

**Salesians
of Don
Bosco
UK**

**Consolidated Annual Report and
Accounts**

31 December 2020

Charity Registration Numbers
233779 (England and Wales)
SC039294 (Scotland)

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Reference and administrative details of the charity, its trustees and advisers
31 December 2020

Trustees	Rev James Gerrard Briody SDB Rev Anthony Francis Fernandes SDB Rev James Robert Gardner SDB Rev Saju John Mullasseril SDB Rev Martin Gerard Poulsom SDB Rev Jakub Wojciech Ruszniak SDB (appointed 15 August 2020) Rev John Mervyn Williams SDB (resigned 15 August 2020)
Custodian trustee	S.D.B. Trustees Limited
Registered office	Salesian Provincial Office Thornleigh House Sharples Park Bolton BL1 6PQ
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Charity Registration Numbers	
England and Wales	233779
Scotland	SC039294
Auditor	Buzzacott LLP 130 Wood Street London EC2V 6DL
Bankers	Royal Bank of Scotland plc St Ann Square Branch St Ann Street PO Box 320 Manchester M60 2SS

Reference and administrative details of the charity, its trustees and advisers
31 December 2020

Investment managers Rathbones Investment Management Limited
8 Finsbury Circus
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EC2M 7AZ

Brewin Dolphin Limited
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Solicitors Addleshaw Goddard LLP
One St Peter's Square
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Trustees' report 31 December 2020

The trustees present their report together with the accounts of the Salesians of Don Bosco UK and its subsidiary, Salesian College Farnborough Limited, for the year ended 31 December 2020.

The accounts have been prepared in accordance with the accounting policies set out on pages 50 to 57 of the attached accounts and comply with the charity's governing document, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102).

Introduction

The object of the charity is to apply the capital or income of the charity for such charitable purposes as shall advance the religious, educational and other charitable work of the British Province of the Salesians of Don Bosco ('the Congregation'). If at any time the Congregation shall cease to carry on religious or other charitable work within the Province, then the capital and income is to be applied for such other lawful charitable purposes connected with the advancement of the Roman Catholic religion as the trustees shall determine.

The accounts accompanying this report are the accounts of the charitable trust which holds the assets of the British Province of the Salesians of Don Bosco.

Mission

St John Bosco (1815 – 1888), a Roman Catholic priest (Don Bosco), was a tireless worker on behalf of young people in Turin, Italy, especially the poor, the homeless and the uneducated. Through a range of educational, religious and other activities he helped them to become 'good Christians and honest citizens'. The religious order that he founded (the Salesians of Don Bosco) with 14,500 members continues his work in 133 countries. In 2009 the Province celebrated the 150th anniversary of the founding of the Salesian Congregation by St John Bosco, in 2012 celebrated 125 years since the first Salesians came to England to a parish and school mission in Battersea, and in 2015 celebrated the bi-centenary of the birth of John Bosco.



The aims of the charity are to deliver the mission of the British Province of the Salesians of Don Bosco as enshrined in the Constitutions of the Congregation. Key elements of this mission, in quotations from the Constitutions, are as follows:

- ◆ To be in the Church signs and bearers of the love of God for young people, especially those who are poor. We are evangelizers of the young. (Constitutions 2 & 6)
- ◆ The needs of the young and of working-class areas, the desire to work with the Church and in her name, inspire and shape our concrete pastoral activity so as to bring about a more just world and one of greater brotherhood in Christ. (Constitution 7)

Mission (continued)

- ◆ As educators we work together with our young people to bring all their talents and aptitudes to full maturity. Making the concern of Don Bosco our own, we encounter the young at their present stage of freedom. We then accompany them so that they may develop solid convictions and gradually assume responsibility for the delicate process of their growth as human beings and as men and women of faith, ready to take their place in the Church and in the Christian transformation of social life. (Constitutions 27, 32, & 38)
- ◆ We cooperate with all who are trying to build a society more worthy of the dignity of all. The advancement to which we dedicate ourselves in the spirit of the Gospel makes tangible the love of Christ which makes men and women free, and is a sign that the Kingdom of God is among us. (Constitution 33)
- ◆ For us evangelising and catechising are the fundamental characteristics of our mission. Like Don Bosco, we are all called to be educators to the faith at every opportunity. Our highest knowledge therefore is to know Jesus Christ, and our greatest delight is to reveal to all people the unfathomable riches of his mystery. We walk side by side with the young so as to lead them to the risen lord, and so discover in him and in his Gospel the deepest meaning of their own existence, and thus grow into new men and women. (Constitution 34)

Policies

The policies adopted in order to fulfil our mission have been developed over the 130 years since the Salesian Congregation started work in the UK. They include:

- ◆ Working in educational establishments.
- ◆ Working in parishes.
- ◆ An out-reach policy which covers a wide variety of works (youth centres, youth work, social activities, etc.).
- ◆ Maintaining and developing a residential retreat centre where young people can experience community living, leadership training, personal and spiritual formation and reflect on their life situations and roles, and enjoy fresh air and good fellowship.
- ◆ Continuing to financially support the English speaking Salesian West Africa Province, formed in 2004, particularly Liberia which had been a part of the British Province until that year. Work in Liberia seeks to rebuild the nation after civil war and the more recent ravages of the Ebola virus through the provision of schools, training centres and care for orphans, street children and ex-child soldiers, alongside parish ministry and catechetical programmes.

Objectives, activities and relevant policies

Activities and Specific Objectives

The main purpose for which the Salesian Congregation was founded is the Christian education and pastoral and practical care of young people, especially those in most need of help and support. The specific ongoing activities which are in place to achieve these objectives in this Province are detailed below.

Parish, Social and Pastoral Work

We have responsibility for seven parishes with eleven Salesians involved in parish ministry in Battersea, Chertsey and Farnborough in the South East, Bollington and Bootle in the North West, and Cowley (Oxford) in the Midlands. Several of our parishes include areas with high levels of social deprivation.

In April 2019 it was decided to withdraw from the Cowley parish by summer 2020 after 100 years of Salesian ministry in the parish. It had not proved possible to increase the number of resident Salesians beyond the two current members and create a viable community.

The Bosco Society (based in Bootle) is a residential rehabilitation project for young men with drug misuse problems. The pioneering project was started some years ago by Father John Booth and is now a separate charity with a professional staff. The Salesian ethos is maintained through a Salesian chaplain.

Education

There are five Salesian secondary schools in England. Three are voluntary aided. Two of these are under Salesian trusteeship (Bolton and Bootle) and since September 2011 one (Battersea) is under joint trusteeship with the Southwark Archdiocese. The Salesian School at Chertsey, a Salesian foundation, previously a voluntary aided school under the trusteeship of the Diocese of Arundel and Brighton, became a founder member of the Xavier Catholic Education Trust on 1 September 2016.

The Salesian College at Farnborough, an independent school since 1902, was established as a separate charitable company (Salesian College Farnborough Limited) from 1 September 2009. The results of Salesian College Farnborough Limited are included in the consolidated financial statements of the Salesians of Don Bosco UK. The principal object of this charity as enshrined in the Memorandum of Association is 'The advancement of the religious and other charitable work of the Salesians of Don Bosco UK at Salesian College Farnborough'. The schools in Battersea, Chertsey, Bolton and Bootle are coeducational comprehensives serving their local areas. In all five schools there are a total of about 4,500 pupils. Six members of the Province work full time as teachers or school chaplains and in Bolton and Bootle young Polish Salesians in formation work full time on a voluntary basis in chaplaincy and classroom support. Across our schools, especially Battersea and Bolton, Salesians from the local community provide chaplaincy assistance, reading support, and lead clubs and sporting activities. The Headteachers of the five schools meet yearly to discuss matters of mutual concern. Several Salesians are Governors in our secondary schools, one as Chair. In our parishes we are closely involved with primary schools, pastorally and as Governors.

Objectives, activities and relevant policies (continued)

Education (continued)

The Provincial, on behalf of the trustees, appoints all the Foundation Governors at Bootle and Bolton, half the Foundation Governors at the new St John Bosco College in Battersea and nominates half the Governors at Chertsey for appointment by the Xavier Catholic Education Trust. At the independent Salesian College in Farnborough, the Provincial also appoints the majority of the school's trustees and company directors.

Youth Work

The Province runs a youth retreat centre at Savio House, Bollington, near Macclesfield. Here short residential courses and retreats are provided for schools, mainly from Greater Manchester, Cheshire, Wirral and Merseyside. Most of the young people are from school Years 10 and 11, but some are younger, and there are a few Sixth Form groups. Young volunteers, working and living in the community alongside Salesians and salaried staff, provide a major part of the input to these retreats and courses. There are also day groups from schools and from parishes. Some 2,000 young people pass through each year. At weekends there are adult groups of various kinds.



Other forms of non-formal youth work in the Province and abroad are directed from the Salesian Youth Ministry Office based at Savio House during 2019 and relocating to Bolton for 2020 to link up with Social Communications, Publications and the central Province administration. Activities include parish youth ministry, training courses and activities for young youth leaders, summer activities and safeguarding training.

Overseas Activities

There are a number of our Salesian priests working abroad including: Father Francis Preston in Kenya, Father Denis Higgins in Zimbabwe, Father Peter Newbery in Hong Kong, Father John Coleman and Father Eddie O'Neill in South Africa, and Father Lawrence Essery in Malta.

Objectives, activities and relevant policies (continued)

Social Media Communications and Publications

Don Bosco Publications publishes and distributes a range of books on Salesian approaches to youth ministry, education and spirituality. The Office for Social Media and Communications uses digital multimedia channels of communication to inform, animate and evangelise from a Salesian perspective, with a focus on Salesian youth ministry. These are based at the Bolton community overseen by Father Bob Gardner, trustee and Vice Provincial. They are an important way of spreading the Salesian charism, supporting and informing others working in education and youth and parish ministry. Don Bosco Publications also produce books to help parents of young children to present and explain the Christian faith. Don Bosco Today is published three times a year and widely distributed. There is also an annual Salesian Calendar.

Mission Office

The Mission Office, based in Bolton, seeks to promote the missionary dimension of our Salesian charism by encouraging missionary awareness and raising funds for the missions, especially West Africa as our Province initiated Salesian work in Liberia in 1979. One of the ways in which this is achieved is by mission appeals in parishes across the country.

Volunteers

In addition to the work of the volunteers at Savio House, a great deal of volunteering takes



place across the Province. Volunteers contribute in many ways to parish life, facilitating the life of the parish community (music, liturgy, welcome, Eucharistic ministry) and supporting the parish priest by visiting the housebound and the bereaved, preparing candidates for the Sacraments, running youth clubs, etc. With

seven parishes served by members of the Congregation, the annual number of hours volunteered is of the order of 7,000. In our schools, the areas of activities supported by volunteers range from "out of hours" activities (such as youth clubs) to acting as members of the governing body. Excluding the amount of out of hours support provided by paid staff at the five schools, the number of hours per year provided by volunteers under this heading is of the order of 800 or more. The Youth Ministry Team, through its BOVA (Bosco Volunteer Action) sub-group, promotes volunteering abroad, finding placements, providing training and follow up.

Objectives, activities and relevant policies (continued)

Volunteers (continued)

There are volunteers involved in various support groups in the Province, such as the Finance, Investment and Property Committee.

Lay members are also part of the Community Support Team which reviews the support being provided for elderly confrères. This might amount in any given year to 400 hours. Taking the Savio House volunteers' contributions as being of the order of 9,000 hours, the annual total across the Province is in excess of 17,000 hours.

Investment Policy

The charity's investments are managed by three firms: Rathbone Investment Management Limited, Brewin Dolphin Limited and Investec Wealth & Investment Limited. These managers have delegated authority to invest as they deem appropriate within the charity's stated policy guidelines which exclude certain areas of investment unacceptable to the trustees. The objectives set by the trustees are that the charity's investments are to produce a mutually agreed annual level of income (£1,105,761 received in 2020; 2019 – £1,244,641) and to protect the underlying capital value of the investments in the medium to long term. Quarterly meetings are held with the investment managers to review performance.

Public Benefit

In formulating the charity's aims and in planning the work of the members of the Congregation, the trustees have had regard to the general guidance published by the Charity Commission on public benefit.

Achievements and performance

The New Academic Year 2019/20 began with fresh plans for both schools and parishes oblivious of the seriousness of a virus outbreak, far away from our shores. The World Health Organisation, in its flagship technical publication on 5 January 2020, reported on what China had told the organisation about the status of patients and the public health response on the cluster of pneumonia cases in Wuhan. On 11 March, it was characterised to be a pandemic.

It was in March 2020 that the government told the public to stay at home for all but essential trips. The current worldwide effects of the spread of COVID-19 have been wide-ranging globally, with long-term damage to both the economy of the UK and countries across the world. The country went into lockdown and we as a charity were left to adopt new ways of delivering our ministry towards the young in our schools, youth centre, parishes and our elderly care homes and to carry on working differently.

The following paragraphs review the significant activities undertaken by the charity during the year with results and outcomes in each of the charity's principal activities to further its charitable purposes for the public benefit.

Achievements and performance (continued)

Chaplaincies

SDB Chaplains and support staff are not merely 'service providers' but rather prophetic and pastoral ministers called upon to wait, to pray and love everyone during the lockdown. This could be expressed by the psalmist: "How could we sing the Lord's song in a 'strange land' (Psalm 137:4). The chaplains and their collaborators ventured ahead by offering pastoral services through screens as online opportunities to gather, as a school community, for prayer and worship. Thus, the need for innovatively styled presence and companionship gained importance to strengthen our created-ness.

Brief reports on the chaplaincies follow.

Battersea St John Bosco College – Father Saju John SDB

St John Bosco College (SJBC) is a co-educational 11-18 comprehensive school in Battersea, London. It is at the heart of 'Salesian Battersea' being next to the new Salesian community



house and close to the Salesian parishes of the Sacred Heart and Our Lady of Mount Carmel & St Joseph.

This year, 2020, has been challenging in different ways and as a chaplain of the school, through the few things we could do, I kept the spirit of Don Bosco and the ethos of the SJBC alive.

Targets: to make the chaplaincy available for grieving families, children in stressful situations or isolation. Staff members were available to deal with mental wellbeing. The physical presence of the chaplain in the college is required to assure students that help was available.

Outcomes: Regular assemblies for prayer and worship were organised. Attendance at funerals of students' family members and meeting bereaved families was made possible. Holy Mass was celebrated in the school chapel while online celebrations were organised every Friday and other important days.

What was missed: Face to face interaction with those who were struggling with isolation and stress. A community spirit of prayer.

Achievements and performance (continued)

Chaplaincies (continued)

Battersea St John Bosco College – Father Saju John SDB (continued)

Testimony: a Sixth Form student wrote: "Thank you very much for sending us such beautiful Retreats and Prayers. I am reading them with my mum every day. It makes me feel calm, positive, and strong as well as gives us peace. God bless you. Take care." R.L.



Bolton Thornleigh Salesian College – Brother Steven Lloyd SDB

Thornleigh Salesian College in Bolton is an oversubscribed co-educational 11-18

comprehensive school of over 1,500 pupils with an enviable reputation for excellence within the local community. Its mission as a Catholic Salesian College, endeavours to deliver to its students spiritual, creative, and active celebration of the faith.

Targets: To develop youth leadership and peer ministry through CAFOD and Faith in Action Award programs. To implement RUAH (Respect, Understanding, Affection, Humour) across the whole school. The Salesian brothers, Ante Bulat and Pawel Murias to lead the year 7 retreats and to have an in-class experience with most of the year groups. Setting up chaplaincy referral during the pandemic and to welcome students who were struggling with bereavements. Advent appeal to support needy families with 'Meals on Jesus' challenge.

Outcomes: Father Bob Gardner made it possible to celebrate Wednesday lunch time Masses. Chaplaincy provisions were extended to more students during the pandemic and students struggling with bereavements were able to settle back into daily life. The chaplaincy continues to plan and deliver events for the wider school community while adhering to restrictions and



keeping our Salesian Spirit. As Advent began, the chaplaincy and RE worked together to support the year 8 and year 11 students by conducting a service of reconciliation which offered students a space and quiet time of prayer while socially distanced in the school chapel.

Achievements and performance (continued)

Chaplaincies (continued)

Bolton Thornleigh Salesian College – Brother Steven Lloyd SDB (continued)

The student council played a leading role in the Advent appeal by collecting non-perishable food items and having the meal parcels distributed to needy families using the minibus.

What was missed: The presence and support of Brothers Ante Bulat and Pawel Murias was missed due to restrictions but they were able to provide prayer and reflection materials. Father Chris Gorton was unable to celebrate liturgies in school due to the Diocesan restriction but offered his support through video reflections. The sacramental programme for Confirmation of the local deanery could not be conducted due to the pandemic restrictions.

