



camphill  
village  
trust

# Annual Report and Financial Statements

Year ended 31st March 2025



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

*- Simon, a supporter.*

# Foreword

## from the Chair of the Board and Chief Executive

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

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

*Michael Nutt, Chair*

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

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

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

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

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

*Sara Thakkar, Chief Executive*



Chair of the Board  
Michael Nutt



Chief Executive  
Sara Thakkar







# Looking Ahead: Building a Brilliant Future, Together

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

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

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

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

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

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

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



Sara Thakkar  
Chief Executive



# Our Vision

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



# Our Mission

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



# Our Guiding Principles

## Enabling potential

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

## Promoting healthy living

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

## Environmental impact

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

## Social impact

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



# A life of opportunity

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

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



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



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



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



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







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



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



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



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



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



**“I am thriving not just surviving.”**





# Our year

May 2024

April 2024



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



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

November 2024



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

October 2024



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

December 2024

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



January 2025

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







## June 2024



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



## July 2024

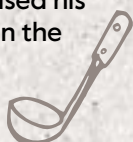


Festover returned to Delrow with music, dancing, circus skills and delicious food. The weekend buzzed with energy, giving everyone the chance to take part, perform or simply enjoy the atmosphere.



## August 2024

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



## September 2024



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



## February 2025



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

## March 2025

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





# Our Strategic Priorities in the Year

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

## Key Strategic Pillars

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



## Key Priorities

### Quality Supported Living, Housing Options and Green Care

#### Green care implementation and development:

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

#### Supported living model and service redesign:

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

#### Delivering quality support

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

#### Housing management

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

#### Stakeholder engagement

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



## Unlocking Homes and Asset Potential, Land Management and Sustainability

### Our Housing options

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

### Environmental, Social Governance Policy Statement

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

### Safety and Compliance Culture

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

### Risk Management

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

## Being a resilient and sustainable business for the long-term

### Our People

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

### Our business resilience

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

### Growing awareness and voluntary income

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



# Our Achievements

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

## Delivering Our In-Year Strategic Priorities

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

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

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

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

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

### Being a resilient and sustainable business for the long-term

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



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

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

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



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

*- Brian, Taurus Crafts*



# Continuing Our Co-production

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

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

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

## Some highlights include

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

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

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

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

## Involve Me

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

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

## Digital Inclusion

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

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





## Transport

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

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

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

## Health

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

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

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

**- Harry, St Albans.**



## Easy Read Policies and Documents

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

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

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

**“I like to make my own decisions.**

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

**- Jenny, Taurus Crafts.**



# Growing Our Fundraising

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

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

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

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

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

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

## Our vision was:

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

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

## How we fundraise

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

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

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

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

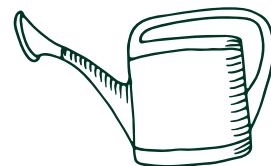
**To protect our supporters and uphold our values, there are certain fundraising practices we do not currently engage in:**

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





# Jeanne's Story



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

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

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

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

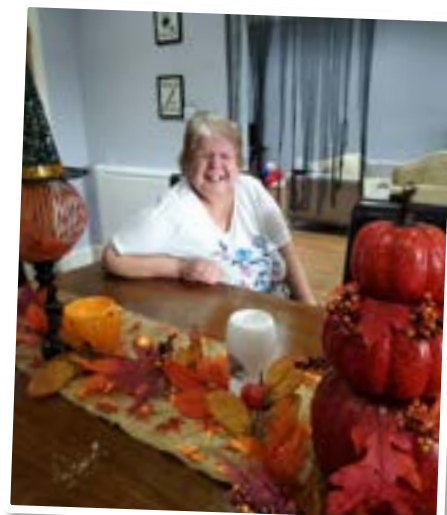
*'There is also a communal area as well in the flats where we have celebrations, or we just meet up for meals once a week or whenever we fancy it.'*

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

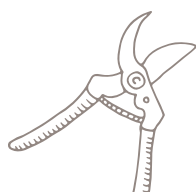


**"I have a nice garden  
- I've planted flowers  
for my mum who passed  
away last year."**

**- Jeanne, Larchfield Community**



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



# Our year in numbers

158



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

**£7.1m**

total fundraised income,  
including **£100k**

as the largest  
appeal gift.



