L'ARCHE

England & Wales · Charity number 264166

Details

Other names	L'ARCHE LIMITED
Status	Registered
Legal form	Charitable company
Company number	01055041
Registered	1972-07-24
Register	View on the Charity Commission register

Contact

Address	L'Arche National Office Romero House 55 Westminster Bridge Road London SE1 7JB
Phone	01535656186
Email	info@larche.org.uk
Website	www.larche.org.uk

Activities

Objects: THE SOCIETY IS ESTABLISHED TO RELIEVE, ADVANCE THE EDUCATION OF AND ADVANCE RELIGION AMONG THE MENTALLY OR PHYSICALLY HANDICAPPED AND FOR OTHER CHARITABLE PURPOSES BENEFICIAL TO THE COMMUNITY IN THE UNITED KINGDOM OR ELSEWHERE.

Activities: Building Communities with people who have learning disabilities

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training, Disability, Overseas Aid/famine Relief, Accommodation/housing
- **Who:** People With Disabilities

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Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£22,162,065	£22,157,937	£12,046,355	498
2024-07-31	£19,674,508	£20,568,928	£12,047,058	518
2023-07-31	£17,639,037	£18,365,773	£12,954,533	458
2022-07-31	£16,178,937	£15,793,305	£13,712,845	424
2021-07-31	£14,693,623	£14,378,137	£13,349,621	443
2020-07-31	£13,627,127	£12,982,913	£13,012,525	425

Trustees

Name	Role	Appointed
Aedan Michael Mary MacGreevy	Chair	2018-12-05
Anne Winter		2023-09-13
Dr Peter Michael Oakes		2019-04-10
Isobel Gray		2018-03-22
Jane Ann Brown		2020-04-22
Jonathan Carter		2024-09-18
Martin Weale		2020-11-25
Nigel Mapp		2023-09-13
Susan Margaret Williams		2016-02-27

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L'ARCHE

England & Wales - Charity number 264166

Accounts


L'ARCHE
In the UK
Beautiful
Community
Brilliant
Care
Annual Report
2024 - 2025

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Brilliant care and beautiful community are what matter most to people in L'Arche.

In community we get to know each other by spending time together. Friendship and trust are really important in L'Arche.

We want to be able to make choices in our lives and in our Communities, and create more opportunities to try new things, learn together, and help each one of us grow.

We know sometimes people don't know about their rights or how to say what they want. Sometimes it can be hard to speak up.

We want to be brave in speaking up when people with disabilities are treated unfairly by society in access to health services, employment opportunities and relationships.

We want to keep having courageous conversations about the things that are good, but also about the things that are hard and how we can make things better together.

In the pages that follow, there are plenty of examples of what has given us life over the past year and what is challenging us. You'll also discover what we are doing to get better organised, in order to have more beautiful community and brilliant care in L'Arche today.



Laura Harper
National Leader



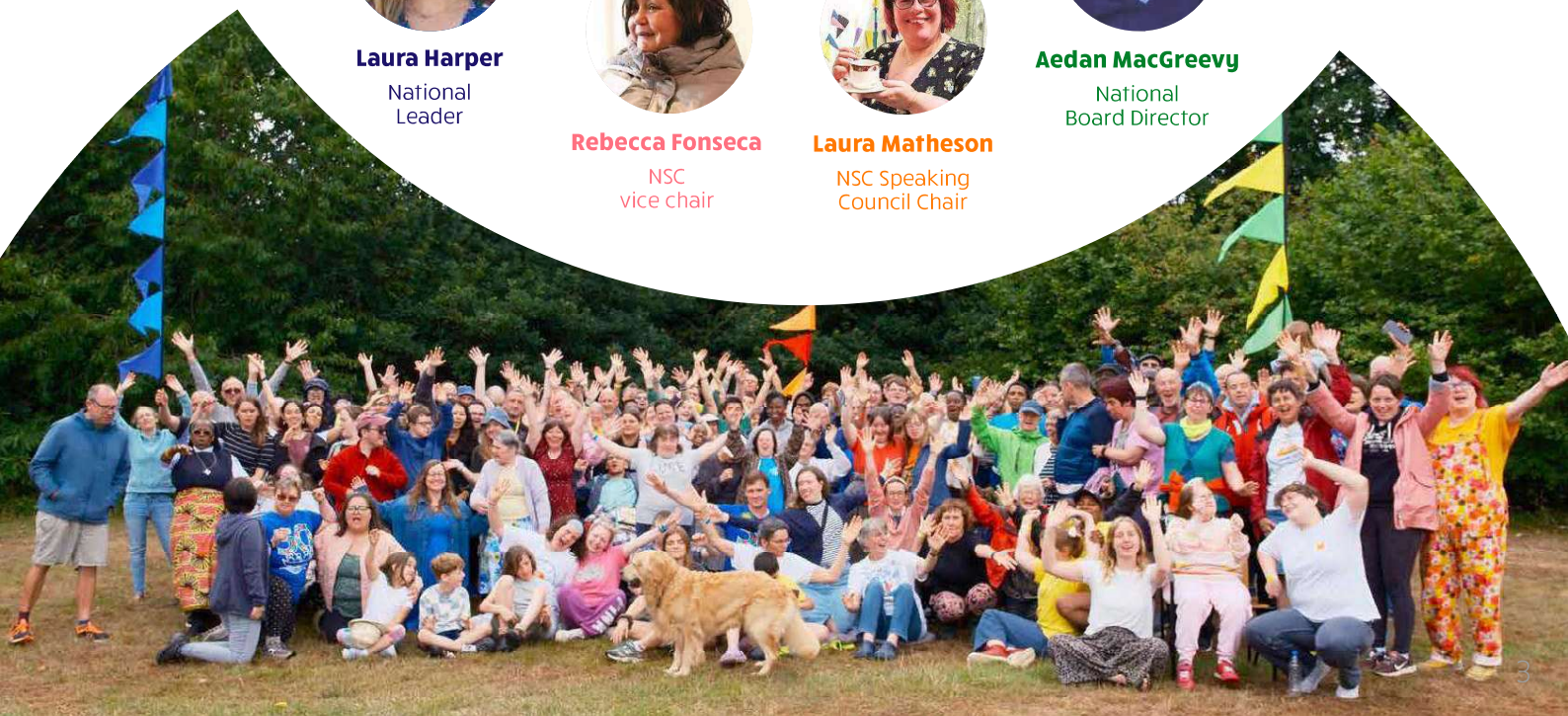
Rebecca Fonseca
NSC vice chair



Laura Matheson
NSC Speaking Council Chair



Aedan MacGreevy
National Board Director



OUR YEAR

AUG 2024



We welcome our first Soulful Interns in Edinburgh, Manchester and Kent Communities. The talented London Drama crew and cast perform "**The Story of Babka**" as others visit Lady Blair in her home for a **Power Cuppa** and a discussion about work exclusion for people with learning disabilities.



SEPT 2024



L'Arche supporters do all sorts of crazy things for the 50x50x50 challenge – **Jarek runs 50km**, Ben swims 50 lengths, Sam makes 50 origami objects, John makes 50 pots of jam, Chris plays 50 tunes and Jonathan is on a hunt for 50 people who turn 50 this year! We also launch a "**50 Moments of Joy**" campaign online.



OCT 2024



We start the month by connecting with wider L'Arche for the International Light Festival. Richard and Chris give a **talk at Eton College**. Folk at **L'Arche Highland** reap the fruits of no mow summer by foraging mushrooms in their garden and transforming tart apples into sweet juice.



NOV 2024



Nick exhibits and sells his artwork in a local gallery in Ipswich. **Rebound Books** make new Christmas decorations from old books saving them from the tip! The Inverness Courier publishes an article about our fantastic volunteers.



DEC 2024



We celebrate Christmas and do it in style – from **wreath making competitions** in Highland, candle-making workshops in London, a crocheted Mary and Joseph travel around Manchester, to in-house hairdressing lessons in the Braerannoch House.



