



camphill
village
trust

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 dark ink, reading "Brian M Walsh".

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.

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



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.

Community Allotments - welcoming local gardeners and community groups to share our facilities.



Tool sheds, boot store and drying room.

Café - where people can learn catering and hospitality skills, using ingredients grown on site.



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.





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

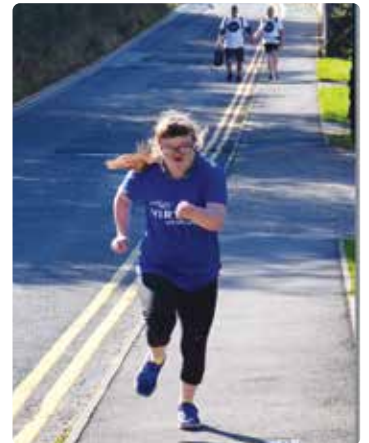
Home-based and socially distanced fundraising challenges replaced our planned 65th celebration fundraising events and kept our spirits high during lockdown. In April, colleagues, community members and their families ran, cycled, and trampolined to raise funds as part of the 2.6 challenge in response 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



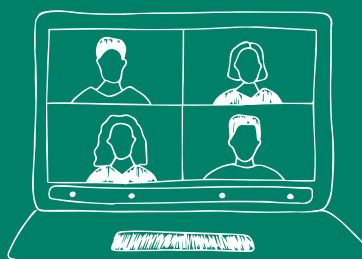
204
Staff recruited in the year



Agency costs as a % of direct salaries:
2021 target less than 10%, 2021 actual 9%



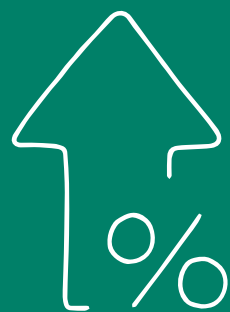
£1,048,000
Spent developing redundant properties into 11 new one-bedroom apartments



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

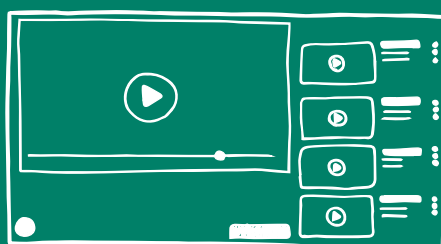
Fundraised income (excluding legacies):
2021 target £2.6m, 2021 actual £3.0m



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



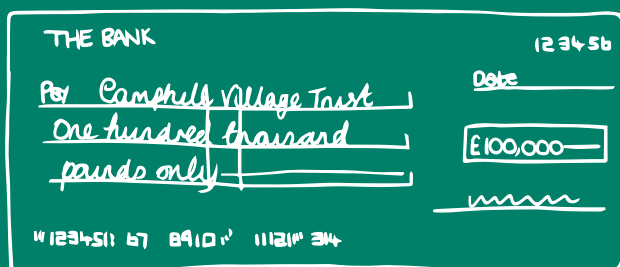
22,456
Unique views of Camphill Village Trust videos on YouTube

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

Our overall result for the year

The financial statements show Camphill Village Trust having a net surplus of £2.55m (2020: £1.16m loss). This improvement of £3.71m on the prior year, is as a result of the recovery of our investment portfolio which has seen an increase of £3.2m in the market value, therefore an increase of £4.98m in investments compared to the prior year and an increase in legacies income of £1.37m compared to the prior year. The results also include an impairment provision of £2.84m relating to Oaklands Mansion and properties at Botton Village.

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 opposite shows a consistent operating result compared to the prior year, although, the operating result this year has been impacted by restrictions during the pandemic resulting in the decline in funding for day opportunities and workshop sales.

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

	2021 £m	2020 £m
Total income from charitable activities	19.67	19.23
Investment income	0.47	0.54
	_____	_____
Total operating income	20.14	19.77
	_____	_____
Expenditure on charitable activities	(25.54)	(25.18)
	_____	_____
Net operating deficit	(5.40)	(5.41)
Impairment provision	(2.84)	-
Fundraising donations (net of costs)	2.40	2.00
Legacy donations	3.93	2.56
Other income	1.30	1.51
	_____	_____
Surplus/(deficit) before net investment gains	(0.61)	0.66
Net gains/(losses) on investments	3.16	(1.82)
	_____	_____
Net movement in funds per SOFA	2.55	(1.16)
	=====	=====