We produced

**90,000**

litres of milk from our  
own herd which was  
turned into



**10,300kg**  
of cheese.



241

people completed a  
My Life survey.



We provide

**12,041**

support hours  
each week.



918

co-production project  
meetings were held  
across our communities.



We provide

**4557** hours  
of green care  
opportunities each  
week.



Combined  
online and brochure  
sales totalled

**£25,638**

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



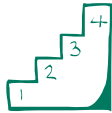


**12** Life of Opportunity reviews

were carried out,

meeting **70** people

and generating **36** recommendations.



**213** in

memoriam donations raised

**£38,533.61**

with the highest single gift of

**£10,000**



The Life of Opportunity reviewer team grew from

**5 to 7**

with new reviewers joining in Gloucestershire and Croft Community.



**25**

embedding co-production workshops took place across the Trust.



**100%**

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



Over **8,100**



jobs Completed



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

**9**

regional forums were held to bring people together.



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

DANIELLA, DELROW COMMUNITY





# Key Performance Indicators

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

## There are four levels of reporting at the Trust:

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

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

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

**Operational:** KPIs and measures against operational objectives

## Key areas where improvement was made during the year included:

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

## Key areas where further improvement is required includes:

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

# Acknowledgements

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

## Individuals

Annabel Wilson	Mr & Mrs Longden	Mrs Clare Stevens
Chris and Priscilla Brewer	Mr & Mrs Neville-Rolfe	Mrs Elizabeth Sydenham
Dr Anne Tattersfield	Mr I Jackson	Mrs Heather Kirk
Dr Roger & Mrs Rosemary Harding	Mr John Roberts	Mrs Mary Harris
Dr Stephen & Mrs Jane Griffin	Mr Michael de la Hunty	Mrs Rosamund Gray
Miss Belinda Cadbury	Mr Michael McCann	Ruth and Terry Wilcock
Miss Jane Richardson	Mr Paul Hearson	
Mr & Mrs. John McGrath	Mr Robert A. Clift	
Mr & Mrs Avis	Mrs Angela Crockatt	
Mr & Mrs Budd	Mrs Angela Kirker	
	Mrs Christine Bhatt	

## Charitable Trusts

David Lister Charitable Trust  
Elizabeth Creak Charitable Trust  
Finderman Charitable Trust  
Ichthus Charitable Trust  
Marsh Charitable Trust  
Sir Donald and Lady Edna Wilson Charitable Trust  
Sir James Reckitt Charity  
The Charles & Elsie Sykes Trust  
The F J Wallis Charitable Trust  
The Fulmer Charitable Trust  
The Homfray Trust  
Violet M Richards Charity

## Companies

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





**“ It’s the best thing  
I’ve done, working for  
Shared Lives.  
I’ll never give it up.”**

**SUBIA, SHARED LIVES CARER**







# Structure and Management

## Principal Addresses and Advisers

**Company number** 00539694

**Country of Incorporation** -  
United Kingdom

**Charity number** 232402

**Country of Registration** -  
England and Wales

### **Registered Office:**

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

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

### **Bankers**

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

### **Investment Managers**

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

HSBC UK Bank plc  
8 Cork Street  
London  
W1S 3LJ

### **Solicitors**

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

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

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

### **Auditor**

Sayer Vincent LLP  
Chartered Accountants and  
Statutory Auditor  
110 Golden Lane, London, EC1Y 0TL

## Trustees

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

**Michael Nutt** - Chair

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

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

**Michelle Corrigan** - Trustee (appointed 28 May 2025)

**Anna Headley** - Trustee (appointed 28 May 2025)

**Teresa Jennings** - Trustee

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

**Andy Simons** - Trustee

**Katie Stevens** - Trustee & Chair of Audit and Risk Committee

## Key Management Personnel

**Sara Thakkar**  
Chief Executive

**Fiona l'Anson**  
Resource Director & Company Secretary

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

**Sally Watts**  
Supported Living & Green Care Director

**John Lucey**  
Interim People Director (resigned 31 May 2024)

**Claire Twaites**  
Estates Director

**Paul Moore**  
Fundraising Director (appointed 6 January 2025)

## Governing Document

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

## Our Objects

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

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

# Financial Review

## Our overall result for the year

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

## Operating result

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

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

## Income

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

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

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



## Expenditure

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

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

## Balance sheet

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

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

## Reserves policy

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

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

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

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

## Restricted funds

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

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

## Designated funds

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

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

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

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

## Free reserves

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

Our calculation of free reserves is as follows:

