907	(907)	-	-
DELROW COMMUNITY					
Richard Platt Fund	8	3	-	-	11
Thomas Williams	8	-	-	-	8
Thornton Trust	40	1	-	-	41
General donations	-	1	(1)	-	-
St ALBANS					
General donation	-	-	-	-	-
OAKLANDS PARK					
Residents' Fund	9	-	-	-	9
LARCHFIELD COMMUNITY					
General donations	-	1	(1)	-	-
CROFT COMMUNITY					
General donations	-	2	(2)	-	-
Total restricted funds	105	927	(919)	-	113
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	5,918	232	-	(528)	5,622
Social Farm	79	-	-	-	79
Innovation & development	4,543	-	(285)	-	4,258
Asset Innovation Fund	3,000	-	-	-	3,000
Ruth Fund	3,365	-	(202)	-	3,163
Camphill Fixed Assets Fund	81,090	-	(1,804)	1,248	80,534
Total designated funds	97,995	232	(2,291)	720	96,656
General funds	9,555	27,481	(23,780)	(720)	12,536
Total unrestricted funds	107,550	27,713	(26,071)	-	109,192
Total funds at 31 March 2022	107,655	28,640	(26,990)	-	109,305

Notes to the financial statements (continued)

For the year ended 31 March 2022

26 Movement in funds (prior year)

	At 1 April 2020 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2021 £'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Village store	35	-	-	-	35
General donations	-	-	-	-	-
General legacies	-	743	(743)	-	-
DELROW COMMUNITY					
Richard Platt Fund	6	5	(3)	-	8
Thomas Williams	8	-	-	-	8
Thornton Trust	39	1	-	-	40
General donations	-	2	(2)	-	-
St ALBANS					
General donation	-	-	-	-	-
OAKLANDS PARK					
Residents' Fund	9	-	-	-	9
STOURBRIDGE					
General donations	-	-	-	-	-
LARCHFIELD COMMUNITY					
General donations	-	1	(1)	-	-
CROFT COMMUNITY					
General donations	-	1	(1)	-	-
Total restricted funds	102	753	(750)	-	105
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	2,341	624	-	2,953	5,918
Social Farm	351	-	(272)	-	79
Innovation & development	4,181	-	(638)	1,000	4,543
Asset Innovation Fund	-	-	-	3,000	3,000
Ruth Fund	3,667	-	(302)	-	3,365
Camphill Fixed Assets Fund	83,782	-	(4,638)	1,946	81,090
Total designated funds	94,322	624	(5,850)	8,899	97,995
General funds	10,686	30,111	(22,343)	(8,899)	9,555
Total unrestricted funds	105,008	30,735	(28,193)	-	107,550
Total funds at 31 March 2021	105,110	31,488	(28,943)	-	107,655

Notes to the financial statements (continued)

For the year ended 31 March 2022

26 Movements in funds (continued)

Purpose of restricted funds

Restricted funds relate to grants and donations within the individual centres where there is a restricted element to the donation.

Purpose of designated funds

The Building fund recognises the funds raised, authorised and committed by the Board for the charity's on-going building programme. The movements in the year represent further funds designated to meet the charity's forthcoming building projects less transfers to the Camphill Fixed Asset Fund.

Social farm fund represents fundraised monies available for use in running of the social care farms and gardens across the Trust.

In the past Camphill Village Trust co-workers received no remuneration and were therefore not in a position to make provision for their old age or exceptional needs during their working lives. The charity therefore established the Ruth Fund to implement the charity's policy on helping to provide discretionary financial support, as necessary, towards meeting the needs of co-workers and ex-co-workers who have reached old age and financial need.

The Camphill Fixed Assets Fund represents the value of unrestricted funds that are held in the form of tangible fixed assets held for future use within the charity.

An Innovation and development fund was created in 2019, to be used for investment in new services and technology to enable the Trust to meet changing needs.

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

	2022 £'000	2021 £'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	842	(614)
Depreciation charges	1,750	1,800
Impairment	63	2,838
Dividends and interest	(433)	(454)
(Profit)/loss on the disposal of fixed assets	(109)	(129)
Decrease in stocks	71	49
Decrease/(Increase) in debtors	565	(1,312)
(Decrease)/Increase in creditors	(452)	1,400
Net cash provided by operating activities	<u>2,297</u>	<u>3,578</u>

Notes to the financial statements (continued)

For the year ended 31 March 2022

28 Analysis of cash and cash equivalents

	At 1 April 2021 £'000	Cash flows £'000	Other changes £'000	At 31 March 2022 £'000
Cash at bank & in hand	8,882	1,084	-	9,966
Total cash & cash equivalents	8,882	1,084	-	9,966

29 Analysis of changes in net debt

	At 1 April 2021 £'000	Cash flows £'000	Other non changes £'000	At 31 March 2022 £'000
Loans falling within one year	428	(50)	16	394
Loans falling greater than one year	16	-	(16)	-
Total loans	444	(50)	-	394

30 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property		Equipment	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Less than one year	286	289	20	198
One to five years	315	297	15	14
Over five years	977	997	-	-
	1,578	1,583	35	212

31 Capital commitments

At the balance sheet date, the charity had committed to £5,622k (2021: £5,918k) in respect of capital works:

	2022 £'000	2021 £'000
Contracted	-	587
Authorised but not contracted for	5,622	5,331

Notes to the financial statements (continued)

For the year ended 31 March 2022

32 Company status and members' liability

The charity is a private company limited by guarantee, not having a share capital. The extent of the liability of the members of the company on winding up is limited to a maximum of £1 each. The company is incorporated in the United Kingdom.

33 Post balance sheet events

The Charities investment portfolio market valuation on 31 March 2022 amounted to £19,219,000. The subsequent economic and political events since that date, and to the 30 September 2022, has resulted in a diminution in value to £17,840,000. The resultant reduction in value has arisen due to reduction in market value and foreign exchange movements devaluing the sterling equivalent of some of the overseas portfolio. The investments are held on a long-term basis to form part of the Charity free reserves positioning and in that regard the crystallisation of a significant loss is not anticipated.



Referenced and administrative details

Company number 00539694

Charity number 232402

Country of Incorporation -
United Kingdom

Country of Registration -
England and Wales

Registered office:

The Kingfisher Offices,
9 Saville Street, Malton, YO17 7LL

Trustees

The charity's members elect all trustees including those appointed by the trustees to fill any interim vacancies, in accordance with the charity's Articles of Association. In such cases, those trustees are required to offer themselves for re-election at the next following AGM. Since the AGM, the trustees have made three such appointments. As indicated below.

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Michael Nutt
(appointed 24 November 21)

Tim Bishop

Ann Kenney
(appointed 24 November 21)

Michael Green
(appointed 5 October 21)

Felicity Chadwick-Histed
(resigned 15 November 21)

Jean Henderson

Stephen Godwin

Karen Walker

Brian M Walsh OBE
(resigned 5 October 21)

Lindsey Wishart

Jeremy Young

Chief executive

Sara Thakkar (appointed 1 June 2021)

Huw John (resigned 31 May 2021)

Company secretary

Sara Thakkar (appointed 11 July 22)

Balbinder Lally (resigned 10 March 22)

Executive team

Annabel Arkless

Fundraising Director
(resigned 15 July 22)

Mark Denny

Property & Estates Director
(resigned 31 March 22)

Balbinder Lally

Director of Finance & IT
(resigned 31 March 22)

Janine Moorcroft

Operations Director
(resigned 27 May 22)

Lynn Hanford-Day

Interim People Director
(appointed 1 December 2021)

John Nixon

Interim Director of Finance & IT
(appointed 23 May 2022)

Andrew Meyer

Interim Operations Director
(appointed 23 May 2022)

Principal bankers

NatWest Bank,
2nd Floor Argyll House,
246 Regent Street, London, WIB 3PB

Insurance broker

Bluefin, Stephenson House,
7-10 The Grove, Gravesend, DA12 1DU

Investment managers

HSBC – Global Investment
Management, 78 St James Street
London, SW1A 1HL

Sarasin & Partners LLP, Juxon House,
100 St Paul's Churchyard
London, EC4M 8BU

Legal advisors

Anthony Collins LLP
134 Edmund Street, Birmingham, B3 2ES

Lester Aldridge LLP

Russell House, Oxford Road,
Bournemouth, BH8 8EX

Grindeys LLP

Glebe Court, Stoke-on-Trent, ST4 1ET

Corporate partnerships

Community Catalysts CIC

Copthall Bridge House, Station Bridge
Harrogate, HG1 1SP

Auditor

Sayer Vincent LLP

Chartered Accountant and
Statutory Auditor

Invicta House, 108-114 Golden Lane,
LONDON, EC1Y 0TL

Operational locations

Botton Village – Danby, North Yorkshire www.camphillvillagetrust.org.uk/locations/botton-village/

Croft Community – Malton, North Yorkshire www.camphillvillagetrust.org.uk/locations/croft-community/

Delrow Community – Watford, Hertfordshire www.camphillvillagetrust.org.uk/locations/delrow-community/

Grange Village – Newnham, Gloucestershire www.camphillvillagetrust.org.uk/locations/grange-village/

Larchfield – Middlesbrough, Teesside www.camphillvillagetrust.org.uk/locations/larchfield-community/

Oaklands Park – Newnham, Gloucestershire www.camphillvillagetrust.org.uk/locations/oaklands-park/

St Albans Community – St. Albans, Hertfordshire www.camphillvillagetrust.org.uk/locations/st-albans/

Shared Lives West Midlands – Dudley, West Midlands www.camphillvillagetrust.org.uk/locations/shared-lives-west-midlands/

Stourbridge – Stourbridge, West Midlands www.camphillvillagetrust.org.uk/locations/stourbridge/

Taurus Crafts – Lydney, Gloucestershire www.camphillvillagetrust.org.uk/locations/taurus-crafts/



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THE CAMPHILL VILLAGE TRUST LIMITED

England & Wales - Charity number 232402

Accounts



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The Camphill Village Trust Limited Annual Report and Financial Statements

(Year ending 31st March 2021)

Company registration number: 00539694
Registered charity number: 232402



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The Camphill Village Trust Limited uses 'Camphill Village Trust' and 'the Trust' as operating names and these names are used throughout this document.



OUR OBJECTS

Camphill Village Trust's objects, contained in the company's Memorandum of Association (which were first adopted in this format in 2012) are: "for the public benefit, to relieve sickness, promote good health, provide care to and advance the education and training of people with a disability (whether mental or physical), the young, the old, or people otherwise in need, in accordance with the principals of Dr Rudolf Steiner (as summarised in the Appendix to this Memorandum), particularly (without limitation) by the establishment and maintenance of communities in the form of villages, residential houses, day centres, kindergartens, schools, colleges or other types of social and/or educational community, in which beneficiaries live and/or work and/or to which they otherwise resort in community with persons providing support."



Trustees' report

Vision, mission and values

Our vision

To see more people with learning and other disabilities lead a life of opportunity



Our mission

To empower the people we support to lead more connected and fulfilled lives and make informed life choices

Our values



Building connections

Camphill Village Trust offers a sense of belonging and community. That means we create opportunities for friendship, connecting people to build a community so they can feel valued rather than isolated.