Testimony: Brother Pawel Murias wrote, "I had plenty of opportunities to be present among the students and being able to assist teachers in the classrooms and attending to simple duties in the yard. I am grateful for the opportunity to meet staff members who are extremely polite and welcoming."

From a vulnerable student, "I am coming to Mass because I love God, so why not."



Bootle Savio Salesian College – Father Jakub Ruszniak SDB

Savio Salesian College, Bootle is a co-educational 11-16 comprehensive school. In 2019, it was reported that 'this is a very caring school where staff show genuine concern for the welfare and personal development of the pupils. The chaplaincy is directed to the Students and Staff of the College and aims to live out the Salesian ethos in our college context and share the Salesian spirit through several activities, clubs, trip, liturgies, and events which take place every year.



Targets: Some of the programmes that were planned included Retreats for Year 8 and 9 and retreats for the Primary schools; Ash Wednesday, Lent, and Easter Assemblies; Altar Servers' and Readers' training; Class Mass preparation sessions for Year 7 and 9; Music lessons and Savio iWrite every Wednesday after school hours; a Year 11 trip to Southport and animation of the music for the Feast of St John Bosco.

Achievements and performance (continued)

Chaplaincies (continued)

Bootle Savio Salesian College – Father Jakub Ruszniak SDB (continued)

Outcomes: Due to the pandemic, we were limited and were able to accomplish only part of our chaplaincy plans for the year 2020. Year Group retreats and retreats for the Primary Schools did not take place. However, the school was open, the lunch time and after school clubs continued to run and the chaplaincy team helped to organise several liturgies, services, and assemblies. During the lockdown, the chaplaincy moved online and using school platforms (Teams), the chaplaincy continued to engage with students on a regular basis and managed to organise games, quizzes, and reflections.

Testimony: A parent after a service said: "I am happy to see how quickly our daughter had settled in the new school and we as parents are happy to be part of the Salesian family."



Chertsey Salesian School/College – Father Marco Villani SDB, Father Kevin O'Donnell

The Salesian School, Chertsey, a founder member of the diocesan Xavier Catholic Education Trust, is an oversubscribed 11-18 comprehensive school of nearly 1,600 pupils including 400 Sixth Formers. The Salesian School Chaplaincy Team ministers to pupils, staff on both our



sites (the school at Guilford Road and the Sixth Form College at Highfield Road) as well as families. At the school, a two-weekly Extra-curricular timetable provides lunchtime activities to promote, encourage and sustain the Catholic spirituality of the members of the school community with a Salesian ethos.

Achievements and performance (continued)

Chaplaincies (continued)

Chertsey Salesian School/College – Father Marco Villani SDB, Father Kevin O'Donnell (continued)

Targets: Daily Morning Prayer to be led by the pupils. The Sacrament of Reconciliation to be offered every Friday during lunchtime and available on request. Retreat provision for pupils in Years 7, 8, and 9 with guest animators to address Years 10 and 11. Chaplaincy trips which include the school annual pilgrimage to Lourdes and to Rome and the Philosophy Trip to Pensarn Activity Centre, the Good Shepherd Celebration at Worth Abbey, and the Pilgrimage to Arundel Cathedral. To provide pastoral, emotional and support for members of the school community, the Chaplaincy at Guildford Road created a 'Bosco's Base' replete with suitable furnishings.

Outcomes: At the start of the pandemic and during lockdown, the Chaplaincy Team took the initiative to connect virtually and physically (while being socially distanced) with students, parents, and staff. Inspirational videos and traditional prayers were uploaded onto the Salesian School website as means to pray at home. Online Masses/services were offered using Facebook/YouTube and prayer booklets were sent via email to support Form Tutors to help pupils to pray. The Christmas liturgy involved members of the staff, the Team, Heads of Houses in assisting Mrs Hibbins-Durkin in linking starts and lights across the Hall to provide pupils with creative and reflective preparation for the birth of Christ. 'Bosco Base' had seen a higher influx of students requiring pastoral, emotional and spiritual support, both during school time and pre/post lockdown.

What the pupils missed: Many pupils missed out on the physical one-to-one support provided by the Chaplaincy Team, whether it is a post-bereavement conversation or a smile and a chat over hot chocolate. The yearly retreat to CMC outdoor adventures in Wales was cancelled.

Testimonies: "We are grateful to you at Salesian School for all your support and kindness to the children and their families." "We will miss (....) but knowing that a lot of wonderful people are praying for him, helps us all in these sad times."



Royal Holloway University of London – Father John Dickson SDB
At Royal Holloway University, Father John Dickson, who is the Roman Catholic University Chaplain, works as a part of the multi-faith chaplaincy team which includes an Anglican and a part-time Muslim Chaplain as well as part of the Student Support Services team. Their specific role is to build up communities of faith among the 10,000 students and staff that contribute to the overall sense of community and well-being.

Achievements and performance (continued)

Chaplaincies (continued)

Royal Holloway University of London – Father John Dickson SDB (continued)

Target: To offer daily Chapel Services of Choral Morning Prayer with the cooperation of the Royal Holloway Chapel Choir and Choral Evensong on Thursday evenings and a Sunday Evening Ecumenical Service. These services are aimed at addressing important social, cultural issues and the light that faith offers to the discussion which includes a short talk and reflection. Regular Catholic services are offered on Friday Lunch time and on Sunday evenings and help is also offered to the Catholic Student Society. The wider community is reached through Insanity Radio (103.2FM) where students, staff and guests are invited to share their music and their stories.

Outcomes: This year the themes addressed were: Black Lives Matter, Saving the Planet, Death and Dying in the Pandemic, Women in the 'Me Too' world and Truth in the age of Fake News to name but a few. Before the lockdown, the Southern Catholic Chaplaincies Pilgrimage to Cambridge, an Advent Retreat and a Pilgrimage to Salisbury Cathedral were not only organised but also were successful and well supported. During the pandemic, the activities and services were offered online.

What the Community Missed: COVID-19 caused a void in the sense of belonging to a community and the regular face to face interchange which allowed them to build up their sense of identity and confidence and the resulting growing sense of isolation and loneliness for some.

Farnborough Salesian College – Father Patrick Sherlock SDB

The Salesian College, Farnborough is an independent 11-18 Roman Catholic grammar school for boys aged 11-16 with a co-educational sixth form. The College seeks to appreciate and develop the talents of everyone. Inspired by the life of Christ and his teaching and the work of Don Bosco, it endeavours in active partnership with home, parish, and the wider community, to prepare the students to face the future with confidence and take up the challenge of the Gospel.

Target: Presence, encouragement, and celebrations are hallmarks of the chaplaincy at the Salesian College, Farnborough. The physical presence of the chaplain is an illustration of the



importance the school gives to its Catholic and Salesian ethos where chance encounters become opportunities and good news and bad news receive assurance of prayer.

Achievements and performance (continued)

Chaplaincies (continued)

Farnborough Salesian College – Father Patrick Sherlock SDB (continued)

To celebrate six whole-school Masses each year, including a Mass of Remembrance in November and celebrations of the major Salesian feasts, as well as the annual Service of Carols and Readings, which is attended by parents and friends. Each year group to have an annual retreat on site, in the local parish, or at St John's Seminary, Womersley. Groups to offer charitable activity through St Vincent de Paul Society, CAFOD, HCPT Pilgrimage to Lourdes and fundraising for various charities including the Sean Devereux Children's Fund. Together with student leaders to lead the prayers during the weekly whole-school assembly in the College Hall.

Outcomes: Due to the pandemic, the chaplaincy continued through an online presence offering religious thoughts, humour on the College VLE website, responding to emails relating to bereavements. The weekly staff Mass was transmitted from the College Chapel via MS Team. Each week, there was a recorded video item for the headmaster's assembly done by the chaplain and students using pictures and music. With the help of the College Digital Learning Assistant, recorded Masses were offered for the whole school. The chaplain was able to meet students in the playground while socially distancing when the restrictions were lifted. A Service of Remembrance was held on 11 November 2020 in the playground.

Hopefully, 2020 will be unique as the 'year without exams'. If the cancellation of public exams and the consequent formulation and entry of Centre Assessed Grades (CAGs) and rankings was not enough, the uncertainty and confusion surrounding the publication of exam results makes this a summer unlike any that has been witnessed in 26 years. CAGs became adopted as the results at both GCSE and A level.

Our GCSE results were very much in line with a steady year on year improvement since the specifications were reformed. 55% grades 7-9 was exactly what our projections were prior to the cancellation of exams. We

can reliably use this as a basis for continued improvement unlike any schools who entered inflated CAGs and who have results this year which may well be shown to be anomalous in the context of future years.

CAGs became adopted as the results at both GCSE and A level. As these were unadjusted in any way, this raises some interesting points for consideration ahead of 2021.



Achievements and performance (continued)

Chaplaincies (continued)

Farnborough Salesian College – Father Patrick Sherlock SDB (continued)

What was missed: Inevitably, many activities had to be cancelled or postponed. HCPT cancelled the Easter Pilgrimage to Lourdes as well as the trip to the Battlefields in France and Belgium. The Year 7 pupils were not able to enjoy their activity week in the Lake District and celebration of Mass in the youth hostel.

Testimonies: From a boy in Year 9 whose grandfather died: "You are absolutely right, the special relationship I had with my grandfather was eternal. Thank you for your kind message, it means a lot to me and my family." From a mother of twins in Year 7: "Many thanks for your kind words and keeping us in your prayers, we really appreciate it during this very sad and unusual time when we are unable to be with the family....it brings us a lot of peace." From a member of the administrative staff: "Thank you for a beautiful Mass...It was emotional to see so many of our pupils, past and present and I do sincerely hope that the opportunity to visit Lourdes with HCPT will be available to all the sixth form."

Savio House Youth Retreat Centre

Bollington Savio House – Father Martin Coyle SDB, Director

Savio House Youth Retreat Centre welcomes more than 2,000 young people per year, mainly from schools across the north west of England and provides a 3-day residential retreat experience. In addition, we welcome young people for summer holiday experiences, young leadership programmes and other events; we also welcome parish groups and adult groups on occasion.



Targets: We had a target of 50 school group bookings in 2020 and were aiming for an average of 40 young people per group. We successfully recruited 5 young volunteers to the retreat team, from England, France, Germany, and Hungary for the academic year 2019/20, and completed the induction training programme with

them, and welcomed back a previous volunteer. This was a strong team of very talented and skilled young people who worked very well together and with the visiting groups of young people.

Achievements and performance (continued)

Savio House Youth Retreat Centre (continued)

Bollington Savio House – Father Martin Coyle SDB, Director (continued)

Outcomes: Unfortunately, the Team had to return home in March 2020 when it became apparent that Savio House would need to close to groups of young people and that travel and other restrictions would be imposed; sadly, this team was unable to return in 2020. Not only was there the loss of the team, but there was also the loss of business and mission. Since March 2020, Savio House has not been able to welcome groups of young people and essentially ceased its business and mission for the rest of the 2020 financial year; this was effectively 75% of our activity from schools and all our summer groups. However, we did manage to keep in touch with the 2019/20 retreat team, offer formation materials and activities, and offer support and career guidance to each of them; they all successfully moved on to further education or employment. We managed to recruit 3 volunteer team members for the 2020/21 academic year, from England, Poland, and Hungary, and completed the induction training with them. Unfortunately, they have suffered the same fate as the previous team and are still at home waiting to begin their experience at Savio House.

During the lockdown periods when we have been closed to young people, we have used the time to refurbish all the accommodation for young people with new beds and carpeting, and to repaint all the public rooms to be prepared to welcome groups back to Savio House so that we may offer the best quality environment to them which will contribute positively to their overall retreat experience.



It must be noted that although COVID-19 had a big impact on our work, our business and mission, it did not have an impact on the financial situation of the centre. This was due in large part to the on-going support from the charity's central funds, the return of staff costs through the furlough scheme and savings made on food, energy and in other cost areas of the centre.

Our COVID Recovery Plan for the Centre will be very important for Savio House in 2021 and beyond to meet the following challenges:

- ◆ Recruiting volunteer retreat team members from the UK and abroad;
- ◆ Re-establishing contact with schools, parishes, and summer groups, and re-gaining their confidence to bring groups of young people back to Savio House to build up our core business activity for the future; and
- ◆ Competing with all the pressures in school for catch-up and exam preparation, working within government guidance and legislation about residential school visits, and overcoming parental concerns and fears about travel and safety to attract groups of young people. Adapting programmes to address the issues of the impact of COVID-19 on the lives of young people including their physical and mental health.

Achievements and performance (continued)

Care Homes

Another sector of the work of the charity is to run care homes for those who dedicated their working lives in the service of the young and those who ministered in our parishes. Our residential care homes for our senior Salesians are meant to be places where companionship, care and safety are uppermost. Our Salesians age and become more vulnerable and so it is important to keep body and mind stimulated as far as possible. Above all, our care homes are places where they can feel at home and enjoy wholesome meals.

Farnborough St John Bosco House – Father Patrick Sherlock SDB



Age Profile

There are twelve members of the community. In 2021, three confrères celebrate birthdays in their nineties, five in their eighties, three in their seventies and one in his sixties. Those under eighty have full-time active roles, one as Manager, one as Rector and College Chaplain, one as Parish Priest and one as Parish Administrator. Those over eighty have various medical conditions and levels of disability, but all can look after themselves and have sufficient

mobility to join in meals in the dining room and religious services in the chapel.

Coping with the Pandemic:

On 15 March 2020, our manager posted notices on the doors instructing visitors to wash their hands on entering the building. We decided to go ahead with our celebration of the Feast of St Patrick on 17 March, welcoming the four RCE Sisters from Lafosse for an evening Mass and festive meal. From then on, we increased our precautions in line with advice from the Government and Provincial Office.

From the point of view of the confrères, these precautions centred on frequent handwashing, respiratory hygiene (including the use of tissues rather than handkerchiefs) and maintaining a greater distance from each other. In the dining room, we re-arranged the chairs so that each table seated three rather than six. Unused crockery and cutlery were put through the dishwasher before being returned to the cupboard. The biscuit tin was replaced with individually wrapped items. In the chapel, places were re-allocated so that there was an empty seat beside each occupied one. The sign of peace, involving a handshake, was omitted. Instead of receiving Holy Communion by drinking from a shared chalice, we adopted the method of intinction.

Achievements and performance (continued)

Care Homes (continued)

Farnborough St John Bosco House – Father Patrick Sherlock SDB (continued)

The two community members who were parish priests would normally join the community for some meals, but both chose to remain in their parish houses. The other priests discontinued their offers to celebrate Masses in other churches, even when public worship became permitted. The College Chaplain was able to go into the school when students were present during the autumn term, observing the precautions adopted there.

Our staff increased the level of cleaning around the house, with more frequent sanitising of rails and door handles, de-contamination of any deliveries, including newspapers and mail, and the exclusion of all but essential visitors. As recommended, doors and windows were left open at times during the day to improve ventilation.

From the outset, it became more difficult to obtain our usual orders of food and other supplies, as supermarkets were restricting quantities to deter panic buying. The ingenuity of our staff, and assistance from others, including the Provincial Office, helped us to overcome these shortages.

On 24 March, our nurse addressed the community emphasising the seriousness of the situation and the importance of adhering to the measures we had adopted. All our lay staff had made great sacrifices to ensure that they had the least possible contact with others, to avoid bringing the virus into the community. When lateral flow test kits became available, the staff tested themselves once a week. We would have had great difficulty in coping without the continued and whole-hearted service of our chefs, cleaner and nurse.

Some of the community have conditions requiring tests or treatment at a GP surgery, clinic, or hospital. Often such appointments were cancelled or converted to telephone consultations. Where physical attendance was needed, our nurse and manager assessed the risks and if necessary required the confrère to go into quarantine for up to two weeks. This resulted in repeated periods of isolation for some confrères.

A regular feature of normal life at St John Bosco House is the occasional outing for a picnic lunch, morning coffee or afternoon tea at a local beauty spot or garden centre. During the pandemic, our manager and staff have been organising events on site in compensation. The warm sunny weather during the summer made these more pleasant. We had picnics on the drive in front of the house, internationally themed evening meals and special afternoon teas with cakes on tiered stands. The two parish priests were able to join us for some of the outdoor events.

Within the necessary limitations, our community has continued to function with relative freedom and there has been little change in our usual daily routine of prayer and meals together. Thanks be to God, and the efforts of our manager and staff, no one in the community has been infected with the virus. In the early months of 2021, all received their first COVID vaccination. While maintaining our precautions, we look to the future with hope.

Achievements and performance (continued)

Care Homes (continued)

Farnborough St John Bosco House – Father Patrick Sherlock SDB (continued)

Testimonies:

“As I get older I am less interested in travelling either for a good reason or simply to exercise my freedom. Hence the so-called Lockdown has not meant very much to me. I am quite happy so long as I can go out for my daily walk and I do not have to go through any barriers.”