JAN 2025



Richard invites **The Duchess of Edinburgh** to visit L'Arche London and she says... YES! Our Scottish Communities have performative haggis addressing ceremonies with kilts and bagpipes for **Burns Supper**.



OUR YEAR... CONTINUES

FEB 2025



L'Arche Brecon receive high praise in their inspection report! We have **conversations about inclusion** and what it means to be labelled. Manchester folk continue with the monthly **Bible and Butties** accessible service for everyone.



MAR 2025



The Highland Community celebrates their **50th Jubilee Anniversary** with guests arriving from Poland, France and Germany! Sian travels to Vienna to represent L'Arche at the world's largest disability inclusion **Zero Project Conference**. We have a celebratory nationwide Joyful Rebellion Awards Ceremony!



APR 2025



Rebecca, Kathy and Tony, members of the National Speaking Council, take part in deciding who the next National Leader should be. Seven dedicated athletes run the **London Marathon** in orange L'Arche vests. L'Arche Preston take part in a research project called "Access Denied".



MAY 2025



People with and without learning disabilities run and raise funds at the **Great Manchester Run**! Richard interviews **Mel Giedroyc** at his podcast "Cuppa Tea with Richard".



JUNE 2025



It's Learning Disability Week and we take part in a "Do you see me?" campaign. The week is crowned by our annual **Moving Together** event in the local Communities. **The Hive workshops are thriving** with a summer fair on the horizon and an actual potato harvest!



JULY 2025



We live and breathe **HopeFest** this month. We get ready for a long weekend of camping, crafting, hire wire adventure, dancing and catching up with friends we've not seen in a while!



Our Numbers

We've been in the UK



... for 52 years!

Did you know we have...



...11 communities in the UK?

We're a member of a federation...

37

...of 37 countries.

Over 600 people are...

600

... employed by L'Arche

... with 50% staying on in L'Arche

We took on 6 Soulful Interns...

6

78.98 % of employees feel...



... a sense of belonging...

...that's according to our latest satisfaction survey

At least 53 different nationalities • UK Represented in L'Arche in the UK

53

Income: £22,162,065

Expenditure: £22,157,937

Can you believe that at least 63,510 meals have been shared in our Communities this year!

63,510



Yes, there are 19,683 different combinations of ideas for holding spiritual spaces in our spirituality Flipbook.

"How many?"

19,683



Just £5

bit.ly/larcheflipbook



Who we are:

We are people with and without learning disabilities, here to show that everyone belongs.

So together:

- We create Communities where people with and without learning disabilities live, share and grow together.
- We build relationships with people in our neighbourhoods.
- We work towards a world where people with learning disabilities are included and valued.



What we do:

L'Arche supports 300 adults with learning disabilities in England, Scotland and Wales, through a mix of residential and home support and activity programmes.

In our Communities, people with and without learning disabilities live and work alongside each other. Together and as individuals, we actively participate in our neighbourhoods, in faith and campaign groups, in places of work, learning and fun, and in our towns, cities and nations. We seek opportunities for people with learning disabilities to be visible and valued as changemakers, neighbours, and citizens.

People with learning disabilities are the core members of L'Arche. Each one has a personal support plan, which is developed by listening to their aspirations, choices and goals, and tailored to their individual needs and level of independence.

Where we are:

L'Arche Communities are each made up of people with and without disabilities sharing life in a local neighbourhood within a specific town or city.



We are local:
with Communities in 11 towns and cities across Britain.

We are national:
supporting each other in one national charity with a shared vision and culture.

We are international:
members of a federation with over 150 L'Arche Communities in 37 countries on 6 continents.



In 2025, Zero Project invited L'Arche UK, L'Arche Canada and L'Arche International to lead inclusive communications at their annual Vienna Conference.



Siân Walker from L'Arche Manchester was one of two people with learning disabilities fronting up communications, producing a series of video interviews with award- holders and changemakers in inclusive employment and communications technology, from across the world.

Watch:**bit.ly/zeroproject2025**

Institutions then and now

New L'Arche assistants are taught about the social history of learning disability, including the institutions where many members of L'Arche lived before joining our Communities.

The training includes this video, with powerful testimonies from a previous generation of L'Arche assistants, warning how the institutional mindset remains a present danger today. The video contains archive footage from inside a long-stay hospital, which some viewers may find distressing.

Watch: **bit.ly/larche_then_and_now**



Ann Morgan: L'Arche UK Co-founder

ON OUR WAY...



...TO L'ARCHE 2030

We are here to show that everyone belongs.



Walking Together, Manchester 2024

That means it's not enough for us in L'Arche to fulfil our basic care contracts. We want to provide great care and support by building vibrant, outward-looking Communities where people with learning disabilities have friends, a full life and a foothold in society.

And it's not enough for us to be a great service provider for people who need support. We want to create places where everyone in L'Arche, people with and without disabilities, finds their place, and life and nourishment for their soul.

Effective organisation

But after fifteen years of funding cuts and social care neglect, it is harder than ever to create beautiful community and provide outstanding care. Today, we are putting in the pipework that will make the poetry of L'Arche possible now and in the future. That means becoming a single, effective organisation, maximising our resources in four priority areas: people, care and support, money and houses. These priorities are at the heart of our plans for the next five years.



PEOPLE:

Ensuring assistants and volunteers come, stay, and thrive to fulfil our mission.



MONEY:

Generating the financial surpluses to rebuild our reserves, invest in our mission and grow.



CARE & SUPPORT:

Maintaining our ambition to offer outstanding relational support and care.



HOUSES:

Running and maintaining our houses and community places efficiently.

1 Beautiful community

> The beauty of L'Arche to me means everyone is welcomed to be a part of our community. We uphold what it means to be human.
>
> **2024 Inclusion Survey Respondent**

Finding your place, feeding your soul.

As the crisis in social care deepens, service providers have become increasingly dependent on international recruitment. In recent years, overseas workers made up one in five new care recruits. Since 2024, however, rising visa costs and tighter sponsorship rules have led to an 85% drop in overseas care worker visas.

L'Arche in the UK welcomes people from more than 50 different countries. Building Communities that are culturally and religiously diverse, where everyone truly finds their place and we all learn how to be interculturally competent, can be challenging. But we embrace the challenge and celebrate being different and diverse.

At the same time, in September 2024 we launched a brand new programme, Soulful Internships, targeted specifically at people who are British or already based in the UK. Offering weekly formation in personal and spiritual growth, the programme is designed for those who might not otherwise consider a career in social care, but who have a sense of vocation to share life alongside people who are marginalised.



Nikita - one of our Soulful Interns in L'Arche Manchester

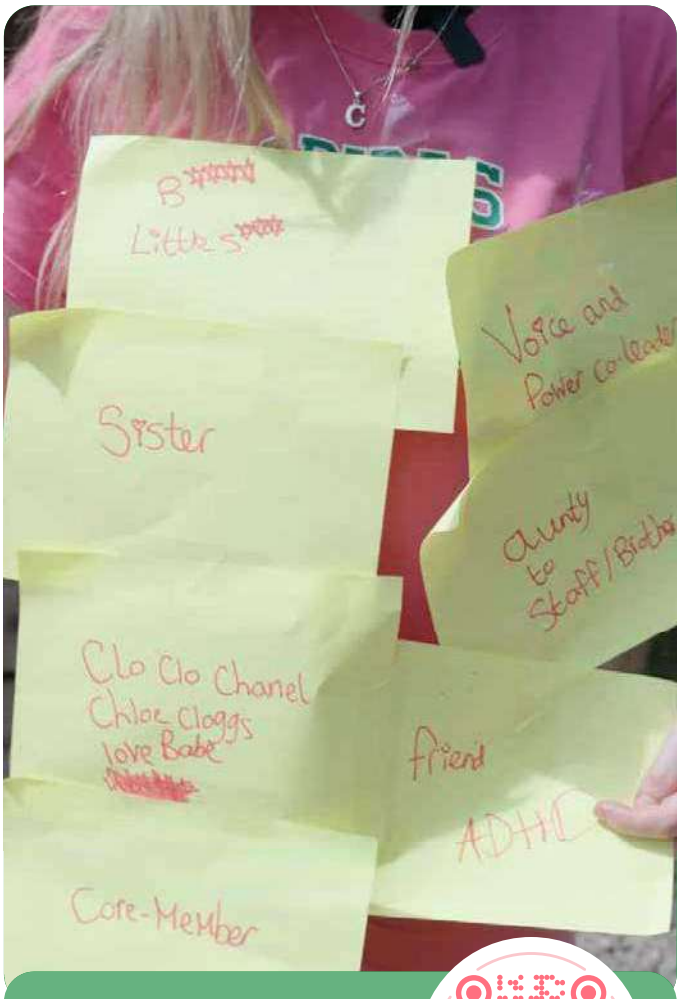
A year of growth

Our Interns spend four days a week supporting members with learning disabilities to live full and vibrant lives and one day a week being guided through a reflective practice course, alongside other interns and mentors. They explore topics such as mindfulness, community, embodiment, and activism, as well as guided individual reflection activities. Following the success of our year one pilot, we have doubled the size of the programme in 2025-26.

