



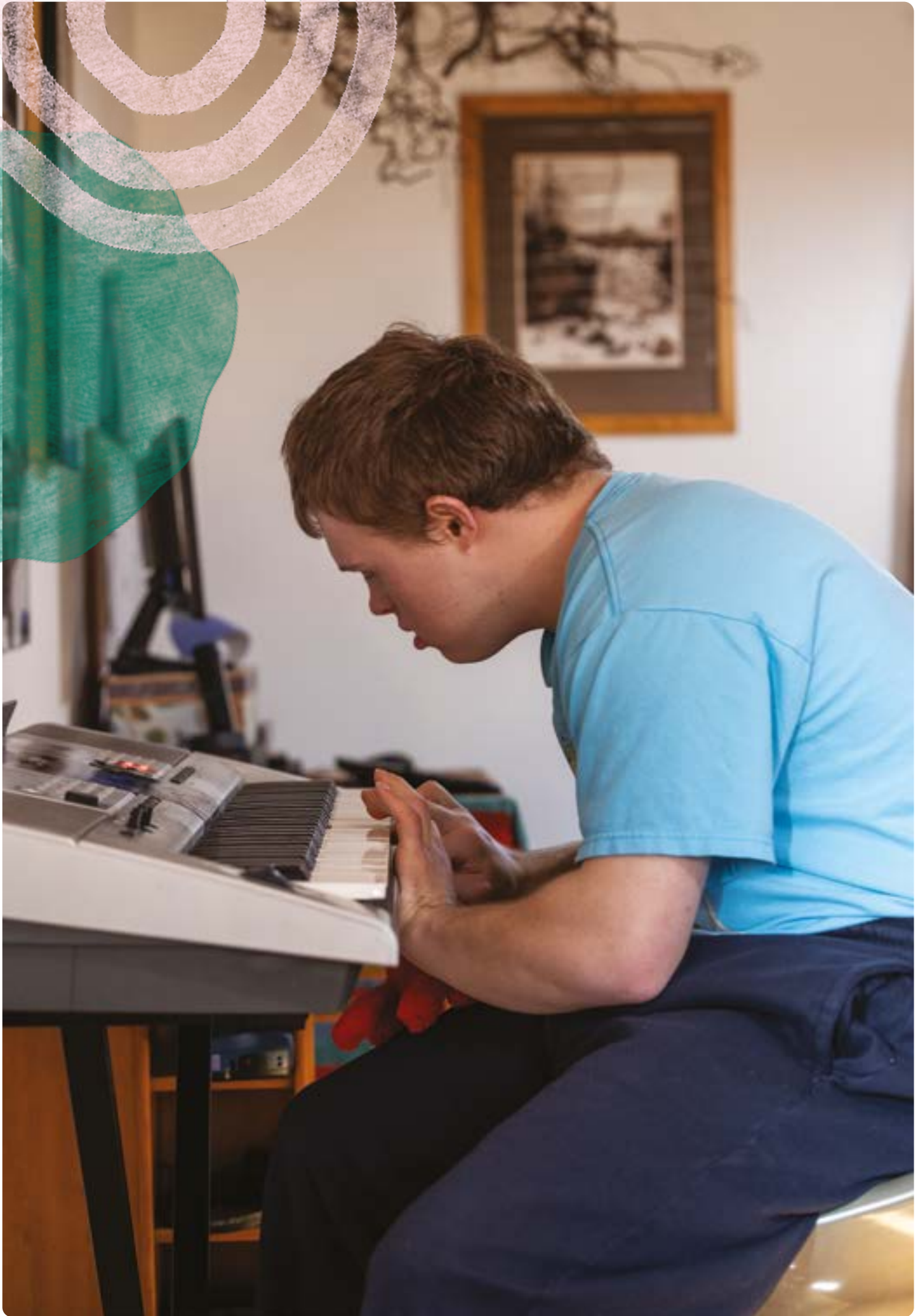
camphill  
village  
trust

# Annual Report and financial statements

(Year ended 31st March 2022)

The Camphill Village Trust Ltd • Company registration number: 00539694 • Registered charity number: 232402





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

## Our objects

Camphill Village Trust's objects, contained in the company's Memorandum of Association (which were first adopted in this format in 2012) are: "for the public benefit, to relieve sickness, promote good health, provide care to and advance the education and training of people with a disability (whether mental or physical), the young, the old, or

people otherwise in need, in accordance with the principles of Dr Rudolf Steiner (as summarised in the Appendix to this Memorandum), particularly (without limitation) by the establishment and maintenance of communities in the form of villages, residential houses, day centres, kindergartens, schools, colleges or other types of social and/or educational community, in which they otherwise resort in community with persons providing support."





"It's clear that there is so much to be proud of. The last two years have taught us that, even in the face of extreme challenges, we can achieve great things both personally and across the Trust. I am filled with confidence that the coming years will be equally as inspiring and fulfilling"

Sara Thakkar. CEO

## Welcome and introduction from our Chief Executive and Chair of the board of Trustees

Over this last year, our relationship with the world and each other shifted to the 'new normal' with the continuation of covid in our lives. Across the Trust we remain proud to hear how our staff teams continued to provide support in impressive and creative ways, ensuring that those we support are able to achieve their ambitions and stay connected with their communities – not just surviving, but thriving.

We recognised great people in our Trust through the year, and said farewells to those that have added real value to our mission to empower those we support to lead fulfilled lives of true opportunity and empower people to make positive informed life choices. We thank each for their personal contribution and dedication to our charity.

2021, was the end of our 2019-2021 "Telling our Story" Strategy. Taking time to consider our covid journey, what we did well, and what we learnt from, has been an essential part of our looking to the future. We remained focused on building the bridges from our past to our future, working hard to continue to develop positive relationships with our supporters, members, families, and partners.

The last year has continued to see significant challenges for social care. We continued to shine a light on the value of those working in this important sector and we continue to play our role in campaigning for a greater understanding of how transformative our land-based model of social care can be in people's lives. Like all support providers, our ability to retain and recruit great people to enable those we support to live their best lives has been a significant challenge. We were proud to commit to being a Real Living Wage Provider for our

frontline staff and Team Leaders. We are committed to continuing this journey over the coming years.

We celebrate the nine community members who are now in paid employment with the charity – contributing essential insights into our Life of Opportunity Offer from the perspective of lived experience. We want to share our good practise and continue to develop our ethos of meaningful co-production in the coming year. We remain inspired by our dedicated staff and their continuous drive to support people towards their personal goals.

We are confident that the Trust will continue to make great strides towards our goals through our Brilliant Basics Plan to be launched in 2022. Our Plan will aim to create an environment where people can be their best selves – every day. We want to celebrate the magic moments that demonstrate the things that differentiate us and those successes will build the foundations for our long term success.

Our plan is all about working together with our staff, those we support, their families and our stakeholders to make sure that our basics are done brilliantly and that we are able to do the right thing, in the right way, each and every day.



Sara Thakkar, Chief Executive



Michael Nutt, Chair of the Board of Trustees

## Our vision

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



## Our mission

To empower the people we support to lead more connected and  
fulfilled lives and make informed life choices





## Our values

### Building connections

#### Camphill Village Trust offers a sense of belonging and community.

Like the groups developed around the Trust, made up of community members who build friendships, who speak and are heard, and give back to society. Or the regional forums connecting friends from around the country.



### Enabling potential

#### We enable people to develop, grow and be heard.

Like the paid Life of Opportunity Reviewers, made up of community members who are paid as experts by experience to review our services, champion improvements and share excellence.



### Promoting purpose

#### We promote meaningful, healthy living.

Like the team of community members who had the opportunity to work with student dieticians providing education on healthy food choices. Or like Luke, who was enabled to volunteer at Park Run and now takes part as a runner himself.



### Environmental respect

#### We value and care for the environment.

Like members of Delrow Community who helped plant five apple trees in Oxhey Park, Watford as part of the Urban Orchards scheme. Or how we planted 1,695 new native species trees in our Oaklands Park community.



### Social impact

#### We believe our people and resources should make a positive contribution to society.

Just like the community members who came together as part of National Safeguarding Adults week to share what the power of language means to them with a poignant film 'What did you say?' watch [here](#).

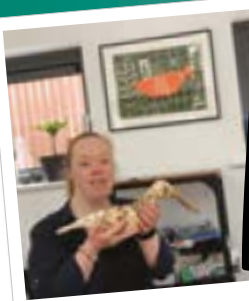


## Our year

### April

Maxine's first day back at St Albans Art Studio after shielding throughout lockdown. And Masie returned to her flat after moving back to parents during the pandemic.

Sean Riley – Trust supporter – completed his rowing challenge raising funds for the charity.



### September

Student dieticians work with community members to learn more about healthy eating and embark on displays and incentives for the village store.

Oaklands Park and Grange Village staff and community members put on a Mad Hatters Tea Party; their first community gathering in over a year!



### May

St Albans community members walk laps of Verulamium Lake to raise money for a 'comfy corner' in their community.

We shared our life of opportunity i statements with a fantastic film – watch [here](#).



### August

North Yorkshire Police visit Croft Community to deliver Road Safety training to our community members.

Residents start to move into the five new flats at Delrow House, which offer people increased independence and their own front door, whilst still benefiting from community living.

### June

- New Chief Executive, Sara Thakkar, joins the Trust
- – Sara embarks on a tour of all nine communities and our Shared Lives service.

We marked Shared Lives week in June, celebrating the fantastic carers, people supported and staff.



### July

The Neighbourhood Volunteer Group at our Delrow Community took on the challenge of keeping Watford tidy by litter picking.

People supported at Stourbridge Community help out local museum by giving their gardens a new lease of life.







## October

- Community members and staff work together to pick apples from the orchard at our community in Stourbridge.
- People supported at Botton Village want to give back to their local community and donate to the local



## March

March welcomes Fairtrade Fortnight – Larchfield and Croft communities continued their work with Fairtrade partners to ensure that we use fairtrade products and produce in our shops and cafes.

Taurus Crafts Café gets a



## November

We celebrated Safeguarding Adults Awareness Week with lots of activities including a great film produced by people we support explaining the power of language – watch [here](#).

Following an interview process, nine people we support are offered paid roles as Life of Opportunity reviewers.



## February

Community members celebrate Candlemas.

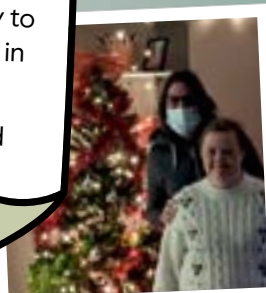
St Albans Community members from the Kindness Crew have been helping out at an old peoples home.