“I used to attend monthly meetings with the Charismatic group in Alton but that has had to stop. Nevertheless, I can keep in touch through the Zoom facility. And they keep me up to date with whatever is going on or is planned.”

“As a member of this Salesian Community, I am well looked after...fed, watered, maintained in comfortable quarters, and supported by the friendship of so many confrères. I have not turned on the TV for months. I have all the news and entertainment I want available on my computer. I have books to read...and I enjoy trying to solve Sudoku puzzles. What more could I want?”

Bolton St Joseph's – Father Charles Garrick SDB

Age Profile:

We have had eight residents, later reduced to six during the pandemic as two residents had to be admitted to nursing care. Ages range from 75 to 90. Specific Contingency Plans were drawn up to ensure staff and residents were informed of the procedures in place in the event of an emergency. These remain in place.

Coping with the Pandemic:

All outside contacts ceased, some of the residents had been identified as vulnerable and were shielding. No visitors have been allowed and no outside ministry undertaken. Our normal internal routine continued with very little variation. All our staff are part time; our seven staff reduced to five due to two members finding alternative employment. Staff were self-testing on return to work after any breaks and to date have all returned negative results.

Visiting tradesmen have had the most limited access and occasional urgent repairs (for example, the kitchen machinery) have had to be managed carefully. Hairdressers and other service providers have not been admitted during lockdowns. Our chiropodist cancelled a scheduled visit whilst awaiting test results and later booked another appointment on receiving negative test results.

All in all, the confrères have continued in a quiet and serene manner. They are all capable of independent living and used to pursuing their own interests when community activities are not taking place. Most have been able to take their regular walks in the local countryside.

Achievements and performance (continued)

Youth Ministry, Social Media, Communications and Publications

Youth Ministry

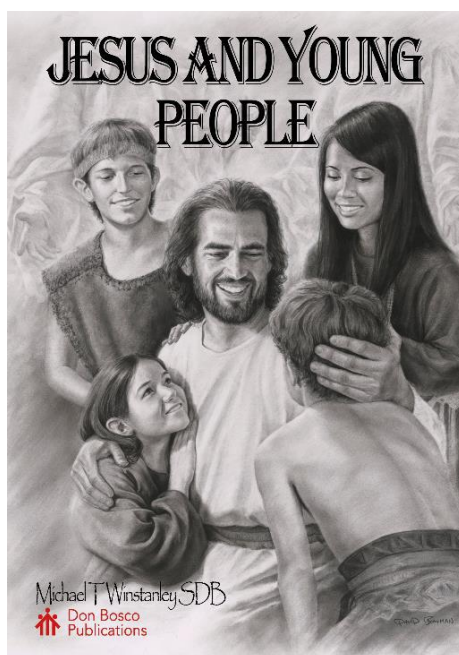
Other forms of non-formal youth work in the Province and abroad are directed from Bolton since 2020 to link up with Social Communication, Publications, and the central Province administration. Activities include parish youth ministry, training courses and activities for young youth leaders, summer activities and safeguarding.

Outcomes: Unfortunately, this year, 95% of its activities were curtailed by the pandemic. Support for those engaged in Parish Ministry and School Ministry was offered as opportunities presented themselves. The Young Adult Easter Retreat was held online.

Don Bosco Publications and Salesian Link (the Office of Social Media and Communications)

The work of Don Bosco Publications is to promote Salesian perspectives on youth ministry, Catholic education, and spirituality through published works, the thrice-yearly Don Bosco Today magazine and the Salesian Calendar. The work of Salesian Link is to use digital and multimedia channels to inform, educate, animate, and evangelise.

St John Bosco was an innovative user of the means of communication of his time to promote his work for young people and to catechise and evangelise in response to the needs of his day. Salesian Link continues to communicate a gospel-based Salesian Spirituality that responds to the needs and aspirations of the young people of today through the devices and media platforms in common use. It is also the regular means of communication and news within the Province and the wider Salesian Family. Father Bob Gardner SDB, Vice-Provincial, has overall responsibility for both Salesian Link and Don Bosco Publications, assisted by a full-time employee at Salesian Link and two full time employees at Don Bosco Publications.



Thirteen new books were published in 2020: 'The Priest of the Gallows – The Life of St Joseph Cafasso' by St John Bosco; 'Gang Leader to Young Apostle – The Life of Mickey Magone' by Francis Mulligan SDB; 'Learning from the Poor – Reflections from a Shanty Town' by Gerard Hanlon; 'St Dominic Savio' by Bruno Ferrero SDB; 'Wicked Problems' by Chris Richardson; 'Jesus and Young People' by Michael T Winstanley SDB; 'The Story of Mary' by Bettina Herrmann and Sybille Wittmann; 'Via Lucis – The way of the Light from Easter to Pentecost' by Monika Arnold; 'The Our Father' by Bruno Ferrero SDB;

Achievements and performance (continued)

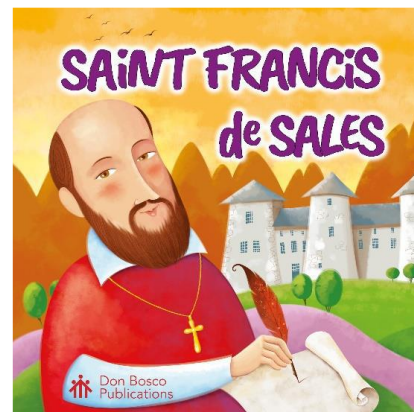
Youth Ministry, Social Media, Communications and Publications (continued)

Don Bosco Publications and Salesian Link (the Office of Social Media and Communications)
(continued)

'Evangelising with Gentleness and Respect' by Jim Gallagher SDB; 'Salesian Spiritual Direction – Accompaniment and Prayer' by Fabio Attard SDB and Miguel Angel Garcíá SDB; 'Salesian Gospel Spirituality – An Exploration' by Michael T Winstanley SDB; 'Saint Francis de Sales' by Elena Pascoletti.

One book was reprinted in 2020: 'Advent and Christmas Swatch' by David O'Malley SDB.

Continuing our 'Pocketbook Series' - low cost and easily available - we published two pocketbooks in 2020: 'A Greater Love – a brief account of the Life of Blessed Laura Vicuna' by David Madden; 'An Alpine Shepherd Boy – Francis Besucco' by Philip J Pascucci SDB.



Overseas Beneficiaries

While the world is making rapid progress towards ending extreme poverty, giving modest sums help to reduce poverty in developing countries. Charities, such as ours, can make a significant and lasting difference to hundreds of lives, especially the young, and play a role in helping the beneficiaries take responsibility for their future in society and set up structures to alleviate poverty.



The Bombay Salesian Society

The Salesians of Don Bosco UK on behalf of the BSS having been receiving funds from donors contacted through appeals and have been remitting lump sums when requested. The



funds are used for the street boys and the marginalised youngsters who go through the initial program of rehabilitation. They also care for, and support, the Mission stations that run schools and parishes. Their main work is to provide social development and affordable education in villages by offering facilities like schools and boarding. So far, 12 centres have benefitted from funds amounting to £148,740 in 2020.

Achievements and performance (continued)

Overseas Beneficiaries (continued)

Don Bosco Networks South Asia

A legacy of £262,934.88 was received and as per request of the donor, was passed on to the Salesian Conference of South Asia (SPCSA) in April 2020, for distribution for their various charitable works. Although the money has been allocated for various projects, the fund is still in the Bank in India waiting for Foreign Currency clearance. A report of how it will be spent will be recorded in the 2021 report.



Monthly Contribution to the West African Salesian Province (AFW)

The Salesians of Don Bosco UK sends £7,500 every month to the West African Province to support their work in Liberia, Nigeria, Sierra Leone, and Ghana. During 2020, £90,000 was sent to fund various activities.

"Dear Salesians, Benefactors, Greetings from AFW. We are very grateful to you for supporting



AFW initial formation houses in Ghana, Nigeria, Kenya, Togo, and Cameroon..... Without your financial support AFW would not be able to support the running cost of the formation houses. We hope that in 2021 you will be able to support us as you did in 2020. God bless you ALL. Fr. Krzysztof Nizniak SDB"

Parish Ministry

The Salesians of Don Bosco have responsibility for seven parishes in England and, in addition, provide a parish priest for one more. Salesians working in parishes are supported by a parishes team subcommittee of the Province's Youth Ministry Team and meet for an annual residential conference which focuses on the needs of parish clergy and the challenges of parish ministry. The religious and priestly ministry of the Salesians in these parishes brings considerable benefits to their Catholic communities, providing for their pastoral and spiritual needs by means of sacramental ministry, catechetical education for young people and adults, and through community gatherings and social outreach programmes.

Achievements and performance (continued)

Parish Ministry (continued)

Whilst each Salesian parish has a different history and social context, the broader aims of parish ministry are common to each:

- Providing a joyful community dimension to the daily celebration of the Church's liturgy.
- Providing age appropriate catechetical instruction in the Roman Catholic faith for young people and adults.
- Visiting those who are sick, elderly or housebound, comforting the dying, supporting the bereaved and honouring with Christian burial those who have died.
- Supporting family life, especially at times of stress and conflict.
- Maintaining a close collaboration and involvement in the local Catholic schools.
- Promoting social and racial harmony and cohesion in the local community.



Each Salesian parish seeks to promote, support and celebrate the importance of young people in its community recognising that they already have a significant part to play in the life of the Catholic community. The aim is to accompany and guide these young people towards adulthood, working alongside the other significant partnerships of the home and the school,



enabling them to become responsible members of society, committed to contributing to the common good of all.

**The Salesian GBR
Province's Response to
the COVID-19 Pandemic**

At the start of 2020, a new Coronavirus (COVID-19) swept through parts of China with devastating consequences, before making its way around the rest of the world.

On 3 March 2020, the UK government published its coronavirus action plan which included guidance for employers on how to help reduce transmission of the virus. The action plan stated that there was similarity between COVID-19 and influenza. Consequently, contingency plans that had been developed for a potential Swine Flu pandemic in 2009 provided a useful starting point for the development of an effective response plan to COVID-19 across the province. The Health and Safety Coordinator circulated Coronavirus Outbreak Guidance to all community houses with steps to take to reduce the risk of an outbreak and control measures to reduce the impact on the work of the charity, such as:

- ◆ enhanced cleaning regimes, especially in high-touch areas,
- ◆ increased hand hygiene facilities,
- ◆ heightening awareness of COVID-19 symptoms and related procedures,
- ◆ provision of social distancing signage and promotion of the 'Catch It, Bin It, Kill It' campaign.

All workers and community houses were informed that Provincial Office would be the central point of contact for guidance, support and management of the risks associated with COVID-19 to ensure a unified and consistent approach.

The Health and Safety Coordinator developed a dynamic Action Plan which was implemented nationwide and evolved regularly as government guidelines and restrictions changed.

On 9 March 2020, the UK government announced that the virus was now out of control in the UK and therefore the country would be taking steps to try and delay the virus taking hold. People over the age of 70 and/or considered medically vulnerable were advised to take extra caution, school trips were stopped and there were calls for people to start working from home if possible. On 11 March 2020, the coronavirus outbreak was labelled a pandemic by the World Health Organisation (WHO).

As a direct response to the quickly emerging situation, the charity took steps to ask office workers to work from home where it was safe and appropriate to do so and all non-essential visits into community houses were stopped. The two houses for the elderly – St Joseph's, Bolton and St John Bosco House, Farnborough – stopped all visitors into the houses to protect the most vulnerable members of the Congregation. Confrères across the Province ceased to travel between community houses and any confrères travelling from overseas destinations were required to isolate for 14 days within their own room to protect other members of the community. The Province's own centres for work with young people closed indefinitely.

The Salesian GBR Province's Response to the COVID-19 Pandemic (continued)

By the time the Prime Minister announced the first national lockdown on 23 March 2020, the charity had already facilitated home working for all those able to do so, restricted access to all its properties, introduced social distancing measures for workers unable to work from home, asked vulnerable workers to stay away from work on full pay and implemented procedures for workers unable to work due to the closure of their workplace and/or for childcare responsibilities following the announcement that schools would be closing. Members of the Congregation who were required to shield, due to underlying health conditions, were afforded extra protection within their homes so that they did not feel confined to their bedrooms while workers were in the building. Workers were segregated within the community houses, working hours reduced to the minimum needed to carry out essential activities only, one-way systems introduced where appropriate and welfare facilities designated for workers only. Wherever possible workers were prohibited from entering community areas of the house and this remains the case.

In the year since the first national lockdown was announced on 23 March 2020, the charity has proactively taken steps to protect workers, members of the Congregation, contractors, and the public from COVID-19. There have been regular communications to all workers, including those on long term furlough and working from home, with a particular focus on mental health and team spirit. The trustees committed to topping up furlough payments for those unable to work to 100% of their salary from the outset until the scheme ends (currently September 2021) and this has been a welcome relief for those unable to work through no fault of their own.

"...I really appreciate the kind decision to top up the furlough payments to 100%...I feel so blessed to work for such a caring organisation." Source: Employee on furlough (June 2020)

Despite media reports of shortages of Personal Protective Equipment (PPE) across the nation during the early part of the pandemic, the charity was able to provide all workers with suitable PPE for their roles and adequate supplies have been maintained in all community houses throughout the year. Contactless thermometers were issued to every house in June 2020 to be used as an extra precaution as people began to emerge out of the first national lockdown.

On Sunday 10 May, the Prime Minister announced that all those who could not work from home should be urged to return to work. Employers were reminded of their legal obligation to assess the risks of returning to work during the COVID-19 outbreak and put steps in place to manage that risk. A COVID-19 Secure Workplace Risk Assessment was implemented across the Province in July 2020 in advance of workers returning from furlough and home working in August 2020. The document provided clear guidelines to members of the communities, workers, contractors, and visitors on what they should do to protect others and how their own safety was being protected. This document continues to be reviewed and updated regularly to keep in line with current government advice and restrictions. Upon return to their workplace workers said they felt safe and protected.

"...I am really glad to be back at work. I feel really safe, and I know if I have any concerns I can speak to someone..." Source: Shielding worker after returning to work (November 2020)

The Salesian GBR Province's Response to the COVID-19 Pandemic (continued)

It became clear in December 2020, following a second national lockdown in November 2020 which had limited success, that the country was entering a second wave of the virus and therefore a new system of testing all workers for COVID-19 (using a nasal swab test) was introduced. Workers who were required to work in the community houses willingly embraced this new procedure and felt reassured by the weekly test as the country entered a third national lockdown on 4 January 2021 amid concerns about new, more virulent strains of the virus.

"...it's a really good idea. I feel reassured every week..." Source: Carer (January 2021)

The Province's Community Support Team which is responsible for oversight of the elderly homes and vulnerable confrères in the Province met three times a year prior to 2020. As a direct result of the COVID-19 pandemic and the emergence of video conferencing technologies, such as Zoom, the team were able to meet every few weeks during 2020 to discuss the welfare of the confrères, share concerns and ideas as well as carrying out contingency planning and agreeing strategies for operating within the confines of the latest government guidelines.

The outcomes from these meetings were implemented at the elderly houses but also directly informed the wider Province's COVID-19 Secure Workplace Risk Assessment. The Community Support Team consisting of care professionals, the Salesian Provincial and the Health and Safety Coordinator which was instrumental in ensuring that guidance was accurate, timely and able to be communicated, through existing health and safety structures, to the rest of the province with authority.

"...Thank you for the info and for all you're doing to keep us all safe & informed..." Source: Home worker (January 2021)

The Community Support Team identified gaps in support from government schemes for COVID-19 testing, provision of PPE and delivery of COVID-19 vaccines to residents and staff in care homes which were not CQC registered. The Community Support Team worked to ensure the same standards were applied to the houses for the elderly within the Province, but this came with a financial cost to the charity. However, the Community Support Team is working closely with the Conference of Religious (CoR) to highlight the need for religious care homes to be included in support packages for all religious care homes whether they are CQC registered or not.

"...CoR has taken this up with Public Health England and the Department of Health and Social Care (DHSC) on behalf of our members... we know that many of you have been asking what is being done to safeguard elderly vulnerable Religious and their carers..." Source: General Secretary of CoR (September 2020)

It is fair to say that 'goal posts' have shifted throughout the COVID-19 pandemic and guidance has had to be issued, sometimes with no notice, but owing to the clear reporting structures, lines of management and communication across the Province we have been able to keep all of our stakeholders safe and well.

The Salesian GBR Province's Response to the COVID-19 Pandemic (continued)

The costs to the charity for PPE, equipment, signage, and testing kits have been significant but essential. Reprioritising health and safety expenditure for 2020 and continually sourcing the most cost-effective supplies has limited the financial impact on the charity. Motivation across the workforce has been maintained with retention of staff high despite some experiencing uncertainty for the future and others working under increased pressure to adhere to guidelines and protect those in their care.