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

## Free reserves measures

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

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

## Investment policy

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

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

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

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

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

## Going concern

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

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

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











# People Review

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

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

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

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

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

## **We will seek to attract and retain the best people:**

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

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

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

### **Staff were positive about:**

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

### **Our agreed focus areas are:**

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

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

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

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

# Streamlined Energy and Carbon Report

**1st April 2024 - 31st March 2025**

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

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

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

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

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

Scope	Activity	1st Apr 2024 - 31st Mar 2025			1st Apr 2023 - 31st Mar 2024		
		kWh	tCO2e	% of tCO2e	kWh	tCO2e	% of tCO2e
1	Natural Gas	1,457,015	266.49	18.9%	1,780,781	326.00	29.3%
	Diesel	813,651	194.51	13.8%	514,996	123.00	11.0%
	Petrol	188,968	41.60	3%			
	Propane	1,640,695	351.30	24.9%	708,288	113.00	10.1%
	Kerosene	349,172	86.16	6.1%		45.00	4.0%
<b>Scope 1, Direct Emissions Total</b>		<b>4,449,501</b>	<b>86.16</b>	<b>66.7%</b>	<b>3,004,065</b>	<b>607.00</b>	<b>54.5%</b>
2	Electricity	2,085,677	431.84	30.6%	2,455,942	507.00	45.5%
<b>Scope 2, Indirect Emissions Total</b>		<b>2,085,677</b>	<b>431.84</b>	<b>30.6%</b>	<b>2,455,942</b>	<b>507.00</b>	<b>45.5%</b>
3	Grey Fleet	162,922	37.12	2.6%	-	-	0.0%
<b>Scope 3, other indirect emissions total</b>		<b>162,922</b>	<b>37.12</b>	<b>2.6%</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>
<b>Totals</b>		<b>6,698,100</b>	<b>1,409.03</b>	<b>100.0%</b>	<b>5,460,007</b>	<b>1,114.00</b>	<b>100%</b>

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



## Intensity ratio

'In line with previous reporting, the metric used is Tonnes of CO<sub>2</sub>e per Supported Beneficiary. This is considered as being most representative of the size of the organisation. The resulting intensity ratio reflects the inclusion of all beneficiaries including Green Care Day Opportunities and energy consumption over time and has therefore reduced compared to the prior year.

Metric	1st Apr 2024 - 31st Mar 2025	1st Apr 2023 - 31st Mar 2024
Number of beneficiaries supported	531	328
Tonnes of CO <sub>2</sub> e per supported beneficiary	2.65	3.40

## Journey to net zero

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

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

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

### Looking forwards into 2025/26 we will:

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

# Governance

## The Board of Trustees

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

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

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

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

## The following committees support our Board of Trustees:

### Audit and Risk Committee

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

### Investment Committee

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

### Quality and People Committee

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

### Remuneration and Nominations Committee

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

## Trustee duties

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

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

### Long-term plans

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

### Strategic risks to the Charity

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

### Investments

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



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

### **Public benefit**

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

### **Membership policy**

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

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

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

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

### **Related parties and relationships with other organisations**

The Trust has no related party transaction or relationships.

### **Remuneration policy for key management personnel**

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

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

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

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

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

### **Policy of employment of disabled persons**

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

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

### **Relationships with stakeholders**

*The charity has the following direct stakeholder group:*

<b>Residents &amp; supported individuals</b>	<b>531</b>
<b>Charity personnel</b>	<b>754</b>

### **Stakeholder relationships and development**

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

### **Principal risks and uncertainties facing the charity**

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

## The principal risks facing the charity are:

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



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

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

## Risk management and internal controls

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

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

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

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

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

# 70 stories for 70 years







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

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

# Statement of Responsibilities of the Trustees

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

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

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

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

**In so far as the trustees are aware:**

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

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

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

## Auditor

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

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

**Michael Nutt**

*Chair of the Board of Trustees*



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

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

In our opinion, the financial statements:

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

## Basis for opinion

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

## Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to

events or conditions that, individually or collectively, may cast significant doubt on The Camphill Village Trust Limited's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

## Other information

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

We have nothing to report in this regard.