The Voices of Larchfield group was joined by Kate from Climate Action Middlesbrough to talk about

## December

Larchfield Community members came together to read the 'Dignity of Risk' poem by Sharon Jodock-King, about affording people with learning disabilities the ability & opportunity to make their own decisions and to be in control of their lives.

Delrow Community members spread Christmas cheer with their very own Christmas song (watch out Maria

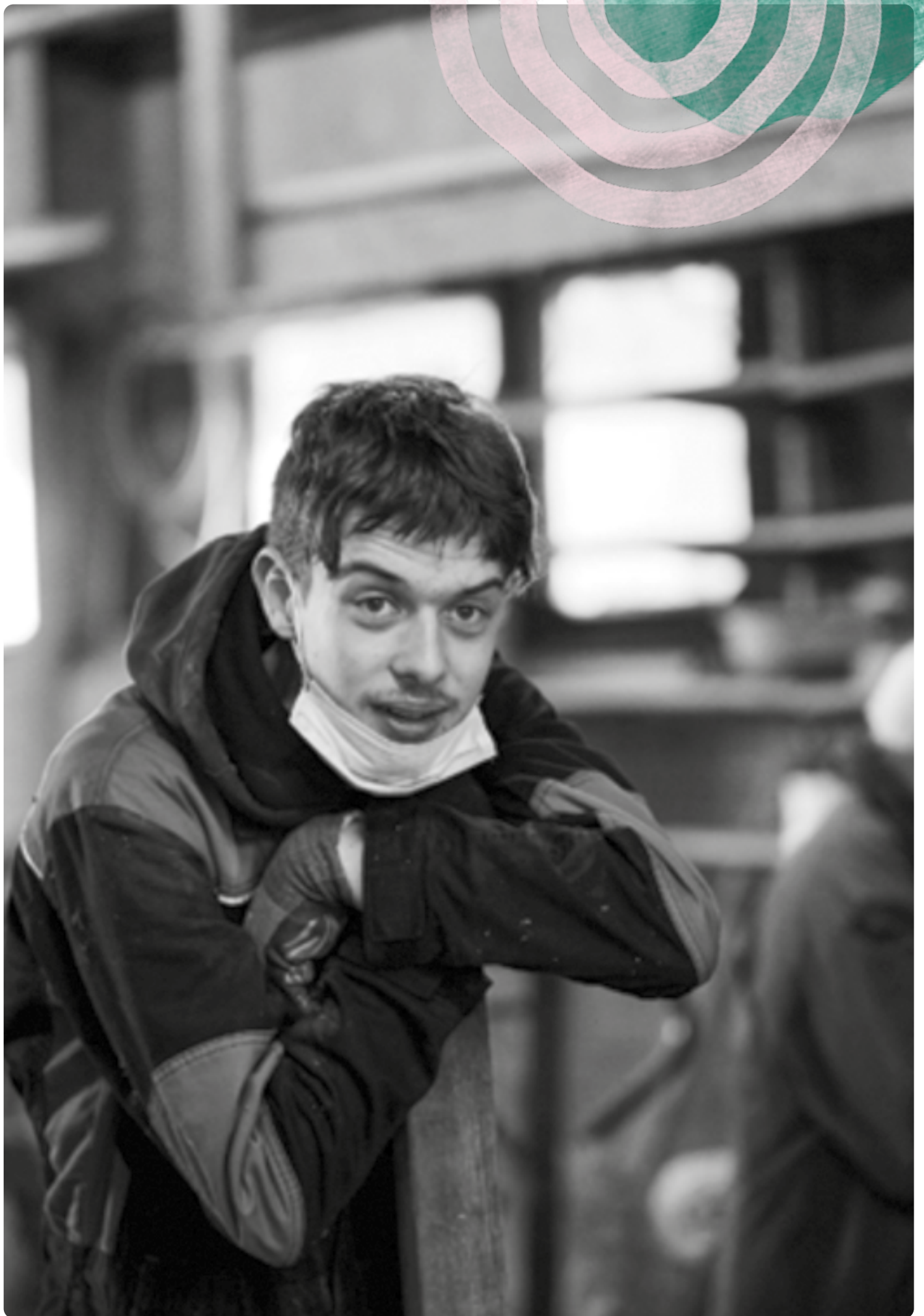


## January

Michael Nutt joins the Trust as Chair of the Board of Trustees – he is joined by two new Trustees Dr Ann Kenney and Michael Green.

Grange village community celebrates wassailing – positive vibes for a fruitful harvest.







## Our strategic priorities – update

Pre-covid we produced 'Telling our story' which laid out our plans for the next three years. As part of this plan we set out three primary areas of focus:

1. To continue to improve the quality and consistency of our care and support to those we presently support.
2. To develop more support to people with Autism and more complex support needs.
3. To ensure that all our care and support is integrated within local communities.



### Improving the quality and consistency of our care and support to those we presently support

Delivering consistent and high-quality care and support requires an excellent understanding of the people who use our services. To ensure that the voice of people we support informs how all our services are run, in the last year, we have recruited nine community members as paid members of staff to help ensure that everyone we support is living a life of opportunity – you can read more about our new Life of Opportunity Reviewers on p.13

We've also recognised that we needed a fuller understanding of the makeup of our communities and services. An awareness of age demographics, gender, ethnicity and length of time people have been using our services can help us to ensure care is truly person-centred, consistent and high quality, and enables us to adapt to people's changing needs as they get older so that we can provide consistent, high-quality care now and in the future.

Some key information about our communities and the people we support:

- We have 10 communities and services across England delivering care and support
- We have a total of 339 bed spaces
- We have 11,457 commissioned hours of support every week
- We work with 35 Local Authorities
- The highest number of people we support are between 51 – 60 years old with 21 – 30 years old and 81 – 100 years old coming in close second
- We support 54 more males than females
- The highest number of people we support have been with us for 20+ years with between 1 to 10 years coming in second.

These statistics provide an overview of people within our communities which helps us to develop our support and future proof our services.

### Develop more support to people with Autism and more complex needs

The pandemic has made it difficult to address this area of focus. Covid-19 brought dramatic changes to our day to day lives. Unable to see our friends and families, or take part in activities that we enjoyed. We moved from the hustle and bustle of attending workshops and meeting friends, to a life of restrictions focused on keeping people safe. Unsurprisingly, this has led to an increase in nervousness, and in some cases a loss of skills as people have missed out on so many months of their regular activities and social contact.

Because of this, our priority in the last year has been the support we provide to our current community members, their families and our staff. Moving forward, we will renew our commitment to support more people with autism and more complex needs when we can do so alongside helping our existing community members to regain confidence and independence.

### Ensure that all our care and support is integrated within local communities

Prior to the pandemic we enjoyed strong links with the wider community, enabling those we support to connect with other people from all walks of life. Inevitably, these community links were curtailed by the pandemic, and now many groups and individuals in our communities are exploring how to rebuild these vital opportunities.

Last Christmas, people from our Larchfield Community supported a local scheme to make sure young people leaving foster care didn't miss out on the festivities. The team helped wrap the presents for the care leaver's Christmas Dinner. Steph, who is supported at Larchfield said, 'If you don't have family, it's really difficult. It's about more than just presents!'

Meanwhile, members of our St Albans Community have been supporting lonely older people in the town. They have been providing drinks and refreshments at a weekly Age UK social club, using the skills and confidence gained from living in a Camphill Village Trust community.

And community member Zara, is a regular volunteer at her local foodbank. Every Friday, she makes hot drinks and chats to people in need of support. Helping at the foodbank means that Zara's meeting new people and gaining confidence. Zara said, 'I want to help people. That's what I like doing. I want a job where I can help people in the future too.'



We also started up our Regional Forums after a long break due to covid. The Regional Forums are a fantastic way to meet up with friends from different communities, share what we have been up to and have some fun.

In our November forums, we talked about and explored the importance of keeping safe, the power of language and dignity of risk. We shared with you earlier the video we co-produced sharing the power of language. The team also co-produced a film from their conversations around dignity and risk. You can watch this [here](#).

Among many other impactful statements it included: 'What if you grew old but never knew adulthood? Do not treat me like a child'

The session and subsequent film encouraged people to try to understand what it can be like having a learning disability and be told how to live your life, what you can, can't or shouldn't be doing. Another person said 'What if your only chance to be with people different from you was your own family? Answered with 'I want to meet new people.'

The teams allowed the Trust to share their films on our website and social media platforms, allowing us to reach more people across the world and share these important messages.



Our 'Thinking out loud' group was formed during lockdown to provide a space where people with learning and other disabilities could meet online and discuss the things that mattered to them. From these regular weekly sessions, we developed a set of IO statements – known as the i-statements – which sum up what a life of opportunity means to us. We considered what was important to us – from skills and training to positive relationships and the support we need in everyday life.

### Co-production in action

The i-statements are truly a cross-community project, with members of all communities either taking part in the 'Thinking out loud' sessions or participating in the making of a short video to share in our communities and online. They offer a starting point for meaningful discussions about what a life of opportunity means for all of us and provide a clarity of purpose for staff throughout the organisation.

### Employment opportunities for our community members

Nine community members have now taken up paid employment with the Trust as members of our Co-Production team. They are our Life of Opportunity Reviewers, experts by experience who are contributing their own valuable insight to ensure that we are delivering a life of opportunity for everyone.

This project represents a significant step forward from the previous Quality of Life review scheme which provided volunteer opportunities for people we support. As paid members of staff, our team of reviewers are tasked with visiting a community other than their own, to assess the extent to which people there are enjoying a life of opportunity. Following this, reviewers will produce a written report for the trustees' quality committee. This same report will also be used to inform an evidence-based action plan with measurable outcomes for each specific community.

Following a series of in-depth training sessions beginning in November 2021, our first trial reviews were held in spring 2022. The quality committee were impressed by the depth of insight in our first reports, and more reviews are scheduled to take place during the year ahead.

**Lee: 'I wanted to be able to help people. In the training sessions we talked about the statements, about confidentiality and how to write the reports. It helped me to understand everything better.'**



Our 10 i-statements have become the foundation for the Life of Opportunity Review scheme. After developing the statements, we carried out further work with community members to establish a list of key indicators relating to each statement, which reviewers will reference as they carry out their work.