On the Feast Day of St John Bosco on 31 January 2021 all home workers and those on furlough received a card and small gift to acknowledge their role within the Mission of the charity. Despite the physical separation we all still belong to the Salesian family.

"...It's lovely to feel that we are not 'forgotten' as we are busy working from home, as could so easily happen..." Source: Home worker (January 2021)

Financial review

Results for the Year

During 2020, total income amounted to £12,276,484 (2019 – £18,433,544). Of the income, a total of £9,262,207 (2019 – £8,665,344) related to the fees receivable and other income of the Salesian College Farnborough and the Retreat Centre and the Youth Centre. £1,365,318 (2019 – £1,868,771) was received by way of voluntary income, of which £625,983 (2019- £1,167,027) was from legacies and donations and £739,335 (2019 – £701,744) from salaries and pensions covenanted to the charity by the members of the Congregation. Investment income and interest receivable totalled £1,161,982 (2019 – £1,304,737). £6,504,097 of income in the previous year came from the net sale proceeds received from the sale of school playing fields in Chertsey (see note 5 to the accounts).

Expenditure totalled £11,736,982 compared to £11,924,003 in 2019. The total expenditure of the Salesian College, Farnborough amounted to £7,857,568 (2019 – £7,656,641) with staff costs representing a very significant proportion of this and amounting to £4,665,349 (2019 – £4,453,215). Expenditure incurred in maintaining and supporting the members of the Congregation so that, unless sick and elderly, they can engage in pastoral work and ministry amounted to £2,191,502 (2019 – £2,426,412). Expenditure on raising funds, including the fees paid to the charity's investment managers and costs in respect of rental income amounted in total to £179,709 (2019 – £163,816).

Net income before investment losses, therefore, was £539,502 (2019 – net income of £6,509,541). Investment losses of £150,758 arose (2019 – gains of £3,159,006) resulting in a net surplus and a net increase in funds for the year of £388,744 (2019 – an increase in funds of £9,668,547). The trustees continue to take a long term view and believe that their investment policy remains appropriate.

Financial Review (continued)

Reserves policy and financial position

Reserves policy

The reader will discern from the foregoing that the charity carries out a diverse range of activities and is responsible also for care and support of confrères whose average age is increasing and whose needs are changing. The trustees have examined the need for free reserves, i.e. those unrestricted funds not invested in tangible fixed assets, designated for specific purposes or otherwise committed.

The trustees consider that, given the nature of the charity's work and its commitments, the level of free reserves should be relatively high. Free reserves should be approximately equal to 18 months' expenditure.

The trustees are of the opinion that this provides sufficient flexibility to cover temporary shortfalls in incoming resources due to timing differences in income flows, adequate working capital to cover care costs, and will allow the charity to cope and respond to COVID-19 and other unforeseen emergencies whilst specific action plans are implemented. In particular, it will help the charity respond to the significant fluctuations in world stock markets as a result of the COVID-19 pandemic and other economic concerns.

Financial position

The group's balance sheet shows total reserves of £65,907,333 (2019 – £65,518,589). Included in total funds is an amount of £841,863 (2019 – £1,053,100) which is restricted. These monies have either been raised for, and their use restricted to specific purposes, or they comprise donations subject to donor imposed conditions. Full details of these restricted funds can be found in note 23 to the accounts, together with an analysis of movements in the year.

The trustees have designated or set side £36,329,236 (2019 – £35,183,822) for specific purposes:

- £15 million comprises the ministry of the members of the Congregation and their support and retirement fund. This consists of monies which the trustees have set aside in order to support the confrères in the future and, in particular, to provide for the confrères who need support due to illness or frailty and as they grow older. This latter category of support may include additional help or the need for specialist assistance in care homes. Over the coming years, it is anticipated that such support will be required for an increasing number at an increasing cost which will need to be met by the charity as none of the confrères have resources of their own. The amount set aside has been reassessed as at 31 December 2019 to ensure provision has been made based on the current age of the confrères, their expected remaining lives as derived from life expectancy tables used by actuaries, the estimated cost of care for older people in the United Kingdom, and the estimated return on investment assets.

Financial Review (continued)

Reserves policy and financial position (continued)

Financial position (continued)

- The Savio House support fund of £10 million. This fund is represented by investments set aside to generate income to be applied towards assisting with funding the operating deficits at Savio House Retreat Centre. Income generated by the investments representing the fund is added to the fund each year and withdrawn if needed to meet any shortfall in income. During the year, all income generated was released as the deficit exceeded the figure, partly due to the impact of the Coronavirus pandemic.
- The youth ministry fund of £5 million. One of the key missions of the Congregation and hence of the charity is to minister to the needs of the young to bring all their talents and aptitudes to full maturity. Whilst the work of Savio House in part assists in the achievement of the mission, the charity reaches out to the young in many other ways and seeks always to develop further its work on the education and pastoral and practical care of young people, especially those in most need of such care and support. The £5 million designated by the trustees will enable such work and its development to continue and flourish in the years ahead through the Youth Ministry Team, the Office for Social Media and Communications, via the charity's connections to the schools founded by the Congregation and through a myriad of other means.
- The Salesian College of Farnborough Fund represents the accumulated funds and net assets of the Salesian College, Farnborough Limited and had a balance of £6,329,236 (2019 – £5,183,822) as at 31 December 2020.

The tangible fixed assets fund totals £20,855,013 (2019 – £21,231,251) and is represented by those tangible fixed assets not financed out of restricted funds or designated funds.

Funds available to support the work of the confrères in the future, in particular the support of the Congregation's missionary and youth care work, are shown as general funds on the balance sheet and amount to £7,881,221 (2019 – £8,050,416). This figure needs to be considered in the light of annual expenditure, the increasing age profile of the confrères and the need for the charity to continue to support the work of the Congregation, both in this country and overseas. It needs also to be seen in the context of the current COVID-19 pandemic and the financial challenges that brings as described above. While the level of free reserves falls short of the desired eighteen months' expenditure target stated above, the trustees are of the opinion that the free reserves are adequate but not excessive.

Financial Review (continued)

Investments

As at 31 December 2020 the listed investments held amounted to £36,292,821 (2019 - £36,514,707); these are managed by professional investment managers. The Finance, Investment and Property committee meet the fund managers on a rotational basis so that each is seen twice a year. A detailed investment policy is provided that sets out the ethical considerations the trustees wish to follow. Monthly reports are provided to the Finance, Investment and Property committee.

Despite falls of 10 to 12% in the market value of the charity's listed investments during 2020, the portfolios have regained value as global markets have recovered and the market value of the province's listed investment portfolio as at 31 December 2020 of £35,417,625 was less than 1% down on the position as at 31 December 2019 (£35,714,707). The trustees will continue to monitor the position but the charity is a long term investor and will await the anticipated medium term full market recovery.

In addition to listed investments, the charity and group retain two investment properties in London with a combined value of £2,325,000 (2019 - £2,325,000).

The impact of the Coronavirus pandemic on the property markets is not able to be quantified with any great certainty but it is believed that there has not been a material diminution in the value of the charity's investment properties as a result of the pandemic based on available market data. The trustees have no intention of disposing of the properties in the short to medium term.

Custodian Funds

As at 31 December 2020 the charity held funds on behalf of members of other religious orders with a value of £217,322 (2019 – £338,232). As these funds are not controlled by the charity, these assets are not included in the accounts. The funds held by the charity as custodian are segregated clearly from those belonging to the charity itself and are principally held in US dollar accounts.

Governance, structure and management

Governance

In terms of Canon Law, the Salesian Congregation is governed at an international level by the Rector Major and his General Council in Rome. They are elected every six years at a General Chapter which is a meeting of representatives of all provinces of the Congregation. The person responsible for the leadership of the British Province in fulfilment of its mission is the Provincial, helped by his Council.

The Provincial is appointed by the Rector Major with the consent of his Council after consultation with the members of the Province and serves a six year term in office. The Provincial Council has five members who are appointed by the Rector Major in the same way and serve for three years. The Provincial and his councillors can be reappointed.

Governance, structure and management (continued)

Governance (continued)

Members of the Provincial Council are chosen for their personal qualities, their understanding and experience of the ministries of the confrères throughout Great Britain and to secure a good skills mix among them. In terms of Civil Law, the charity is an unincorporated trust governed by a Scheme of the Charity Commissioners dated 1 August 2003 (which replaced the trust deed of 7 March 1964) and is a charity registered in England and Wales - Charity Registration No. 233779, and in Scotland – Scottish Charity No. SCO39294.

The trustees of the charity are the Provincial and the five members of the Provincial Council. As all trustees are members of the Congregation they have a detailed knowledge of the work of the charity and of its structure. The training of the Provincial Council in their role as trustees is facilitated by the Provincial Economist who uses the material provided by the Charity Commission, major conferences, the Association of Provincial Bursars and the literature available from major firms of solicitors and accountants specialising in charity practice and procedures.

The names of the trustees who served during the year and those who were in office at the date on which this annual report and accounts was approved are set out as part of the reference and administrative details on page 1 of this annual report. Brief biographical details of each of the trustees are given below.

Rev James Gerard Briody was appointed Provincial in August 2016. He has twenty-two years' experience as a secondary school teacher including ten years as a comprehensive school Headteacher at Savio Salesian College in Bootle. In addition, he has many years' experience of less formal youth ministry and parish catechetical programmes.

Rev Anthony Francis Fernandes has been a trustee since 1 September 2015. Soon after his ordination in 1977, in India, he was appointed as administrator of the new Salesian Formation House, after which he was sent to Tanzania where he worked as Director of the Archdiocesan Youth Centre until 1986. He was then sent to Kenya to serve as the Provincial Economist of the East African Province for nine years and was then appointed as Director of the Technical School in Tanzania. He then served as Shrine Director in Nairobi for nine years until 2005. In 2008 he joined the British Province and was Rector of the Salesian Community at Savio House Youth Retreat Centre, Bollington from 2014 to 2016.

He took the position of Provincial Economist on 15 August 2020 and now has the responsibility of managing the business of the charity on behalf of the trustees and works full time at the Provincial Office in Bolton.

Governance, structure and management (continued)

Governance (continued)

Rev James Robert Gardner has been a trustee and Vice-Provincial since 1 September 2015. He previously served as a trustee from 2004 to 2010 with responsibility for Youth Ministry. After ordination in 1991 he spent twelve years in Easterhouse, Glasgow, where he worked in youth projects, a job creation scheme for unemployed young adults, as chaplain for three years to a Further Education College, and was for five years a member of the 'Children's Panel'. In 2000 he completed his postgraduate in Management Studies at Glasgow Caledonian University. He was a trustee of a Children's mental health charity for two years. After six years working in Youth Ministry, he was appointed to lead Social Media and Communications in the Province and in 2016 to be responsible for Publications.

Rev Saju John Mullasseril has been a trustee since September 2018. He joined the British Province in 2011 after service at the Salesian headquarters in Rome in the area of IT support and then a masters degree at the Institute of Education in London. He is currently full-time chaplain at St John Bosco College in Battersea.

Rev Martin Gerard Poulson has been a trustee since 1 September 2016. He was Lecturer in Systematic Theology at Heythrop College, University of London, from 2006 and Head of Theology from September 2015. He is currently Senior Lecturer in Systematic Theology at Roehampton University. He has experience of three years' full-time parish ministry and over twenty years' experience of youth ministry and work with young adults, including running residential retreats, leadership training for youth ministers and various forms of music ministry, and ecumenical work. He is active in advocacy in the area of Justice, Peace and the Integrity of Creation. He has been a member of the Province Formation Commission since 2012 and took over responsibility for the initial and on-going formation of the Salesians of the British Province from September 2016.

Rev Fr Jakub Ruzniak SDB

Rev Jakub Ruzniak has been a trustee since 15 August 2020. He was born in Gdansk, Poland and studied philosophy for two years in the Salesian Seminary (WSDTS) in Łódź, Poland. He then completed his practical training in Chertsey, England focusing mainly on the chaplaincy ministry in a Salesian secondary school. Following this, he completed his theological studies in Jerusalem, Israel and was awarded BA in Catholic Theology (STS, Jerusalem Campus). On 13 June 2015 he was ordained as a priest in Rumia, Poland. He then began his ministry in Bootle, England, as Chaplain in Savio Salesian College, a Catholic secondary school. During his ministry in Bootle, he began part-time studies at Hope University in order to obtain a Masters Degree in Pedagogy and Religious Education. Having completed his degree, he is currently undertaking initial teacher training. He is also involved in the parish ministry in the local parish of St James, Bootle.

Governance, structure and management (continued)

Governance (continued)

Rev John Mervyn Williams had been a trustee and the Provincial Economist since August 2002. He had twenty-eight years' experience as a secondary school teacher including four years as Head of Department, five years as Head of Sixth Form and over seventeen years as Headteacher of a 1,550 pupil comprehensive school, Thornleigh Salesian College, Bolton. He was a member of the Province Finance, Investment and Property Committee for six years prior to his appointment as Provincial Economist. His term of office as Provincial Economist ended on 15 August 2020.

Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the accounts in accordance with applicable law and the required Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

The law applicable to charities in England and Wales and in Scotland requires trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the income and application of resources of the charity for that period. In preparing these accounts, the trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the United Kingdom and Republic of Ireland (FRS 102);
- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- ◆ prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011, the relevant Charity (Accounts and Reports) Regulations, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 and the provisions of the charity's constitution. 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.

Governance, structure and management (continued)

Trustees' Responsibilities (continued)

The trustees, led by the Provincial are ultimately responsible for the policies, activities and assets of the charity. They meet each month for one and a half days to discuss Province business, receive reports, and make decisions. There are two longer meetings in March and September to allow for reflection, evaluation and strategic planning. Each year the Provincial makes a formal personal visit to each community in the Province to ensure that the work of the Congregation is being carried forward in the best possible manner.

Key management responsibilities and personnel

In canon law, overall responsibility for the management of the works of the British Salesian Province rests with the Rev James Gerrard Briody, Provincial, a responsibility exercised in his absence by the Vice Provincial (currently the Rev James Robert Gardner). In civil law, as an unincorporated charitable trust, the Provincial and his Council carry joint responsibility as trustees for the works of the Salesians of Don Bosco UK. In practice the business of the charity is managed on behalf of the trustees on an operational basis by the Rev Anthony Fernandes, Provincial Economist and trustee, working full time from the central Provincial Office located at Thornleigh House, Bolton.

He is assisted by a small team of employed professional staff with expertise in finance and other key areas of charity management, including human resources, health & safety, risk management, property maintenance, project management, vehicle leasing and insurance provision.

The key management personnel in charge of directing and controlling, running and operating the charity on a day to day basis are the trustees, including the Provincial Economist. All trustees, including the Provincial Economist, are members of the Congregation and whilst their living and personal expenses are borne by the charity, they receive no remuneration or reimbursement of expenses in connection with their duties as trustees.

External legal, property and financial consultants are engaged to advise and inform the trustees' decision making as required. The Provincial and his Council are supported by a number of committees as they exercise their responsibilities as charity trustees.

The Finance, Investment and Property Committee meets every six weeks to receive reports on the major current issues and to make recommendations about these to the Provincial Council. This Committee meets with the charity's investment managers on a quarterly basis and receives annual reports on (inter alia) insurance cover and provision, the vehicle leasing scheme, the staff pension scheme, health and safety implementation, and the risk assessment process.

Other teams are in place to deal with Formation, the Promotion of Vocations, Youth Ministry, Community Support with a particular focus on care for the elderly Salesians, Social Communications and various projects. Lay people as well as Salesians serve on a number of these teams. The Salesians of Don Bosco are also members of the Safeguarding Commission for Orders in Education (SCOE).

Governance, structure and management (continued)

Key management responsibilities and personnel (continued)

Local Salesian communities are led by the Rectors and domestic bursar responsibilities are covered by community members or employed staff, with guidance and support from the Provincial Office especially in relation to employed personnel matters, health & safety and property.

In respect to Salesian College, Farnborough, the charity's subsidiary, the key management personnel comprise the Governors of the College (i.e. the trustees and directors of the charitable company) together with the senior management team comprising the Headteacher, the Deputy Headteachers, the Assistant Headteachers and the Bursar & Clerk to the Governing Body. The remuneration of the key management personnel at the College is set by the Governors, with the policy objective of ensuring that the personnel are provided with appropriate incentives to encourage enhanced performance and are rewarded in a fair and reasonable manner. The appropriateness and relevance of the remuneration policy is reviewed annually including reference to comparisons with other schools to ensure that the College remains sensitive to the broader issues of pay and employment conditions elsewhere.