Enabling potential

Camphill Village Trust enables people to develop, grow and be heard. This means we build confidence and the voice of the people we support informs what we do, at every level.



Promoting purpose

Camphill Village Trust promotes meaningful, healthy living. This means the people we support live an active life and can contribute to the wider community on an equal basis.



Environmental respect

Camphill Village Trust values and cares for the environment. This means that we see a connection between the environment we live in and our well-being and promote living sustainably, in harmony with the natural world.



Social impact

Camphill Village Trust believes our people and resources should make a positive contribution to society. This means we support and develop initiatives to challenge issues faced by vulnerable members of society, which enable the people we support to achieve greater integration into the wider community.

Trustees' report

Chair's update



Chair's report

The last year has been memorable; shaped primarily by two external factors outside our control which will continue to influence the Trust and indeed the broader sector as we re-emerge into a new normal and for the Trust; one internal factor - the retirement of our Chief Executive, Huw John, after 10 strong years at our helm.

The Coronavirus (Covid-19) pandemic and the UK's withdrawal from the European Union were, and continue to be, major challenges as we look to the future as a Trust specialising in a unique model of support for adults with learning disabilities and complex needs. We rely on a workforce that is both diverse, caring and qualified to provide the best life of opportunity to those that we support. We know that the broader sector needs to come together to navigate the storms ahead but our experiences over the year give us hope and much pride from which to build on.

In my final year as Chair of the Trust I look back and reflect that despite the extraordinary year, it has also been a time of great resilience and coming together across the Trust. Through strong relationships, committed support and good fortune, everyone has, to date, come through Covid, but we are acutely aware that our primary task is now to support everyone to regain lost confidence, re-establish important relationships and empower people to once again work towards a life of opportunity.

I want to give my personal thanks to our people on the frontlines who have tirelessly provided care and support in the most trying of circumstances. Without them those we support may not have coped as well as they would have wanted to.

I want to reflect on the real innovation in responding and adapting to the way people were supported, developing a vibrant virtual programme of educational, therapeutic and entertaining activities via our Opportunity TV channel, and strengthening our comprehensive resources around shared health and wellbeing initiatives for all, community members and colleagues alike. I know that the skills and knowledge we have acquired during this time will provide long term organisational benefit and help shape our future care, support and Trust culture.

And finally, on behalf of the Trust as a whole I want to acknowledge the leadership and commitment of Huw, our first Chief Executive of the charity, and to recognise the legacy he leaves behind. I know that our new Chief Executive will rise to the challenge in building on a rich and meaningful history to take this Trust forward into an exciting and ambitious future.

A handwritten signature in black ink that reads "Brian M Walsh". The signature is written in a cursive, slightly slanted style.

Brian M Walsh OBE
Chair of the Board of Trustees

Trustees' report

Chief Executive's update



Chief Executive report

Through prudent stewardship the Trust has navigated the financial pressures of this last year with a positive frame of mind, balancing the needs to provide additional support and resources alongside our need for ongoing longer term financial progress.

Never has there been a time when the generosity of supporters has been more important. We are so grateful; their support has enabled us to keep people connected throughout the pandemic and allowed us to carry on our work to ensure we can continue to support more in ways they want and need.

The lack of a long-term vision of the funding model for the social care sector remains a primary concern for all those people for whom social care is a necessary support, their families and care organisations such as ours. However, by being an active contributor to wider sector bodies such as Voluntary Organisations Disability Group (VODG), Social Care Future (SCF) and Learning Disability England (LDE), and more recently, the National Care Forum, the Trust is contributing to the growing sector voice, led by people with lived experience, demanding change to the way care support is shaped, commissioned, funded and provided.

As we emerge from lockdown, we have launched a reboot of our 'Life of Opportunity' commitment. People supported around the charity have discussed what is important to them and from this they have developed a set of 'I' statements about what a life of opportunity means in practical terms and which now form a guide to support people to achieve this. We will use these statements as the central pillar of our 2022-25 Strategy. I am proud to say that despite the challenges of the last year, the Trust continued to make real progress on upgrading, redeveloping and expanding our homes and resources for the people we support; especially those individuals with changing needs.

Older style properties in Watford and Stourbridge have been redeveloped into individual apartments with flexible, and full, disability access; providing people with their own front doors and space, whilst remaining part of their community and retaining established relationships.

More innovative developments, including a state-of-the-art housing scheme at Delrow Community and early plans for the potential of a new Social Garden, café and Community Hub in Middlesbrough, are still in the planning stages and, if approved, will expand our Trust portfolio and enable us to reach out to more people.

In December 2020, we held our 65th anniversary celebration. Despite not being able to celebrate the way we had hoped, the virtual event was a fantastic success. Community members and colleagues were recognised for their commitment, skills and passion. The evening enabled people from across the Trust, and family and friends, to come together and reflect, as well as push ahead.

During 2021/22 we will work alongside our residents, their families, our key stakeholders and partners and our brilliant staff to shape our future.

We will launch our plans in late March 2022 and despite the fact that the world feels in disarray right now; I know that Camphill Village Trust will face that future with positivity, ambition and innovation - demanding a strong voice for those with disability and providing a unique integrated community model of support for those that need.

A handwritten signature in dark ink, reading "Sara Thakkar". The signature is fluid and cursive, with a large, sweeping 'S' at the beginning.

Sara Thakkar
Chief Executive

Trustees' report

Our year

- We launched Opportunity TV, helping people stay connected, learn new skills and have fun during Covid.
- In the fight for equal opportunities for adults with learning disabilities we co-signed a letter to Government demanding equal health care.



April

- We marked Mental Health Awareness Week as the start of a year long campaign focusing on mental well-being.
- VE Day may not have been the big event we would have liked due to Covid, but community members celebrated in their own way!



May

- We hosted our first virtual AGM with record attendance, ensuring the governance of the Trust. And work starts in Stourbridge on six new fully accessible flats.
- Matt releases music he has written, produced and edited himself: bit.ly/38ppwcG



November

- New Mindfulness Hut developed at Delrow Community by residents, creating a space they want and need.
- Animal assisted therapy session takes place at Croft Community where they welcomed alpacas for the day to help with Covid anxiety.



October

- We celebrated our 65th Anniversary with a glittering online event for colleagues, community members and family & friends.
- Our Shared Lives team were nominated for 'Most Innovative SL Scheme' by Shared Lives Plus.



December

- Alex, with help from Debbie, presented our Mental Health Workshop live at the national Learning Disability England conference.
- The first cohort of staff and community members receive their first Covid vaccine.



January 2021

Trustees' report

Our year (continued)

- Covid has prevented Debbie volunteering at the riding centre, determined to stay positive she pens a beautiful poem about her experiences at the centre.
- Our Shared Lives Carers meet Liz Kendall, Shadow Health & Social Care Minister, to discuss how they make a difference.



June

- Mark shares what he is most looking forward to after the pandemic. Julie writes to the PM with her views.
- We joined forces with four other providers to produce an online platform where people with a learning disability, their families and support staff could share their experiences of the pandemic.



July

- Lee completes a four week course with Mind, helping his mental health through lockdown.
- We started work on Little Delrow, an old house which will be converted into five self-contained flats, enabling people to gain more independence.



September

- Catherine trains for the Virtual Great North Run to raise funds for the Trust, at a time when fundraising is needed more than ever.
- Support staff at Botton Village help community members enjoy the best staycation ever!



August

- Celebrating Candlemas virtually - joining through Zoom we sang and learnt how to make our own Candlemas Luminaries.
- We joined the **#nevermoreneeded** campaign - charities have been severely impacted by the pandemic but our services are needed more than ever.



February

- Planning permission granted to turn the old unused medical centre at Grange Village into new flats, helping people gain support while enjoying independence.
- Emily shared her powerful rap about mental health and freedoms affected by Covid.



March

Our strategic aims and their implementation

Our support is consistently high quality

- We will improve the quality and consistency of our support, aiming to maintain CQC 'good' as a minimum regulatory standard with 'outstanding' as our ambition.
- Our work on quality will be externally accredited.
- The quality of people's home environment makes a difference to their well-being and we will have a rolling programme to refurbish and refresh the homes of people we support.

People we support live healthy, active lives and have friends

- We will make health and well-being a priority for everyone in the charity and will support people to achieve this.
- We will review our day opportunities to ensure they are sustainable and bring value to the lives of people we support.
- We will make sure all our services offer opportunities for friendship and an active social life.
- We will appropriately involve family members in the lives of people we support and recognise their contribution.

The voice of the people we support informs what we do

- We will strengthen our commitment to co-production; our approach will be consistent across the charity and inform every level of our work.
- Our quality of life reviews will demonstrably drive improvements in every community.

We make a difference in people's lives

- We will improve our approaches to support planning, reviews and recording so we can show the impact of our work.
- We will celebrate the achievements of people we support and colleagues.



Our strategic aims and their implementation (continued)

We support more people and respond to changing needs and expectations in more integrated environments.

- We will better understand the changing needs of those we currently support and our commissioners, and use this understanding to develop plans for our properties and services.
- We will plan for how the charity can adapt over time to support more people with complex needs, including autism.
- We will formalise and resource a business development strategy that involves ambitious natural growth, expansion of our Shared Lives initiative, and relevant new opportunities.
- We will expect all our communities to have initiatives and partnerships that enable better integration with their local communities.

We demonstrate our environmental values in practice

- We will develop a co-produced plan to improve our environmental footprint and encourage care for our natural environment.

Our colleagues are happy and well equipped to do a great job

- Our workforce strategy will reflect the key role all staff play in achieving the outcomes of the charity. It will support our focus on quality, health and well-being and the need to be able to support people's increasingly complex needs.
- We will continue to reduce the use of agency staff, focus on the recruitment and retention of permanent staff, and add value with volunteers.
- We will embrace the opportunities offered by technology and use it to support everyone to work more efficiently.

We remain financially stable despite the pressures of the sector

- Our three-year community stretch plans will be delivered to reduce the current operational deficit.
- We will continue to look for cost efficiencies and address areas of specific challenge to our sustainability.
- We will develop our fundraising, to ensure this is a sustainable income stream which can fund much of our work.
- We will actively support the learning disability sector in calling for fairer funding and better commissioning for adults in social care.



STRATEGIC FOCUS

Our support is consistently high quality

Driven by passion, supported as an individual - this is music to our ears!

'I've performed at events at Delrow Community a few times now - at the Regional Forum, and the Delrow Festival in 2019,' says Greg. 'I do the vocals, with mine and Temi's music in the background. Temi's one of the Support Workers and helps me a lot. He's a musician himself so we've got a lot in common.'

Greg has his own YouTube channel, search Greg Ladd to watch his music videos!



The people we support live healthy, active lives and have friends.

Active lives; healthy minds

A year of lockdown has highlighted the importance of exercise for our mental as well as physical wellbeing. Across our communities, we've been working hard to find ways to keep fit and healthy.

On your bike!

Tadgh from Croft Community rediscovered a love of cycling during the first lockdown, having not ridden for several years. Support worker Sam became his cycling buddy, and together they explored the quiet Yorkshire lanes in the summer sunshine.

One ride took them on a 12-mile trip to Castle Howard. 'It was a real challenge, cycling so far on a hot day,' said Tadgh. 'But I'm glad I did it. Exercising makes me feel so much better - and I'm losing weight too!'