Welcoming people we support into our staff team is a significant step forward for the Trust. Their lived experience of learning disability and social care provides a unique insight which sets the Life of Opportunity review scheme apart from other assessments such as the statutory CQC inspections. Whilst meeting and exceeding the CQC requirements remains a top priority, the Life of Opportunity review scheme offers us a chance to focus on the small but vital human interactions and connections which together add up to the life of opportunity which we all deserve.

**Steph: 'I wanted to get involved because I can be a voice for those who have difficulties communicating. Knowing I will be making a positive change is amazing.'**



The dedication and commitment of our frontline staff are at the heart of Camphill Village Trust. To ensure a life of opportunity for all our community members requires a team effort – delivered by a motivated workforce with the right skills and experience.

The Trust is not immune to the pressures which affect the wider social care sector. The two years of the pandemic have highlighted the need to focus our attention on recruiting and retaining great staff. In the last year, we have therefore undertaken an initial review of our pay and benefits.

### Aligning with the Real Living Wage

As a result of this review, our Trustees approved the decision to align pay for frontline staff to the Real Living Wage (an independently calculated rate based on the cost of living, which is higher than the statutory National Living Wage). As a result, our support workers and day opportunities support workers received a pay increase of 12% in April 2022, meaning that pay will increase to £10 per hour, or £11.05 per hour for our communities close to London. Care and Support Team Leaders have received an 8% increase on their hourly rate. Roles linked to the national minimum wage have seen a pay increase in line with legislation, to £9.50 per hour (a 6.6% increase) and all other roles (apart from those which are frozen) have seen a 3.1% pay increase.

This pay review is the first step on a three-year journey which will see us continue to develop our pay and reward offer. In the next two years, we will be reviewing our pay structure, allowances and benefits provision, and ensuring that career and salary progression is linked to learning and development.

This will increase our costs by nearly £1m per year. It's a bold, ambitious step which recognises the growing social care recruitment crisis. In recent years, average pay has risen more rapidly in other sectors, and vacancies in social care remain high even as unemployment falls. This national trend affects all our communities, particularly those in rural, less densely populated areas. That's why we are taking decisive action now. We aim to be an irresistible employer in the social care sector. By ensuring that our staff have the salary, benefits, learning and development opportunities to enable them to provide the highest standards of care and support, we can achieve a life of opportunity for all our community members.



## Enabling people to have more independence



A life of opportunity begins with a home that meets our needs – a place where we can feel safe, express our personalities, and explore our ambitions and interests.

That's why, in the last year, we have created five new self-contained flats at Delrow Community in Hertfordshire. Little Delrow was previously a shared house, situated across the road from the main site. By converting the building into five separate dwellings we have enabled the new residents to have a level of control over their own lives and homes which would previously have been impossible.

**'I was overjoyed when I found out I was moving in. I like to socialise, but I need my own space too. My support workers from Delrow come in to help me cook and go shopping with me. So I don't feel lonely, but I can be more independent.'** – Greg, tenant of one of the new Little Delrow flats. Watch our short film all about Little Delrow [here](#).

## Using our land and assets to provide a life of opportunity

The Trust owns substantial land and property assets, and we need to ensure that these are well maintained and utilised to maximum efficiency, both to enable the people who live in our communities to flourish and thrive, and to ensure the long-term financial stability of the charity.

In the last year, we commissioned an independent asset review, to understand the diversity of our assets and the complexity of our service delivery in each of our nine community locations. The condition, construction, safety, utilisation, and long term fit of all our properties and land assets were reviewed, to give us a comprehensive picture of the relationship between our assets and the services we deliver.

This review has highlighted that we need to adapt our horticultural / agricultural land and production facilities to suit our changing ways of working. More recently, difficulties bringing external contractors on site during the two years of the pandemic have delayed repairs and maintenance. Addressing these issues will form the basis of our short-term priorities.

With the information gathered from the review process, we are now in a position to develop the robust systems needed to ensure a quality service with well-maintained properties and estates. We are establishing a defined property and estates team, with the resources to ensure that the highest standards are maintained. In future, our asset management strategy will be clearly linked to the Trust's business plan, ensuring that our amazing land and property assets are used to best effect, underpinning a life of opportunity for all our community members.



## Fundraising update



### Gifts and support allow us to do so much more

The generosity of our supporters enables the people we support to have a life of opportunity above and beyond what would be possible if we relied on statutory funding alone.

It is our supporters who ensure that:

- Everyone who uses our services can access some form of day opportunities regardless of their individual funding package from the local authority.
- People are supported to express themselves and have their voices heard whether this is in their day to day life, in community reviews or at our regional forums.
- We are able to develop the type of housing that people want to live in, for some members of our communities this means having their own front door, for others it is living in shared accommodation.

The support that we receive means the difference between a life and a life of opportunity. Thank you to everyone who has improved the lives of people with learning and other disabilities through your gift to our charity.

### How we fundraise

As a member of the Fundraising Regulator, we are committed to ensuring that our fundraising takes place in line with the Code of Fundraising Practice. The Director of Fundraising and Marketing and the Head of Fundraising are both members of the Chartered Institute of Fundraising. Our fundraising has complied with the fundraising standards expected by these bodies. Our Supporter Care Team - who are the first point of call for any donations - received training on supporting vulnerable people.

We received three complaints relating to our fundraising and 13 complaints relating to our retail operation which were mainly relating to produce which had become damaged during postage, which were all replaced or refunded.

### What we do

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

### What we don't do

- We don't work with third party fundraisers, asking them to fundraise on our behalf.
- We did not have any commercial participators fundraise for us during the year.
- We don't undertake any door to door fundraising or face to face street fundraising.
- We don't sell or lend our database of supporters to other charities or organisations.
- We do not make unsolicited calls or texts to our supporters. We don't fundraise in a way that feels intrusive, persistent or pressurises people into giving.





## The year in numbers

220

people attended the six regional forums. These were our first ones after the pandemic.



127

community members completed the survey asking about how the Trust handled the pandemic.



8

Life of Opportunity Reviewers recruited.

Community members in paid positions across the Trust.

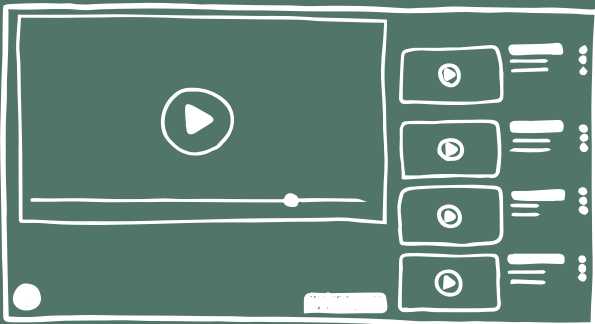


198

new colleagues recruited in the year

13

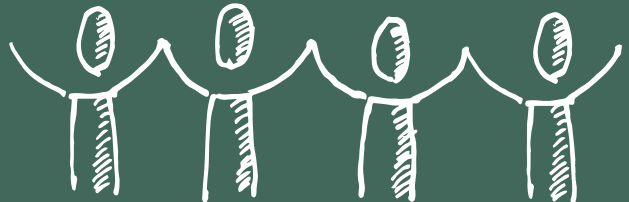
videos produced by community members working collaboratively with staff



people supported attended co-delivered 'Keeping Safe' workshops

384

coproduction project meetings



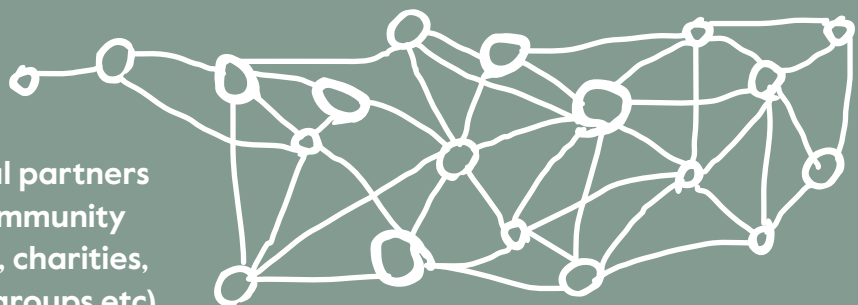
1,438

views of the Power of Language co-produced film for National Safe Guarding Adults Week

over

100

connections made with external partners (volunteering opportunities, community building, health and social care, charities, advocacy agencies, campaign groups etc)





531

people supported across the Trust



£455,415

spent on refurbishing properties



£297,738

spent on new projects  
(Delrow flats, Worcester Street flats and Longwoods)



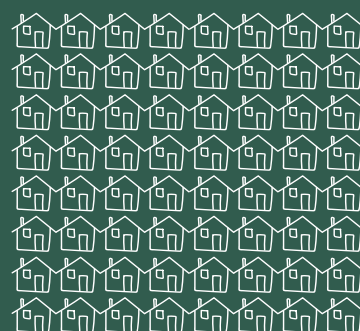
1,695

new native species trees planted in our Oaklands Park community



300

The number of buildings assessed to plan improvement works



30%

Returning customer rate to our online shop



£57,962

Total sales value from the online shop and direct marketing brochure

£92,224

spent on social farms and farming equipment



£122,315

Largest single donation from a supporter



# Financial review

## Our overall result for the year

The financial statements show Camphill Village Trust having a net surplus of £1.65m (2021: £2.55m surplus). The reduction of £0.89m from prior year is because of slower increase in the value of the charity's investment portfolio in 2022. The charity continues to face the challenges of providing day services within a model of care and support that is not fully funded by local authority commissioners, and which is a significant contribution to the operating deficit identified in the table.

## Operating results

The table below shows a marginal improvement in the operating result compared to the prior year, from a deficit of £4.90m for the prior year to a deficit of £5.40m for the year ended 31 March 2022.

The net operating deficit results are a consequence of the continued social sector challenges in respect of funding which is not covering our cost for delivering of care. The operating result has been impacted by the national minimum wage increase of over 6%, without the equivalent uplifts from commissioners. Camphill Village Trust has not compromised on delivery of quality care and continue to work with the Local Authorities in addressing this issue of underfunded services.