The College aims to recruit, subject to experience, at the lower to medium point within a salary scale providing scope for progression and reward for excellence. Delivery of the College's charitable vision and purpose is primarily dependent on its key management personnel and staff costs are the largest single element of its charitable expenditure.

Employees

The charity strives to be an equal opportunities employer and applies objective criteria to assess merit. It aims to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, race, colour, nationality, ethnic or national origin, gender, marital status, sexual orientation or disability. Selection criteria and procedures are reviewed regularly to ensure that individuals are selected, promoted and treated on the basis of their relevant merits and abilities. All employees are given equal opportunities and, where appropriate and possible, special training to enable them to progress both within and outside the organisation. The charity is committed to a programme of action to make this policy effective, and brings it to the attention of all employees.

In January 2018 the Salesian Trustees agreed to change the pension provision for all their employees from the two providers Scottish Widows and NOW:Pensions to Royal London as sole provider. This change was explained to all employees at briefing sessions conducted by Torevell & Partners who also provide pre-retirement advice when it is requested. The Royal London provision meets all employer auto-enrolment requirements of the Pensions Act 2008.

Risk management

The trustees review the major risks facing the charity through their Finance, Investment and Property Committee which provides a detailed report to the trustees. In addition to the key risks associated with COVID-19 (see above), the key principal risks and the steps taken to mitigate these risks are as follows:

Governance, structure and management (continued)

Risk management (continued)

Financial viability and security in order to ensure sufficient income for the delivery and continuity of the charity's ongoing works and community presences. The central Provincial Office employs a qualified accountant as Finance Manager to manage, monitor and oversee all charity expenditure and income for all accounts and locations, along with proper regulatory compliance, with guidance from the external Province Accountant as needed.

The Province investment portfolios are under the discretionary management of three firms experienced in the management of charity funds and commissioned to deliver an agreed level of annual income whilst preserving the capital value of the investments. The trustees' Finance, Investment and Property Committee meeting every six weeks monitors overall Province income and expenditure and prepares the annual budget for approval by the Salesian Trustees. External auditors scrutinise all financial procedures and compliance matters.

At the current time, the finances and investments are being monitored especially closely given the COVID-19 pandemic and its potential impact on investment markets and the economy more generally.

Recruitment, retention and the proper management of staff and voluntary workers to ensure necessary levels of household, care and administrative personnel within communities, and with reducing numbers of professed Salesians the personnel necessary to ensure the effectiveness of the works of the Province. The proper personnel management of all the trustees' employed staff and voluntary workers is under the general oversight of the Provincial Office Manager as are all recruitment procedures to help ensure good practice and compliance with employment legislation. Personnel policies are regularly updated with associated guidance. External professional advice on all employment matters is available to the Provincial Office. The Savio House Youth Retreat Centre is dependent on the annual recruitment of young voluntary residential workers. As failure to recruit is the major risk a well-established process is in place through targeted alerts, notices and established links to seek to ensure the engagement of voluntary residential workers each year.

Reputational, safeguarding and insurance risks. The trustees seek through regular contact with all centres and works, through meetings with rectors of all communities, through annual meetings with all administrators and through regular administrative guidance to ensure good practice in all aspects of the charity's work. Comprehensive insurance cover is in place to protect property, employment, safeguarding and all other liabilities carried by the charity trustees including terrorism cover for the London properties. Historical allegations of failures in due care for the charity's beneficiaries have the potential to bring the charity into disrepute. On the occurrence of any such allegations, professional, legal and insurance advice guides the actions of the trustees and a press spokesperson has been engaged to speak on behalf of the charity. Any new safeguarding issues are referred to the Safeguarding Commission for Orders in Education (SCOE).

Governance, structure and management (continued)

Risk management (continued)

Health and Safety and the proper management of associated risks. Detailed guidance on legislative requirements and good on-site local practice is overseen by the Provincial Office Manager in her role as Health and Safety Coordinator. She visits communities on a regular basis to conduct Health and Safety audits and reviews. The charity contracts with the PIB Risk Management Service (part of DE Ford, insurance brokers for the charity) for the services of a Risk Manager who is a Chartered Health and Safety Practitioner with the Chartered Institute of Occupational Health and Safety (IOSH) and on the Occupational Safety and Health Consultants Register (OSCHR). The Risk Manager makes regular site visits.

All new employees and voluntary workers are instructed as to workplace and on-site Health and Safety policies and practice and regular training and updating sessions are arranged for staff with compulsory attendance. The Province Health & Safety Coordinator submits a detailed annual report to the charity trustees reporting in the first instance to their Finance, Investment and Property Committee. The report, with an annual action plan, is a comprehensive overview of all Health and Safety matters across the Province including occupational health issues.

The quality of the provision of education in the charity's schools. Four secondary schools are active in delivering the charity's educational mission under the sole trusteeship of the Salesians of Don Bosco or under partnership arrangements with the local diocese. Key risks to the schools are loss of numbers, falling standards, loss of reputation, loss of a Salesian ethos, insufficient funding and failure to recruit high quality staff. In all four schools the Salesian trustees, through appointment or nomination of governors, seek to ensure that the composition of the governing bodies is such that the necessary skills are present to monitor standards, support, challenge and recruit high quality staff, promote the educational charism of St John Bosco and fully meet all statutory and legislative requirements. Salesian advisors assist with all Headship appointments.

The **General Data Protection Regulations (GDPR)** came into full effect on 25 May 2018 and the charity has worked to manage the risk of non-compliance through a detailed audit of data held and current practice, along with staff training co-ordinated by the Provincial Office Manager as the designated person. Clear Province policies and privacy statements have been formulated and all communities and works received GDPR compliant guidance as to the gathering, processing and storage of personal data, with no more than essential data held at local level.

In respect to **Salesian College, Farnborough**, the College's governors have assessed the major risks to which the College is exposed including those arising because of COVID-19, and believe them to be those in connection with specific operational areas and the finances. Examples include loss of numbers, falling standards, loss of reputation, loss of Salesian ethos and loss of, or failure to recruit, high quality staff. The governors believe that by monitoring borrowing and reserve levels, by ensuring controls exist over key financial systems, and by examining the operational business risks faced by the College, they have established effective systems to mitigate those risks.

Governance, structure and management (continued)

Risk management (continued)

The key controls used by the College include: formal written policies; clear authorisation and approval levels; vetting procedures as required by law for the protection of the vulnerable; established organisational structures and lines of reporting; formal agendas for all committee and Governing Body activity; detailed terms of reference for all committees; and comprehensive planning, budgeting and management accounting.

The Provincial Chapter convened every three years and the on-going 3 year Provincial Plan also seek to identify any risks that the charity will have to face. The trustees are satisfied that the necessary controls are in place to cope with these risks, within the constraints of their mission objectives.

Approved by the trustees and signed on their behalf by:

James Gerrard Briody

Trustee

Approved by the trustees on: 18 July 2021

Independent auditor's report to the trustees of Salesians of Don Bosco UK

Opinion

We have audited the accounts of Salesians of Don Bosco UK (the 'parent charity') and of Salesians of Don Bosco UK and its subsidiary (the 'group') for the year ended 31 December 2020 which comprise the group and parent charity statement of financial activities, the group and parent balance sheets, the consolidated statement of cash flows, the principal accounting policies and the notes to the accounts. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the accounts:

- ◆ give a true and fair view of the state of the group's and of the parent charity's affairs as at 31 December 2020 and of the group's and the parent charity's income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ◆ have been prepared in accordance with the requirements of the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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 accounts section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the accounts 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Consolidated Annual Report and Accounts, other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion:

- ◆ the information given in the trustees' report is inconsistent in any material respect with the accounts; or
- ◆ sufficient and proper accounting records have not been kept by the parent charity; or
- ◆ the parent charity accounts are not in agreement with the accounting records and returns; or
- ◆ we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the group's and the parent charity'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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts

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

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

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and
- ◆ we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011) and those that relate to data protection (General Data Protection Regulation), education legislation (including the Children's Act) and safeguarding regulations.
- ◆ We understood how the charity is complying with those legal and regulatory frameworks by making enquiries of management and those responsible for legal and compliance procedures. We corroborated our enquiries through our review of the minutes of trustees' meetings and reports from regulatory bodies.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur. Audit procedures performed by the engagement team included:

- ◆ Identifying and assessing the design effectiveness of controls in place to prevent and detect fraud;
- ◆ Understanding how those charged with governance considered and addressed the potential for override of controls or other inappropriate influence over the financial reporting process;

Auditor's responsibilities for the audit of the accounts (continued)

- ◆ Challenging assumptions and judgements made by management in its significant accounting estimates;
- ◆ Identifying and testing journal entries;
- ◆ Assessing the extent of compliance with the relevant laws and regulations as part of our procedures on the relevant accounts item to which they relate.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ performed substantive testing on expenditure; and
- ◆ tested journal entries to identify unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ reading the minutes of meetings of those charged with governance; and
- ◆ enquiring of management as to actual and potential litigation and claims.

As part of our consideration of the above areas, we also reviewed the audit work undertaken by the auditor of the charity's subsidiary, Salesian College Farnborough, to satisfy ourselves that comparable procedures to those undertaken on the parent charity had been undertaken. Where necessary, the above procedures were extended to cover the College.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Independent auditor's report 31 December 2020

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and with regulations made under section 154 of that Act, and in accordance with Section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Buzzacott LLP
Statutory Auditor
130 Wood Street
London
EC2V 6DL

26 July 2021

Buzzacott LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

Consolidated (group) statement of financial activities Year to 31 December 2020

	Notes	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Income							
Donations and legacies	1	867,912	497,406	1,365,318	911,275	957,496	1,868,771
Other trading activities	2	30,192	—	30,192	82,817	—	82,817
Investment income and interest receivable	3	1,161,982	—	1,161,982	1,304,737	—	1,304,737
Income from charitable activities	4	9,245,207	17,000	9,262,207	8,665,289	55	8,665,344
Other income:							
. Surplus on disposals	5	348,273	—	348,273	6,504,097	—	6,504,097
. Coronavirus Job Retention Scheme and similar grants		76,701	—	76,701	—	—	—
. Miscellaneous		10,833	—	10,833	7,778	—	7,778
. Foreign exchange gains		20,978	—	20,978	—	—	—
Total income		11,762,078	514,406	12,276,484	17,475,993	957,551	18,433,544
Expenditure							
Raising funds							
. Costs of generating voluntary income	6	—	—	—	3,000	—	3,000
. Investment management costs		165,415	—	165,415	145,243	—	145,243
. Rental property expenses		10,512	—	10,512	4,624	—	4,624
. Interest payable		3,782	—	3,782	10,949	—	10,949
Charitable activities							
. Donations and support of overseas missions	7	23,565	725,643	749,208	35,082	712,888	747,970
. Salesian College Farnborough	8	7,857,568	—	7,857,568	7,656,101	540	7,656,641
. Savio House Retreat Centre, Bollington	9	468,985	—	468,985	576,457	—	576,457
. Ministry of the members of the Congregation and their support	10	2,191,502	—	2,191,502	2,426,412	—	2,426,412
. Publicity and promotion	11	281,908	—	281,908	348,277	—	348,277
Other expenditure		8,102	—	8,102	4,430	—	4,430
Total expenditure		11,011,339	725,643	11,736,982	11,210,575	713,428	11,924,003
Net income (expenditure) before net (losses) gains on investments		750,739	(211,237)	539,502	6,265,418	244,123	6,509,541
Net (losses) gains on investments	18	(150,758)	—	(150,758)	3,159,006	—	3,159,006
Net income (expenditure) and net movement in funds	14	599,981	(211,237)	388,744	9,424,424	244,123	9,668,547
Funds reconciliation:							
Balances brought forward at 1 January 2020		64,465,489	1,053,100	65,518,589	55,041,065	808,977	55,850,042
Balances carried forward at 31 December 2020		65,065,470	841,863	65,907,333	64,465,489	1,053,100	65,518,589

All of the group's activities derived from continuing operations during the above two financial periods.

All recognised gains and losses are included in the above statement of financial activities.

Charity statement of financial activities Year to 31 December 2020

	Notes	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Income							
Donations and legacies	1	884,061	497,406	1,381,467	926,758	957,496	1,884,254
Other trading activities	2	30,192	—	30,192	82,817	—	82,817
Investment income and interest receivable	3	1,424,586	—	1,424,586	1,596,996	—	1,596,996
Income from charitable activities	4	71,384	—	71,384	245,703	—	245,703
Other income:							
. Surplus on disposals	5	348,273	—	348,273	6,504,097	—	6,504,097
. Coronavirus Job Retention Scheme and similar grants		76,701	—	76,701	—	—	—
. Foreign exchange gains		20,978	—	20,978	—	—	—
Total income		2,856,175	497,406	3,353,581	9,356,371	957,496	10,313,867
Expenditure							
Raising funds							
. Costs of generating voluntary income	6	—	—	—	3,000	—	3,000
. Investment management costs		159,753	—	159,753	145,243	—	145,243
. Rental property expenses		10,512	—	10,512	4,624	—	4,624
. Interest payable		3,782	—	3,782	10,949	—	10,949
Charitable activities							
. Donations and support of overseas missions	7	23,565	725,643	749,208	35,082	712,888	747,970
. Salesian College Farnborough	8	47,061	—	47,061	47,061	—	47,061
. Savio House Retreat Centre, Bollington	9	468,985	—	468,985	576,457	—	576,457
. Ministry of the members of the Congregation and their support	10	2,191,502	—	2,191,502	2,426,412	—	2,426,412
. Publicity and promotion	11	281,908	—	281,908	348,277	—	348,277
Other expenditure		8,102	—	8,102	4,430	—	4,430
Total expenditure		3,195,170	725,643	3,920,813	3,601,535	712,888	4,314,423
Net (expenditure) income before net (losses) gains on investments		(338,995)	(228,237)	(567,232)	5,754,836	244,608	5,999,444
Net (losses) gains on investments	18	(206,438)	—	(206,438)	3,159,006	—	3,159,006
Net (expenditure) income and net movement in funds	14	(545,433)	(228,237)	(773,670)	8,913,842	244,608	9,158,450
Funds reconciliation:							
Balances brought forward at 1 January 2020		59,281,667	1,035,592	60,317,259	50,367,825	790,984	51,158,809
Balances carried forward at 31 December 2020		58,736,234	807,355	59,543,589	59,281,667	1,035,592	60,317,259

All of the charity's activities derived from continuing operations during the above two financial periods.

All recognised gains and losses are included in the above statement of financial activities.

Balance sheets 31 December 2020

	Notes	Group		Charity	
		2020 £	2019 £	2020 £	2019 £
Fixed assets					
Tangible assets	17	25,810,001	26,468,588	20,855,013	21,231,251
Investments	18	38,617,821	38,839,707	37,742,625	38,039,707
		64,427,822	65,308,295	58,597,638	59,270,958
Current assets					
Stocks		107,114	85,771	107,114	85,771
Debtors receivable after more than one year	19	11,520	11,520	11,520	11,520
Debtors receivable within one year	20	263,432	464,744	178,872	249,375
Cash at bank and in hand		2,986,184	2,284,976	1,010,702	1,011,501
		3,368,250	2,847,011	1,308,208	1,358,167
Creditors: amounts falling due within one year	21	(1,466,712)	(1,894,179)	(362,257)	(311,866)
Net current assets		1,901,538	952,832	945,951	1,046,301
Total assets less current liabilities		66,329,360	66,261,127	59,543,589	60,317,259
Creditors: amounts falling due after one year	22	(422,027)	(742,538)	—	—
Total net assets		65,907,333	65,518,589	59,543,589	60,317,259
The funds of the charity					
Income funds:					
Restricted funds	23	841,863	1,053,100	807,355	1,035,592
Unrestricted funds					
. Designated funds	24				
.. Ministry of the members of the Congregation and their support and retirement fund		15,000,000	15,000,000	15,000,000	15,000,000
.. Savio House support fund		10,000,000	10,000,000	10,000,000	10,000,000
.. Youth ministry fund		5,000,000	5,000,000	5,000,000	5,000,000
.. Salesian College Farnborough fund		6,329,236	5,183,822	—	—
		36,329,236	35,183,822	30,000,000	30,000,000
. Tangible fixed assets fund	25	20,855,013	21,231,251	20,855,013	21,231,251
. General funds		7,881,221	8,050,416	7,881,221	8,050,416
	26	65,907,333	65,518,589	59,543,589	60,317,259

Approved by the trustees
and signed on their behalf by:

James Gerrard Briody

Trustee

Approved on: 28 July 2021

Consolidated statement of cash flows Year to 31 December 2020

	Notes	2020 £	2019 £
Cash flows from operating activities:			
Net cash (used in) provided by operating activities	A	(467,594)	6,200,828
Cash flows from investing activities:			
Investment income and interest received		1,161,982	1,304,737
Proceeds from the disposal of tangible fixed assets		400,000	—
Purchase of tangible fixed assets		(107,101)	(1,125,497)
Proceeds from the disposal of investments		7,349,949	3,023,938
Purchase of investments		(8,765,690)	(7,807,157)
Net cash provided by (used in) investing activities		39,140	(4,603,979)
Cash flows from financing activities:			
Repayments of borrowing		(306,847)	(299,191)
Net cash used in financing activities		(306,847)	(299,191)
Change in cash and cash equivalents in the year		(735,301)	1,297,658
Cash and cash equivalents at 1 January 2020	B	4,326,210	3,028,552
Cash and cash equivalents at 31 December 2020	B	3,590,909	4,326,210

Notes to the consolidated statement of cash flows for the year to 31 December 2020.