bit.ly/soulfulinternship



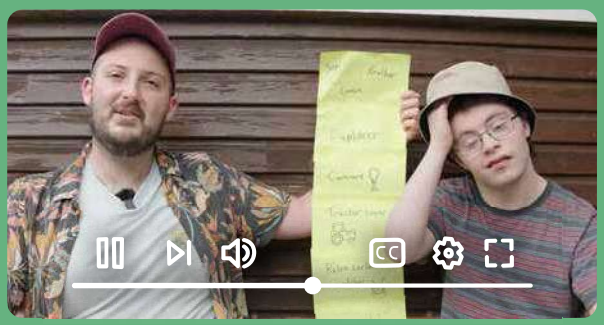




The labels we all carry

According to our 2024 Inclusion survey, very high numbers of people in L'Arche feel they belong and are clear what our mission is. At Hopefest 2024, we got creative, inviting everyone to think about some of the labels we each carry. Many people covered themselves in post-it notes! You can see it all happen in our short video,

bit.ly/yourlabelsyourstory







To be human is to be spiritual

For us in L'Arche, spirituality is how we **belong**, how we **become** ourselves, how we connect to something **beyond** us. We ended our big conversation on spirituality in 2025, with a video inviting everyone in L'Arche to spiritual encounter and a flipbook containing 81 different ideas for creating inclusive spiritual spaces. You can watch the video and buy a digital version of the flipbook at:

bit.ly/bigconversations





2 Brilliant care





Laurence joined L'Arche as a young man. Several decades on, a small circle of friends and volunteers help him to stay active and connected.

Friendship, full life and a foothold in society

We are proud of the care people with learning disabilities receive in L'Arche. Our Highland Community led the way this year, with a glowing report from the Care Inspectorate, following an unannounced inspection of its housing support service in May 2025.

But for us, outstanding care means making sure people with learning disabilities lead vibrant and connected lives beyond care. People like Nick in L'Arche Ipswich – who, besides looking after his beloved guinea pigs, volunteers at the local Cats Protection charity shop, exhibits his brilliant paintings on Instagram and enjoys going out for a beer with his friends.

Above all, brilliant care in L'Arche means relationships – not just with those paid to support you, but with a wider community of neighbours, friends and volunteers. Take a look at these three short video stories, featuring some of the life-giving relationships people enjoy in L'Arche.

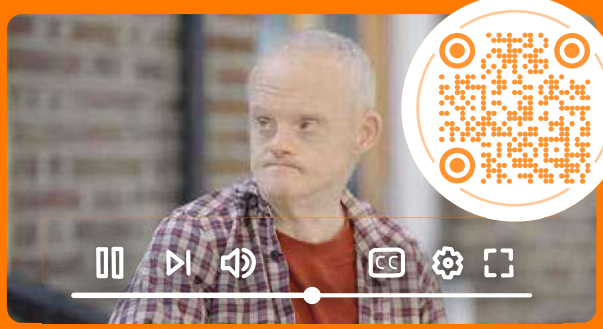
> People were leading active, enjoyable and fulfilling lives*.

*Care Inspectorate Scotland Report 2025

A life beyond care:

Laurence has been in the care system all his life. While he was still just a teenager, he met a young social worker called Linda and her husband Doug. Decades later, and still Laurence's friends, they have seen how a volunteer called Tony helps Laurence stays creative and active as he gets older.

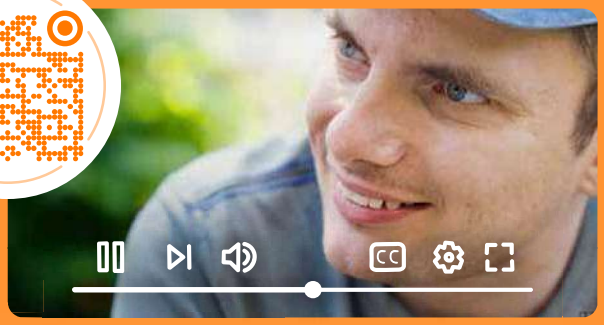
bit.ly/alifebeyondcare



A different kind of friendship:

After retiring, Ben offered his time as a volunteer in L'Arche Manchester. He was introduced to Crispin (below), who shared his love of walking. It was the start of a new and different kind of friendship for them both.

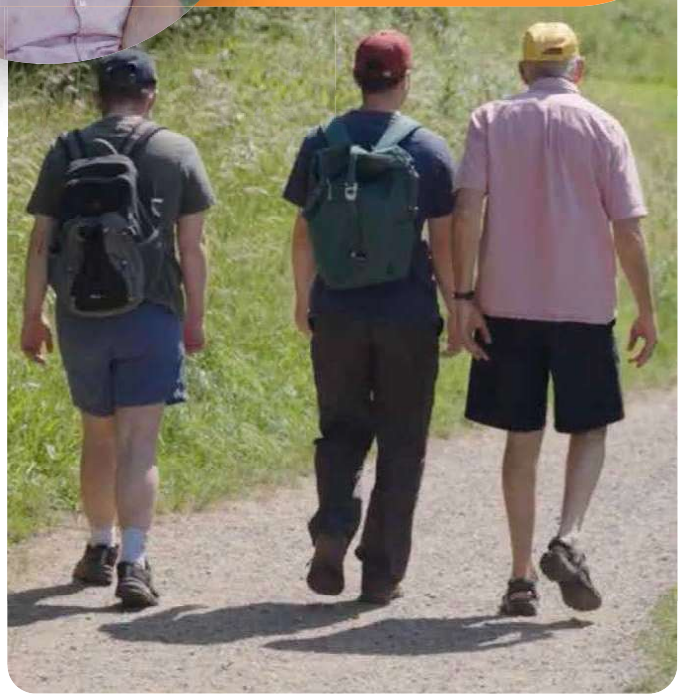
bit.ly/benandcrispin





"Crispin's my friend. He means a lot to me. I think he means more to me than either of us know."

Ben, volunteer.

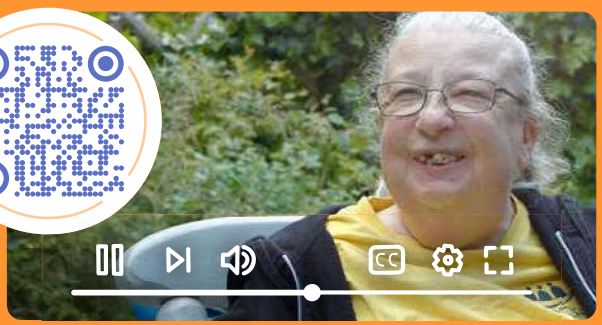




What a volunteer can offer:

Haroun and Laura are working together to understand what core members want from local volunteers. In Gina's case, it was just someone to have a coffee with when she was going through a rough patch. But after a while, a deeper friendship grew.

bit.ly/volunteeroffer



3 Better organised

Building firmer foundations for flourishing

Our 2030 action plan sets out how we can get the most out of resources in four key areas – people, money, care and support, housing – in order for L'Arche to survive and thrive in the years to come.