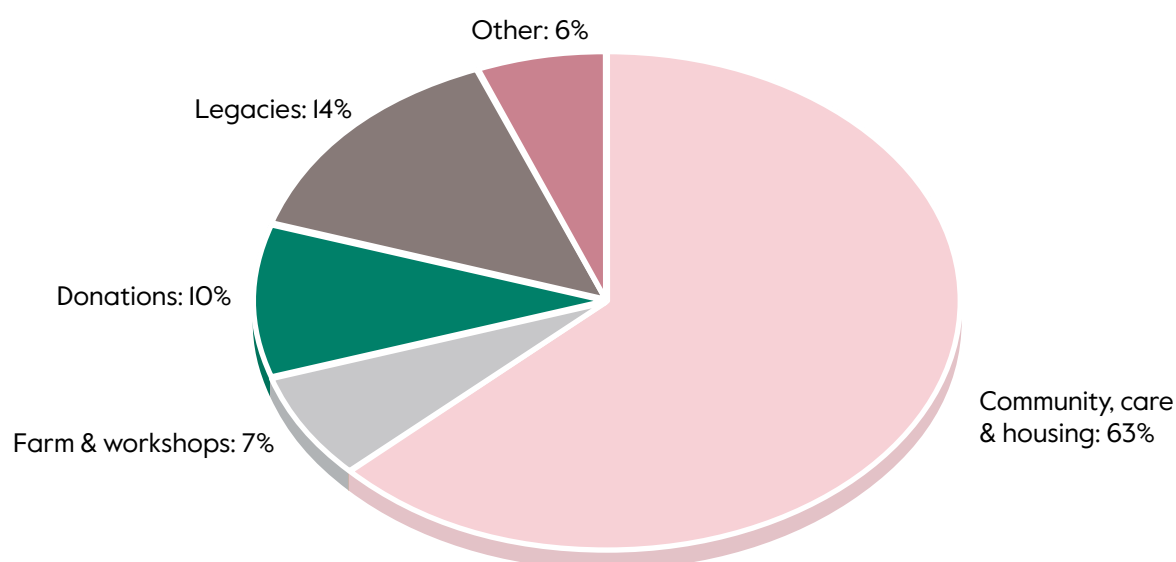


Strategic report

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.

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 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

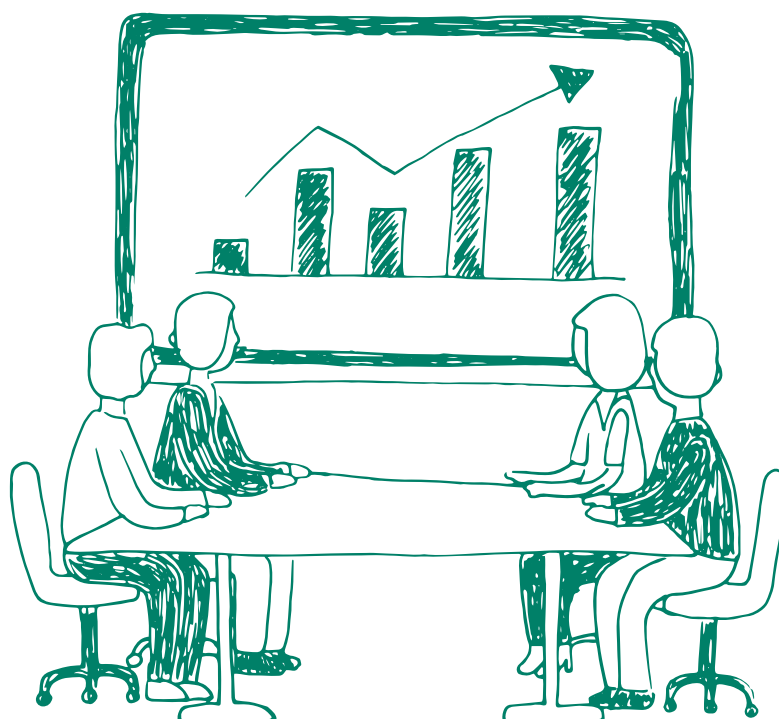
As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that 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		<u>26,952</u>	<u>624</u>	<u>753</u>	<u>28,329</u>	<u>26,444</u>
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		<u>22,343</u>	<u>5,850</u>	<u>750</u>	<u>28,943</u>	<u>25,783</u>
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	<u>7,768</u>	<u>(5,226)</u>	<u>3</u>	<u>2,545</u>	<u>(1,155)</u>
Transfers between funds		(8,899)	8,899	-	-	-
Net movement in funds		<u>(1,131)</u>	<u>3,673</u>	<u>3</u>	<u>2,545</u>	<u>(1,155)</u>
RECONCILIATION OF FUNDS:						
Total funds brought forward		10,686	94,322	102	105,110	106,265
TOTAL FUNDS CARRIED FORWARD		<u>9,555</u>	<u>97,995</u>	<u>105</u>	<u>107,655</u>	<u>105,110</u>

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		<u>16</u>		<u>66</u>
TOTAL NET ASSETS			<u>107,655</u>		<u>105,110</u>
The funds of the charity:	25				
Restricted income funds			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)	
Net cash (used in) / provided by investment activities			(1,787)		309
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
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	28		8,882		7,091



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.

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.

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

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
	15,132	14,102
Agency fees	903	1,084
	16,035	15,186

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

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
	356	374	124	122

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
	682	670

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
	497	567

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	17,929	14,346
	2021 £'000	2020 £'000
Listed investments held at fair value	17,677	14,022
Cash and cash equivalents	252	324
	17,929	14,346

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
	423	472

18. Debtors

	2021 £'000	2020 £'000
Trade debtors	1,051	1,055
Other debtors	174	277
Prepayments and accrued income	2,518	1,099
	3,743	2,431

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
	4,396	2,946

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	16	66

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	254	172

Deferred income comprises of social care income received in advance.

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

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	3,578	1,321

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.camphillvillage.org.uk