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

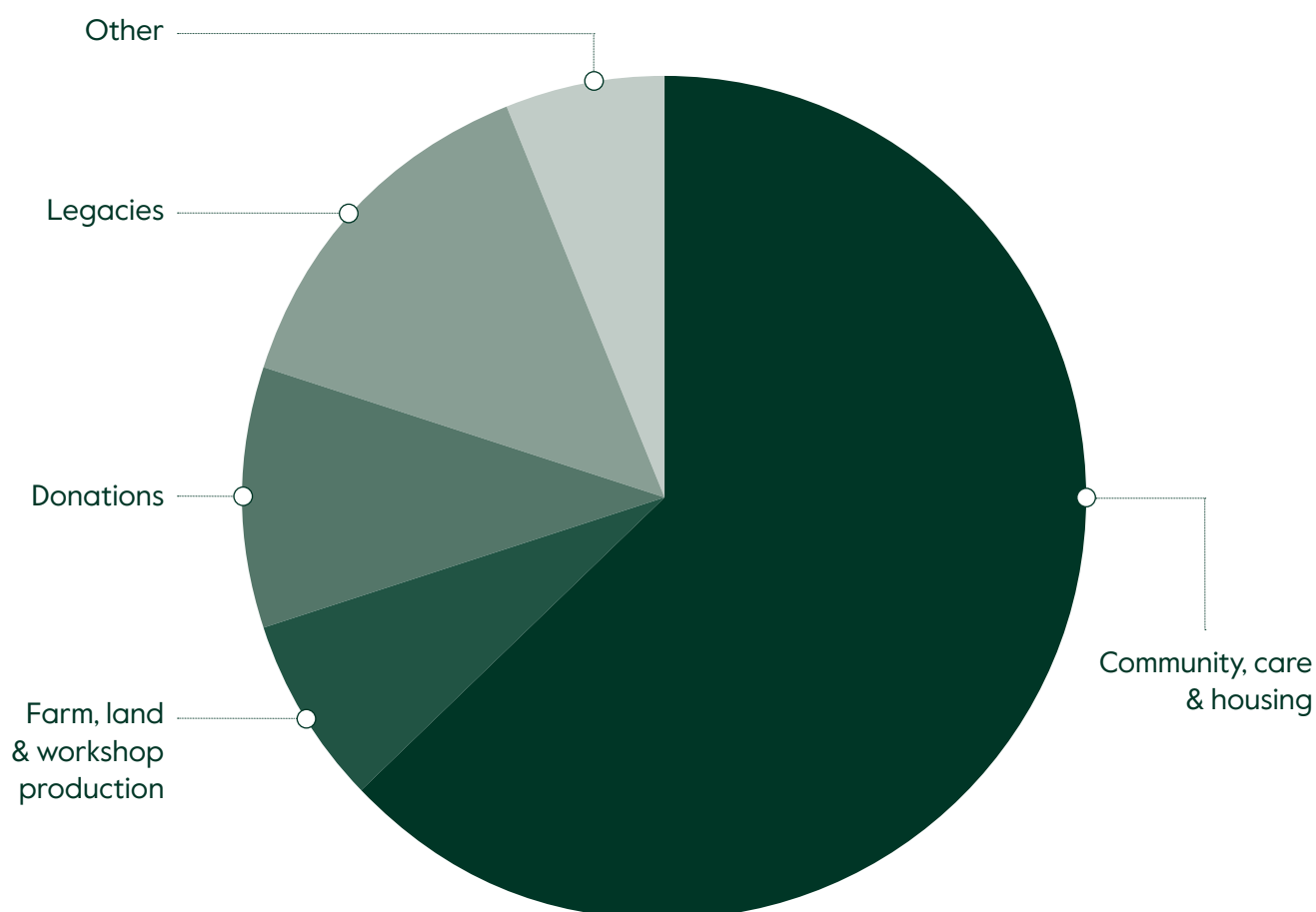
	2022 £m	2021 £m
Total income from charitable activities	<b>21.08</b>	19.67
Investment income	<b>0.43</b>	0.47
Total operating income	<b>21.51</b>	20.14
Expenditure on charitable activities	<b>(26.41)</b>	(25.54)
Net operating deficit	<b>(4.90)</b>	(5.40)
Impairment Provision	<b>(0.06)</b>	(2.84)
Fundraising donations (net of costs)	<b>2.09</b>	2.40
Legacy donations	<b>2.65</b>	3.93
Other income	<b>1.06</b>	1.30
Surplus/(deficit) before net investment gains	<b>0.84</b>	(0.61)
Net gains on investments	<b>0.81</b>	3.16
Net movement in funds per SOFA	<b>1.65</b>	2.55



## Financial review (continued)

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

Income by type	2022 £m	2021 £m
Community, care & housing	18.6	17.7
Farm, land & workshop production	2.5	2.0
Donations	2.6	2.9
Legacies	2.6	3.9
Other	1.5	1.8



### Expenditure by activity

- £26.32m on charitable activities (2021: £28.38m)
- £0.52m on fundraising and Trust marketing activities (2021: £0.57m)
- £0.15m on governance costs (2021: £0.09m)

Income from charitable activities has increased by 5% compared to prior year whereas expenditure from charitable activities excluding impairment has increased by 1%, showing an improvement in operational results.

# Achievement and performance

## Balance sheet

Tangible assets have decreased by £0.66m to £80.5 as a result of impairment £0.63m, depreciation charge in the year of £1.8m offset by £1.3m capital additions. The major additions in the year included property refurbishments of £0.7m and investment within plant and machinery and fixtures and fittings of £0.6m.

Investments have increased by £1.29m from £17.9m in 2021 to £19.2m for the year. This includes £0.4m of cash reinvestment.

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

## Key performance Indicators

The Board use the annual budgets as their key method of monitoring financial performance, and the key outcomes are outlined in the financial review and earlier in this report. Key performance indicators have been developed, (KPIs), which are specifically monitored and scrutinised by the Audit and Finance Committee and the Board.

The Key Performance indicators involve separate functions within the Charity engagement.

A balanced scorecard approach is being adopted with focus centred upon reviewing performance and compliance with benchmarks and policy upon a monthly/quarterly and annual basis

### Financial

- Liquidity
- Operational cash generation
- Unrestricted reserves
- Return on investments
- Contractual returns
- Fundraising & Donations

### Community engagement

- Donors
- New partners
- Donor satisfaction
- Social media activity

### People

- Retention and attrition
- Volunteer ratio
- Sickness and absence
- Diversity
- Training and compliance

### Beneficiaries and Residents

- Residents and care receivers
- Satisfaction surveys
- Diversity
- Safeguarding

Quarterly committee reviews cover the broad base of the operational, people, compliance, and governance aspects.

## Energy and Carbon Reporting

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

The reporting period for the compliance is 1st April 2021 – 31st March 2022. Included within that are Scope 1 & 2 emissions. The GHG Protocol Corporate Accounting & Reporting Standard and UK Government's GHG Conversion Factors for Company Reporting have been used as part of carbon emissions calculation.

The footprint is calculated in accordance with the Greenhouse Gas (GHG) Protocol and Environmental Reporting Guidelines, including streamlined energy and carbon reporting guidance. Activity data has been converted into carbon emissions using published emissions factors.

The results show that Camphill Village Trust total energy use and total gross Green House Gas (GHG) emissions amounted to 4,264,203 (4,234,290 kWh 2020/21) and 871 (909 2020/21) tonnes of CO2 emissions respectively in the 2021/22 financial year in the UK. From April 2021 to March 2021 the Intensity Ratio was 2.4 and it has been calculated that the ration on 2021/22 was 9% lower than that in the same period in 2020/21.

Inline with identified key performance indicators, a programme of energy efficient measures designed to reduce energy consumption has begun. These actions include, but are not limited to, full lighting upgrade implementing an LED strategy, general energy management and insulation improvements.





## Reserves policy

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

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

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

The trustees believe that the current level of general reserves of £12.54 (2021: £9.56), are at an appropriate level necessary. Movement in funds compared to prior year are detailed in note 25.

### Funds

#### Restricted funds

Restricted funds total £0.11m (2021: £0.10m). They principally comprise historic donations or legacies where the donor has specified the money is to be spent in a particular community or on a particular project.

#### Designated funds

Designated funds at 31 March 2022 stand at £96.6m (2021: £97.9m). The key designations are set out in note 25 to the financial statements.

### Free reserves

We have a single reserves measure.

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

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

Derivation of general reserves	2022 £m	2021 £m
Total reserves	<b>109.31</b>	107.66
Less restricted funds	<b>(0.11)</b>	(0.11)
Less designated funds	<b>(96.66)</b>	(97.99)
General reserves (all free)	<b>12.54m</b>	9.56m

### Free reserves measures

year act/forecast	costs £'000	free £'00 reserve	mth cover
19/20	25,783	£9,560	4.45
20/21	28,943	£9,560	3.96
21/22	26,990	£12,536	5.57
22/23	28,454	£12,540	5.29
23/24	30,745	£12,540	4.89

### Investment policy

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

The charity's investments at 31 March 2022 totalled £19.22m (2021: £17.93m). These investments are managed by HSBC Global Management (£13.29m) and Sarasin Partners (£5.93m). The performance of these investment managers is overseen by the Audit and Finance Committee, which reports to the Board of Trustees.

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

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

# Principal risks and uncertainties facing the charity

The social care and charitable sectors in which the Trust operates continue to be under significant scrutiny and significant downward pressure on funding streams and longer term stability. Covid –19 has compounded some of these challenges.

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

- Sector wide concern regarding the ongoing delays to the Government's Green Paper on the future of Social Care Sector- viewed by many as the key to establishing a long-term financial viability for the sector
- Concern that Covid-19 will deliver a "crisis driven" short term sector solution not a long term, measured review.
- Regardless of additional short-term Covid-19 funding, Local Authorities are highlighting a worsening budget situation which may impact upon social care funding and support.

- Impact of the above on commissioning direction and an unwelcomed focus on more economical, institutional, and less person-centred care models.
- Limited funding leading to re-assessments of the people we currently support, leading to a reduction in support packages
- Unresolved Brexit uncertainty in relation to financial stability and staffing challenges
- Covid-19 highlighting the demands and relative low pay within social care which further challenges recruitment and retention of quality support colleagues..