As well as cycling, Tadgh and his friends kept fit without leaving the house. Circuits around the garden, playing on the Wii and improving strength and mobility with a weighted rope and medicine ball have helped them to make the best of the extra time at home.

Mobility limitations don't hold Matthew back!

Matthew loves being active, despite his limited mobility. With the help of Workshop Leader Chris, he explored the 140 acres of stunning landscapes around Oaklands Park while regular workshops were paused during lockdown.

'Matthew owns a tandem bicycle,' said Chris. 'Over summer, we cycled on the estate roads and bridleways most afternoons, often stopping to pick plums and apples along the way.'

The traffic-free grounds mean that Oaklands Park is ideal for walking too. Another community member, Jonathon, enjoyed regular 5-mile rambles during lockdown, spotting wild boar and deer along the way.

Digital fitness

Across the Trust, our Opportunity TV sessions on Zoom have helped to keep people connected and healthy. Yoga, Tai Chi and seated exercise sessions mean that there was something for everyone, throughout lockdown. And we've shared ideas for healthy meals, snacks and smoothies in our Food of the World online sessions.



The voice of the people we support informs what we do

Alex is opening up conversations

Alex, who lives at Larchfield Community, wanted to do something positive for her friends during lockdown. With the help of support worker, Debbie, she researched, planned and delivered a four-week online course on mental health and wellbeing.

People from across the charity took part in the sessions, using the mental health toolkit Alex and Debbie had prepared. One popular activity was capturing feelings in 'worry jars' and 'hope and wish' jars.



Asking the right questions - and responding to feedback

After the four-week course had ended, participants were keen to carry on. So, we set up a regular weekly drop-in session, providing a safe space online for people to chat about their feelings and support each other.

People attending the drop-in, co-produced a survey for community members across the Trust. The survey was completed by 182 people, giving valuable feedback on how lockdown was affecting our mood and wellbeing and aiding the Trust to develop ways to support people through this difficult time and beyond.

Sharing ideas and resources

Alex and Debbie have since been asked to speak at the Learning Disability England Forum, on the theme 'Covid - what we have learned so far'. Joined by people from across the county, they were able to share their work and help others to access valuable resources.



'I feel happy at the end of every Zoom class. The best part is that we can chat about different things, and it makes you feel better afterwards,' says Alex



STRATEGIC FOCUS

We make a difference in people's lives.

A long journey to the nearest cash point or Post Office is an inconvenient downside to rural life. Community members and colleagues worked with Community Access to Cash to improve financial independence at our Botton Village community, in the heart of the North York Moors. Now the village is trialling a pilot Post Office scheme, has a user-friendly cash machine and a learning resource hub, equipped with new technology enabling people to manage their banking online and access support and training on money matters.



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a life of opportunity



I want you to look at me as a person not someone to care for.

I want to be in control of creating my 'life of opportunity'.



I want to be more confident in my life. I want to grow and develop.



I want to be an active part of my community.

I want to be involved and connected with others.

I have skills and abilities, I may need support to get training, voluntary or paid work.



It's all about the time you give to me.

I can develop and maintain positive relationships in my own home and beyond.



I am thriving not just surviving.

All the people that are important to me work together to help me achieve my goals and live the life I choose.

For more information and how you can get involved please visit: www.camphillvillagetrust.org.uk



A LIFE OF OPPORTUNITY
EST.1954

www.camphillvillagetrust.org.uk
Registered charity no. 252402

STRATEGIC FOCUS

We support more people, respond to changing needs and expectations in more integrated environments.

In 2020, in response to the pandemic, we launched Opportunity TV. Daily online Zoom sessions where people supported learn new skills and stay connected. In early 2021, we further developed our sessions and timetable and opened them up; people around the world can log in, make new friends and benefit from our online resources.

This year also saw the launch of our life of Opportunity campaign, working with people we support to learn how we can help people transition out of lockdown and realise their potential. This co-produced project has helped us develop a training programme for colleagues and commit to a set of standards we all live and breathe, every day.

We demonstrate our environmental values in practice



Benefiting the wider community

The regenerated site will be able to offer supported daytime activities for people with learning and other disabilities from Middlesbrough and the surrounding areas. Community allotments will also be available for the benefit of local schools and community groups. At the centre of the site a single storey building will act as a community hub, with a café, shop and craft workshops offering therapeutic support for groups and individuals.

We are proud to have been asked to play a part in greening this area of industrial wasteland, which will bring about both environmental benefits and meaningful opportunities for local people.



A green heart in the city

Our track record of land management has been instrumental in the development of an exciting new project for the Trust.

Based on our expertise in providing horticultural and land-based activities at Larchfield Community, Middlesbrough Council invited us to submit a proposal for a new urban garden and community hub in the Middlehaven area just outside the town centre.

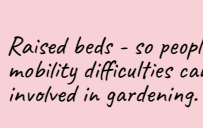
We developed a plan featuring polytunnels, raised beds in a dementia-friendly layout, a café and workshop spaces. This drew on our expertise of creating accessible green spaces for people with learning disabilities at our other social farms and gardens.

Our vision for the urban garden and community hub is to breathe new life into this neglected former industrial area. We're in the early planning stages currently, but the aim of Middlesbrough Council is to regenerate Middlehaven as a 'digital zone with this site at its green heart.

The new project will include:



Polytunnels - for raising tender seedlings and vegetables that like a warmer climate. A good wet weather option too!



Raised beds - so people with mobility difficulties can get involved in gardening.



Craft workshops - a place to explore creative interests like art and textiles.



Tool sheds, boot store and drying room.



Community Allotments - welcoming local gardeners and community groups to share our facilities.

Café - where people can learn catering and hospitality skills, using ingredients grown on site.





STRATEGIC FOCUS

Our colleagues are happy and well equipped to do a great job.

Thanks to previous investment in a cloud-based IT infrastructure, the Trust was able to react quickly to the changing Covid world. We moved central teams to home-based working. Through video calling staff and people we support were able to participate in meetings, training and projects, regardless of their location. Over the year, we have found that utilising this technology has increased closeness across communities as it is so much easier to bring people from different locations together in one 'virtual meeting room'.

Keeping frontline staff and people we support safe has been a major focus throughout the year. During the early weeks of the pandemic, supplies of PPE were scarce for many social care providers and we worked hard to ensure that we had adequate PPE to keep everyone safe. We now have secure supply lines and keep a three-month rolling stock of PPE in all our communities.

We remain sustainable despite the financial pressures

Reacting swiftly to an unprecedented year!

The Fundraising team began the year with ambitious targets to engage new supporters and grow our charitable income. However, the onset of Covid-19 sent us 'back to the drawing board'.

We reacted immediately to the pandemic, with an appeal that focussed on our need for support during the difficult time. The response was overwhelming, setting the tone for a year of unsurpassed generosity from our Camphill Village Trust family.

Doing it together

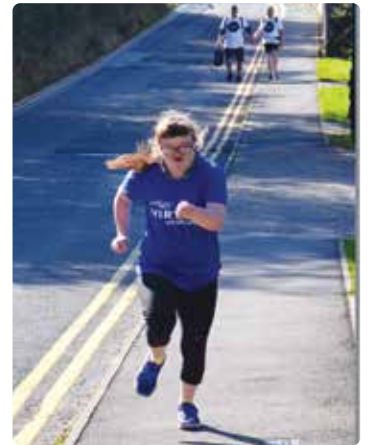
Home-based and socially distanced fundraising challenges replaced our planned 65th celebration fundraising events and kept our spirits high during lockdown. In April, colleagues, community members and their families ran, cycled, and trampolined to raise funds as part of the 2.6 challenge in response to the cancellation of the London Marathon.

Meanwhile, we adapted our planned newsletters and appeals to better keep our supporters informed about the impact of Covid-19 restrictions on our communities. Donations in response to the appeals has been phenomenal. We strengthened the capacity of our online shop and have seen sustained sales growth.

Thank you!

The ongoing generosity of our individual supporters, customers and some significant gifts from charitable trusts and foundations have sustained us through this period of unprecedented financial pressure. This has resulted in the Trust surpassing our charitable income targets for the year and giving us a secure footing to meet the challenges which Covid-19 will continue to pose.

Thank you to all our supporters.



Fundraising update

Fundraising at The Camphill Village Trust Limited

The year in review

The Covid-19 pandemic impacted our fundraising plans for the year, in particular those activities that were associated with celebrating our 65th anniversary. However, the team's creative approach and our supporters' immense generosity meant that we came through the year significantly over our fundraising target. We would like to thank everyone who donated to the charity this year, whether you gave £1 or £100,000, at a time when there was so much uncertainty, your support was appreciated more than ever.

With plans cancelled and fundraising amongst companies, groups of friends and in local communities at a standstill, we relied on the support of individuals and grant giving trusts more than ever. Our existing supporters were the backbone of our fundraising activities and their response to our appeals was phenomenal.

As well as financially donating, supporters helped us by making bunting to be used within the communities for small scale celebrations and knitting 'Botton Bunnies' for sale at Easter. Our extended team of crafters inspired people we support to make their own bunting and bunnies and helped to bring some cheer to the communities.

We would like to thank those grant giving Trusts who made such a difference to the charity sector in this difficult year. The Wolfson Foundation were particularly generous to us through their Covid support fund.



Our approach to fundraising

Our charity is registered with the Fundraising Regulator and complies with the Code of Fundraising Practice. There are no known incidences where we failed to comply with the Code of Fundraising Practice. Our fundraising literature always carries the Fundraising Regulator logo.

Our Director of Fundraising & Marketing is a member of the Institute of Fundraising. All our fundraising is carried out by in-house staff. During the year, we did not work with any external professional fundraisers or commercial participators.

The fundraising activities of the charity are monitored by the Executive Team, Chief Executive and the trustees. The Board of Trustees recently approved a matrix approach to support decision making on fundraising activities. This is used by the charity to decide if a fundraising activity sits within the charity's ethical framework.

All of our supporter data is stored and processed in line with the General Data Protection Regulations. We have had no compliance issues during the year.

Fundraising received one complaint in 2020-21, this related to a product that had been sold via our online shop, which was replaced, and the complaint resolved. We received no complaints in respect of our fundraising practice. Our website includes information on our fundraising promise to our supporters, and our fundraising complaints policy is available from the appeals office.

A member of the fundraising team completed a Data & Marketing Association Course on protecting vulnerable adults. This training is being cascaded down to all team members.

Our approach to fundraising is to develop long-term relationships with our supporters. Of all our friends who donated in the last previous three years, 55% began supporting the charity more than 20 years ago.