A Reconciliation of net movement in funds to net cash (used in) provided by operating activities

	2020 £	2019 £
Net movement in funds (as per the statement of financial activities)	388,744	9,668,547
Adjustments for:		
Depreciation charge	712,184	812,988
Losses (gains) on investments	201,118	(3,159,006)
Surplus on disposal of tangible fixed assets	(346,496)	—
Investment income and interest receivable	(1,161,982)	(1,304,737)
Increase in stock	(21,343)	(4,246)
Decrease in debtors	201,312	105,113
(Decrease) increase in creditors	(441,131)	82,169
Net cash (used in) provided by operating activities	(467,594)	6,200,828

Consolidated statement of cash flows Year to 31 December 2020

B Analysis of changes in net debt

	2019 £	Cash Flows £	Foreign exchange movements £	Other Non- cash movements £	2020 £
Cash and cash equivalents					
Cash at bank and in hand	2,284,976	680,230	20,978	—	2,986,184
Cash held by investment managers	2,041,234	(1,436,509)	—	—	604,725
	4,326,210	(756,279)	20,978	—	3,590,909
Borrowings					
Loans due within one year	(412,848)	306,847	—	(262,347)	(368,348)
Loans due after more than one year	(374,069)	—	—	262,347	(111,722)
	(786,917)	306,847	—	—	(480,070)
Total cash and cash equivalents	3,539,293	(449,432)	20,978	—	3,110,839

Principal accounting policies 31 December 2020

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are laid out below.

Basis of preparation

These accounts have been prepared for the year to 31 December 2020 with comparative information provided in respect to the year to 31 December 2019.

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these accounts.

The accounts 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 United Kingdom and Republic of Ireland (Charities SORP FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The accounts are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the trustees and management to make significant judgements and estimates.

The items in the accounts where these judgements and estimates have been made include:

- ◆ the useful economic lives attributed to tangible fixed assets used to determine the annual depreciation charge;
- ◆ the valuation of the charity's investment properties, which has been estimated by the trustees based on advice received regarding property values in the local area;
- ◆ the estimation of legacy income to which there was entitlement at the year end;
- ◆ the provision against doubtful and bad debts in respect to school tuition fees and related charges and in respect to retreat centre charges;
- ◆ the allocation of Provincial Office overheads and governance costs between charitable expenditure categories;
- ◆ estimates in respect to accrued expenditure;
- ◆ the assumptions adopted by the trustees in determining the value of any designations required from the charity's general unrestricted funds; and
- ◆ the estimation of future income and expenditure for the purpose of assessing going concern (see below).

Assessment of going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect to a period of at least one year from the date of approval of these accounts and have considered carefully the impact of COVID-19 on the charity's finances – both for the short term and medium term.

The group and charity's income has been impacted in a number of areas. The Savio House Youth Retreat Centre had to close all its residential and other activities in March 2020 and income has fallen significantly as a result. Similarly, the Youth Office had to cancel all summer camps and activities and curtail other work. All seven parishes administered through the charity had to close their churches. Whilst all of these activities generated less income during 2020, the associated costs were also reduced because of the furloughing of staff in certain areas and the saving of direct costs.

One of the charity's main regular source of annual income is from investments (£1,161,982 in 2020). The COVID-19 pandemic has had a significant impact on stock market values, but in spite of falls of 10 to 12% in the market value of the charity's listed investments during 2020, the portfolios have regained value as global markets have recovered and the market value of the province's listed investment portfolio as at 31 December 2020 of £35,417,625 was less than 1% down on the position as at 31 December 2019 (£35,714,707). The trustees will continue to monitor the position but the charity is a long term investor and will await the anticipated medium term full market recovery.

During the school closures of 2020 and early 2021, Salesian College (Farnborough) was able to replace classroom teaching with a comprehensive remote teaching and learning programme following the existing College timetable. The College was able to identify funds to support parents facing financial challenges due to the COVID-19 outbreak. These funds have been supplemented by cost savings and the utilisation of the Coronavirus Job Retention Scheme. In addition, the College froze tuition fees and lunch charges for the 2020/21 academic year at the 2019/20 level. At present, recruitment and retention of pupils has not been significantly affected although some concern remains regarding the number of pupils transitioning from Year 11 into the Sixth Form.

Despite the challenges of the pandemic and its financial impact as summarised above, the trustees do not consider material concerns to have arisen over the charity's financial position during 2020, nor are such concerns considered likely to emerge in the short or medium term. The charity and group have sufficient general and designated funds, and sufficient liquidity in the form of cash and listed investments, to enable them to weather the crisis and the trustees believe both the charity and the group are a going concern.

The trustees are of the opinion that the charity and group will have sufficient resources to meet their liabilities as they fall due. The most significant areas of judgement that affect items in the accounts are detailed above.

Principal accounting policies 31 December 2020

Basis of consolidation

The group accounts consolidate the accounts of the charity and of its subsidiary undertakings (see notes 27 and 28) drawn up to 31 December 2020. The results of the subsidiaries are consolidated on a line by line basis.

Income recognition

Income is recognised in the period in which the charity has entitlement to the income, the amount of income can be measured reliably and it is probable that the income will be received.

Income comprises donations, legacies, school tuition fees and related charges, retreat centre income, investment income, interest receivable, the surplus on disposal of tangible fixed assets, grants from the Coronavirus Job Retention Scheme and miscellaneous income.

Donations, including salaries and pensions of individual religious received under Gift Aid or deed of covenant, are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are included in the statement of financial activities when the charity is entitled to the legacy, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the charity.

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 to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, 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. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title of the asset having being transferred to the charity.

Income recognition (continued)

Fees receivable in respect to Salesian College, Farnborough and retreat centre community and youth work are recognised to the extent that it is probable that the economic benefits will flow to the group and charity and the revenue can be reliably measured. It is measured at the fair value of the consideration received or receivable, excluding discounts and rebates. In particular, Salesian College, Farnborough fees receivable represent gross tuition fees and related charges before deduction of bursaries in respect to enrolled pupils. Retreat Centre community and youth work income represents fees receivable for the provision of retreats and similar activities.

Investment income comprises dividends and interest receivable. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. Interest payable on investment assets is recognised on an accruals basis.

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.

The surplus on the disposal of tangible fixed assets, including on the sale of land and buildings, is calculated as the difference between the sale proceeds net of sale costs and the net book value of the asset immediately prior to disposal. It is accounted for once legal completion of the disposal has taken place.

Grant income from the Government's Coronavirus Job Retention Scheme and similar schemes is recognised in the period in the claim has been made and when the amount receivable is quantifiable and receipt is probable.

Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure includes any attributable VAT which cannot be recovered.

All expenditure is accounted for on an accruals basis. Expenditure comprises direct costs and support costs. All expenses, including support costs, are allocated or apportioned to the applicable expenditure headings. The classification between activities is as follows:

- a. Expenditure on raising funds includes expenditure incurred in generating voluntary income, the fees paid to investment managers in connection with the management of the charity's listed investments, the costs in connection with the rental and upkeep of the charity's investment properties and interest payable on loan finance.
- b. Expenditure on charitable activities includes expenditure on the charity's primary charitable purposes as described in the trustees' report and include:

Expenditure recognition (continued)

- ◆ The making of grants and donations. In the main, grants and donations are made to support the Congregation's overseas missions. Other donations are made only in cases where the trustees consider there is real need following a review of the details of each particular case. Grants and donations are included in the statement of financial activities when approved for payment. Provision is made for grants and donations approved but unpaid at the year end.
- ◆ Expenditure incurred in providing education at The Salesian College, Farnborough.
- ◆ Expenditure incurred in operating the Savio House Retreat Centre, Bollington.
- ◆ Expenditure on the support of education generally.
- ◆ Expenditure on the support of the work of the Province of the Society of the Salesians of Don Bosco. Such expenditure enables the members to carry out the work of the charity in the areas of the advancement of the Roman Catholic faith, the relief of poverty, and the general provision of education by supporting Salesians who teach in state schools and which aim to preserve the Salesians ethos. In addition, the charity provides for the needs of the elderly and sick members of the Congregation.
- ◆ Expenditure in connection with the "promotion of the work" of the Salesians of Don Bosco.

In accordance with the Charities SORP FRS 102 volunteer time is not recognised.

Support and governance costs

Support costs or Provincial Office overheads represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of personnel development, financial procedures, provision of office services and equipment and a suitable working environment.

Governance costs comprises the costs directly attributable to the governance of the charity including audit costs and the necessary legal procedures for compliance with statutory requirements.

Support costs including governance costs are allocated out to the activities they are supporting on the basis described in note 13

Tangible fixed assets

Land and buildings

The freehold land and buildings legally owned by the charity and occupied rent free on behalf of the trustees or the governing bodies of Catholic voluntary-aided and similar schools, which are separate charities and publicly funded, are valued at £nil. The trustees consider that no meaningful value can be attributed to these assets, since they are not used directly by the charity, do not generate income and cannot be disposed of in the open market or put to alternative use while such occupation, which may be indefinite, continues.

Principal accounting policies 31 December 2020

Tangible fixed assets (continued)

Land and buildings (continued)

In the event of the Congregation ceasing its ministry in a parish, the trustees would consider themselves obliged to allow assets owned by the charity but used specifically for that parish and for no other purpose to continue to be used indefinitely and rent free to meet the needs of the parish for a church and/or related accommodation. As a result such properties are excluded from the accounts.

The valuation of major non-residential properties owned by the charity as at 31 December 1997 is based on one third of their insurance value as at 31 December 1991 and is now regarded as deemed cost under the transitional provisions of FRS 102.

Additions to major non-residential properties on or after 1 January 1998 are included at cost. Depreciation on such freehold buildings is calculated on a straight line basis at 1% per annum. The trustees regularly assess the state of repair and value of these properties and believe that the nature of the properties, their age and the use to which they are put mean that a 100 year depreciation period is justifiable and appropriate.

The valuation of residential properties occupied by the confrères is based on the Council Tax valuation of the buildings as at 31 December 1997 inflated by 25% to provide an estimate of their existing use basis as at that date. Under the transitional provisions of FRS 102 this valuation is now deemed to be cost. Additions to residential properties on or after 1 January 1998 are included at cost. Depreciation on such freehold buildings is calculated on a straight line basis at 2% per annum. Freehold buildings in the course of construction are not depreciated until brought into use.

Other assets

Prior to 1 January 1997 all capital expenditure (other than land and buildings) was written off as incurred. At that date the trustees entered the current cost of assets not previously shown in the balance sheet where this was available and the estimated market value as at that date where original cost was not available. Subsequent acquisitions or improvements are capitalised at cost.

Expenditure below £5,000 (Salesian College Farnborough – £100) is not capitalised.

Depreciation is calculated by the straight-line method to write off the cost/value, less anticipated residual value, over the expected useful lives of assets as follows:

♦ Leasehold property improvements	40 years
♦ Domestic equipment	4 years
♦ Motor vehicles	4 years
♦ Computers	3 years

Investments

Listed investments are a form of 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 middle market price.

The charity does not acquire put options, derivatives or other complex financial instruments.

As noted above the main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

The valuation of investment properties (not occupied by Salesians), which are rented out to non-Salesians, is based on current open market valuation. These properties are not depreciated.

Realised and unrealised gains (or losses) are reflected in the statement of financial activities in the year in which they occur.

Stocks

Stocks are stated at the lower of cost and net realisable value.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short term deposits. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

Fund structure

The general fund comprises those monies which may be used towards meeting the charitable objectives of the charity and which may be applied at the discretion of the trustees.

The tangible fixed assets fund represents the net book value of those tangible fixed assets which are not financed out of restricted funds or included in the Salesian College Farnborough fund.

The designated funds are monies set aside out of general funds and designated for specific purposes, although the trustees may ultimately use such funds for other purposes.

The restricted funds are monies raised for, and their use restricted to, a specific purpose, or donations subject to donor imposed conditions.

Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight line basis over the lease term.

Pension costs

Contributions in respect of the defined benefit scheme represent contributions to the Teachers Pensions Scheme and are recognised in the statement of financial activities so as to spread the cost of pensions over employees' working lives.

Contributions in respect of defined contribution schemes are charged to the statement of financial activities in the year in which they are payable to the schemes.

Services provided by members of the Congregation

For the purpose of these accounts, no monetary value has been placed on the care, administrative and other services provided by the members of the Congregation.

1 Donations and legacies

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Salaries and pensions of individual religious received under Gift Aid or deed of covenant	755,484	—	755,484	717,227	—	717,227
Legacies	11,095	175,670	186,765	4,089	643,073	647,162
Mass offerings, stole fees and clergy offerings	39,340	—	39,340	76,654	—	76,654
Other donations	78,142	321,736	399,878	128,788	314,423	443,211
Charity total	884,061	497,406	1,381,467	926,758	957,496	1,884,254
Less: Farnborough salaries	(16,149)	—	(16,149)	(15,483)	—	(15,483)
Group total	867,912	497,406	1,365,318	911,275	957,496	1,868,771

The figure of £755,484 (2019 – £717,227) for salaries and pensions of individual religious is made up of £250,144 (2019 – £241,659) earned by members of the Congregation, both working and semi-retired, working in schools, seminaries and in Roman Catholic dioceses and £505,340 (2019 – £475,568) from members' pension entitlements.

Following the year end, the charity was notified that it is a beneficiary under a will and expects to receive approximately £375,000 from the estate following the deduction of anticipated liabilities and fees.

2 Other trading activities

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Publication sales	29,984	—	29,984	49,078	—	49,078
Other receipts	208	—	208	33,739	—	33,739
Total	30,192	—	30,192	82,817	—	82,817

3 Investment income and interest receivable

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Listed on UK Stock Exchange						
. UK fixed interest	222,151	—	222,151	190,402	—	190,402
. UK equities	882,535	—	882,535	1,052,817	—	1,052,817
. Other investment income	1,075	—	1,075	1,422	—	1,422
	<u>1,105,761</u>	<u>—</u>	<u>1,105,761</u>	<u>1,244,641</u>	<u>—</u>	<u>1,244,641</u>
Income from investment property						
. Rent	42,522	—	42,522	37,997	—	37,997
Interest receivable						
. Bank interest	12,385	—	12,385	19,227	—	19,227
. Cash held by investment managers	1,314	—	1,314	2,872	—	2,872
	<u>13,699</u>	<u>—</u>	<u>13,699</u>	<u>22,099</u>	<u>—</u>	<u>22,099</u>
Group total	1,161,982	—	1,161,982	1,304,737	—	1,304,737
Less: Interest received by Salesian College Farnborough Limited	(10,759)	—	(10,759)	(9,228)	—	(9,228)
Less: Dividends received by Salesian College Farnborough Limited	(25,506)	—	(25,506)	—	—	—
Add: Interest paid from Salesian College Farnborough Limited	4,496	—	4,496	7,114	—	7,114
Add: Rents paid from Salesian College Farnborough Limited	294,373	—	294,373	294,373	—	294,373
Charity total	<u>1,424,586</u>	<u>—</u>	<u>1,424,586</u>	<u>1,596,996</u>	<u>—</u>	<u>1,596,996</u>

4 Income from charitable activities

Group	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Salesian College Farnborough fees and related charges	9,173,823	17,000	9,190,823	8,419,586	55	8,419,641
Retreat centre community and youth work income	71,384	—	71,384	245,703	—	245,703
Total	<u>9,245,207</u>	<u>17,000</u>	<u>9,262,207</u>	<u>8,665,289</u>	<u>55</u>	<u>8,665,344</u>
Charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Retreat centre community and youth work income	71,384	—	71,384	245,703	—	245,703

5 Surplus on disposals

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Net proceeds before overage	—	—	—	6,216,592	—	6,216,592
Overage receipt (see below)	—	—	—	287,505	—	287,505
Surplus on disposal of tangible fixed assets – freehold land and buildings	348,273	—	348,273	—	—	—
Group and charity total	348,273	—	348,273	6,504,097	—	6,504,097

During the previous year, the group and charity completed the sale of a school playing field at Chertsey, Surrey, to a developer. One of the conditions of sale was that the developer source and acquire an alternative playing field on behalf of the charity. On completion of the sale an overage payment was due based on the increase in the Land Registry House Prices Index between the date of the sale agreement and the date of achieving planning permission.