**The principal risks identified as significant are:**

Risks and Uncertainties	Mitigation
Impact of Covid-19 on our workshop activities. Lack of funding to deliver sustainable day opportunities.	Financial impact assessments to be undertaken, taking into consideration the capacity in workshops under Covid-19 guidance. Review alternative options of delivering workshops/day activities, including building upon/further developing recent virtual support programmes Negotiation with commissioners on potential revised funding model.
Failure to further reduce costs leads to continued operational deficits draining free reserves. Specifically, inability to reduce the underlying deficit at Botton Village and Oaklands Park/Grange Village primarily as a result of unfunded care activities.	A project group has been setup to review and refocus workshop activities to improve strategic relevance and financial performance. The review will also include the impact of Covid-19 on delivery of the activities within workshops. Focused project groups and regional plans developed to address additional challenges and financial realities of our rural communities.
Inability to recruit and retain right calibre and quantity of care staff	Increase in HR resources including recruitment of focused Head of HR role. Implementation of a new Recruitment system for a more efficient recruitment and induction process. Annual review of salaries including review against sector.
Inability to develop new services and grow additional business to offset natural attrition and changing demands from commissioners and referrals.	Innovation and Development fund of £3m agreed for investment in new services and development opportunities. Reviews underway for our communities at Gloucestershire and Botton. Review of our approach and resourcing of business development opportunities.
Reduction in social care funding.	More robust negotiations with Local Authorities in respect of local commissioned rates. On-going evaluation of best value. Investment in new IT system will provide much needed data and context to confidently challenge existing funding levels. Active membership and contribution to sector bodies such as VODG to apply sector wide pressure for a viable and sustainable long term social care financial model.



# Principal risks and uncertainties facing the charity (continued)

## Risk Management and internal controls

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

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

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

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

## Going concern

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

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

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

## Remuneration policy for key management personnel

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

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

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

Post the year end the Trustee board approved the establishment of a Remuneration committee which will review all pay structures for key management annually.

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

# Structure, governance and management

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

The charity delivers care, through a model of community living that embraces the principles of Anthroposophy.

## The Board of Trustees

The Board of Trustees (the members of which are also directors of the charitable company, under company law) comprises nine members, being the maximum permitted by the Memorandum and Articles. Full details of the trustees who held office during the period are set out on page 57 of this report.

All new trustees and board committee members undertake an induction programme including a structured introduction to the charity, its founding philosophy as well as visits to communities. Training and development sessions in key areas are also facilitated.

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

## Audit and finance committee

Provides focus and oversight in respect of the financial reporting processes, planning and budgeting compliance, corporate risk, property investment and investment management.



## Ruth fund committee

Advises the board on matters of retirement provision in respect of the charity's former co-workers. It has delegated responsibility to administer the financial distributions approved by the board on a discretionary basis. Two trustees are involved in this group.

## Quality committee

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

## Fundraising committee

Established during the year, chaired by a Trustee with specialist fundraising knowledge, the committee provides a space for a fundraising strategy to be reviewed by the trustees. It meets ever quarter.

## Other key advisory groups

In order to discharge its duties, the Board has set up a number of other working or advisory groups which provide either administrative or specialist support to the charity, or act as conduits for two-way communication.



## Structure, governance and management (continued)

### Trustee duties

The trustees undertake the duties laid down in the charity's governing documents. As trustees, they fully acknowledge they are ultimately responsible for the governance of the charity and the protection of its assets. The board takes ultimate responsibility for the implementation of equal opportunities and health and safety within the Trust.

In order to discharge these responsibilities, the formal board met regularly during the year, as well as holding additional, externally facilitated governance and strategy workshops. Meetings of the various board committees and other advisory groups in which trustees lead and participate were held regularly throughout the year at intervals commensurate with business needs.

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

### Long term plans

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

### Strategic risks to the Charity

The Board, through the executive team, maintains a detailed risk register identifying principal risks and impact to the operation and stakeholders should certain scenarios transpire. A full review of risks associated with such key decisions and related mitigations in event of the occasioning of risks is conducted monthly by the executive team and quarterly by the Audit and Risk Committee in detail, the Quality Committee in relation to quality matters and by the Board.

### Investments

Investments are maintained to provide security of liquid resources and a return in line with risk. The funds are managed professionally by third party finance specialists and risk aversion is a factor for the Trustees to review on a continual basis. Investment is only sanctioned in permitted activities and locations.

### Staff engagement

The impact of major decisions on staff are discussed by the board who also receive regular updates on staff pay, health and safety, and safeguarding. The board receives a summary of the feedback from employee

and regional forums which highlights both strengths and areas for potential improvement on employment matters and how these will be mitigated through specific actions.

### Stakeholder relationships and development

The board receives regular updates in respect of all stakeholder complaint levels and any underlying themes. The board regularly discusses the nature of the relationships it wants with key stakeholders and there are clear processes for engagement with suppliers and donors. Stakeholders are also assessed for their suitability to be associated with the Charity.

### The communities and environment.

Camphill Village Trust's key objective is to have an impact on the lives of the people requiring supported living. The Charity receives donations and legacies and applies those to the community related to the giving to provide additional facilities for the benefit of the residents.

### Business standards

The charity is rolling out its Brilliant Basics plan to reshape the operations of the charity and to ensure it has the best-in-class processes, practices and procedures developed and implemented within its entire infrastructure.

The nature of Camphill Village Trust's work as a charity assisting less able people makes the maintenance of its reputation for keeping high standards of particular importance. Appropriate systems and processes are in place to ensure the highest standards in business conduct.

The senior leadership team will also update the board with any matters that may have given rise to a reputational risk including any mitigating actions being taken.

### Public benefit

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

Pages 8 to 17 of this report demonstrate how our activities impact and fulfil our public benefit objectives.

# Structure, governance and management (continued)

## Employee engagement

The Directors/Trustees together with the executive team operate regular engagement occasions with the Charity's employees. These include:

### Employee forum

The Employee forum convenes four times a year, providing an opportunity for experiences to be shared and queries or concerns to be raised.

### Regional forums

Each year, three Regional forums take place in each of our central and south west; south east and northern regions. They provide an opportunity for coproduced activity, celebration, and planning for the future as well as a social occasion with people meeting up with friends from other communities.

Camphill Village Trust is committed to being an employer of choice. An Employee Forum is in place. The Charity has recognised that during covid the opportunity to meet, listen and engage with its people was disrupted. In 2021, early engagement emerged through a review of pay and reward resulting in frontline support workers moving to the Real Living Wage. Staff were involved in reviewing the way in which the Charity had managed the pandemic and influenced lessons learnt. An all staff survey was developed to actively understand staff preferences in relation to internal communications and a commitment was made to significantly improve engagement across the Trust as it emerged from the pandemic.

The Board of Trustees have set clear expectations with regards to the quality of recruitment, retention and induction. These commitments reflect its risk mapping and the sectors in which the charity operates.

Further work is planned for 2022/23 in relation to the development of a staff enabler group, the shaping of a People Strategy and considering what a meaningful value proposition looks like for all of our People.





## Structure, governance and management (continued)

### Disabilities in the workplace

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

### Equality, diversity and inclusion

The Trust is committed to providing an environment in which the people we support, and colleagues can thrive, regardless of their personal circumstances.

The Charity is committed to increasing its communication and impact within the areas of equality, diversity and inclusion through its immediate and associated Stakeholder groups.

The Charity's objectives ensures it works directly to provide support and development to a range of persons and stakeholders with challenges in their development and integration to their communities. The substantial majority of it's residents are receiving personal support accommodation and services in various geographic locations.

The charity has the following direct stakeholder group

Residents & supported individuals	514
CVT support staff	72
Charity core personnel	535

The Trust has enacted various EDI policies within in operations to ensure the practices and culture of the activities support all aspects of current EDI best of standards.

The Trustees will along with the Executives and Senior management develop a reporting suite to assess and publish the effectiveness of current policies and understand where areas of improvement are recognised. Action plans will be instigated to ensure the Charity is well aligned to the general accepted benchmark attainment levels.

A summary of the key elements of the review will be includes in the 2022/23 annual report and accounts.



### Membership policy

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

As such, membership is not an automatic entitlement; and any decision regarding the acceptance of a membership application ultimately lies with Camphill Village Trust's trustees. Decisions are made in accordance with the Trust's governing document (its Memorandum and Articles of Association) and any rules made by the charity trustees in accordance with the governing document, on the basis of what is in the best interests of the charity.

At 31 March 2022, the charity had 500 (2021: 514), members. All members have full voting rights under the charity's Articles of Association. Each member guarantees to contribute an amount not exceeding £1 to the assets of the charitable company in the event of a winding up.

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

The Trust continues to promote membership of the Trust to all eligible parties, in line with the current membership policy.



# Statement of responsibility of Trustees

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

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

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2022 was 500 (2021: 514). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

## Auditor

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

Auditor Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity. The trustees' annual report which includes the strategic report has been approved by the trustees on 24th October 2022 and signed on their behalf by

Michael Nutt  
Chair



# Independent Auditor's report to the members of The Camphill Village Trust Limited

For the year ended 31 March 2022

## Opinion

We have audited the financial statements of Camphill Village Trust (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

## Basis for opinion

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

## Conclusions relating to going concern

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

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

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

## Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

# Independent Auditor's report to the members of The Camphill Village Trust Limited (continued)

For the year ended 31 March 2022

## Opinions on other matters prescribed by the Companies Act 2006

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

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

## Matters on which we are required to report by exception

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

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

## Responsibilities of trustees

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

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

## Auditor's responsibilities for the audit of the financial statements

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

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

# Independent Auditor's report to the members of The Camphill Village Trust Limited (continued)

For the year ended 31 March 2022

## Capability of the audit in detecting irregularities

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

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

- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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

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

## Use of our report

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

Fleur Holden (Senior statutory auditor)

Date - 26th October 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor  
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL



# Statement of financial activities

For the year ended 31 March 2022

(incorporating an income and expenditure account)

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000	2022 £'000	2021 £'000
<b>INCOME FROM</b>						
Donations & legacies	3	4,692	232	927	<b>5,851</b>	7,678
Renewable heat income		298	-	-	<b>298</b>	307
Profit on sale of fixed assets		167	-	-	<b>167</b>	204
<b>CHARITABLE ACTIVITIES</b>						
Community, care & housing	4	18,556	-	-	<b>18,556</b>	17,670
Farm, land, workshop production	4	2,527	-	-	<b>2,527</b>	2,003
Investments	5	433	-	-	<b>433</b>	467
<b>TOTAL INCOME</b>		<b>26,673</b>	<b>232</b>	<b>927</b>	<b>27,832</b>	<b>28,329</b>
<b>EXPENDITURE ON</b>						
Raising funds	6	508	10	-	<b>518</b>	565
<b>CHARITABLE ACTIVITIES</b>						
Community, care & housing	6	19,548	1,994	919	<b>22,461</b>	23,053
Farm, land, workshop production	6	3,724	287	-	<b>4,011</b>	5,325
<b>TOTAL EXPENDITURE</b>		<b>23,780</b>	<b>2,291</b>	<b>919</b>	<b>26,990</b>	<b>28,943</b>
Net income/(expenditure) before net gains on investments		2,893	(2,059)	8	<b>842</b>	(614)
Net gain on investments		808	-	-	<b>808</b>	3,159
Net income/(expenditure) for the year	8	3,701	(2,059)	8	<b>1,650</b>	2,545
Transfers between funds		(720)	720	-	<b>-</b>	-
Net movement in funds		2,981	(1,339)	8	<b>1,650</b>	2,545
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		9,555	97,995	105	<b>107,655</b>	105,110
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>12,536</b>	<b>96,656</b>	<b>113</b>	<b>109,305</b>	<b>107,655</b>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 25 to the financial statements.