When the Government's 2024 budget imposed a 42% increase in our National Insurance contributions, adding over £1m to our annual pay bill, the immediate priority became our Stronger Finances Plan, which would enable us to weather the storm.



The National Speaking Council work on L'Arche's 2030 plans.

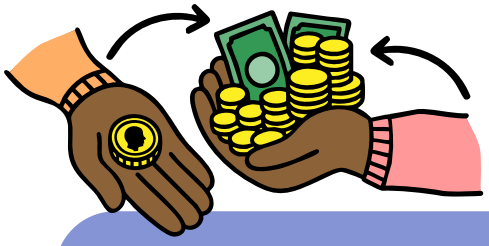


People

In 2024, we consulted across L'Arche to agree a new Vision and Values statement, setting out what we aim for in L'Arche in the UK, and how we want to be together. This statement has become the foundation for a new L'Arche Quality Framework and a Behaviours and Skills Framework.

In 2024-25, we piloted a new Soulful Internship programme in L'Arche Kent, Edinburgh and Manchester, combining a year of living and working in a L'Arche Community while developing spiritual and reflective practice. Three of the six interns from year one chose to stay on in L'Arche. After the success of year one, we are doubling the cohort of interns in year two.

Responding to financial pressures, we implemented a small pay increase of between 1% and 2.6% for 80% of our employees, and temporarily froze pay for higher salary bands. In May 2025, we also led an organisation-wide consultation resulting in new employee terms and conditions. These measures helped us report a small budget surplus over the year.



Money

Over six months, we reconciled our 12 finance databases into a single software system, and updated our budget templates, resulting in more accurate accounting, better use of resources and speedier reporting of accounts.

We introduced monthly management account meetings with all Communities, empowering Community Leaders to have more ownership over their budgets and take swift corrective action where necessary.

We recruited credit control specialists to reduce debts owed to L'Arche by local authorities. Between February and August 2025, we reduced outstanding debts from £2.8m to £1.9m.



Care and support

Thanks to generous funding grants, we invested in new digital care (Nourish) and digital rostering (Sona) systems. These have already improved record-keeping, enabled more efficient rostering of assistants, and helped us become more responsive to the changing needs of those we support.

We improved the professionalism in responding to behaviour that can be challenging, by building and training a group of ten practice leaders to upskills our teams in Positive Behaviour Support (PBS), and we provided training in a trauma-informed approach to care for our support teams and members of our National Speaking Council.

We invested in a system (Carecubed) to audit our care contracts against national benchmarking data, including market rates and salaries, to ensure our contracts reflect the real cost of the care we provide. Using this data, we have successfully renegotiated care packages – in some cases, resulting in an additional £1k income per week.



Tony, Chloe and Kathy, supported by John, facilitate a conversation at the National Speaking Council about L'Arche's 2030 plans for care, community and organisation (November 2024)



Housing

We recruited a new Heading of Housing and Health & Safety, to ensure best practice is standardised across L'Arche around tenancy management, cost modelling and compliance.

We created a service improvement plan and began undertaking stock condition surveys of all properties we own, in order to be able to plan maintenance and development over the next five years.

We have audited the usage of the properties we own and manage. As a result, we are selling one property that is no longer an essential asset, in order to replenish our reserves.



Finding faith and encountering others in L'Arche

Laura Harper
National Leader

When I was 18, I spent a life-changing year with L'Arche in the Dominican Republic.

I discovered what it was like to live simply and closer to nature. I discovered the amazing joy of being alongside people with learning disabilities for the first time, and met people I will never forget. I also found faith in God.

When I set off, I was a bit nervous as I'd never been a church-goer or really been around Christians before. I wasn't sure what to expect from them and what they would expect from me.

It turns out I didn't have anything to worry about. I was made to feel very welcome and it was clear that I was open to be myself and that I would be accepted for who I was. I didn't have to pretend to believe something I didn't believe, but it was really important to me to join in as much as I could to help people live their faith. I remember that one time we were praying in a little chapel in the garden of the house I lived in, and I realised I didn't know the Our Father in English, my mother tongue, though I'd become used to saying it in Spanish.

I was soon singing along with songs before meals and at prayer times, and accompanying people to church so they could go as it meant so much to them. I was really inspired by the people I lived with, both core members and assistants, by how they were motivated to help one another. There was something different about the deeply respectful way they were together, which they put down to seeing God in one another.

> These times of connection and trust in a higher power began to change how I felt about the world.

I can't pinpoint exactly when it started to mean something for me too, but these times of connection and trust in a higher power began to change how I felt about the world.

I too started to see God in the people around me. I started noticing the beauty in creation, and finding more joy in moments of daily life. When I came back to the UK I was really blessed to find the University Chaplaincy where I was baptised and received into the church. I've continued on this discovery of my inner life ever since.

As Christians, or people of all faiths or none, in L'Arche, we don't just want to lead parallel lives. We want to create places of real encounter, so that by sharing, reflecting and learning together, our spiritual life becomes both deeper and more open to the gift of each another. I am so blessed to have friends across L'Arche who have walked with me on my own journey.

I hope that whatever path of discovery and exploration you are on you will find L'Arche to be a place of welcome and openness.

Laura Harper

Watch Laura as she shares her story of becoming our national leader:
bit.ly/laura_harper



Help our Communities to thrive

In a social care crisis, our ambition is for L'Arche to be a beacon of what care provision can be – and what life with learning disabilities can be – as we imagine the next 5 and 50 years. That means excellence as a state-funded social care provider, but also clarity about our extra impact, funded by those who share our values.

Help us grow

L'Arche aims to be a place where life lived to the full with learning disabilities is possible. To do this we are committed to both brilliant care and joyful community life, as people with and without disabilities share friendships, homes and spirituality.





Help us reach more people

To disrupt exclusion and crisis, and bring joy and build community, we need people like you to join us with a single gift, regular support, or maybe a little time. We want to draw out the gifts of people with learning disabilities in our Communities as well as sharing these within our society

Regular donations

www.larche.org.uk/donate

Would you consider making a regular donation or increasing your existing regular donation this year?

Your regular donation will help us to plan long-term. It will help to bring security to the people in our Communities. It would give us the tools we need to maintain, build and create space in our Communities. Ultimately, your gift could help to make known the gifts of people with learning disabilities.

Legacy Giving

bit.ly/larche_legacy

Would you consider leaving L'Arche a gift in your will or setting up a new will using L'Arche's free will writing service?



"To know that our legacy gift to L'Arche will go on to give someone else the life and opportunities that my boys have had, gives me great comfort."

Rosemary Bull (left) with her sons Philip and Richard.

A free will or codicil service is available and you can access this via our website or by calling **0161 438 2832**



Thank you for your donations, legacies and fundraising challenges.

We want a radically inclusive world where people with and without learning disabilities thrive together in body, mind and spirit.

We want to change the world:

- When it is unfair and unkind to people with learning disabilities.
- When it does things to people with disabilities, not with them.
- When it disconnects us from others and from our full selves.

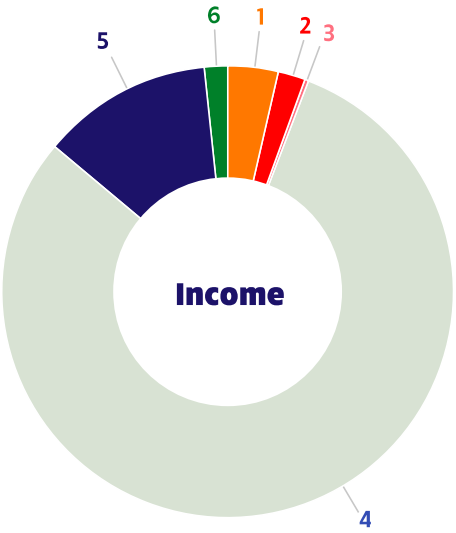
Your supppt over the past year has helped us to progress our vision, supppt our people and improve our systems.

A special thank you to all our funding partners for your generous support.

Please continue to support us where you can to help L'Arche survive and thrive for a new generation.