Strategic report
The year in numbers



65 Papers presented to the Board of Trustees

House renovations
£219,000



A 67% drop compared to 2019-2020, due to Covid-19/Housing occupancy levels: 2021 target 90%, 2021 actual 85%

497 People supported across the Trust

Care staff costs as a % of care income: 2021 target to be less than 80%, 2021 actual 88%



182 People we support completed the Mental Wellbeing Survey

156 Connections made with local community organisations, groups and services, enabling people to be active citizens in the place they live



195 Covid management meetings

85 Tablets sourced to help people we support keep in touch with friends and families



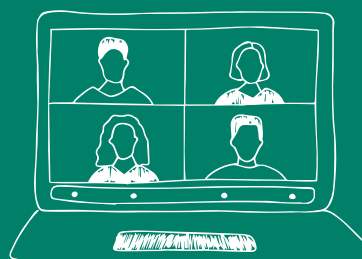
204 Staff recruited in the year



Agency costs as a % of direct salaries: 2021 target less than 10%, 2021 actual 9%

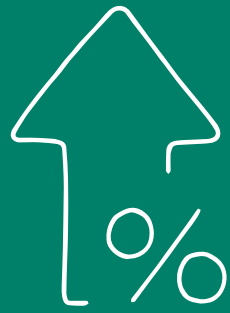


£1,048,000 Spent developing redundant properties into 11 new one-bedroom apartments



288 virtual sessions delivered on Opportunity TV, with over 5,000 attendances

Strategic report
The year in numbers



4.5% Increase in the number of individuals and organisations who made a donation

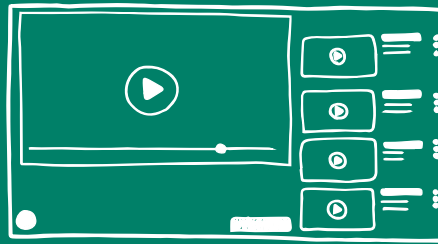
Fundraised income (excluding legacies):
2021 target £2.6m, 2021 actual £3.0m



8 Wellbeing Advocates appointed to help people we support and staff maintain their wellbeing

21,258

Visitors to our online store with sales of £37,449



22,456
Unique views of Camphill Village Trust videos on YouTube

152,580
Unique visitors to our website



£100,000

Largest single gift received (excluding legacies). Thank you to the Wolfson Foundation for their generosity



Over **300** people joined us online to help celebrate our 65th anniversary



23
Highly commended awards made at our 65th anniversary celebrations

3,250

New hedging plants planted



All eligible
Staff received a £300 bonus each for their hard work throughout the pandemic

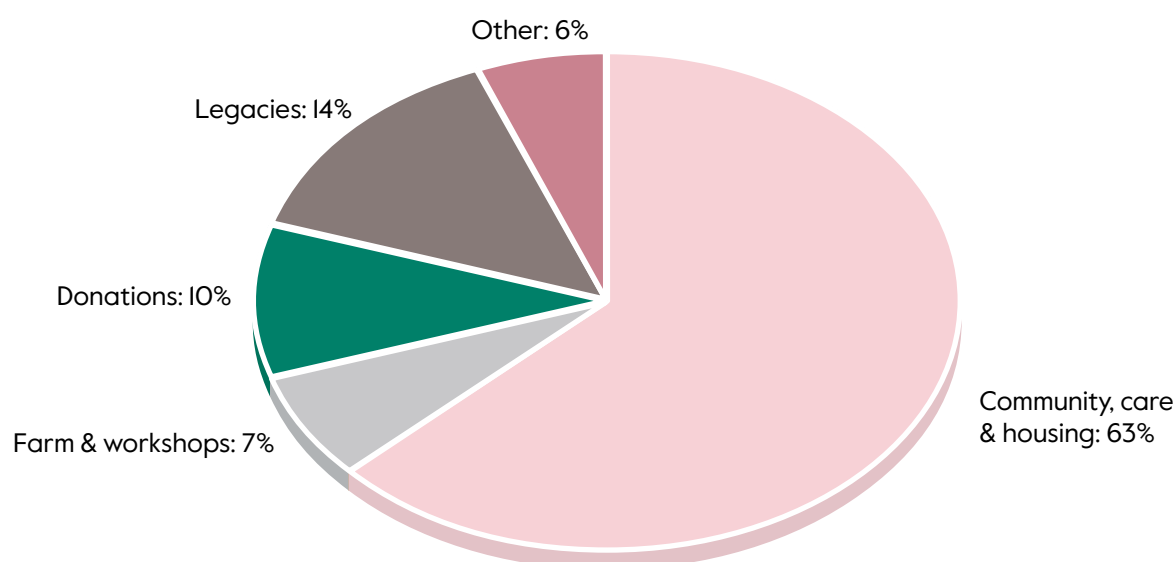


Strategic report

Financial review (continued)

An analysis of our income by type, together with the comparable information from the prior year.

Income by type	2021 £m	2020 £m
Community, care & housing	17.7	16.3
Farm, land & workshop production	2.0	2.9
Donations	2.9	2.6
Legacies	3.9	2.6
Other	1.8	2.0



Expenditure by activity

- £28.28m on charitable activities (2020: £25.1m)
- £0.57m on fundraising and Trust marketing activities (2020: £0.60m)
- £0.09m on governance costs (2020: £0.09m)

Income from charitable activities has increased by 2% compared to the prior year whereas expenditure from charitable activities excluding impairment has increased by 1%, showing an improvement in operational results.

Strategic report

Achievement and performance

Balance sheet

Tangible assets have decreased by £2.7m to £81.1m due to an impairment of £2.8m, the depreciation charge in the year of £1.8m was offset by £2.4m capital additions. The major additions in the year included property refurbishments of £1.4m and investment within plant and machinery and fixtures and fittings of £1.0m.

Investments have increased by £3.5m from £14.4m in 2020 to £17.9m for the year, as a result of recovery of investment markets. This includes £0.5m of cash reinvestment.

Key performance indicators

The Board uses the annual budgets as its key method of monitoring financial performance, and the key outcomes are outlined in the financial review and earlier in this report. Key performance indicators have been developed, (KPIs), which are specifically monitored and scrutinised by the Audit and Finance Committee and the Board.

Energy and carbon reporting

The UK Government's Streamlined Energy and Carbon Reporting (SECR) policy was implemented on 1 April 2019, when the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force. Camphill Village Trust meet SECR qualification criteria in the UK.

The reporting period for the compliance is 1st April 2020 - 31st March 2021. Included within that are Scope 1 & 2 emissions. The GHG Protocol Corporate Accounting & Reporting Standard and UK Government's GHG Conversion Factors for Company Reporting have been used as part of carbon emissions calculation.

The footprint is calculated in accordance with the Greenhouse Gas (GHG) Protocol and Environmental Reporting Guideline, including streamlined energy and carbon reporting guidance. Activity data has been converted into carbon emissions using published emissions factors.

The results show that Camphill Village Trust total energy use and total gross Green House Gas (GHG) emissions amounted to 4,234,290 kWh (4,536,470 kWh 2019/20) and 909 tonnes of CO₂ emissions (1,025 2019/20) respectively in the 2020/21 financial year in the UK. From April 2020 to March 2021 the Intensity Ratio was 2.7 and it has been calculated that the ratio on 2020-21 was 9% lower than that in the same period in 2019-20.

In line with identified key performance indicators, a programme of energy efficient measures designed to reduce energy consumption and improve energy efficiency has begun. These actions include, but are not limited to, a range of efficiency measures including LED strategy to be reviewed and carry out a full lighting upgrade, energy policy and general energy management and reviewing lagging in boiler areas.



Strategic report

Reserves policy

The level of reserves held by the charity is kept under regular review in accordance with the Charity Commission guidance. This is to enable the policy for holding reserves to remain relevant and up to date, while also ensuring:

- Any restricted funds are identified and segregated;
- Appropriate allocations for known or likely future commitments are made (designations);
- The balance of general reserves is sufficient to maintain the financial security of the Trust and at the same time fund its strategic plan;
- Where any excesses or shortfalls in general reserves are identified, the trustees can plan to deal with such, and provide details in this report;
- The trustees are able to identify the extent general reserves are 'free reserves', in other words, the extent to which these reserves are represented by liquid assets in the balance sheet.

The policy to establish the level of general reserves needed and to estimate the amount of free reserves necessary to maintain financial security. This is informed by the requirements of the charity's strategic plan, the risks to which the charity is exposed and the revenue and cost budgets for the forthcoming period together with communities' forward forecasts, and capital expenditure budgets not already included in designated funds. It includes, but is not limited to, the need to safeguard against volatile income and align the current cost base to enable sustainability in an environment of reduced voluntary and service income.

The trustees believe that the current level of general reserves of £9.6m (2020: £10.7m), are at an appropriate level necessary against a target of £9.3m. Movement in funds compared to prior year are detailed in note 25.

Funds

Restricted funds

Restricted funds total £0.11m (2020: £0.10m). They principally comprise historic donations or legacies where the donor has specified the money is to be spent in a particular community or on a particular project.

Designated funds

Designated funds at 31 March 2021 stand at £97.9m (2020: £94.3m). The key designations are set out in note 25 to the financial statements.

Free reserves

Free reserves constitute 100% of general funds, at March 2021 these stood at £9.6m (2020: £10.7m)

This is illustrated in the adjacent table:

Investment policy

As set out in its Articles of Association, the charity has absolute discretion to invest money not immediately required for operational or capital expenditure.

The charity's investments at 31 March 2021 totalled £17.93m (2020: £14.35m). These investments are managed by HSBC Global Management (£12.39m) and Sarasin Partners (£5.54m). The performance of these investment managers is overseen by the Audit and Finance Committee, which reports to the Board of Trustees.

The charity has a statement of investments principles, as recommended by the Charity Commission. Established in line with their guidance, this sets out an appropriate risk approach to managing the investments. The trustees consider that a medium to long term investment policy, which aims to preserve the capital value of the assets invested while trying to achieve a real return on them, remains appropriate. The charity's investment managers have general instructions to ensure they apply certain ethical guidelines in selecting investments, these include no direct investment in tobacco, armaments stocks, gambling, pornography and alcohol.

Derivation of general reserves	2021 £m	2020 £m
Total reserves	107.66	105.11
Less restricted funds	(0.11)	(0.10)
Less designated funds	(97.99)	(94.32)
	—	—
General reserves (all free)	9.56	10.69

Principal risks and uncertainties facing the charity

Risk management and internal controls

The charity continues to carry out and monitor a comprehensive risk-management assessment process. This has identified and addressed the major financial, operational, governance, reputational and regulatory risks which might affect its ability to meet its objectives.

Our corporate risk register records the charity's exposure to major risks and uses a scoring mechanism based on impact and likelihood. It takes into account existing controls and the steps taken to mitigate the risks. The Executive Team and Board of Trustees, via its Audit and Finance Committee, have kept the risks under review during the period.

The Board of Trustees has overall responsibility for assessing the risks faced by the Trust and ensuring it has appropriate systems of internal control in place. The Audit and Finance Committee and Quality Committee are delegated to give oversight to this. The charity undertakes mitigating actions on all the major identified risks.

The trustees are of the opinion that they take reasonable steps to ensure that they identify the major risks to which the charity is exposed. They also try to ensure that they have put in place systems to mitigate them. They are, however, aware that they design such processes to manage rather than eliminate all major risks and they can only provide reasonable but not absolute assurance over risk management and elimination of material errors.