# Balance sheet

As at 31 March 2022

	Note	2022		2021	
		£'000	£'000	£'000	£'000
<b>FIXED ASSETS</b>					
Tangible assets	15		<b>80,534</b>		81,090
Investments	16		<b>19,219</b>		17,929
			<b>99,753</b>		99,019
<b>CURRENT ASSETS</b>					
Stock	17	<b>352</b>		423	
Debtors	18	<b>3,178</b>		3,743	
Cash at bank and in hand		<b>9,966</b>		8,882	
		<b>13,496</b>		13,048	
<b>CURRENT LIABILITIES</b>					
Creditors: Amounts falling due within one year	19	<b>3,944</b>		4,396	
<b>NET CURRENT ASSETS</b>			<b>9,552</b>		8,652
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>109,305</b>		107,671
<b>LONG TERM LIABILITIES</b>					
Creditors: Amounts falling due greater than one year	20		-		16
<b>TOTAL NET ASSETS</b>			<b>109,305</b>		107,655
The funds of the charity:	25				
Restricted income funds			<b>113</b>		105
Unrestricted income funds:					
Designated funds		<b>96,656</b>		97,995	
General funds		<b>12,536</b>		9,555	
Total unrestricted funds			<b>109,192</b>		107,550
<b>TOTAL CHARITY FUNDS</b>			<b>109,305</b>		107,655

Approved by the trustees on 24th October 2022 and signed on their behalf by:

Micheal Nutt  
Chair

Company Number: 00539694  
Charity Number 232402

# Statement of cash flows

For the year ended 31 March 2022

	Note	2022		2021	
		£'000	£'000	£'000	£'000
CASH FLOWS FROM OPERATING ACTIVITIES					
Net cash provided by operating activities	27		<b>2,297</b>		3,578
CASH FLOWS FROM INVESTING ACTIVITIES					
Investment income		<b>430</b>		463	
Interest received		<b>3</b>		4	
Interest paid		<b>(13)</b>		(13)	
Proceeds from the sale of fixed assets		<b>176</b>		623	
Purchase of fixed assets		<b>(1,327)</b>		(2,440)	
Proceeds from sale of investments		<b>12,206</b>		7,767	
Purchase of investments (including cash movement)		<b>(12,688)</b>		(8,191)	
Net cash (used in) investment activities			<b>(1,213)</b>		(1,787)
Change in cash and cash equivalents in the year			<b>1,084</b>		1,791
Cash and cash equivalents at the beginning of the year			<b>8,882</b>		7,091
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	28		<b>9,966</b>		8,882



# Notes to the financial statements

For the year ended 31 March 2022

## I. Accounting policies

### Statutory information

Camphill Village Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address is: The Kingfisher Offices, 9 Saville Street, Malton, North Yorkshire, YO17 7LL. Operational locations for communities are detailed on page 57.

### Basis of preparation

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

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

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

### Going concern and key judgements

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

### Public benefit entity

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

### Income

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

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

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

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

# Notes to the financial statements (continued)

## For the year ended 31 March 2022

### Interest receivable

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

### Fund accounting

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

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

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

### Expenditure and irrecoverable VAT

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

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

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

### Allocation of support and governance costs

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

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

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

### Operating leases

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

## Notes to the financial statements (continued)

### For the year ended 31 March 2022

#### Tangible fixed assets

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

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

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

#### Listed investments

Investments are a form of non-basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

#### Stocks

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

#### Debtors

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

#### Cash at bank and in hand

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

#### The depreciation rates in use are as follows:

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

#### Creditors and provisions

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

#### Financial instruments

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

#### Pensions

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



# Notes to the financial statements (continued)

For the year ended 31 March 2022

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

	Note	Unrestricted Funds £'000	Designated Fund £'000	Restricted Funds £'000	2021 £'000
<b>INCOME FROM</b>					
Donations & legacies	3	6,301	624	753	<b>7,678</b>
Renewable heat income		307	-	-	<b>307</b>
Profit on sale of fixed assets		204	-	-	<b>204</b>
<b>CHARITABLE ACTIVITIES</b>					
Community, care & housing	4	17,670	-	-	<b>17,670</b>
Farm, land, workshop production	4	2,003	-	-	<b>2,003</b>
Investments	5	467	-	-	<b>467</b>
<b>TOTAL INCOME</b>		<b>26,952</b>	<b>624</b>	<b>753</b>	<b>28,329</b>
<b>EXPENDITURE ON</b>					
Raising funds	6	554	11	-	<b>565</b>
<b>CHARITABLE ACTIVITIES</b>					
Community, care & housing	6	18,276	4,027	750	<b>23,053</b>
Farm, land, workshop production	6	3,513	1,812	-	<b>5,325</b>
<b>TOTAL EXPENDITURE</b>		<b>22,343</b>	<b>5,850</b>	<b>750</b>	<b>28,943</b>
Net income/(expenditure) before net gains/(losses) on investments		4,609	(5,226)	3	<b>(614)</b>
Net (losses) /gains on investments		3,159	-	-	<b>3,159</b>
Net income/(expenditure) for the year	8	7,768	(5,226)	3	<b>2,545</b>
Transfers between funds		(8,899)	8,899	-	<b>-</b>
Net movement in funds		(1,131)	3,673	3	<b>2,545</b>
Total funds brought forward		10,686	94,322	102	<b>105,110</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>9,555</b>	<b>97,995</b>	<b>105</b>	<b>107,655</b>

## Notes to the financial statements (continued)

For the year ended 31 March 2022

## 3a Income from donations and legacies

	Unrestricted & Designated £'000	Restricted £'000	2022 Total £'000
Donations	2,585	20	2,605
Legacies	1,738	907	2,645
Government Grants	532	-	532
Job Retention Scheme	69	-	69
	<u>4,924</u>	<u>927</u>	<u>5,851</u>

Within unrestricted funds £232k relates to designated funds.

## 3b Income from donation and legacies (prior year)

	Unrestricted & Designated £'000	Restricted £'000	2021 Total £'000
Donations	2,952	10	2,962
Legacies	3,186	743	3,929
Government Grants	525	-	525
Job Retention Scheme	262	-	262
	<u>6,925</u>	<u>753</u>	<u>7,678</u>

Within unrestricted funds £624k relates to designated funds.

# Notes to the financial statements (continued)

For the year ended 31 March 2022

## 4 Income from charitable activities

	2022 Total £'000	2021 Total £'000
Supporting People grant	129	183
Local authority payments	12,754	12,244
Residents' contributions	445	412
Housing benefits	4,003	3,790
Private fees	578	482
Rent receivable	620	543
Other	27	16
Sub-total for community, care and housing	18,556	17,670
The Single Payment Scheme (Farm Subsidy)	79	93
Local authority payments for day activities	1,034	955
Private fees	235	116
External sales of goods	1,035	621
Rent	103	101
Other	41	117
Sub-total for farm, land, workshop production	2,527	2,003
Total income from charitable activities	21,083	19,673

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

## 5 Income from investments

	2022 Total £'000	2021 Total £'000
Dividends from investments	430	463
Bank interest receivable	3	4
	433	467

All income from investments is unrestricted.



## Notes to the financial statements (continued)

For the year ended 31 March 2022

## 6 Expenditure on charitable activities

	Cost of raising funds £'000	Community care & housing £'000	Farm, land, workshop production £'000	Governance costs £'000	Support costs £'000	2022 Total £'000	2021 Total £'000
Fundraising office	96	-	-	-	-	96	184
Investment managers' fees	-	61	-	-	-	61	53
Community expenses	-	224	35	50	60	369	328
Transition support & Ruth Fund	-	202	-	-	-	202	302
Salaries & agency fees	374	11,133	1,872	-	3,064	16,443	16,035
Staff expenses & other costs	10	152	3	19	280	464	364
Food	-	22	-	-	-	22	73
Household expenditure	-	31	16	-	-	47	58
Light, heating & fuel	-	858	55	-	42	955	1,008
Repairs & maintenance	-	1,886	276	-	171	2,333	1,978
Rent, rates & water	-	609	47	-	59	715	761
Insurance	-	-	-	-	212	212	265
Training	-	77	7	-	57	141	99
Bad debts provision	-	98	-	-	-	98	11
Workshop/production materials & expenses	-	-	533	-	-	533	327
Depreciation:							
Freehold buildings	10	895	178	-	-	1,083	1,198
Plant and machinery	-	405	80	-	-	485	398
Fixtures & fittings	-	130	26	-	-	156	169
Motor vehicles	-	6	1	-	-	7	16
Leasehold	-	16	3	-	-	19	19
Impairment	-	63	-	-	-	63	2,838
Loss on disposal of fixed assets	-	58	-	-	-	58	76
Bank charges	-	-	-	-	35	35	25
Office & administration costs	-	213	48	-	846	1,107	1,131
Legal & professional	4	195	16	7	129	351	227
Trustee meetings	-	-	-	6	-	6	-
Audit & accountancy	-	-	-	63	-	63	36
Shared lives carer fees	-	760	-	-	-	760	685
Personal Protective Equipment	-	61	45	-	-	106	276
Donations	-	-	-	-	-	-	3
	494	18,155	3,241	145	4,955	26,990	28,943
Support costs	-	4,203	752	-	(4,955)	-	-
Governance costs	24	103	18	(145)	-	-	-
Total expenditure 2022	518	22,461	4,011	-	-	26,990	28,943
Total expenditure 2021	565	23,053	5,325	-	-	28,943	25,783