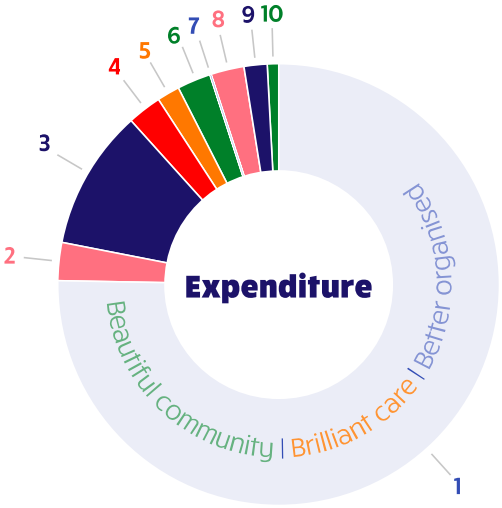
2024 - 2025 **Income**

1	General Donations	£860,314
2	Donations for UK projects	£421,698
3	Donations for L'Arche International	£48,481
4	Support Income	£17,799,780
5	Housing Income	£2,696,263
6	Other Income	£335,529
	Total	**£22,162,065**



2024 - 2025 **Expenditure**

1	Employment costs	£16,727,745
2	Living costs	£607,270
3	Housing costs	£2,287,232
4	Admin and travel	£522,017
5	Legal costs	£357,037
6	Support costs	£562,267
7	Other costs	£8,207
8	Depreciation	£531,607
9	Fundraising and Communications	£420,508
10	Donations to L'Arche International and other charities	£134,047
	Total	**£22,157,937**



TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED JULY 2025

(A company limited by guarantee)

Registered number: 1055041
Charity number: 264166 and SC038493

TRUSTEES' REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

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L'ARCHE In the UK

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 JULY 2025

Trustees

Aedan MacGreevy
Nigel Mapp
Joanna McCall (resigned 24 June 2025)
Anne Winter
Martin Weale
Jane Brown
Peter Oakes
Roland Clark (resigned 16 October 2024)
Isobel Gray
Susan Williams
Jonathan Carter (appointed 17 October 2024)

Registered office

L'Arche National Office
Romero House
Westminster Bridge Road
London
SE1 7JB

Independent Auditor

Sumer Auditco Limited
New Chartford House
Centurion Way
Cleckheaton
West Yorkshire
BD19 3QB

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JULY 2025

The trustees are pleased to present their Strategic and Trustee Report for the year ending 31st July 2025, including the preceding pages, which are also prepared to meet the requirements for a Directors' Report and Accounts for Companies Act purposes.

The Financial Statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

National Board	National Leadership Team	Community Leaders	
Aedan MacGreevy National Chair	**John Casson** National Leader (until August 2025)	**Liis Revell** Kent	
Sue Williams National Vice Chair	**Laura Harper** Director of Care and Community (until August 2025) National Leader (from August 2025)	**Chris Gehrke** Highland	
Jane Brown Manchester and whistleblowing Lead	**Dawn Dacosta** Director of Care and Communities (from September 2025)	**Stacey Owen** Liverpool	
Jon Carter National Treasurer	**Alexina Mwense** Director of Finance and IT	**Lucy Winter** London (until October 2024)	**Nicky Martin** London (from January 2025)
Peter Oakes Safeguarding Lead	**James Cuming** Regional Leader South and Wales (until August 2025)	**Sarah Shallis** Bognor Regis (until June 2025	
Martin Wheale Brecon	**Des Kennedy** Regional Leader North and Scotland	**Jill Farmer** Brecon	
Nigel Mapp	**Sam Davies** Director of Fundraising and Comms	**David Knowles** Preston (until June 2025	**Ray Jones** Preston (from June 2025
Isobel Gray Edinburgh	**Louise Carter** Mission and Formation (until May 2025)	**David Hockley** Ipswich	
Anne Winter (from September 2023)	**Lucy Winter** Director of People and Culture (on maternity leave from May 2025)	**Kirsty MacCrimmon** Edinburgh (on sick leave from July 2024 to April 2025)	
	Laura Mayes Interim Director of People and Culture from May 2025	**David McCue** Covering CL role in Edinburgh (Jan - Apr 2025	
		Nem Tomlinson Manchester	

OBJECTIVES AND ACTIVITIES
STRATEGIC REPORT
ACHIEVEMENTS AND PERFORMANCE

a. Main achievements of the Charitable Company

Resilience and Quality:
L'Arche Communities showed resilience in delivering high quality relational care and fostering community life in the face of severe ongoing pressures on our sector, and changes in both the National Leadership Team and Community Leader Group. We received several positive reports from our respective care regulators and introduced a new Quality Assurance approach to encourage reflection and learning to support Brilliant Care and Beautiful Community.

Savings, efficiencies and increases in income:
Additional financial pressures were created by increases in Employers' National Insurance Contributions and above-inflation increases in the National Living Wage which the Government required but did not fund. Savings, efficiencies and increases in income of £1.1million from across the organisation were identified in the 'Stronger Finances Plan' to meet the funding gap.

Vision and ambition:
We launched workstreams to operationalise the key ambitions of the 2030 Strategy. We also developed 2030 plans for each Community to identify key opportunities and Actions to meet the ambitions set out in the L'Arche 2030 Strategy. We launched the Impact Survey and the Spirituality Big Invitation, and we expanded the Voice and Power project.

Systems and digitisation:
L'Arche continued to embed the Digital Care Management System and piloted an Electronic MAR System. L'Arche also made improvements to Business Central by moving to a single database for financial management and reporting.

Community, Celebration and Outreach:
L'Arche Communities continue to be places where people with and without learning disabilities live, share and grow together. In 2025 we celebrated birthdays and anniversaries. We performed pantomimes, we hosted fairs, we had parties and Hopefest. We also mourned together and celebrated the lives of people who have died in our Communities.

STRATEGIC REPORT (CONTINUED)
ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

b. Key performance indicators

Care, Support and Housing:
We track individual care and support outcomes through quality assurance systems, peer audit, and our accountability to the care inspectorates. The accessibility and timeliness of compliance and Quality Assurance has been strengthened by the ongoing roll-out of our Care Management System and L'Arche Quality meetings. We have introduced the L'Arche Impact Survey and refreshed our Best Practice Forums for Care and Support and for Housing and Health and Safety. We continue to make progress auditing and tracking Health and Safety and Housing compliance with new central systems.

People and Culture:
Employee engagement, performance and well-being has been tracked through the Diversity Survey and the new L'Arche Impact Survey. Both show extremely high levels of felt belonging and alignment with organisational mission, but more work to do on work-life balance, and opportunities and support for people with certain protected characteristics. We have introduced a new Supervision and Line Management Policy and Behaviours Framework, and enhanced training for leaders and line managers.

Financial performance:
Is tracked through regular monthly managements accounts prepared using our newly consolidated accounting system and monthly meetings. We have established a dedicated Credit Control and Contracts team within the Finance function, which has reported recovery of a large portion of our old debts. Furthermore, our cash flow forecasting is much more robust, helping the trustees to make more informed investment decisions.

c. Factors relevant to achieving objectives

L'Arche has been through a process to set a strategic vision and plan to survive and thrive in 2030. This broad process includes data analysis, sector benchmarking and best practice, and broad consultation and co-production.

In terms of vision, the 2030 Strategy builds on the work of the last 2 years to clarify and build ownership of a strong ambition for L'Arche to remain distinctive in its commitment to mutuality, spirituality, and locality. It sets out our ambition to achieve a stronger reputation for innovation and excellence in power, voice, and opportunities for people with learning disabilities – especially in the areas of sex and relationships, employment and opportunity, and loss and distress.

In terms of implementation, the 2030 approach confronts the challenge of achieving these ambitions in the face of severe financial and recruitment shortages and de-humanising systems in our sector and society. The approach focuses on an organisational improvement agenda in terms of the disciplines needed to get the most from the four key resources on which L'Arche depends: people, money, houses, and care and support practice. Across each of these four areas, the focus is on clarity of responsibility and accountability, on relevant and timely data, on simplicity and consistency of processes, on maximising income, and on more efficient and specialised support functions.

d. Investment policy and performance

In accordance with the investment powers contained in the Articles of Association, monies not immediately required for the day-to-day operation of the Company may be held in investments, securities or property. During the financial year concerned, the Company has sought to minimise risk by holding its reserves in instant access cash deposits.