Risks and Uncertainties	Mitigation
Governance and compliance breaches	<ul style="list-style-type: none"> • Continuous review and improvements of our controls, systems and quality of our service delivery. • Implementation of key performance indicators.
Strategy	<ul style="list-style-type: none"> • The charity is developing a new strategy which will ensure best value and protect our charity and its beneficiaries.
Inability to recruit and retain the right calibre and quantity of care staff	<ul style="list-style-type: none"> • Review of recruitment systems and controls for a more efficient recruitment and retention process. • Benchmark our salaries against the sector.
Financial instability and inability to reduce financial deficit	<ul style="list-style-type: none"> • An effective budgeting and forecasting process. • Development of a new strategy. • Review and refocus workshop activities to improve strategic relevance and financial performance. • Review regional plans to address additional challenges and financial realities of our rural communities.
Cybersecurity and data breaches	<ul style="list-style-type: none"> • Continue to strengthen our system and processes around IT and data security. • External Cybersecurity review to identify areas of improvement
Reduction in fundraised income	<ul style="list-style-type: none"> • Effective communications with our donors. • The charity is registered with the Fundraising Regulator and complies with the Code of Fundraising Practice.
Continue operations during a pandemic, for example Coronavirus	<ul style="list-style-type: none"> • Clear process and protocols in place for reporting and safeguarding our beneficiaries and staff.

Principal risks and uncertainties facing the charity

(continued)

Going concern

Going concern is a fundamental accounting concept which underpins the preparation of all UK companies' financial statements. Under this concept, it is assumed that a company will continue in operation and that there is neither the intent nor the need to liquidate it or cease trading.

The trustees confirm that they have given due consideration to the key operational and financial sensitivities which may affect the charity's ability to continue its operations.

In the context of the level of free reserves the charity has at its disposal, and through consideration of its strategic plan and financial projections, the trustees consider that there is reasonable expectation that the charity has more than adequate resources to continue in operational existence for the foreseeable future. Accordingly, we continue to believe it is appropriate to adopt the going concern basis in preparing the annual financial statements.

Remuneration policy for key management personnel

The trustees regard Executive Team as its key management personnel in the context of the Charities SORP (FRS102).

The charity, led by its trustees, aims to ensure that its key personnel are of suitable quality and have the necessary commitment to manage the affairs of this complex and high-profile charity to a high standard. With these objectives in mind, the trustees accept that the charity needs to offer a remuneration package that will attract and retain suitably skilled senior managers. A pay review is underway.

The Executive Team members have the same pensions and other benefits as all staff in the charity including a modest car allowance for staff whose role requires business travel. There are no performance bonus arrangements in place.

Strategic report

Structure, governance and management

The Camphill Village Trust Limited ('Camphill Village Trust') is a charitable company limited by guarantee, registered as a charity and incorporated in England and Wales and The Camphill Village Trust Limited on 26 October 1954. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association. The last updates to the Articles of Association, incorporating the Memorandum of Association, were adopted by special resolution at a General Meeting on 22 December 2012.

The charity delivers care, through a model of community living that embraces the principles of Anthroposophy.

The Board of Trustees

The Board of Trustees (the members of which are also directors of the charitable company, under company law), comprises nine members, being the maximum permitted by the Memorandum and Articles. Full details of the trustees who held office during the period are set out on page 57 of this report.

All new trustees and board committee members undertake an induction programme including a structured introduction to the charity, its founding philosophy as well as visits to communities. Training and development sessions in key areas are also facilitated.

The present Chair has introduced a structured annual appraisal approach to review individual trustee contribution and wider board effectiveness.

The majority of board members have a personal or professional knowledge of the social care sector. They give their time voluntarily and receive no benefit from the charity in respect of their duties as trustees. Any expenses reclaimed from Trust are set out in note 9 of the Financial Statements.

Five formal board sub-committees were in place during the year ended 31 March 2021.

Due to the pandemic, board meetings and the subsequent committee meetings were held virtually.

Audit and finance committee

Provides focus and oversight in respect of the financial reporting processes, planning and budgeting compliance, corporate risk, property investment and investment management.

Appointments and remuneration committee

Responsible for reviewing and setting senior management pay and benefits. It also has responsibility for considering and recruiting prospective trustee candidates.

Ruth fund committee

Advises the board on matters of retirement provision in respect of the charity's former co-workers. It has delegated responsibility to administrate the financial distributions approved by the board on a discretionary basis. Two trustees are involved in this group.

Quality committee

Reviews and monitors the quality of services delivered to people supported by the charity and oversight of the safeguarding practice. Promotes the delivery of best practice and organisational learning and receives updates from Quality of Life reviewers.

Fundraising, marketing and enterprise committee

In May 2021 the trustees voted to change the status of the Fundraising Forum, one of our key advisory groups, to a formal Board Sub-Committee, known as the Fundraising, Marketing and Enterprise Committee.



Other key advisory groups

In order to discharge its duties, the Board has set up a number of other working or advisory groups which provide either administrative or specialist support to the charity, or act as conduits for two-way communication.

Employee forum

The Employee forum convenes four times a year, providing an opportunity for experiences to be shared and queries or concerns to be raised.

Regional forums

Each year, people we support participate in three regional forums. These co-produced events provide an opportunity for celebration, and planning for the future as well as a social occasion with people meeting up with friends from other communities. Due to Covid-19 restrictions, none of the forums were able to take place in the financial year 2020 - 2021.

Trustee duties

The trustees undertake the duties laid down in the charity's governing documents. As trustees, they fully acknowledge they are ultimately responsible for the governance of the charity and the protection of its assets. The board takes ultimate responsibility for the implementation of equal opportunities and health and safety within the Trust.

In order to discharge these responsibilities, the formal board met regularly during the year, as well as holding additional, externally facilitated governance and strategy workshops. Meetings of the various board committees and other advisory groups, in which trustees lead and participate, were held regularly throughout the year, at intervals commensurate with business needs.

Section 172(l) of the Companies Act 2006 requires Directors to act in a way that they consider, in good faith, would be most likely to promote the success of the company. The Trustees who are the Directors for the purpose of the Companies Act have a duty to have regard to the likely consequences of any decision in the long term, consider the interests of the people we support, our employees and other stakeholders. It is essential that we engage with our stakeholders to understand the impacts on these groups. Evaluating the impact of the operations on the community and its environment are inherent in the culture of our charity.

How the charity makes decisions

The board retain and accept full responsibility for decision making by the charity. These decisions vary in size, scope and consequence from relevant operational decisions to more fundamental and major strategic decisions. In arriving at these decisions, as non-executive directors, the board is mindful that it delegates responsibility for the operational management and leadership of the Trust to the Chief Executive, who is supported by an Executive Team.

This ensures that smaller and relevant decisions can be expedited promptly and efficiently. The Executive Team and the communities are supported by a small central team of managers and support staff.

The nature and scope of delegation by trustees to its committees and the SMT is set out in a scheme of delegation protocols which detail matters which are reserved solely for the board, matters which can be authorised by board sub-committees and those which are within the decision making scope of the executive management, under the direction of the Executive Team.

The specific matter and authority limits across the various areas of activity and functional responsibility are set out in an agreed matrix form.

Trustees record minutes of the relevant board or committee meetings, particularly for all key decisions, where they are required to have direct involvement as set out in the scheme. It is the trustee board's policy to ensure the SMT provide detailed papers for trustees in order to ensure that the key matters needed for consideration in arriving at such decisions are fully documented. Where required or relevant, trustees request one or more board committees to carry out further enquiry or scrutiny before a final decision is made.

Public benefit

The trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011, by referring to the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the charity and in planning its future activities. The trustees consider how all existing and planned activities will contribute to the aims and objectives set out in its governing documents.

Pages 8 to 17 of this report demonstrate how our activities impact and fulfil our public benefit objectives.

Disabilities in the workplace

The charity will not discriminate against a disabled person for a reason that relates to their disability or treat them less favourably than a non-disabled person. The charity will conduct an individual risk assessment for every employee or volunteer with a disability. This will identify any reasonable adjustments it needs to make in the workplace, or job, in order for the person to contribute fully to the work of the charity.

Equality, diversity and inclusion

The Trust is committed to providing an environment in which the people we support and colleagues can thrive, regardless of their personal circumstances. The Board of Trustees, with support from the Executive Team, is looking at how to improve equality, diversity and inclusion across the charity.

Membership policy

Camphill Village Trust exists to further its charitable aims, rather than to benefit its members. This policy aims to ensure that any changes to the membership of the Trust will benefit the charity as a whole, and the people it exists to support, now and in the future.

As such, membership is not an automatic entitlement; and any decision regarding the acceptance of a membership application ultimately lies with Camphill Village Trust's trustees. Decisions are made in accordance with the Trust's governing document (its Memorandum and Articles of Association) and any rules made by the charity trustees in accordance with the governing document, on the basis of what is in the best interests of the charity.

At 31 March 2021, the charity had 514 (2020: 497), members. All members have full voting rights under the charity's Articles of Association. Each member guarantees to contribute an amount not exceeding £1 to the assets of the charitable company in the event of a winding up.

Rules relating to the membership are at the discretion of the trustees, including the admission of new members and removal of members in accordance with the relevant paragraphs of the charity's Articles of Association.

The Trust continues to promote membership of the Trust to all eligible parties, in line with the current membership policy.

Employee engagement

It is important to the Trust that our colleagues are engaged with the charity and that their views are heard. With a workforce spread over the country it's challenging to keep in touch and ensure that staff feel connected. We work hard at achieving this.

We've had an Employee Forum in place for a number of years, which is a platform for staff to share their views. We also undertake regular employee surveys which highlight both strengths and areas of improvement. The results are shared with the Board with mitigating actions, where appropriate.

The Board reviews and makes the decision on annual salary increase and employee benefits. Trustees also receive regular updates on health & safety, safeguarding issues, other significant employment matters and complaints. We have a formal grievance and whistle-blowing policy for our staff.

Our monthly internal newsletter 'In Brief' is used to ensure staff are kept informed. Colleagues are encouraged to follow our latest news through our social media platforms and through our intranet. During Covid-19 we have ensured staff are kept informed with regular briefings and weekly email messages from the CEO.

Once again, our annual day event was cancelled this year due to Covid-19. However, staff have continued to use Microsoft Teams to keep in touch with each other.

Business relationships with our suppliers and customers

Having good business relationships helps to ensure the smooth running of the charity and we are committed to working to fair working practices with our suppliers, whilst delivering best value for the beneficiaries of the charity.

The Board and Executive Team regularly discuss nature of relationships with key stakeholders and have clear engagement processes with suppliers and customers. We agree payment terms with all our business partners.

We recognise that sometimes things go wrong and the Trust has established a complaints policy and a process for ensuring all complaints are reviewed and addressed appropriately.

Strategic report

Statement of responsibility of Trustees

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that 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 charitable company hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2021 was 514 (2020: 497). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' annual report which includes the strategic report has been approved by the trustees and signed on their behalf by



Brian M Walsh OBE

Chair

5 October 2021



Independent auditor's report to the members of The Camphill Village Trust Limited

For the year ended 31 March 2021

Opinion

We have audited the financial statements of Camphill Village Trust (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including 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 charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of financial statements section of our report. We are independent of the charitable company 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 Camphill Village Trust's ability to continue as a going concern for a period of at least 12 months from when the financial statements were 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 other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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.