# Notes to the financial statements (continued)

For the year ended 31 March 2022

## 7 Expenditure on charitable activities (prior year)

	Cost of raising funds £'000	Community care & housing £'000	Farm, land, workshop production £'000	Governance costs £'000	Support costs £'000	2021 Total £'000
Fundraising office	184	-	-	-	-	184
Investment managers' fees	-	53	-	-	-	53
Community expenses	-	218	50	-	60	328
Transition support & Ruth Fund	-	302	-	-	-	302
Salaries & agency fees	338	10,923	1,985	-	2,789	16,035
Staff expenses & other costs	14	190	2	46	112	364
Food	-	73	-	-	-	73
Household expenditure	-	43	15	-	-	58
Light, heating & fuel	-	908	58	-	42	1,008
Repairs & maintenance	-	1,651	257	-	70	1,978
Rent, rates & water	-	671	44	-	46	761
Insurance	-	-	-	-	265	265
Training	-	66	7	-	26	99
Bad debts provision	-	11	-	-	-	11
Workshop/production materials & expenses	-	-	327	-	-	327
Depreciation:						
Freehold buildings	11	976	211	-	-	1,198
Plant and machinery	-	327	71	-	-	398
Fixtures & fittings	-	139	30	-	-	169
Motor vehicles	-	13	3	-	-	16
Leasehold	-	16	3	-	-	19
Impairment	-	1,344	1,494	-	-	2,838
Loss on disposal of fixed assets	-	76	-	-	-	76
Bank charges	-	-	-	-	25	25
Office & administration costs	-	189	45	-	897	1,131
Legal & professional	-	98	6	6	117	227
Trustee meetings	-	-	-	-	-	-
Audit & accountancy	-	-	-	36	-	36
Shared lives carer fees	-	685	-	-	-	685
Personal Protective Equipment	-	245	31	-	-	276
Donations	3	-	-	-	-	3
	550	19,217	4,639	88	4,449	28,943
Support costs	-	3,774	675	-	(4,449)	-
Governance costs	15	62	11	(88)	-	-
Total expenditure 2021	565	23,053	5,325	-	-	28,943
Total expenditure 2020	597	20,558	4,628	-	-	25,783

## Notes to the financial statements (continued)

For the year ended 31 March 2022

## 8 Net income/(expenditure) for the year

	2022 £'000	2021 £'000
This is stated after charging/(crediting):		
Depreciation	1,750	1,800
Impairment	63	2,838
Loss or (profit) on disposal of fixed assets	(109)	(129)
Operating lease rentals:		
Property	345	346
Other	188	196
Auditor's remuneration (excluding VAT):		
Audit	40	38

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

	2022 £'000	2021 £'000
Salaries & wages	13,042	13,693
Redundancy & termination costs	131	26
Social security costs	1,135	1,113
Employer's contribution to defined contribution pension schemes	312	300
	14,620	15,132
Agency fees	1,823	903
	16,443	16,035

Redundancy and termination costs of £131k (2021: £26k) were either paid or accrued during the year and related to compensation for loss of office.

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

	2022 Number	2021 Number
£60,000 - £69,999	3	4
£70,000 - £79,999	2	1
£80,000 - £89,999	1	2
£100,000 - £109,999	1	1
£130,000 - £139,999	1	-



# Notes to the financial statements (continued)

For the year ended 31 March 2022

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

The total remuneration including employer's pension and national insurance of key management (who are the Chief Executive, Director of Finance & IT, Operations Director, Fundraising Director, Director of Properties and Estates) was £568k (2021: £480k) as set out below:

	Employees (excluding Chief Executive)		Chief Executive	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Salary	352	309	142	109
Employer's national insurance	41	38	18	14
Employer's pension contribution	14	9	1	1
	<u>407</u>	<u>356</u>	<u>161</u>	<u>124</u>

The ratio of the Chief Executive's emoluments to the lowest paid employee is 6.2:1 (2021 6.4:1). The Chief Executive salary includes the remuneration for the current CEO and the previous who left 31 May 2022.

### Trustees' remuneration and expenses

The Board members, who are directors for Companies Act purposes and trustees for the Charities Act purposes, comprise independent directors. None of the directors receive any remuneration from the charity in respect of their duties as trustees. Under the powers vested in the trustees by the Memorandum of Association under the paragraphs supporting limitation on private benefits, no trustee may receive any remuneration or other benefit in money or money's worth from the charity, except for reasonable travel and subsistence expenses for attending Board, subcommittee meetings and other Trust business. The total expenses in the year was £1k paid to 11 Trustees (2021: Nil).

## 10 Staff numbers

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

	2022 Number	2021 Number
Raising funds	11	9
Charitable activities	577	606
Support	72	67
	<u>660</u>	<u>682</u>

## 11 Population figures

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

	2022 Number	2021 Number
Residents we support who live in our communities	340	361
Day activity support only	121	85
People we support who live outside our communities	53	51
	<u>514</u>	<u>497</u>

# Notes to the financial statements (continued)

For the year ended 31 March 2022

## 12 Pension scheme

The charity pays contributions on behalf of certain employees into a defined contribution pension scheme. The charge for the year amounted to £312k (2021: £300k). There are no material unfunded pension commitments. At 31 March 2022, there was £72k outstanding pension contributions (2021: £72k).

## 13 Related party transactions

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

## 14 Taxation

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

## 15 Fixed assets

	Freehold property £'000	Leasehold land & buildings £'000	Plant & machinery & IT £'000	Motor vehicles £'000	Fixtures & fittings £'000	Total £'000
<b>COST</b>						
At the start of the year	86,419	902	6,284	182	1,973	95,760
Additions in year	753	-	382	-	192	1,327
Disposals in year	(107)	-	(111)	-	(13)	(231)
At the end of the year	87,065	902	6,555	182	2,152	96,856
<b>DEPRECIATION</b>						
At the start of the year	10,472	564	2,319	175	1,140	14,670
Charge for the year	1,083	19	485	7	156	1,750
Impairment	63	-	-	-	-	63
Eliminated on disposal	(47)	-	(107)	-	(7)	(161)
At the end of the year	11,571	583	2,697	182	1,289	16,322
<b>NET BOOK VALUE</b>						
<b>At the end of the year</b>	<b>75,494</b>	<b>319</b>	<b>3,858</b>	<b>-</b>	<b>863</b>	<b>80,534</b>
At the start of the year	75,947	338	3,965	7	833	81,090

Land with a value of £43,189k (2021: £43,189k) is included within freehold property and not depreciated. All of the above assets are used or their intended use is for charitable purposes.

# Notes to the financial statements (continued)

For the year ended 31 March 2022

## 16 Listed Investments

	2022 £'000	2021 £'000
Fair value at the start of the year	17,929	14,346
Additions at cost	12,238	8,263
Disposal proceeds	(12,206)	(7,767)
Net gain/(loss) on change in fair value	808	3,159
Cash movement	450	(72)
Fair value at the end of the year	19,219	17,929
	2022 £'000	2021 £'000
Listed investments held at fair value	18,517	17,677
Cash and cash equivalents	702	252
	19,219	17,929

## 17 Stock

	2022 £'000	2021 £'000
Raw materials and consumables	42	55
Work in progress	88	134
Finished goods and goods for resale	222	234
	352	423

## 18 Debtors

	2022 £'000	2021 £'000
Trade debtors	1,417	1,051
Other debtors	398	174
Prepayments and accrued income	1,361	2,518
Vat Debtor	2	-
	3,178	3,743



## Notes to the financial statements (continued)

For the year ended 31 March 2022

## 19 Creditors: Amounts falling due within one year

	2022 £'000	2021 £'000
Loan	394	428
Trade creditors	628	1,038
Taxation and social security	353	274
Other creditors	449	883
Accruals and deferred income	2,120	1,773
	<b>3,944</b>	<b>4,396</b>

The loans are secured by specific charges on the Charity's investments and fixed assets with repayment terms varying from on demand and 2.25 years, at rate of interest between 2% and 3.1%.

## 20 Creditors: Amounts falling due greater than one year

	2022 £'000	2021 £'000
Loan	-	16

The loan is secured by specific charges on the Charity's fixed assets with 2.25 years of loan repayment remaining, at rate of interest of 3.1%.

## 21 Deferred income

Deferred income comprises social care and rental income received in advance.

	2022 £'000	2021 £'000
Balance at the beginning of the year	254	172
Amount released to income in the year	(254)	(172)
Amount deferred in the year	229	254
Balance at the end of the year	<b>229</b>	<b>254</b>

# Notes to the financial statements (continued)

For the year ended 31 March 2022

## 22 Financial instruments

	2022 £'000	2021 £'000
<b>Financial assets measured at fair value through profit and loss</b>		
Listed Investments	18,517	17,677
<b>Financial liabilities measured at fair value through profit and loss</b>		
Loan	394	444

## 23 Analysis of net assets between funds (current year)

	General unrestricted £'000	Designated £'000	Restricted £'000	Total funds £'000
Tangible fixed assets	-	80,534	-	80,534
Investments	16,056	3,163	-	19,219
Net current assets	(3,520)	12,959	113	9,552
<b>Net assets at 31 March 2022</b>	<b>12,536</b>	<b>96,656</b>	<b>113</b>	<b>109,305</b>

## 24 Analysis of net assets between funds (prior year)

	General unrestricted £'000	Designated £'000	Restricted £'000	Total funds £'000
Tangible fixed assets	-	81,090	-	81,090
Investments	14,564	3,365	-	17,929
Net current assets	(5,009)	13,556	105	8,652
Long term liabilities	-	(16)	-	(16)
<b>Net assets at 31 March 2021</b>	<b>9,555</b>	<b>97,955</b>	<b>105</b>	<b>107,655</b>

## Notes to the financial statements (continued)

For the year ended 31 March 2022

## 25 Movement in funds (current year)

	At 1 April 2021 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2022 £'000
<b>RESTRICTED FUNDS:</b>					
<b>BOTTON VILLAGE</b>					
St Martin Fund	5	-	-	-	5
Village store	35	-	(5)	-	30
Garden Furniture	-	3	-	-	3
Martin Holmes	-	8	(2)	-	6
General donations	-	1	(1)	-	-
General legacies	-	907	(907)	-	-
<b>DELROW COMMUNITY</b>					
Richard Platt Fund	8	3	-	-	11
Thomas Williams	8	-	-	-	8
Thornton Trust	40	1	-	-	41
General donations	-	1	(1)	-	-
<b>St ALBANS</b>					
General donation	-	-	-	-	-
<b>OAKLANDS PARK</b>					
Residents' Fund	9	-	-	-	9
<b>LARCHFIELD COMMUNITY</b>					
General donations	-	1	(1)	-	-
<b>CROFT COMMUNITY</b>					
General donations	-	2	(2)	-	-
<b>Total restricted funds</b>	<b>105</b>	<b>927</b>	<b>(919)</b>	<b>-</b>	<b>113</b>
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS:</b>					
Building Fund	5,918	232	-	(528)	5,622
Social Farm	79	-	-	-	79
Innovation & development	4,543	-	(285)	-	4,258
Asset Innovation Fund	3,000	-	-	-	3,000
Ruth Fund	3,365	-	(202)	-	3,163
Camphill Fixed Assets Fund	81,090	-	(1,804)	1,248	80,534
<b>Total designated funds</b>	<b>97,995</b>	<b>232</b>	<b>(2,291)</b>	<b>720</b>	<b>96,656</b>
<b>General funds</b>	<b>9,555</b>	<b>27,481</b>	<b>(23,780)</b>	<b>(720)</b>	<b>12,536</b>
<b>Total unrestricted funds</b>	<b>107,550</b>	<b>27,713</b>	<b>(26,071)</b>	<b>-</b>	<b>109,192</b>
<b>Total funds at 31 March 2022</b>	<b>107,655</b>	<b>28,640</b>	<b>(26,990)</b>	<b>-</b>	<b>109,305</b>