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

In our opinion, based on the work undertaken during the audit:

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

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

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

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

## Responsibilities of trustees

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

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

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

Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK)

will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on these financial statements.

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

## Capability of the audit in detecting irregularities

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

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



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

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](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: 18 August 2025

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





# Financial Statements

## Statement of financial activities

(incorporating an income and expenditure account)

For the year ended 31 March 2025

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

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

## Balance sheet

For the year ended 31 March 2025

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

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

Michael Green  
Chair of Investment Committee

Company Number: 00539694  
Charity Number 232402



## Statement of cash flows

For the year ended 31 March 2025

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

# Notes to the financial statements

For the year ended 31 March 2025

## 1. Accounting Policies

### Statutory information

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

### Basis of preparation

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

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

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

### Going concern and key judgements

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

### Public benefit entity

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

### Income

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

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

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

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

### Interest receivable

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



## Fund accounting

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

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

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

## Expenditure and irrecoverable VAT

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

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

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

## Allocation of support and governance costs

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

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

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

## Operating leases

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

## Tangible fixed assets

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

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

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

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

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

# 1. Accounting Policies

## (continued)

### Listed investments

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

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

### Stocks

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

### Debtors

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

### Cash at bank and in hand

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

### Creditors and provisions

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

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

### Financial instruments

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

### Pensions

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



## Notes to the financial statements (continued)

For the year ended 31 March 2025

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

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

### 3a. Income from Donations and Legacies

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

Within unrestricted funds £495k relates to designated funds.

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

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

Within unrestricted funds £439k relates to designated funds.



## 4. Income from Charitable Activities

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

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

## 5. Income from Investments

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

*All income from investments is unrestricted.*

## 6a. Expenditure on Charitable Activities (current year)

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



## 6b. Expenditure on Charitable Activities (prior year)

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

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

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

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

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

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

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

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

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

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

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

The ratio of the Chief Executive's emoluments to the lowest paid employee is 8.5:1 (2024 6.3:1).

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

### Trustees' remuneration and expenses

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

## 10. Staff numbers

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

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



## 11. Population figures

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

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

## 12. Pension scheme

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

## 13. Related party transactions

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

## 14. Taxation

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



## 15. Fixed assets

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

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

## 16. Listed investments

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

## 17. Stock

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

## 18. Debtors

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

## 19. Creditors: Amounts falling due within one year

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

## 20. Deferred income

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



## 21. Financial instruments

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

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

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

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

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

## 24. Movement in funds (current year)

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

## FINANCIAL STATEMENTS

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



## 25. Movement in funds (prior year restated)

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

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

## 25. Movements in funds (continued)

### Purpose of restricted funds

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

### Purpose of designated funds

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

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

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

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

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

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

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

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

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

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

## 27. Analysis of cash and cash equivalents

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

## 28. Operating lease commitments payable as a lessee

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

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



## 29. Capital commitments

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

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



## 30. Prior year adjustment

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

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

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

## 30. Company status and members' liability

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

## 31. Contingent assets

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





# Notes



# Notes

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## Operational locations

**Botton Village** - Danby, North Yorkshire

**Croft Community** - Malton, North Yorkshire

**Delrow Community** - Watford, Hertfordshire

**Grange Village** - Newnham, Gloucestershire

**Larchfield Community** - Middlesbrough, Teesside

**Oaklands Park** - Newnham, Gloucestershire

**St Albans Community** - St. Albans, Hertfordshire

**Shared Lives West Midlands** - Dudley, West Midlands

**Stourbridge** - Stourbridge, West Midlands

**Taurus Crafts** - Lydney, Gloucestershire

[www.camphillvillagetrust.org.uk/locations](http://www.camphillvillagetrust.org.uk/locations)





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