STRATEGIC REPORT (CONTINUED)

FINANCIAL REVIEW

a. Going concern

The trustees have reviewed the financial performance and the general reserves position in 2025. L'Arche continues to operate in a challenging financial environment, competing for funding from Local Authorities who are under long-term financial pressure. Inflationary increases, the rise in the cost of NI and increases to the National Living Wage increase our cost-base while there is no coherent long-term clear strategy for funding care and support to adults with learning disabilities.

Apart from Local Authority funding, L'Arche also funds some of its operations through fundraising income. The fundraising environment remains challenging after the COVID pandemic and cost of living pressures. L'Arche continues to benefit from individual giving, regular donor and trust fundraising, including multi-year funding for specific projects.

To address these challenges, we instituted the 'Stronger Finances Plan' which included ensuring robust reforecasting of the expected outturn was implemented to ensure quick corrective action was taken. In 2024/25, we released one of our non-core fixed assets as part of our strategy to strengthen our cash reserves.

Additionally, we continue to review our contracts and our costs to ensure that our income is maximised and that our resources are stewarded wisely, taking action to ensure that underfunded services are addressed. We have invested in key digital infrastructure and systems in recent years and are seeking to invest in recruiting and retaining assistants, leaders and specialists we need to continue to deliver our future strategic plans.

Trustees have prepared a cash flow forecast to March 2029, and are confident that the charity has adequate reserves to continue its operations for this period. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

b. Reserves policy

Like other organisations that support people with learning disabilities, and in accordance with Charity Commission guidance on prudent financial management and operational planning, L'Arche maintains a General Fund alongside its Development and Fixed Asset Funds. (see Note 17 of the Financial Statements). On 31st July 2025, L'Arche held total reserves of £12,046,355 (2024: £12,047,058). Free reserves held in the General Fund totaled £2,152,295 (2024: £1,831,113), reflecting an 18% increase.

The Unrestricted Development Fund comprises donations and grants received without specific restrictions. Trustees allocate these unrestricted funds within the relevant Community. The General Fund is held primarily to protect against interruptions to our main income flow and to sustain working cash balances to cover fluctuations in operating costs.

The current level of unrestricted General Funds of £2,152,295 (2024: £1,831,113) represents 5 weeks (2024: 4.8 weeks) of Community operating expenditure. This shows a slight increase in weeks covered, apart from that, our services are mostly of statutory nature, therefore, we have some protection from income fluctuations, despite that, the trustees aim, over the medium term, to hold reserves covering at least 2 months (9 weeks) of operations.

FINANCIAL REVIEW (CONTINUED)

c. Financial review

In 2024/25 there was an organisational focus on strengthening L'Arche's financial position which has resulted in a breakeven position, following a few years of deficits. This focus helped to reduce the gap created by the increase in NI in the October 2024 budget and cost-of-living-linked pay increases above-inflation in 2025, which were not fully funded by Local Authorities.

The financial improvement seen in 2024/25 is the result of greater understanding, ownership and collaboration of financial matters across the organisation and the implementation of the 'Stronger Finances Plan' to make savings, efficiencies and increase income.

We have also strengthened the use of financial management information through monthly management accounts meetings, improved and timely financial information; investment in systems; reviewing our contracts and renegotiating with the Local Authorities; stabilising our reserves; and improved financial controls.

We consolidated our accounting system into a single database, therefore enhancing accuracy, completeness, and timeliness of our management accounts. A Credit Control and Contracts team was established within Finance. This has led to a recovery of over a third of our old debt. We continue to see progress in 2025/26. Additionally, in July 2025, the trustees approved a surplus budget for 2025/26, because of extensive review of income and expenditure at Communities level.

Furthermore, in 2025 we finalised the transfer of Core Member records to the Nourish digital platform, replacing paperbased care plans. This has meant more accurate, detailed, and easily accessible digital records, supported improved care quality and enabled faster identification of trends and gaps.

d. Financial results

The Statement of Financial Activities shows a near breakeven position of deficit of £703 (2024: Deficit £907,475). The trustees consider that the Charity has one operating activity: the care and support of people with learning disabilities, including residential care at selected sites across the UK.

e. Donations and grants

Income from fundraising has reduced to £1,330,493 (2024: £1,551,372). This meant that Unrestricted donations and legacies decreased as follows: £860,314 (2024: £1,135,426). However, included in the Unrestricted donations are legacies of £330,515 (2024: £352,500) maintaining a steady stream of income over the last 2 years. The overall reduction is primarily due to a reduction in our individual giving from a small group of people who have remained dedicated over the years. UK restricted donations increased to £421,698 (2024: £289,073) this is made up mainly of grants from Trusts and Foundations, whom the Fundraising team have been working to build and maintain relationships.

We continued to strengthen our seasoned and disciplined Fundraising and Communications team, reflected by our continued investment into the function. In 2025 our expenditure for the year was £420,508 (2024: £387,690).

Review: Overall this remains a good result in very challenging times, and we continue to be grateful for the support offered by both long term and new supporters.

FINANCIAL REVIEW (CONTINUED)

f. Income from charitable activities

Our income from Charitable Activities rose by £2,713,605 to £20,820,179 (2024: £18,106,574).

Included in the above is our support income which increased to £17,799,780 (2024: £15,685,847) and housing income to £2,696,263 (2024: £2,287,439). In 2025, we invested in a benchmarking system to support the review of support packages to respond adequately to changing needs and historical underfunding. Additionally, we are reviewing our referral process and policy in 2026 to ensure it is robust and fit for purpose.

Review: **Securing annual fee increases from some local authorities remains challenging, especially in London and the South-East. In Scotland, Government policy was to fund us to pay assistants Real Living Wage as defined by the Living Wage Foundation and annual uplifts reflect this. In England, Local Authority awards were mixed. The average uplift in the UK in 2024 was 6.3% against a 9.8% increase in the National Living Wage, which drives our pay scales (which in 2024 started from an entry level hourly rate between NLW and RLW).**

g. Direct charitable expenditure

Expenditure on our services increased by £1,703,869 to £21,603,382 (2024: £19,899,513). The main factors contributing to this increase are staffing and occupancy costs. Salary costs rose from £15,336,880 to £16,774,356 whilst occupancy costs rose from £1,441,769 to £1,867,448 in 2025.

Review: **Recruitment and retention remains challenging for L'Arche, as it does for other social care organisations. In previous years we have benefited from the Health Care Worker visa route. However, increased earning thresholds and wider changes in immigration rules have made this more limited and are likely to further impact L'Arche in future years. The NLW has continued to increase above the rate of inflationary increases from local authority funders. In April 2025 there was also a significant increase to staffing costs as a result of changes to Employer NI contributions.**

We have continued to focus on financial sustainability through regular financial management meetings, embedding consistent processes and identifying opportunities to reduce expenditure.

h. Charitable donations

Over the years L'Arche has supported L'Arche Benevolent Trust with a donation of £3,000 annually. However, in 2025 no donation was made (2024: £425). L'Arche Benevolent Trust is a registered charity with the objectives of assisting employees and ex-employees of L'Arche who may require financial support because of personal hardship. On the other hand, donations to L'Arche International totaled £133,986 (2024: £281,300).

i. Balance sheet

Balance sheet net assets have largely remained the same at £12,046,355 (2024: £12,047,058). Cash balances at £1,459,425 (2024: £874,183) reflect a significant improvement in our cash, increasing by £585,242, a 67% rise. This is mainly due to improved credit control processes and the sale of a non-core asset. Debtors as at July 2025 were £3,435,510 (2024:£3,632,474).

j. Risk register

The L'Arche Board and national executive team track risks across 5 risk areas (financial sustainability; mission and identity; care, support and housing; people and culture; and general). We have reorganised the team of national Directors around similar broad areas, which also map onto the priorities of the 2030 strategy, and to a new sub-committee structure for the Board.