Independent auditor's report to the members of The Camphill Village Trust Limited (continued)

For the year ended 31 March 2021

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

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

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

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remunerations specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

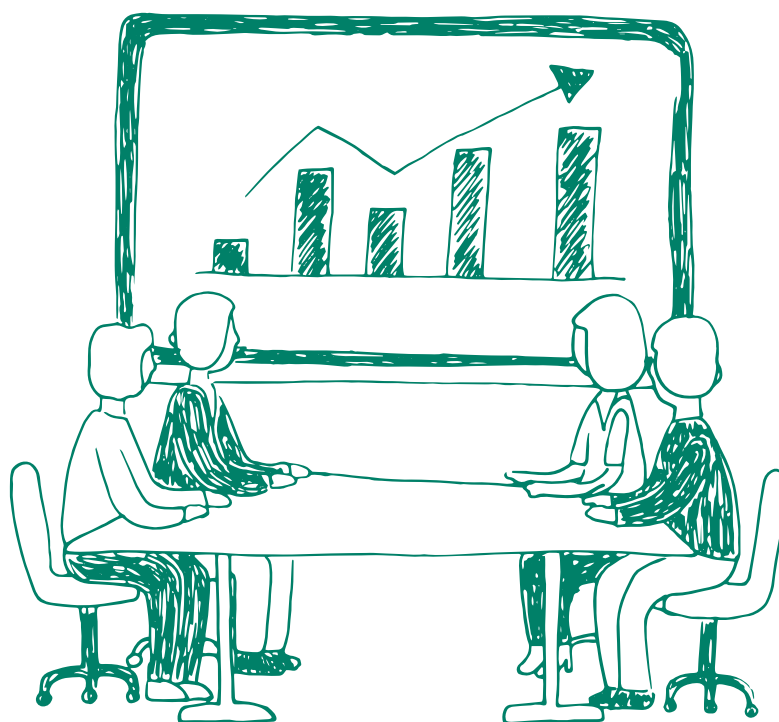
As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that 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 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.

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



Independent auditor's report to the members of The Camphill Village Trust Limited (continued)

For the year ended 31 March 2021

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, and the audit and finance committee, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatements due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that our unusual or those outside the normal course of business.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditors-responsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to charitable company's members as a body, in accordance with Chapter 3 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 any 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.

Fleur Holden
(Senior statutory auditor)

Date 22 October 2021

for and on behalf of
Sayer Vincent LLP,
Statutory Auditor
Invicta House, 108-114 Golden Lane,
LONDON, EC1Y 0TL

Financial statements

Statement of financial activities

For the year ended 31 March 2021

(incorporating an income and expenditure account)

	Note	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	2021 £'000	2020 £'000
INCOME FROM						
Donations & legacies	3	6,301	624	753	7,678	5,164
Renewable heat income		307	-	-	307	283
Profit on sale of fixed assets		204	-	-	204	1,227
CHARITABLE ACTIVITIES						
Community, care & housing	4	17,670	-	-	17,670	16,316
Farm, land, workshop production	4	2,003	-	-	2,003	2,918
Investments	5	467	-	-	467	536
TOTAL INCOME		26,952	624	753	28,329	26,444
EXPENDITURE ON						
Raising funds	6	554	11	-	565	597
CHARITABLE ACTIVITIES						
Community, care & housing	6	18,276	4,027	750	23,053	20,558
Farm, land, workshop production	6	3,513	1,812	-	5,325	4,628
TOTAL EXPENDITURE		22,343	5,850	750	28,943	25,783
Net income/(expenditure) before net gains (losses) on investments		4,609	(5,226)	3	(614)	661
Net gains/(losses) on investments		3,159	-	-	3,159	(1,816)
Net income/(expenditure) for the year	8	7,768	(5,226)	3	2,545	(1,155)
Transfers between funds		(8,899)	8,899	-	-	-
Net movement in funds		(1,131)	3,673	3	2,545	(1,155)
RECONCILIATION OF FUNDS:						
Total funds brought forward		10,686	94,322	102	105,110	106,265
TOTAL FUNDS CARRIED FORWARD		9,555	97,995	105	107,655	105,110

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 25 to the financial statements.

Financial statements
Balance sheet
 As at 31 March 2021

	Note	2021		2020	
		£'000	£'000	£'000	£'000
FIXED ASSETS					
Tangible assets	15		81,090		83,782
Investments	16		17,929		14,346
			<u>99,019</u>		<u>98,128</u>
CURRENT ASSETS					
Stock	17		423		472
Debtors	18		3,743		2,431
Cash at bank and in hand			8,882		7,091
			<u>13,048</u>		<u>9,994</u>
CURRENT LIABILITIES					
Creditors: Amounts falling due within one year	19		<u>4,396</u>		<u>2,946</u>
NET CURRENT ASSETS					
			<u>8,652</u>		<u>7,048</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
			<u>107,671</u>		<u>105,176</u>
LONG TERM LIABILITIES					
Creditors: Amounts falling due greater than one year	20		16		66
TOTAL NET ASSETS					
			<u>107,655</u>		<u>105,110</u>
The funds of the charity:					
Restricted income funds	25		105		102
Unrestricted income funds:					
Designated funds			97,995		94,322
General funds			<u>9,555</u>		<u>10,686</u>
Total unrestricted funds			<u>107,550</u>		<u>105,008</u>
TOTAL CHARITY FUNDS					
			<u>107,655</u>		<u>105,110</u>

Approved by the trustees on 5 October 2021 and signed on their behalf by:



Brian M Walsh OBE
 Chair

Company Number: 00539694
 Charity Number: 232402

Financial statements
Statement of cash flows
For the year ended 31 March 2021

	Note	2021		2020	
		£'000	£'000	£'000	£'000
CASH FLOWS FROM OPERATING ACTIVITIES					
Net cash provided by operating activities	27		3,578		1,321
CASH FLOWS FROM INVESTING ACTIVITIES					
Investment income		463		515	
Interest received		4		21	
Interest paid		(13)		(16)	
Proceeds from the sale of fixed assets		623		2,460	
Purchase of fixed assets		(2,440)		(2,194)	
Proceeds from sale of investments		7,767		5,802	
Purchase of investments (including cash movement)		(8,191)		(6,279)	
			<hr/>		
Net cash (used in) / provided by investment activities			(1,787)		309
			<hr/>		
Change in cash and cash equivalents in the year			1,791		1,630
Cash and cash equivalents at the beginning of the year			7,091		5,461
			<hr/>		
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	28		8,882		7,091
			<hr/> <hr/>		<hr/> <hr/>



Financial statements

Notes to the financial statements

For the year ended 31 March 2021

1. Accounting policies

Statutory information

Camphill Village Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address is: The Kingfisher Offices, 9 Saville Street, Malton, North Yorkshire, YO17 7LL. Operational locations for communities are detailed on page 57.

Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. 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. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

Going concern and key judgements

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern, as discussed in the Trustees' report. In preparing the financial statements no judgements have been made, apart from those involving estimates in the process of applying the charity's accounting policies. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date other than for listed investments.

Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Income from legacies, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, but the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in attracting third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Charitable activities: these include all expenditure directly related to the objects of the charity and comprise the following:
 - Community, care and housing expenditure: this includes all the costs of supporting people who are living in the communities
 - Farm and land production: costs attributable to running the farms as part of the community activities
 - Workshop and general produce: costs attributable to running craft workshops and retail outlets

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred

Allocation of support and governance costs

Support costs are those costs incurred directly in the support of the objects of the charity. Premises' overheads relating to depreciation have been allocated on the basis of headcount, all other overheads have been apportioned in relation to income received.

Governance costs are those incurred in the running of the charity and include costs associated with constitutional and statutory requirements and include trustee meetings.

Where costs cannot be directly attributed to a particular activity, they have been allocated on a basis consistent with the use of the resources.

Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.



Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet. Tangible fixed assets were restated at fair value as at 1st April 2014 in accordance with FRS 102. These values have been used as deemed cost from 1st April 2014.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

Impairment of fixed assets

An assessment was made whether there was any indications that a fixed asset may be impaired, if such indications exist, the Charity estimates the recoverable amount of the asset. Shortfalls between the carrying value of the fixed assets and their recoverable amount, being the higher fair value less costs to sell and value-in-use of the assets, are recognised as impairment losses in the income and expenditure account.

Listed investments

Investments are a form of non-basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities.

The depreciation rates in use are as follows:

Land	-	not depreciated
Freehold buildings		
Structure	-	over 75 years
Roof	-	over 35 years
Windows and doors	-	over 20 years
Kitchen	-	over 15 years
Bathroom	-	over 15 years
Boiler/heating system	-	over 15 years
Lifts/access	-	over 20 years
Leasehold buildings	-	over the term of the lease
Infrastructure	-	over 10 years
IT infrastructure	-	over 10 years
Biomass boiler	-	over 20 years
Plant and machinery	-	over 5 years
Motor vehicles	-	over 5 years
Computer equipment	-	over 5 years
Fixtures and fittings	-	over 5 years

The charity does not acquire put options, derivatives or other complex financial instruments.

Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the prices at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

Debtors

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

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of service users.

Creditors and provisions

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

Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details are given in the financial instructions note.

Pensions

The community pays contributions to a defined contribution pension scheme for certain employees in line with UK legislation. The contributions paid during the year are charged in the Statement of Financial Activities.

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

2. Detailed comparatives for the statement of financial activities (prior year)

	Note	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	2020 £'000
INCOME FROM					
Donations & legacies	3	3,927	316	921	5,164
Renewable heat income		283	-	-	283
Profit on sale of fixed assets		1,227	-	-	1,227
CHARITABLE ACTIVITIES					
Community, care & housing	4	16,316	-	-	16,316
Farm, land, workshop production	4	2,918	-	-	2,918
Investments	5	536	-	-	536
TOTAL INCOME		25,207	316	921	26,444
EXPENDITURE ON					
Raising funds	7	586	11	-	597
CHARITABLE ACTIVITIES					
Community, care & housing	7	17,226	2,404	928	20,558
Farm, land, workshop production	7	4,327	301	-	4,628
TOTAL EXPENDITURE		22,139	2,716	928	25,783
Net income/(expenditure) before net gains/ (losses) on investments		3,068	(2,400)	(7)	661
Net gains/(losses) on investments		(1,816)	-	-	(1,816)
Net income/(expenditure) for the year	8	1,252	(2,400)	(7)	(1,155)
Transfers between funds		(1,959)	1,959	-	-
Net movement in funds		(707)	(441)	(7)	(1,155)
RECONCILIATION OF FUNDS:					
Total funds brought forward		11,393	94,763	109	106,265
TOTAL FUNDS CARRIED FORWARD		10,686	94,322	102	105,110

Notes to the financial statements (continued)

For the year ended 31 March 2021

3a. Income from donations and legacies

	Unrestricted & Designated £'000	Restricted £'000	2021 Total £'000
Donations	2,952	10	2,962
Legacies	3,186	743	3,929
Government Grants	525	-	525
Job Retention Scheme	262	-	262
	<u>6,925</u>	<u>753</u>	<u>7,678</u>

Within unrestricted & designated funds £624k relates to designated funds.

3b. Income from donations and legacies (prior year)

	Unrestricted & Designated £'000	Restricted £'000	2020 Total £'000
Donations	2,577	24	2,601
Legacies	1,666	897	2,563
	<u>4,243</u>	<u>921</u>	<u>5,164</u>

Within unrestricted & designated funds £316k relates to designated funds.