6 Raising funds

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Administration and travel costs	—	—	—	3,000	—	3,000

7 Donations and support of overseas missions

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Missionary work of the Congregation abroad	—	725,643	725,643	—	712,888	712,888
Donations to other organisations (see below)	23,565	—	23,565	35,082	—	35,082
	23,565	725,643	749,208	35,082	712,888	747,970

7 Donations and support of overseas missions (continued)

During the year donations comprised:

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Catholic Youth Ministry Federation	—	—	—	10,000	—	10,000
Salesian Mission Africa	—	—	—	7,500	—	7,500
Centre for Research and Development in Catholic Education	—	—	—	5,000	—	5,000
Kanelm Youth Trust	—	—	—	3,000	—	3,000
Cornerstone	—	—	—	1,000	—	1,000
Children's Holiday Fund	—	—	—	1,500	—	1,500
Million Minutes	—	—	—	1,000	—	1,000
Savio Salesian College	7,500	—	7,500	—	—	—
Salesian College Thornleigh	4,050	—	4,050	—	—	—
Other donations under £1,000	2,015	—	2,015	4,412	—	4,412
Donations to individuals	10,000	—	10,000	1,670	—	1,670
	23,565	—	23,565	35,082	—	35,082

During 2020 there was one donation made to an individual (2019 – one).

8 Salesian College Farnborough

Group	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Teaching costs	3,693,281	—	3,693,281	3,526,548	—	3,526,548
Finance costs	17,144	—	17,144	23,555	—	23,555
Premises	1,098,281	—	1,098,281	1,112,196	—	1,112,196
Administration of the College	2,404,081	—	2,404,081	2,379,437	540	2,379,977
Marketing and publicity	15,806	—	15,806	55,817	—	55,817
Bursaries granted	628,975	—	628,975	558,548	—	558,548
	7,857,568	—	7,857,568	7,656,101	540	7,656,641

Charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Premises	47,061	—	47,061	47,061	—	47,061

9 Savio House Retreat Centre, Bollington

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Staff costs	171,152	—	171,152	197,581	—	197,581
Premises	132,735	—	132,735	180,332	—	180,332
Operational costs	45,360	—	45,360	77,202	—	77,202
Administration of the retreat centre	119,738	—	119,738	121,342	—	121,342
Group and charity total	468,985	—	468,985	576,457	—	576,457

10 Ministry of the members of the Congregation and their support

Expenditure incurred in maintaining and supporting members of the Congregation, so that they can engage in pastoral work and ministry, enables the members to carry out the charitable work of the charity in the areas of the advancement of the Roman Catholic faith, the advancement of education and the relief of poverty. Such expenditure comprises:

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Staff costs	470,114	—	470,114	452,632	—	452,632
Members' living and personal expenses	581,213	—	581,213	746,138	—	746,138
Premises	785,211	—	785,211	810,197	—	810,197
Education, training and spiritual renewal	119,699	—	119,699	122,993	—	122,993
Allocation of Provincial office overheads (note 13)	235,265	—	235,265	294,452	—	294,452
Group and charity total	2,191,502	—	2,191,502	2,426,412	—	2,426,412

11 Publicity and promotion: costs of goods sold and other costs

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Publication and other costs	281,908	—	281,908	348,277	—	348,277

12 Governance costs

Group and charity	Un-restricted funds £	Restricted funds £	Total funds 2020 £	Un-restricted funds £	Restricted funds £	Total funds 2019 £
Auditor's remuneration	21,100	—	21,100	21,750	—	21,750

13 Allocation of Provincial Office overheads

Group and charity	Savio House Retreat Centre, Bollington £	Support of members of the Congre- gation and their ministry £	Publicity and promotion £	Total 2020 £	Basis of apportion- ment
Staff costs	18,724	53,496	8,024	80,244	Per full-time equivalent employees
Office running costs	12,673	36,209	5,431	54,313	
Administration	4,450	12,715	1,907	19,072	
Travelling expenses	1,788	5,108	766	7,662	
Professional fees	25,299	72,282	10,842	108,423	
Vehicle leasing	6,367	18,193	2,729	27,289	
Irrecoverable VAT	8,118	23,195	3,479	34,792	
Governance costs (note 12)	4,923	14,067	2,110	21,100	
Group and charity total	82,342	235,265	35,288	352,895	

Group and charity	Savio House Retreat Centre, Bollington £	Support of members of the Congre- gation and their ministry £	Publicity and promotion £	Total 2019 £	Basis of apportion- ment
Staff costs	24,187	72,561	13,821	110,569	Per full-time equivalent employees
Office running costs	14,113	42,340	8,065	64,518	
Administration	8,630	25,891	4,932	39,453	
Travelling expenses	3,084	9,252	1,762	14,098	
Professional fees	25,720	77,160	14,697	117,577	
Vehicle leasing	6,539	19,616	3,736	29,891	
Irrecoverable VAT	11,120	33,359	6,354	50,833	
Governance costs (note 12)	4,758	14,273	2,719	21,750	
Group and charity total	98,151	294,452	56,086	448,689	

14 Net (expenditure) income and net movement in funds

This is stated after charging:

	Group Total 2020 £	Group Total 2019 £	Charity Total 2020 £	Charity Total 2019 £
Staff costs (note 15)	5,532,729	5,336,739	867,380	883,524
Auditor's and component auditor's remuneration				
. Statutory audit – group accounts	16,600	17,100	16,600	17,100
. Salesian College Farnborough	10,020	20,970	4,500	4,650
Depreciation	712,184	812,988	408,205	409,422
Operating lease rentals	67,428	91,441	67,428	91,441

15 Staff costs and trustees' remuneration

Group	2020 £	2019 £
Staff costs during the year were as follows:		
Wages and salaries	4,386,197	4,322,859
Social security costs	426,877	426,141
Other pension costs	719,655	587,739
	5,532,729	5,336,739

Group	2020 £	2019 £
Staff costs per function were as follows:		
Publicity and promotion	79,828	76,748
Youth work	66,042	45,994
Salesian College Farnborough	4,665,349	4,453,215
Savio House Retreat Centre, Bollington	171,152	197,581
Support of the members of the Congregation and their ministry	470,114	452,632
Support (note 13)	80,244	110,569
	5,532,729	5,336,739

Charity	2020 £	2019 £
Staff costs during the year were as follows:		
Wages and salaries	768,111	779,276
Social security costs	63,946	69,206
Other pension costs	35,323	35,042
	867,380	883,524

Charity	2020 £	2019 £
Staff costs per function were as follows:		
Publicity and promotion	79,828	76,748
Youth work	66,042	45,994
Savio House Retreat Centre, Bollington	171,152	197,581
Support of the members of the Congregation and their ministry	470,114	452,632
Support (note 13)	80,244	110,569
	867,380	883,524

The number of employees receiving annual remuneration in excess of £60,000 per annum was as follows:

Group and charity	2020	2019
£70,000 to £79,999	2	2
£80,000 to £89,999	1	1
£90,000 to £99,999	1	1

15 Staff costs and trustees' remuneration (continued)

No contributions have been made to defined contribution pension schemes for the above employees (2019 – none). Three of the above employees (2019– three) are accruing benefits under a defined benefit pension scheme.

No employees of the charity earned in excess of £60,000 during the year.

The average number of employees during the year was as follows:

	Group		Charity	
	2020	2019	2020	2019
Publications and promotion	3	4	3	4
Provision of education	100	99	—	—
Retreat Centre	7	8	7	8
Support of the members of the Congregation	27	29	27	29
	137	140	37	41

As members of the Congregation, the trustees' living and personal expenses during the year were borne by the charity and they received no remuneration or any reimbursement of expenses in connection with their duties as trustees during the year (2019 – £nil).

The key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day to day basis comprise the trustees, including the Provincial Economer, and the key management personnel of Salesian College, Farnborough, comprising the Governors of the College, together with the senior management team, comprising the Headmaster, the Deputy Headteachers, the Assistant Headteachers and the Bursar & Clerk to the Governing Body.

The total remuneration (including taxable benefits but excluding employer's pension contributions) of the key management personnel for the year was £450,515 (2019 – £403,469).

16 Taxation

The Salesians of Don Bosco UK is a registered charity and, therefore, is not liable to income tax or corporation tax on income or gains derived from its charitable activities, as they fall within the various exemptions available to registered charities. The charity is registered for VAT and is partially exempt.

17 Tangible fixed assets

Group	Freehold land and buildings £	Computers and equipment £	Motor vehicles £	Total £
Cost or valuation				
At 1 January 2020	31,412,709	2,356,791	144,415	33,913,915
Additions	37,350	69,751	—	107,101
Disposals	(100,000)	(76,203)	—	(176,203)
At 31 December 2020	<u>31,350,059</u>	<u>2,350,339</u>	<u>144,415</u>	<u>33,844,813</u>
At cost	22,194,706	2,350,339	144,415	24,689,460
At deemed cost	9,155,353	—	—	9,155,353
	<u>31,350,059</u>	<u>2,350,339</u>	<u>144,415</u>	<u>33,844,813</u>
Depreciation				
At 1 January 2020	5,333,122	1,969,500	142,705	7,445,327
Charge for year	599,406	112,301	477	712,184
Eliminated on disposals	(58,000)	(64,699)	—	(122,699)
At 31 December 2020	<u>5,874,528</u>	<u>2,017,102</u>	<u>143,182</u>	<u>8,034,812</u>
Net book values				
At 31 December 2020	<u>25,475,531</u>	<u>333,237</u>	<u>1,233</u>	<u>25,810,001</u>
At 31 December 2019	<u>26,079,587</u>	<u>387,291</u>	<u>1,710</u>	<u>26,468,588</u>

Charity	Freehold land and buildings £
Cost or valuation	
At 1 January 2020	25,539,264
Additions	73,967
Disposals	(100,000)
At 31 December 2020	<u>25,513,231</u>
At cost	16,357,878
At deemed cost	9,155,353
	<u>25,513,231</u>
Depreciation	
At 1 January 2020	4,308,013
Charge for year	408,205
Eliminated on disposals	(58,000)
At 31 December 2020	<u>4,658,218</u>
Net book values	
At 31 December 2020	<u>20,855,013</u>
At 31 December 2019	<u>21,231,251</u>

Capital commitments

As at 31 December 2020 the group and charity had no capital commitments (2019 – £nil).

18 Investments

At 31 December 2020 investments comprised:

Group and charity	2020 £	2019 £
Freehold investment property (see a. below)	2,325,000	2,325,000
Listed investments and cash held for re-investment (see b. below)		
. Investec Wealth & Investment Limited	8,376,938	8,931,809
. Brewin Dolphin Limited	8,659,708	8,743,305
. Rathbone Investment Management Limited (charity)	18,380,979	18,039,593
. Rathbone Investment Management Limited (Salesian College Farnborough Limited))	875,196	800,000
	36,292,821	36,514,707
Group total	38,617,821	38,839,707
Less: Rathbone Investment Management Limited (Salesian College Farnborough Limited)	(875,196)	(800,000)
Charity total	37,742,625	38,039,707

Movements on each category of investment are summarised below:

a. Freehold investment property

Group and charity	2020 £	2019 £
Market value at 1 January 2020 and 31 December 2020	2,325,000	2,325,000

The investment properties were last revalued in 2018 by the trustees with professional assistance and, in some cases, by taking advantage of knowledge of the local property market following recent disposals of similar property. The trustees are of the opinion that at 31 December 2020 there had been no material change in the value of the properties since the valuation.

The impact of the Coronavirus pandemic on the property markets is not able to be quantified with any great certainty but it is believed that there has not been a material change in the value of the charity's investment properties as a result of the pandemic based on available market data. The trustees have no intention of disposing of the properties in the short to medium term.

18 Investments (continued)

b. Listed investments

Group and charity	2020 £	2019 £
Listed investments (Investec Wealth & Investment Limited)		
Market value at 1 January 2020	8,643,656	6,267,353
Additions at cost	2,642,128	2,171,797
Disposals at opening book value (realised losses of £402,084)	(2,900,053)	(501,841)
Net unrealised investment (losses) gains	(111,412)	706,347
Market value at 31 December 2020	8,274,319	8,643,656
Cash held in short term deposits and by investment managers	102,619	288,153
	8,376,938	8,931,809
Cost of listed investments at 31 December 2020	7,402,028	7,659,953

Group and charity	2020 £	2019 £
Listed investments (Brewin Dolphin Limited)		
Market value at 1 January 2020	7,521,058	6,130,084
Additions at cost	2,704,224	1,877,803
Disposals at opening book value (realised gains of £68,287)	(1,575,991)	(1,154,309)
Net unrealised investment (losses) gains	(113,452)	667,480
Market value at 31 December 2020	8,535,839	7,521,058
Cash held in short term deposits and by investment managers	123,869	1,222,247
	8,659,708	8,743,305
Cost of listed investments at 31 December 2020	7,732,045	6,603,812

Group and charity	2020 £	2019 £
Listed investments (Rathbones Investment Management Limited (charity))		
Market value at 1 January 2020	17,508,759	14,131,500
Additions	3,263,503	2,960,011
Disposals at opening book value (realised gains of £556,208)	(2,553,154)	(1,098,978)
Net unrealised investment (losses) gains	(204,307)	1,516,226
Market value at 31 December 2020	18,014,801	17,508,759
Cash held in short term deposits and by investment managers	366,178	530,834
	18,380,979	18,039,593
Cost of listed investments at 31 December 2020	13,723,846	13,013,497

18 Investments (continued)

b. Listed investments (continued)

Group	2020 £	2019 £
Listed investments (Rathbones Investment Management Limited (Salesian College Farnborough Limited))		
Market value at 1 January 2020	800,000	—
Additions	155,835	800,000
Disposals at opening book value (realised losses of £965)	(99,305)	—
Net unrealised investment gains	6,607	—
Market value at 31 December 2020	863,137	800,000
Cash held in short term deposits and by investment managers	12,059	—
	875,196	800,000
Cost of listed investments at 31 December 2020	825,185	769,888

The charity's listed investments managed by Rathbones Investment Management Limited are subject to a formal charge as security for loans to the charity used to finance work at Salesian College Farnborough and the development of the community house at Battersea (see note 21).

Listed investments held at 31 December 2020 comprised the following:

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Listed on UK Stock Exchange	16,389,359	16,529,617	15,981,817	16,281,863
UK fixed interest stocks	3,834,792	4,152,752	3,749,416	4,020,478
Overseas equities	11,507,741	9,568,211	11,270,457	9,568,211
Overseas fixed interest stocks	1,395,816	941,230	1,359,294	758,128
Money market instruments	—	500,000	—	500,000
Alternatives	2,560,387	2,621,395	2,463,974	2,544,793
	35,688,095	34,313,205	34,824,958	33,673,473

All listed investments were dealt in on a recognised stock exchange.

No listed investment holding was material in the context of the total value of the combined portfolio at 31 December 2020.

19 Debtors: amounts receivable after one year

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Amount due from the Roman Catholic Parish of Battersea	11,520	11,520	11,520	11,520

The amount due from the Roman Catholic Parish of Battersea is in connection with an advance by the charity towards the construction of a parish centre. The advance is interest free and is not subject to any formal repayment terms. Repayment is anticipated but not within the next twelve months.

20 Debtors: amounts receivable within one year

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Education fees receivable	40,459	40,960	—	—
Sundry debtors	76,631	290,325	73,872	91,875
Prepayments	146,342	133,459	—	—
Loan to Salesian College Farnborough Limited (see below)	—	—	105,000	157,500
	263,432	464,744	178,872	249,375

The charity has advanced a loan of up to £1 million to Salesian College Farnborough Limited to assist with the development of facilities at the College. The loan has been granted by the charity subject to it being able to seek immediate repayment or give notice of termination at any time. In the absence of the charity giving such notice, the loan is repayable by 30 June 2022. Interest is payable on the loan quarterly in arrears and accrues at a rate of 3% above the published Bank Rate. The loan is repayable by annual instalments and there is no penalty for early repayment.