The last year saw the implementation of the Stronger Finances Plan which reduced the likelihood of the risk around financial sustainability. New risks around Information Management have been identified, whilst other risks around care and support, and recruitment and retention remain stable.

The most serious risks we now face are listed below.

Financial Sustainability:
We are unable to generate sufficient headroom to pay NI and NLW increases without depleting reserves and closing services.

Remuneration and rewards:
L'Arche is unable to offer the salaries, terms and conditions to recruit and retain the employees we need.

Finance systems and staffing:
Recruitment and turnover problems, change management challenges, and workloads, leave Finance Team unable to provide the information and support needed.

Crisis pressure on culture:
Urgent financial measures erode the morale and culture of Communities; the wellbeing of core members and assistants; and the time, space and resources for mutuality and spirituality.

Information Management:
Policies and processes are not robust and consistently implemented, which mean that we are not compliant with GDPR and Charity law.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Organisational structure

L'Arche is a company limited by guarantee and a charity registered in England and Wales and in Scotland. The organisation was incorporated on 18th May 1972 and is currently governed by Articles adopted on 24th February 2018. Its principal objects can be summarised as providing support and training for people with learning disabilities by opening and running Community networks, homes and work opportunities, thereby fostering personal development and citizenship.

There are currently ten L'Arche Communities in the UK, with one project under development. A typical Community comprises a number of houses, supported living settings and, where appropriate and commissioned, day activities, spread out within an urban setting and run as a unified service. In this way, Community members are more easily able to integrate with the wider neighbourhood and thereby develop and maintain important links with individuals and groups beyond L'Arche.

b. Management

The National Leader/CEO is appointed by the National Board and reports to the trustees through the National Chair. As leader of the executive management structure, the National Leader/CEO is responsible for supervising a team of four Directors of: Care and Communities, People and Culture, Finance and IT, Fundraising and Communications.

All members of this Leadership Team are permanent employees. The National Leader/CEO is also a member of the L'Arche International Leadership Team and reports to the International Federation of L'Arche through the acting International Leader.

Communities are supervised and supported by line management through either the National Leader, the Director of Care and Communities, or the Regional Leader covering Scotland and the North of England. These line managers are responsible for supporting the Communities, supervising Community Leaders and ensuring the Communities discern their local mission priorities and objectives, while living faithfully L'Arche's Identity & Mission and being compliant with commissioning and statutory requirements.

Day-to-day responsibility for each Community is delegated to the Community Leader/Director who is supported by a coordinating team, typically responsible for care and support services, housing, HR, day activities, and administration. Members with learning disabilities are encouraged and enabled to play an active part in decisions regarding their own support, their house or support service, and their Community.

L'Arche members with learning disabilities contribute to UK-wide governance and management decisions through a representative National Speaking Council, which meets twice a year, and once a year with the Board.

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

c. Trustees

L'Arche is governed by a National Board, the members of which are Directors of the Company with trustee responsibilities. The full board has 11 positions (of which 9 were filled at year end) and normally meets four times a year in addition to the AGM.

Board members serve a maximum of 12 years. Recruitment of new National Board members results from a regular review of the necessary mix of skills and experience required for governance. Vacancies are advertised in national and local publications as well as through professional agencies and other networks. Potential candidates are appointed after a process of interviews, references and other checks.

New members' induction and training is achieved through a combination of written material, meetings and training days, in addition to local Community visits, to ensure they are not only aware of their responsibilities as trustees but understand the ethos and practice of L'Arche in supporting people with learning disabilities.

d. Equal opportunities

We use an Applicant Tracking System that monitors our equal opportunities data and anonymises applicant information, enabling a robust short-listing process. Through this platform provider we receive national training in inclusive recruitment and are developing our approach to improve our practices in this area. Our biennial Equality, Diversity, and Inclusion (EDI) survey has achieved high levels of staff engagement. We continue to welcome new support workers on Health Care Worker visas, significantly increasing our workforce diversity nationwide. The Senior Care Worker visa route has also allowed us to retain talented individuals in more senior roles.

We analyse the results of our annual employee survey, focusing on protected characteristics, including disability, to identify areas for improvement. This ensures our commitment to diversity, equality, and inclusion is translated into actionable practices.

Our national Equity, Diversity, and Inclusion (EDI) group works with the Director of People and Culture, helping to develop and enhance our EDI practices.

e. Disabled employees policy

Our mission includes celebrating the unique value of every person and recognising our need for one another. Key elements of this mission include our commitment to giving full and fair consideration to applicants with disabilities, taking into account their aptitudes and abilities. We support the continued employment and training of individuals who become disabled, including offering reasonable adjustments and flexible working arrangements wherever possible. We provide reasonable adjustments to training opportunities to ensure accessibility for disabled employees, and we carefully consider and respond to Access to Work requests.

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

f. Engagement with employees

We have maintained channels for engaging with employees. The Belong newsletter remains a key medium for communicating news, updates, and information to everyone across L'Arche. The results of the Inclusion survey are shared widely across all areas of L'Arche, along with updates on our progress with Equity, Diversity, and Inclusion (EDI). We also run peer networks, such as live-in community worker networks, providing a safe space for individuals to share their experiences and challenges in their roles.

Most employee consultations occur locally, including regular gatherings of all Community members, listening groups, Community Councils, and assistant assemblies. Groups of employees and service users collaborate to develop local plans and recruit senior leaders. Employees from all locations and roles participate in listening groups and steering groups for key national initiatives.

During this financial year, we held a collective consultation process, with elected representatives from across all of our Communities. This consultation took place to consider proposed changes to sick pay and life insurance benefits. We experienced strong participation in the process, with feedback received from employees at all Communities.

National and Regional Leaders regularly visit Communities to hear directly from employees at all levels. As a not-for-profit charity, we do not share profits with employees, but we widely share performance news, including care inspection reports, internally and via social media. The Directors remain acutely aware of the challenges our employees face in the social care sector, where remuneration is low. All decisions are made by balancing the effects on our financial viability, our workforce, and the people with disabilities we support.

g. Remuneration policy

As part of our commitment to recruiting, retaining, and recognizing our talented team, we have in place a clear remuneration policy. We use both sector-based and other relevant benchmarks, as well as considering internal pay relativities, to ensure our salaries are fair and competitive. Our system of salary bands reflects different levels of responsibility and offers opportunities for pay progression. We have clarified our Employer Value Proposition, clearly outlining the tangible and intangible benefits of working for L'Arche, and ensured that all current Terms and Conditions of employment are accurately reflected in the remuneration policy. These Terms and Conditions were revised in 2025 in line with new legislation and to achieve a fairer rewards package targeted to maximise recruitment and retention.

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

h. Fundraising

At L'Arche, our small team of in-house staff run fundraising campaigns and activities in line with the Chartered Institute of Fundraising's Code of Fundraising Practice, and a L'Arche Ethical Fundraising Policy. We communicate fundraising messages by post and email, responding to our donors and supporters' wishes.

As a Charity regulated by the Fundraising Regulator, we work to achieve the highest standards in how we communicate and fundraise with our donors and supporters. Our approach to developing long-term, and mutual relationships with our supporters underpins our approach to our fundraising and communications activities.

We use the services of a few carefully selected external companies to support us with occasional specialist skills to help us deliver specific activities, including external appeal mailings and development of new fundraising initiatives. We manage and monitor all fundraising work undertaken by others by providing clear guidelines and work briefs, spot checking, and including fundraising staff on appeal mailing lists.

Over the past year, we have not received any fundraising complaints. Fundraising complaints can be made through our fundraising@larche.org.uk email channel.

We protect vulnerable people by contacting known donors and supporters, curating the stories we tell carefully to avoid breaches of data protection for participants, by embracing ethical content creation, and reducing shock and distress for those we communicate with. We provide our staff with a variety of safeguarding and other relevant training, including Oliver McGowan training.

i. Company, Charity and tax status

The Company is limited by guarantee, with no shareholders. The liability of the 50 members (2024: 50) is limited to £1 each. The Company is registered as a charity in England and Wales and in Scotland with the Office of Scottish Charity Regulator.