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

4. Income from charitable activities

	2021 Total £'000	2020 Total £'000
Supporting People grant	183	117
Local authority payments	12,244	11,517
Residents' contributions	412	585
Housing benefits	3,790	3,141
Private fees	482	478
Rent receivable	543	473
Other	16	5
	<hr/>	<hr/>
Sub-total for community, care and housing	17,670	16,316
The Single Payment Scheme (Farm Subsidy)	93	92
Local authority payments for day activities	955	1,215
Private fees	116	302
External sales of goods	621	1,123
Rent	101	101
Other	117	85
	<hr/>	<hr/>
Sub-total for farm, land, workshop production	2,003	2,918
	<hr/>	<hr/>
Total income from charitable activities	19,673	19,234

All income from charitable activities is unrestricted. External sale of goods form part of Camphill Village Trust's primary purpose trading.

5. Income from investments

	2021 Total £'000	2020 Total £'000
Dividends from investments	463	515
Bank interest receivable	4	21
	<hr/>	<hr/>
	467	536

All income from investments is unrestricted.

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

6. Expenditure on charitable activities

	Cost of raising funds £'000	Community care & housing £'000	Farm, land, workshop production £'000	Governance costs £'000	Support costs £'000	2021 Total £'000	2020 Total £'000
Fundraising office	184	-	-	-	-	184	202
Investment managers' fees	-	53	-	-	-	53	40
Community expense	-	218	50	-	60	328	427
Transition support & Ruth Fund	-	302	-	-	-	302	324
Salaries & agency fees	338	10,923	1,985	-	2,789	16,035	15,186
Staff expenses & other costs	14	190	2	46	112	364	459
Food	-	73	-	-	-	73	184
Household expenditure	-	43	15	-	-	58	70
Light, heating & fuel	-	908	58	-	42	1,008	1,044
Repairs & maintenance	-	1,651	257	-	70	1,978	1,893
Rent, rates & water	-	671	44	-	46	761	787
Insurance	-	-	-	-	265	265	205
Training	-	66	7	-	26	99	138
Bad debts provision	-	11	-	-	-	11	43
Workshop/production materials & expenses	-	-	327	-	-	327	640
Depreciation:							
Freehold buildings	11	976	211	-	-	1,198	1,175
Plant and machinery	-	327	71	-	-	398	388
Fixtures & fittings	-	139	30	-	-	169	107
Motor vehicles	-	13	3	-	-	16	16
Leasehold buildings	-	16	3	-	-	19	19
Impairment	-	1,344	1,494	-	-	2,838	-
Loss on disposal of fixed assets	-	76	-	-	-	76	340
Bank charges	-	-	-	-	25	25	34
Office & administration costs	-	189	45	-	897	1,131	904
Legal & professional	-	98	6	6	117	227	385
Trustee meetings	-	-	-	-	-	-	12
Audit & accountancy	-	-	-	36	-	36	75
Shared lives carer fees	-	685	-	-	-	685	610
Personal Protective Equipment	-	245	31	-	-	276	71
Donations	3	-	-	-	-	3	5
	550	19,217	4,639	88	4,449	28,943	25,783
Support costs	-	3,774	675	-	(4,449)	-	-
Governance costs	15	62	11	(88)	-	-	-
Total expenditure 2021	565	23,053	5,325	-	-	28,943	25,783
Total expenditure 2020	597	20,558	4,628	-	-	25,783	24,148

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

7. Expenditure on charitable activities (prior year)

	Cost of raising funds £'000	Community care & housing £'000	Farm, land, workshop production £'000	Governance costs £'000	Support costs £'000	2020 Total £'000	2019 Total £'000
Fundraising office	202	-	-	-	-	202	215
Investment managers' fees	-	40	-	-	-	40	66
Community expense	-	253	103	-	71	427	413
Transition support & Ruth Fund	-	324	-	-	-	324	286
Salaries & agency fees	341	10,036	2,349	-	2,460	15,186	14,373
Staff expenses & other costs	19	141	10	-	289	459	458
Food	-	184	-	-	-	184	133
Household expenditure	-	53	17	-	-	70	61
Light, heating & fuel	-	943	89	-	12	1,044	1,083
Repairs/renewals & general maintenance	-	1,525	327	-	41	1,893	1,629
Rent, rates & water	-	658	63	-	66	787	698
Insurance	-	-	-	-	205	205	208
Training	-	86	8	-	44	138	186
Bad debts provision	-	43	-	-	-	43	68
Workshop/production materials & expenses	-	-	640	-	-	640	830
Depreciation:							
Freehold buildings	11	957	207	-	-	1,175	1,169
Plant and machinery	-	319	69	-	-	388	365
Fixtures & fittings	-	88	19	-	-	107	99
Motor vehicles	-	13	3	-	-	16	16
Leasehold buildings	-	16	3	-	-	19	19
Loss / (profit) on disposal of fixed assets	-	339	1	-	-	340	54
Bank charges	-	-	-	-	34	34	44
Office & administration costs	-	196	52	-	656	904	896
Legal & professional	3	231	9	7	135	385	232
Trustee meetings	-	-	-	12	-	12	44
Audit & accountancy	-	-	-	75	-	75	145
Shared lives carer fees	-	610	-	-	-	610	281
Personal Protective Equipment	-	33	38	-	-	71	73
Donations	5	-	-	-	-	5	4
	581	17,088	4,007	94	4,013	25,783	24,148
Support costs	-	3,404	609	-	(4,013)	-	-
Governance costs	16	66	12	(94)	-	-	-
Total expenditure 2020	597	20,558	4,628	-	-	25,783	24,148
Total expenditure 2019	578	18,812	4,758	-	-	24,148	22,400

Notes to the financial statements (continued)

For the year ended 31 March 2021

8. Net income/(expenditure) for the year

	2021 £'000	2020 £'000
This is stated after charging/(crediting):		
Depreciation	1,800	1,705
Impairment	2,838	-
Profit on disposal of fixed assets	(129)	(887)
Operating lease rentals:		
Property	346	355
Other	196	203
Auditor's remuneration (excluding VAT):		
Audit	38	38
	<u>38</u>	<u>38</u>

9. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2021 £'000	2020 £'000
Salaries & wages	13,693	12,720
Redundancy & termination costs	26	61
Social security costs	1,113	1,038
Employer's contribution to defined contribution pension schemes	300	283
	<u>15,132</u>	<u>14,102</u>
Agency fees	903	1,084
	<u>16,035</u>	<u>15,186</u>

Redundancy and termination costs of £26k (2020: £61k) were either paid or accrued during the year and related to compensation for loss of office.

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2021 Number	2020 Number
£60,000 - £69,999	4	2
£70,000 - £79,999	1	2
£80,000 - £89,999	2	1
£90,000 - £99,999	-	-
£100,000 - £109,000	1	1
	<u>1</u>	<u>1</u>

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

9. Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel (continued)

The total remuneration including employer's pension and national insurance of key management (who are the Chief Executive, Director of Finance & IT, Operations Director, Director of Fundraising & Marketing and Director of Properties & Estates) was £480k (2020: £496k) as set out below:

	Employees (excluding Chief Executive)		Chief Executive	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Salary	309	325	109	107
Employer's national insurance	38	39	14	14
Employer's pension contribution	9	10	1	1
	<u>356</u>	<u>374</u>	<u>124</u>	<u>122</u>

The ratio of the Chief Executive's emoluments to the lowest paid employee is 6.4:1.

Trustees' remuneration and expenses

The Board members, who are directors for Companies Act purposes and trustees for the Charities Act purposes, comprise independent directors. None of the directors receive any remuneration from the charity in respect of their duties as trustees. Under the powers vested in the trustees by the Memorandum of Association under the paragraphs supporting limitation on private benefits, no trustee may receive any remuneration or other benefit in money or money's worth from the charity, except for reasonable travel and subsistence expenses for attending Board, subcommittee meetings and other Trust business. There were no expenses paid to trustees in the year (2020: £6k paid to 9 trustees).

10. Staff numbers

The average number of employees (head count based on number of staff employed) during the years was as follows:

	2021 Number	2020 Number
Raising funds	9	9
Charitable activities	606	594
Support	67	67
	<u>682</u>	<u>670</u>

11. Population figures

	2021 Number	2020 Number
In addition to the staff numbers above, the residents of the communities at year end can be analysed as follows:		
Residents we support who live in our communities	361	385
Day activity support only	85	137
People we support who live outside our communities	51	45
	<u>497</u>	<u>567</u>

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

12. Pension scheme

The charity pays contributions on behalf of certain employees into a defined contribution pension scheme. The charge for the year amounted to £300k (2020: £283k). There are no material unfunded pension commitments. At 31 March 2021, there was £72k outstanding pension contributions (2020: £109k)

13. Related party transactions

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

14. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

The charity is operating a partial VAT recovery scheme and is unable to claim 100% of its VAT.

15. Fixed assets

	Freehold property £'000	Leasehold land & buildings £;000	Plant & machinery & IT £'000	Motor vehicles £'000	Fixtures & fittings £'000	Total £'000
COST						
At the start of the year	85,578	902	5,528	182	1,764	93,954
Additions in year	1,405	-	818	-	217	2,440
Disposals in year	(564)	-	(62)	-	(8)	(634)
At the end of the year	86,419	902	6,284	182	1,973	95,760
DEPRECIATION						
At the start of the year	6,513	545	1,982	159	973	10,172
Charge for the year	1,198	19	398	16	169	1,800
Impairment	2,838	-	-	-	-	2,838
Eliminated on disposal	(77)	-	(61)	-	(2)	(140)
At the end of the year	10,472	564	2,319	175	1,140	14,670
NET BOOK VALUE						
At the end of the year	75,947	338	3,965	7	833	81,090
At the start of the year	79,065	357	3,546	23	791	83,782

Land with a value of £43,189k (2020: £43,343k) is included within freehold property and not depreciated. All of the above assets are used or their intended use is for charitable purposes.

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

16. Listed investments

	2021 £'000	2020 £'000
Fair value at the start of the year	14,346	15,685
Additions at cost	8,263	6,253
Disposal proceeds	(7,767)	(5,802)
Net gain/(loss) on change in fair value	3,159	(1,816)
Cash movement	(72)	26
Fair value at the end of the year	<u>17,929</u>	<u>14,346</u>
	2021 £'000	2020 £'000
Listed investments held at fair value	17,677	14,022
Cash and cash equivalents	252	324
	<u>17,929</u>	<u>14,346</u>

17. Stock

	2021 £'000	2020 £'000
Raw materials and consumables	55	57
Work in progress	134	149
Finished goods and goods for resale	234	266
	<u>423</u>	<u>472</u>

18. Debtors

	2021 £'000	2020 £'000
Trade debtors	1,051	1,055
Other debtors	174	277
Prepayments and accrued income	2,518	1,099
	<u>3,743</u>	<u>2,431</u>

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

19. Creditors: Amounts falling due within one year

	2021 £'000	2020 £'000
Loan	428	428
Trade creditors	1,038	595
Taxation and social security	274	258
Other creditors	883	259
Accruals and deferred income	1,773	1,406
	<u>4,396</u>	<u>2,946</u>

The loans are secured by specific charges on the charity's investments and fixed assets with repayment terms varying from on demand to 2.25 years, at a rate of interest between 2% and 3.1%.