21 Creditors: amounts falling due within one year

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Education fees paid in advance	465,158	470,544	—	—
Bank overdrafts and loans	262,348	254,348	—	—
Expense creditors	146,319	222,701	8,184	5,054
Taxation and social security	97,069	94,516	—	—
Loan in respect to development of facilities at Salesian College, Farnborough (see (a) below)	105,000	157,500	105,000	157,500
Loan in respect to development of the community house, Battersea (see (b) below)	1,000	1,000	1,000	1,000
Other creditors	139,392	462,025	—	—
Accruals	250,426	231,545	248,073	148,312
	1,466,712	1,894,179	362,257	311,866

At 31 December 2020, the group and charity had the following loan facilities with Rathbone Investment Management Limited:

- (a) The charity has negotiated a loan facility with Rathbones Investment Management Limited, (the “Lender”), to assist with the financing of the development of facilities at Salesian College, Farnborough. The facility is granted subject to the Lender’s right to seek immediate repayment or give notice of termination at any time. In the absence of such notice, the facility is repayable in equal instalments with the final repayment due on 31 July 2022. Interest is payable on 24 July annually and accrues at a rate of 2.5% per annum above the published Bank Rate.
- (b) The charity has a loan facility with Rathbones Investment Management Limited for capital projects. The loan account currently has a balance of £1,000 pending future use for projects that are being planned.

Both loans are secured by a mortgage and charge against all listed investments managed on behalf of the charity by Rathbone Investment Management Limited.

22 Creditors: amounts falling due after one year

	Group		Charity	
	2020 £	2019 £	2020 £	2019 £
Education fees paid in advance	299,475	346,803	—	—
Bank overdrafts and loans	111,722	374,069	—	—
Other creditors	10,830	21,666	—	—
	422,027	742,538	—	—

23 Restricted funds

The income funds of the group and charity include restricted funds comprising the following unexpended balances of donations and grants held on trust to be applied for specific purposes:

	At 1 January 2020 £	Income £	Expenditure £	Transfers £	At 31 December 2020 £
Overseas funds	550,533	331,792	(665,503)	—	216,822
Bursary funds	17,508	17,000	—	—	34,508
Development funds	34,480	60,462	(58,602)	—	36,340
Legacy fund	450,579	105,152	(1,538)	—	554,193
Group Total	1,053,100	514,406	(725,643)	—	841,863
Less Bursary Funds Farnborough College	(17,508)	(17,000)	—	—	(34,508)
Charity total	1,035,592	497,406	(725,643)	—	807,355

	At 1 January 2019 £	Income £	Expenditure £	Transfers £	At 31 December 2019 £
Overseas funds	285,155	894,843	(629,465)	—	550,533
Bursary funds	17,993	55	(540)	—	17,508
Development funds	56,541	58,446	(80,507)	—	34,480
Legacy fund	449,288	4,207	(2,916)	—	450,579
Group Total	808,977	957,551	(713,428)	—	1,053,100
Less Bursary Funds Farnborough College	(17,993)	(55)	540	—	(17,508)
Charity total	790,984	957,496	(712,888)	—	1,035,592

Overseas funds

This fund comprises monies for Salesian work carried out in selected overseas locations.

Bursary funds

The bursary funds held at Salesian College Farnborough are for providing assistance for meeting fees in cases of hardship. At 31 December 2020 the fund amounted to £34,508 (2019 – £17,508).

Development funds

The development funds comprise amounts collected via direct debit into a dedicated bank account to be distributed for community support in the UK and overseas, as specified by the donors.

Legacy fund

The legacy fund represents monies administered by the charity on behalf of individual members of the British Province of the Salesians of Don Bosco.

24 Designated funds

	At 1 January 2020 £	Withdrawals £	Designations £	At 31 December 2020 £
Ministry of the members of the Congregation and their support and retirement fund	15,000,000	—	—	15,000,000
Savio House support fund	10,000,000	—	—	10,000,000
Youth ministry fund	5,000,000	—	—	5,000,000
Salesian College Farnborough fund	5,183,822	(8,131,187)	9,276,601	6,329,236
Group total	35,183,822	(8,131,187)	9,276,601	36,329,236
Less: Salesian College Farnborough fund	(5,183,822)	8,131,187	(9,276,601)	(6,329,236)
Charity total	30,000,000	—	—	30,000,000

	At 1 January 2019 £	Withdrawals £	Designations £	At 31 December 2019 £
Ministry of the members of the Congregation and their support and retirement fund	12,000,000	—	3,000,000	15,000,000
Savio House support fund	7,000,000	—	3,000,000	10,000,000
Youth ministry fund	5,000,000	—	—	5,000,000
Salesian College Farnborough fund	4,673,240	(7,609,040)	8,119,622	5,183,822
Group total	28,673,240	(7,609,040)	14,119,622	35,183,822
Less: Salesian College Farnborough fund	(4,673,240)	7,609,040	(8,119,622)	(5,183,822)
Charity total	24,000,000	—	6,000,000	30,000,000

Ministry of the members of the Congregation and their support and retirement fund

This consists of monies which the trustees have set aside in order to support the confrères in the future and, in particular, to provide for the confrères who need support due to illness or frailty and as they grow older. This latter category of support may include additional help or the need for specialist assistance in care homes. Over the coming years, it is anticipated that the age profile of the confrères will mean that such support will be required for an increasing number at an increasing cost which will need to be met by the charity as none of the confrères have resources of their own. The amount set aside was reassessed as at 31 December 2019 to ensure provision has been made based on the ages of the confrères, their expected remaining lives as derived from life expectancy tables used by actuaries, the estimated cost of care for older people in the United Kingdom, and the estimated return on investment assets. Those calculations suggest that a reserve of £15 million was required and so the trustees, following professional advice, increased the designated reserve to £15 million at 31 December 2019. No further designations were considered necessary as at 31 December 2020.

24 Designated funds (continued)

Savio House support fund

This fund is represented by investments set aside to generate income to be applied towards assisting with funding the operating deficits at Savio House Retreat Centre. Income generated by the investments representing the fund is added to the fund each year and withdrawn if needed to meet any shortfall in income. The trustees increased this reserve to £10 million as at 31 December 2019 in anticipation of the deficits suffered during the Coronavirus pandemic. As at 31 December 2020, no further designations were considered to be necessary.

Youth ministry fund

One of the key missions of the Congregation of the Salesians of Don Bosco and hence of the charity is to minister to the needs of the young to bring all their talents and aptitudes to full maturity. Whilst the work of Savio House in part assists in the achievement of the mission, the charity reaches out to the young in many other ways and seeks always to develop further its work on the education and pastoral and practical care of young people, especially those in most need of such care and support. To this end, the trustees have designated £5 million to enable such work and its development to continue and flourish in the years ahead through the Youth Ministry Team, the Office for Social Media and Communications, via the charity's connections to the schools founded by the Congregation and through a myriad of other means.

Salesian College Farnborough fund

This fund represents the accumulated funds and net assets of the Salesian College Farnborough Limited.

25 Tangible fixed assets fund

Group and charity	Total 2020 £	Total 2019 £
At 1 January 2020	21,231,251	20,660,633
Net movement in year	(376,238)	570,618
At 31 December 2020	20,855,013	21,231,251

The tangible fixed assets fund represents the net book value of the group's and charity's land and buildings, excluding investment properties, those financed out of restricted funds and those financed directly by Salesian College Farnborough which are included as part of the Salesian College Farnborough fund within designated funds. The decision was made to separate this fund from the other funds of the group in recognition of the fact that the tangible fixed assets are essential to the day to day work of the charitable group and as such their value should not be regarded as funds that would be realisable with ease, in order to meet future contingencies.

26 Analysis of net assets between funds

Group	General fund £	Tangible fixed assets fund £	Designated funds £	Restricted funds £	Total 2020 £
Fund balances at 31 December 2020 are represented by:					
Tangible fixed assets	—	20,855,013	4,954,988	—	25,810,001
Investments	7,742,625	—	30,875,196	—	38,617,821
Net current assets	138,596	—	921,079	841,863	1,901,538
Creditors: amounts falling due after one year	—	—	(422,027)	—	(422,027)
Total net assets	7,881,221	20,855,013	36,329,236	841,863	65,907,333

Group	General fund £	Tangible fixed assets fund £	Designated funds £	Restricted funds £	Total 2019 £
Fund balances at 31 December 2019 are represented by:					
Tangible fixed assets	—	21,231,251	5,237,337	—	26,468,588
Investments	8,839,707	—	30,000,000	—	38,839,707
Net current assets	(789,291)	—	689,023	1,053,100	952,832
Creditors: amounts falling due after one year	—	—	(742,538)	—	(742,538)
Total net assets	8,050,416	21,231,251	35,183,822	1,053,100	65,518,589

Charity	General fund £	Tangible fixed assets fund £	Designated funds £	Restricted funds £	Total 2020 £
Fund balances at 31 December 2020 are represented by:					
Tangible fixed assets	—	20,855,013	—	—	20,855,013
Investments	7,742,625	—	30,000,000	—	37,742,625
Net current assets	138,596	—	—	807,355	945,951
Total net assets	7,881,221	20,855,013	30,000,000	807,355	59,543,589

26 Analysis of net assets between funds (continued)

Charity	General fund £	Tangible fixed assets fund £	Designated funds £	Restricted funds £	Total 2019 £
Fund balances at 31 December 2019 are represented by:					
Tangible fixed assets	—	21,231,251	—	—	21,231,251
Investments	8,039,707	—	30,000,000	—	38,039,707
Net current assets	10,709	—	—	1,035,592	1,046,301
Total net assets	8,050,416	21,231,251	30,000,000	1,035,592	60,317,259

The total unrealised gains (losses) as at 31 December 2019 constitutes movements on revaluation and are as follows:

Group and charity	2020 £	2019 £
Unrealised gains included above:		
On tangible fixed assets *	7,184,842	7,311,696
On investment properties *	2,325,000	2,325,000
On listed investments	5,967,040	6,396,211
Total unrealised gains at 31 December 2020	15,476,882	16,032,907
Reconciliation of movements in unrealised gains		
Unrealised gains at 1 January 2020	16,032,907	13,180,250
Difference between historical cost realised gains/losses on listed investments and the actual realised gains/losses thereon calculated on the revalued amounts	(6,607)	89,458
Unrealised (losses) gains on listed investments arising in the year	(422,564)	2,890,053
Difference between the depreciation charge based on historic cost and that based on the deemed cost	(126,854)	(126,854)
Total unrealised gains at 31 December 2020	15,476,882	16,032,907

*Certain of the charity's freehold land and buildings were acquired many years ago and precise figures for the historical cost of some properties are not available. However, it is known that the original purchase price of those properties was insignificant in today's terms. Hence the cost of the land and buildings of those properties has been assumed to be £nil.

27 Salesian College Farnborough Limited

The trustees of the charity are also the trustees of Salesian College Farnborough Limited, a charitable company separately registered with the Charity Commission (Company Registration No. 06753037 (England and Wales) and Charity Registration No. 1130166). The charitable company was incorporated to undertake the activities of Salesian College Farnborough.

Notes to the accounts 31 December 2020

27 Salesian College Farnborough Limited (continued)

The following is a summary of the accounts of Salesian College Farnborough:

	31 December 2020 £	31 December 2019 £
Summary balance sheet		
Tangible fixed assets	4,954,988	5,237,337
Investments	875,193	800,000
Debtors	273,725	372,869
Cash at bank and in hand	1,975,482	1,273,475
Creditors: amounts falling due within one year	(1,220,355)	(1,666,220)
Creditors: amounts falling due after more than one year	(422,027)	(742,538)
Net assets and total funds	6,437,006	5,274,923
	Year ended 31 December 2020 £	Year ended 31 December 2019 £
Summary of the statement of financial activities		
Total income	9,287,608	8,436,647
Total expenditure	(8,125,525)	(7,926,550)
Net movement in funds	1,162,083	510,097
Fund balances brought forward at 1 January 2020	5,274,923	4,764,826
Fund balances carried forward at 31 December 2020	6,437,006	5,274,923

28 Don Bosco Design & Build Limited

The charity owned 100% of the issued share capital of Don Bosco Design & Build Limited, a company incorporated in England and Wales (Company Registration No. 08380405 (England and Wales)). The company was formed to construct a community house in Battersea for the charity. The company ceased trading during the year to 31 December 2017 and was removed from the Register of Companies on 29 January 2019.

29 Connected charity

The Stacpoole Trust ("the Trust") (Charity Registration Number 1137378) is connected to the charity by virtue of the fact that it has a trustee in common. The objects of the Trust are to further the Roman Catholic Religion for the public benefit of the Diocese of Southwark.

30 Pension commitments

Teacher's Pension Scheme (TPS)

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, unfunded, defined benefit occupational scheme, governed by the Teachers' Pensions Regulations 2010 (as amended) and the Teachers' Pension Scheme Regulations 2014 (as amended). These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time employment following appointment or a change of contract. Teachers and lecturers are able to opt out of the TPS.

The Teachers' Pension Budgeting and Valuation Account

Although members may be employed by various bodies, their retirement and other pension benefits are set out in regulations made under the Superannuation Act (1972) and are paid by public funds provided by Parliament. The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions, along with those made by employers, are credited to the Exchequer under arrangements governed by the above Act.

The Teachers' Pensions Regulations 2010 require an annual account, the Teachers' Pension Budgeting and Valuation Account, to be kept of receipts and expenditure (including the cost of pensions' increases). From 1 April 2001, the Account has been credited with a real rate of return, which is equivalent to assuming that the balance in the Account is invested in notional investments that produce that real rate of return.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

- ◆ employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy);
- ◆ total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million; and

30 Pension commitments (continued)

Teacher's Pension Scheme (TPS) (continued)

Scheme Changes (continued)

- ◆ the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.
- ◆ The next valuation result is due to be implemented from 1 April 2023.

Scheme Changes

The arrangements for a reformed Teachers' Pension Scheme, in line with the recommendations made by Lord Hutton, in particular the introduction of a Career Average Revalued Earnings (CARE) scheme, were implemented from 1 April 2015.

In December 2018, the Court of Appeal held that transitional protection provisions contained in the reformed judicial and firefighter pension schemes, introduced as part of public service pension reforms in 2015, gave rise to direct age discrimination and were therefore unlawful. The Supreme Court, in a decision made in June 2019, have rejected the Government's application for permission to appeal the Court of Appeal's ruling. The case will now be referred to an Employment Tribunal for a decision regarding the remedy which will need to be offered to those members of the two schemes who were subject of the age discrimination.

HM Treasury are clear that the ruling has implications for the other public service schemes, including the Teachers' Pension Scheme. Those implications are currently being considered and any impact on scheme costs is expected to be looked at within the next scheme valuation, which is currently scheduled to be based on April 2020 data and implemented in April 2023.

The amount charged to the group statement of financial activities for the year ending 31 December 2020 was £621,155 (2019 – £493,147). The total amount charged to the charity statement of financial activities was £nil (2019 – £nil).

Pension contributions in respect to other employees

Pension contributions are also made by the trustees under money purchase arrangements on behalf of other employees not employed by Salesian College Farnborough Limited. In addition, contributions are also made for employees of the Salesian College Farnborough Limited who are not members of the Teachers' Pension Scheme. Contributions payable in respect to the year ended 31 December 2020 and charged to the group statement of financial activities amounted to £98,500 (2019 – £94,592). Contributions payable charged to the charity statement of financial activities amounted to £35,323 (2019 – £35,042).

31 Leasing commitments

Operating leases

At 31 December 2020 the group and charity had total commitments under non-cancellable operating leases as follows:

	Motor vehicles and other	
	2020 £	2019 £
Group		
Operating lease commitments:		
Within one year	156,673	205,183
Within two to five years	170,654	288,217
	327,327	493,400
	Motor vehicles	
	2020 £	2019 £
Charity		
Operating lease commitments:		
Within one year	68,154	68,154
Within two to five years	106,179	174,333
	174,333	242,487

32 Contingent liability

A contingent liability arises in respect of potential claims against the charity concerning the welfare of children during the 1960s through to the 1980s. The amounts that may be involved cannot be fully quantified but are not expected to be material to the accounts.

33 Custodian funds

As at 31 December 2020 the charity held funds on behalf of members of other religious orders with a value of £217,322 (2019 – £338,232). As these funds are not controlled by the charity, these assets are not included in these accounts. The funds are held in separate bank accounts. At all times, funds held by the charity as custodian are segregated clearly from those belonging to the charity itself.

34 Related party transactions

Income from donations includes the salaries and pensions of the trustees of the Congregation received under Gift Aid or deed of covenant. During the year ended 31 December 2020, £68,455 (2019 – £79,329) was receivable by the charity, being pensions and salary income of the trustees donated to the charity.

There were no other related party transactions requiring disclosure during the year (2019 – none).

35 Ultimate control

The charity, which is constituted as a trust, was controlled throughout the period by the Society of the Salesians of Don Bosco by virtue of the fact that the General Council in Rome appoint the trustees after consultation with the members of the Province. The Society within the United Kingdom does not hold any assets, incur liabilities or enter into transactions in its own right. Assets and liabilities of the Congregation in the United Kingdom are vested in the trustees of the charity, who undertake all transactions entered into in the course of the Society's charitable activities in the United Kingdom.