# Notes to the financial statements (continued)

For the year ended 31 March 2022

## 26 Movement in funds (prior year)

	At 1 April 2020 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2021 £'000
<b>RESTRICTED FUNDS:</b>					
<b>BOTTON VILLAGE</b>					
St Martin Fund	5	-	-	-	5
Village store	35	-	-	-	35
General donations	-	-	-	-	-
General legacies	-	743	(743)	-	-
<b>DELROW COMMUNITY</b>					
Richard Platt Fund	6	5	(3)	-	8
Thomas Williams	8	-	-	-	8
Thornton Trust	39	1	-	-	40
General donations	-	2	(2)	-	-
<b>St ALBANS</b>					
General donation	-	-	-	-	-
<b>OAKLANDS PARK</b>					
Residents' Fund	9	-	-	-	9
<b>STOURBRIDGE</b>					
General donations	-	-	-	-	-
<b>LARCHFIELD COMMUNITY</b>					
General donations	-	1	(1)	-	-
<b>CROFT COMMUNITY</b>					
General donations	-	1	(1)	-	-
<b>Total restricted funds</b>	<b>102</b>	<b>753</b>	<b>(750)</b>	<b>-</b>	<b>105</b>
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS:</b>					
Building Fund	2,341	624	-	2,953	5,918
Social Farm	351	-	(272)	-	79
Innovation & development	4,181	-	(638)	1,000	4,543
Asset Innovation Fund	-	-	-	3,000	3,000
Ruth Fund	3,667	-	(302)	-	3,365
Camphill Fixed Assets Fund	83,782	-	(4,638)	1,946	81,090
<b>Total designated funds</b>	<b>94,322</b>	<b>624</b>	<b>(5,850)</b>	<b>8,899</b>	<b>97,995</b>
<b>General funds</b>	<b>10,686</b>	<b>30,111</b>	<b>(22,343)</b>	<b>(8,899)</b>	<b>9,555</b>
<b>Total unrestricted funds</b>	<b>105,008</b>	<b>30,735</b>	<b>(28,193)</b>	<b>-</b>	<b>107,550</b>
<b>Total funds at 31 March 2021</b>	<b>105,110</b>	<b>31,488</b>	<b>(28,943)</b>	<b>-</b>	<b>107,655</b>

## Notes to the financial statements (continued)

For the year ended 31 March 2022

### 26 Movements in funds (continued)

#### Purpose of restricted funds

Restricted funds relate to grants and donations within the individual centres where there is a restricted element to the donation.

#### Purpose of designated funds

The Building fund recognises the funds raised, authorised and committed by the Board for the charity's on-going building programme. The movements in the year represent further funds designated to meet the charity's forthcoming building projects less transfers to the Camphill Fixed Asset Fund.

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

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

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

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

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

	2022 £'000	2021 £'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	842	(614)
Depreciation charges	1,750	1,800
Impairment	63	2,838
Dividends and interest	(433)	(454)
(Profit)/loss on the disposal of fixed assets	(109)	(129)
Decrease in stocks	71	49
Decrease/(Increase) in debtors	565	(1,312)
(Decrease)/Increase in creditors	(452)	1,400
Net cash provided by operating activities	2,297	3,578

## Notes to the financial statements (continued)

For the year ended 31 March 2022

### 28 Analysis of cash and cash equivalents

	At 1 April 2021 £'000	Cash flows £'000	Other changes £'000	At 31 March 2022 £'000
Cash at bank & in hand	8,882	1,084	-	9,966
<b>Total cash &amp; cash equivalents</b>	<b>8,882</b>	<b>1,084</b>	<b>-</b>	<b>9,966</b>

### 29 Analysis of changes in net debt

	At 1 April 2021 £'000	Cash flows £'000	Other non changes £'000	At 31 March 2022 £'000
Loans falling within one year	428	(50)	16	394
Loans falling greater than one year	16	-	(16)	-
<b>Total loans</b>	<b>444</b>	<b>(50)</b>	<b>-</b>	<b>394</b>

### 30 Operating lease commitments

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

	Property		Equipment	
	2022 £'000	2021 £'000	2022 £'000	2021 £'000
Less than one year	286	289	20	198
One to five years	315	297	15	14
Over five years	977	997	-	-
	<b>1,578</b>	<b>1,583</b>	<b>35</b>	<b>212</b>

### 31 Capital commitments

At the balance sheet date, the charity had committed to £5,622k (2021: £5,918k) in respect of capital works:

	2022 £'000	2021 £'000
Contracted	-	587
Authorised but not contracted for	<b>5,622</b>	<b>5,331</b>

## Notes to the financial statements (continued)

For the year ended 31 March 2022

### 32 Company status and members' liability

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

### 33 Post balance sheet events

The Charities investment portfolio market valuation on 31 March 2022 amounted to £19,219,000. The subsequent economic and political events since that date, and to the 30 September 2022, has resulted in a diminution in value to £17,840,000. The resultant reduction in value has arisen due to reduction in market value and foreign exchange movements devaluing the sterling equivalent of some of the overseas portfolio. The investments are held on a long-term basis to form part of the Charity free reserves positioning and in that regard the crystallisation of a significant loss is not anticipated.





## Referenced and administrative details

**Company number** 00539694

**Charity number** 232402

**Country of Incorporation** -  
United Kingdom

**Country of Registration** -  
England and Wales

### Registered office:

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

### Trustees

The charity's members elect all trustees including those appointed by the trustees to fill any interim vacancies, in accordance with the charity's Articles of Association. In such cases, those trustees are required to offer themselves for re-election at the next following AGM. Since the AGM, the trustees have made three such appointments. As indicated below.

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Michael Nutt  
(appointed 24 November 21)

Tim Bishop

Ann Kenney  
(appointed 24 November 21)

Michael Green  
(appointed 5 October 21)

Felicity Chadwick-Histed  
(resigned 15 November 21)

Jean Henderson

Stephen Godwin

Karen Walker

Brian M Walsh OBE  
(resigned 5 October 21)

Lindsey Wishart

Jeremy Young

### Chief executive

Sara Thakkar (appointed 1 June 2021)

Huw John (resigned 31 May 2021)

### Company secretary

Sara Thakkar (appointed 11 July 22)

Balbinder Lally (resigned 10 March 22)

### Executive team

Annabel Arkless

Fundraising Director  
(resigned 15 July 22)

Mark Denny

Property & Estates Director  
(resigned 31 March 22)

Balbinder Lally

Director of Finance & IT  
(resigned 31 March 22)

Janine Moorcroft

Operations Director  
(resigned 27 May 22)

Lynn Hanford-Day

Interim People Director  
(appointed 1 December 2021)

John Nixon

Interim Director of Finance & IT  
(appointed 23 May 2022)

Andrew Meyer

Interim Operations Director  
(appointed 23 May 2022)

### Principal bankers

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

### Insurance broker

Bluefin, Stephenson House,  
7-10 The Grove, Gravesend, DA12 1DU

### Investment managers

HSBC – Global Investment  
Management, 78 St James Street  
London, SW1A 1HL

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

### Legal advisors

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

Lester Aldridge LLP

Russell House, Oxford Road,  
Bournemouth, BH8 8EX

Grindeys LLP

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

### Corporate partnerships

Community Catalysts CIC

Copthall Bridge House, Station Bridge  
Harrogate, HG1 1SP

### Auditor

Sayer Vincent LLP

Chartered Accountant and  
Statutory Auditor

Invicta House, 108-114 Golden Lane,  
LONDON, EC1Y 0TL

## Operational locations

**Botton Village** – Danby, North Yorkshire [www.camphillvillagetrust.org.uk/locations/botton-village/](http://www.camphillvillagetrust.org.uk/locations/botton-village/)

**Croft Community** – Malton, North Yorkshire [www.camphillvillagetrust.org.uk/locations/croft-community/](http://www.camphillvillagetrust.org.uk/locations/croft-community/)

**Delrow Community** – Watford, Hertfordshire [www.camphillvillagetrust.org.uk/locations/delrow-community/](http://www.camphillvillagetrust.org.uk/locations/delrow-community/)

**Grange Village** – Newnham, Gloucestershire [www.camphillvillagetrust.org.uk/locations/grange-village/](http://www.camphillvillagetrust.org.uk/locations/grange-village/)

**Larchfield** – Middlesbrough, Teesside [www.camphillvillagetrust.org.uk/locations/larchfield-community/](http://www.camphillvillagetrust.org.uk/locations/larchfield-community/)

**Oaklands Park** – Newnham, Gloucestershire [www.camphillvillagetrust.org.uk/locations/oaklands-park/](http://www.camphillvillagetrust.org.uk/locations/oaklands-park/)

**St Albans Community** – St. Albans, Hertfordshire [www.camphillvillagetrust.org.uk/locations/st-albans/](http://www.camphillvillagetrust.org.uk/locations/st-albans/)

**Shared Lives West Midlands** – Dudley, West Midlands [www.camphillvillagetrust.org.uk/locations/shared-lives-west-midlands/](http://www.camphillvillagetrust.org.uk/locations/shared-lives-west-midlands/)

**Stourbridge** – Stourbridge, West Midlands [www.camphillvillagetrust.org.uk/locations/stourbridge/](http://www.camphillvillagetrust.org.uk/locations/stourbridge/)

**Taurus Crafts** – Lydney, Gloucestershire [www.camphillvillagetrust.org.uk/locations/taurus-crafts/](http://www.camphillvillagetrust.org.uk/locations/taurus-crafts/)



camphill  
village  
trust