20. Creditors: Amounts falling due greater than one year

	2021 £'000	2020 £'000
Loan	<u>16</u>	<u>66</u>

The loan is secured by specific charges on the charity's fixed assets with 2.25 years of loan repayment remaining, at a rate of interest of 3.1%

21. Deferred income

	2021 £'000	2020 £'000
Balance at the beginning of the year	172	40
Amount released to income in the year	(172)	(40)
Amount deferred in the year	254	172
Balance at the end of the year	<u>254</u>	<u>172</u>

Deferred income comprises of social care income received in advance.

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

22. Financial instruments

	2021 £'000	2020 £'000
Financial assets measured at fair value through profit and loss		
Listed investments	17,677	14,022
Financial liabilities measured at fair value through profit and loss		
Loan	444	494

23. Analysis of net assets between funds (current year)

	General unrestricted £'000	Designated £'000	Restricted £'000	Total funds £'000
Tangible fixed assets	-	81,090	-	81,090
Investments	14,564	3,365	-	17,929
Net current (liabilities)/assets	(5,009)	13,556	105	8,652
Long term liabilities	-	(16)	-	(16)
Net assets at 31 March 2021	9,555	97,955	105	107,655

24. Analysis of net assets between funds (prior year)

	General unrestricted £'000	Designated £'000	Restricted £'000	Total funds £'000
Tangible fixed assets	-	83,782	-	83,782
Investments	10,679	3,667	-	14,346
Net current assets	7	6,939	102	7,048
Long term liabilities	-	(66)	-	(66)
Net assets at 31 March 2020	10,686	94,322	102	105,110

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

25. Movement in funds (current year)

	At 1 April 2020 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2021 £'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Village store	35	-	-	-	35
General donations	-	-	-	-	-
General legacies	-	743	(743)	-	-
DELROW COMMUNITY					
Richard Platt Fund	6	5	(3)	-	8
Thomas Williams	8	-	-	-	8
Thornton Trust	39	1	-	-	40
General donations	-	2	(2)	-	-
OAKLANDS PARK					
Residents' Fund	9	-	-	-	9
LARCHFIELD COMMUNITY					
General donations	-	1	(1)	-	-
CROFT COMMUNITY					
General donations	-	1	(1)	-	-
Total restricted funds	102	753	(750)	-	105
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	2,341	624	-	2,953	5,918
Social Farm	351	-	(272)	-	79
Innovation & development	4,181	-	(638)	1,000	4,543
Asset Investment Fund	-	-	-	3,000	3,000
Ruth Fund	3,667	-	(302)	-	3,365
Camphill Fixed Assets Fund	83,782	-	(4,638)	1,946	81,090
Total designated funds	94,322	624	(5,850)	8,899	97,995
General funds	10,686	30,111	(22,343)	(8,899)	9,555
Total unrestricted funds	105,008	30,735	(28,193)	-	107,550
Total funds at 31 March 2021	105,110	31,488	(28,943)	-	107,655

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

26. Movement in funds (prior year)

	At 1 April 2019 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2020 £'000
RESTRICTED FUNDS:					
BOTTON VILLAGE					
St Martin Fund	5	-	-	-	5
Village store	35	-	-	-	35
Inner garden	1	-	(1)	-	-
General donations	-	5	(5)	-	-
General legacies	-	897	(897)	-	-
DELROW COMMUNITY					
Richard Platt Fund	9	5	(8)	-	6
Thomas Williams	8	-	-	-	8
Thornton Trust	42	-	(3)	-	39
General donations	-	2	(2)	-	-
ST ALBANS					
General donation	-	5	(5)	-	-
OAKLANDS PARK					
Residents' Fund	9	-	-	-	9
STOURBRIDGE					
General donations	-	1	(1)	-	-
LARCHFIELD COMMUNITY					
General donations	-	3	(3)	-	-
CROFT COMMUNITY					
General donations	-	3	(3)	-	-
Total restricted funds	109	921	(928)	-	102
UNRESTRICTED FUNDS:					
DESIGNATED FUNDS:					
Building Fund	2,189	314	-	(162)	2,341
Social Farm	611	2	(262)	-	351
Citizenship	105	-	(105)	-	-
Innovation & development	3,000	-	(319)	1,500	4,181
Ruth Fund	3,992	-	(325)	-	3,667
Camphill Fixed Assets Fund	84,866	-	(1,705)	621	83,782
Total designated funds	94,763	316	(2,716)	1,959	94,322
General funds	11,393	25,207	(23,955)	(1,959)	10,686
Total unrestricted funds	106,156	25,523	(26,671)	-	105,008
Total funds at 31 March 2020	106,265	26,444	(27,599)	-	105,110

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

26. Movements in funds (continued)

Purpose of restricted funds

Restricted funds relate to grants and donations within the individual centres where there is a restricted element to the donation.

Purpose of designated funds

The Building fund recognises the funds raised, authorised and committed by the Board for the charity's on-going building programme. The movements in the year represent further funds designated to meet the charity's forthcoming building projects less transfers to the Camphill Fixed Asset Fund.

Social farm fund represents fundraised monies available for use in running of the social care farms and gardens across the Trust.

The citizenship fund represents funds raised to help provide the people we support the development and training opportunities as well as the support they need to be safe, responsible and confident citizens within the wider community.

An innovation and development fund was created in 2019, to be used for investment in new services and technology to enable the Trust to meet changing needs.

In the past Camphill Village Trust co-workers received no remuneration and were therefore not in a position to make provision for their old age or exceptional needs during their working lives. The charity therefore established the Ruth Fund to implement the charity's policy on helping to provide discretionary financial support, as necessary, towards meeting the needs of co-workers and ex-co-workers who have reached old age and financial need.

The Camphill Fixed Assets Fund represents the value of unrestricted funds that are held in the form tangible fixed assets held for future use within the charity.

The Asset Investment Fund has been established to provide funds for future repairs and maintenance within the communities.

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

	2021 £'000	2020 £'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(614)	661
Depreciation charges	1,800	1,705
Impairment	2,838	-
Dividends and interest	(454)	(520)
Profit on the disposal of fixed assets	(129)	(887)
Decrease/(increase) in stocks	49	(6)
(Increase)/decrease in debtors	(1,312)	117
Increase in creditors	1,400	251
Net cash provided by operating activities	<u>3,578</u>	<u>1,321</u>

Financial statements

Notes to the financial statements (continued)

For the year ended 31 March 2021

28. Analysis of cash and cash equivalents

	At 1 April 2020 £'000	Cash flows £'000	Other changes £'000	At 31 March 2021 £'000
Cash at bank & in hand	7,091	1,791	-	8,882
Total cash & cash equivalents	7,091	1,791	-	8,882

29. Analysis of changes in net debt

	At 1 April 2020 £'000	Cash flows £'000	Other non changes £'000	At 31 March 2021 £'000
Loans falling within one year	428	(50)	50	428
Loans falling greater than one year	66	-	(50)	16
Total loans	494	(50)	-	444

30. Operating lease commitments

The charity's total minimum lease payments under non- operating leases is as follows for each of the following periods:

	Property		Equipment	
	2021 £'000	2020 £'000	2021 £'000	2020 £'000
Less than one year	289	313	198	192
One to five years	297	356	14	200
Over five years	997	1,051	-	-
	1,583	1,720	212	392

31. Capital commitments

At the balance sheet date, the charity had committed to £5,918k (2020: £3,282k) in respect of capital works:

	2021 £'000	2020 £'000
Contracted	587	995
Authorised but not contracted for	5,331	2,287

Financial statements

For the year ending 31 March 2021

Notes to the financial statements (continued)

32. Company status and members' liability

The charity is a private company limited by guarantee, not having a share capital. The extent of the liability of the members of the company on winding up is limited to a maximum of £1 each. The company is incorporated in the United Kingdom.

33. Contingent liability

On 19 March 2021, the Supreme Court found that it is only time spent awake and working during a sleep-in that counts as working time for National Minimum Wage (NMW) purposes. This confirmed the organisation's view that it had paid its employees correctly and that a contingent liability is not expected to arise.

Reference and administrative details

Company number 00539694

Charity number 232402

Country of Incorporation

United Kingdom

Country of Registration

England and Wales

Registered office:

The Kingfisher Offices,
9 Saville Street,
Malton, YO17 7LL

Trustees

The charity's members elect all Trustees including those appointed by the Trustees to fill any interim vacancies, in accordance with the charity's Articles of Association. In such cases, those Trustees are required to offer themselves for re-election at the next following AGM. Since the AGM, the Trustees have made three such appointments. As indicated below.

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Tim Bishop
Felicity Chadwick-Histed
Jean Henderson
Stephen Godwin
Karen Walker
Brian M Walsh OBE
(resigned 5 October 2021)
Lindsey Wishart
Jeremy Young
Nana Banton
(resigned 20 August 2020)

Chief Executive

Huw John
(resigned 30 June 2021)
Sara Thakkar
(appointed 1 June 2021)

Company secretary

Balbinder Lally

Executive team

Annabel Arkless, Fundraising and Marketing Director
Mark Denny, Operations Director
Balbinder Lally, Finance Director
Janine Moorcroft, Director of Care and Support

Principal bankers

NatWest Bank,
2nd Floor Argyll House,
246 Regent Street,
London, W1B 3PB

Insurance broker

Blufin
Stephenson House,
7-10 The Grove,
Gravesend, DA12 1DU

Investment managers

HSBC - Global Investment Management
78 St James Street
London, SW1A 1HL

Sarasin & Partners LLP
Juxon House,
100 St Paul's Churchyard
London, EC4M 8BU

Legal advisors

Anthony Collins LLP
134 Edmund Street,
Birmingham, B3 2ES

Lester Aldridge LLP
Russell House, Oxford Road
Bournemouth, BH8 8EX

Grindeys LLP
Glebe Court,
Stoke-on-Trent, ST4 1ET

Auditor

Sayer Vincent LLP
Chartered Accountant and Statutory Auditor
Invicta House,
108-114 Golden Lane,
LONDON, EC1Y 0TL

Operational locations

Botton Village - Danby, North Yorkshire www.camphillvillagetrust.org.uk/locations/botton-village/

Croft Community - Malton, North Yorkshire www.camphillvillagetrust.org.uk/locations/croft-community/

Delrow Community - Watford, Hertfordshire www.camphillvillagetrust.org.uk/locations/delrow-community/

Grange Village - Newnham, Gloucestershire www.camphillvillagetrust.org.uk/locations/grange-village/

Larchfield Community - Middlesbrough, Teesside www.camphillvillagetrust.org.uk/locations/larchfield-community/

Oaklands Park - Newnham, Gloucestershire www.camphillvillagetrust.org.uk/locations/oaklands-park/

St Albans Community - St Albans, Hertfordshire www.camphillvillagetrust.org.uk/locations/st-albans/

Shared Lives West Midlands - Dudley, West Midlands www.camphillvillagetrust.org.uk/locations/shared-lives-west-midlands/

Stourbridge - Stourbridge, West Midlands www.camphillvillagetrust.org.uk/locations/stourbridge/

Taurus Crafts - Lydney, Gloucestershire www.camphillvillagetrust.org.uk/locations/taurus-crafts/



www.camphillvillagetrust.org.uk