The Company is not liable to income tax, corporation tax or capital gains tax. It is not registered for VAT, since taxable supplies are below the level requiring registration.

j. Public benefit disclosure

L'Arche has referred to the Charity Commission's guidance on public benefit when reviewing our aims, objectives and activities and can confirm that the Charity's trustees have complied with the duty in s.4 of the Charities Act 2006 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the Public Benefit requirement under that Act.

INVESTMENT POLICY

In accordance with the investment powers contained in the Articles of Association, monies not immediately required for the day-to-day operation of the Company may be held in investments, securities or property. During the financial year concerned, the Company has sought to minimise risk by holding its reserves in instant access cash deposits.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

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

Disclosure of information to auditor

Each of the persons who are trustees at the time when this trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charity's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Auditor

Sumer Auditco Limited were appointed as auditor to the company following BHP LLP becoming part of the Sumer Group on 31 December 2025, which required a change in audit firm to comply with applicable regulatory requirements.In accordance with section 487(2) of the Companies Act 2006, Sumer Auditco Limited are deemed to be reappointed annually.

Approved by order of the members of the board of trustees and signed on their behalf by:

Aedan MacGreevy

Aedan MacGreevy

Chair of Trustees
Date: 19.2.2026

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF L'ARCHE

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the strategic report and the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006, requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor responsibilities for the audit of the financial statements

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

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the parent charitable company through discussions with directors and other management, and from our commercial knowledge and experiences of the charity's sector;
- we focussed on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Charities Act 2011, Companies Act 2006, taxation legislation and data protection, employment, and health and safety legislation (including CQC documentation);
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence throughout;
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by;

- Making enquiries of management and trustees as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud.
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

- Performed analytical procedures to identify any unusual or unexpected variances.
- Tested journal entries to identify unusual transactions.
- Assessed whether judgments and assumptions made in determining the accounting estimates set out in note 1e were indicative of potential bias.
- Investigated the rationale behind significant or 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:

- Agreeing financial statement disclosures to underlying supporting documentation.
- Reading the minutes of meetings of those charged with governance.
- Enquiring of management as to actual and potential litigation and claims.

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 directors and other management and the inspection of regulatory and legal correspondence.

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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF L'ARCHE (CONTINUED)

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

A further description of our responsibilities is available on the FRC's website at: **www.frc.org.uk/auditorsresponsibilities**.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Neil Baldwin (Senior statutory auditor)

for and on behalf of
Sumer Auditco Limited
New Chartford House
Centurion Way
Cleckheaton
West Yorkshire
BD19 3QB

Date: 20.2.2026

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2025

	Note	Endowment Funds 2025 £	Restricted Funds 2025 £	Unestricted Funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income and endowments from:						
Donations and grants	2	-	**470,179**	**860,314**	**1,330,493**	1,551,372
Charitable activities	3	-	-	**20,820,179**	**20,820,179**	18,106,574
Investments	4	-	-	**11,393**	**11,393**	16,562
Total income and endowments		-	**470,179**	**21,691,886**	**22,162,065**	19,674,508
Expenditure on:						
Raising funds	5	-	-	**420,508**	**420,508**	387,690
Charitable activities	6	-	**334,757**	**21,268,625**	**21,603,382**	19,899,513
Other expenditure	7	-	**133,986**	**61**	**134,047**	281,725
Total expenditure		-	**468,743**	**21,689,194**	**22,157,937**	20,568,928
Net income/(expenditure) before net (losses)/gains on investments		-	**1,436**	**2,692**	**4,128**	(894,420)
Net (losses)/gains on investments		**(10,815)**	-	**5,984**	**(4,831)**	(13,055)
Net (expenditure)/income		**(10,815)**	**1,436**	**8,676**	**(703)**	(907,475)
Transfers between funds	17	-	**8,870**	**(8,870)**	-	-
Net movement of funds		**(10,815)**	**10,306**	**(194)**	**(703)**	(907,475)
Reconciliation of funds:						
Total funds brought forward		**34,965**	**506,316**	**11,505,777**	**12,047,058**	12,954,533
Net movement in funds		**(10,815)**	**10,306**	**(194)**	**(703)**	(907,475)
Total funds carried forward		**24,150**	**516,622**	**11,505,583**	**12,046,355**	12,047,058

The Statement of Financial Activities includes all gains and losses recognised in the year.
The notes on pages 42 to 63 form part of these financial statements

L'ARCHE BALANCE SHEET AT 31ST JULY 2025

	Note		2025 £		2024 £
Fixed assets					
Tangible assets	12		**8,567,325**		8,892,006
Investments	13		**98,347**		103,178
			8,665,672		8,995,184
Current assets					
Debtors	14	**3,435,510**		3,632,474	
Cash at bank and in hand		**1,459,425**		874,183	
		4,894,935		4,506,657	
Current Liabilities					
Creditors: amounts falling due within one year	15	**(1,402,042)**		(1,232,291)	
Net current assets			**3,492,893**		3,274,366
Total assets less current liabilities			**12,158,565**		12,269,550
Creditors: amounts falling due after more than one year	16		**(112,210)**		(222,492)
Total net assets			**12,046,355**		12,047,058
Charity funds					
Endowment funds	17		**24,150**		34,965
Restricted funds	17		**516,622**		506,316
Unrestricted funds	17		**11,505,583**		11,505,777
Total Funds			**12,046,355**		12,047,058

The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the trustees and signed on their behalf by:

Aedan MacGreevy

Aedan MacGreevy
Chair of Trustees

Jon Carter

Jonathan Carter
Trustee

Date: 19.2.2026

The notes on pages 42 to 63 form part of these financial statements

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2025

	2025 £	2024 £
Cash flows from operating activities		
Net cash used in operating activities - note 20	**626,982**	(1,142,193)
Cash flows from investing activities		
Proceeds from the sale of tangible fixed assets	**254,403**	1,500
Purchase of tangible fixed assets	**(282,300)**	(450,876)
Investment income receipts	**11,393**	16,562
Finance costs paid	**(8,207)**	(10,256)
Net cash used in investing activities	**(24,711)**	(443,070)
Cash flows from financing activities		
Repayments of borrowing	**(17,029)**	(15,404)
Net cash used in financing activities	**(17,029)**	**(15,404)**
Change in cash and cash equivalents in the year	**585,242**	**(1,600,667)**
Cash and cash equivalents at the beginning of the year	**874,183**	2,474,850
Cash and cash equivalents at the end of the year - note 21	**1,459,425**	**874,183**

The notes on pages 42 to 63 form part of these financial statements

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

L'Arche meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going Concern

The trustees have reviewed the financial performance and the general reserves position in 2025. L'Arche continues to operate in a challenging financial environment, competing for funding from Local Authorities who are under long-term financial pressure. Inflationary increases, the rise in the cost of NI and increases to the National Living Wage increase our cost-base while there is no coherent long-term clear strategy for funding care and support to adults with learning disabilities.

Apart from Local Authority funding, L'Arche also funds some of its operations through fundraising income. The fundraising environment remains challenging after the COVID pandemic and cost of living pressures. L'Arche continues to benefit from individual giving, regular donor and trust fundraising, including multi-year funding for specific projects.

To address these challenges, we instituted the 'Stronger Finances Plan' which included ensuring robust reforecasting of the expected outturn was implemented to ensure quick corrective action was taken. In 2024/25, we released one of our non-core fixed assets as part of our strategy to strengthen our cash reserves.

Additionally, we continue to review our contracts and our costs to ensure that our income is maximised and that our resources are stewarded wisely, taking action to ensure that underfunded services are addressed. We have invested in key digital infrastructure and systems in recent years and are seeking to invest in recruiting and retaining assistants, leaders and specialists we need to continue to deliver our future strategic plans.

Trustees have prepared a cash flow forecast to March 2029, and are confident that the charity has adequate reserves to continue its operations for this period. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

1. ACCOUNTING POLICIES (CONTINUED)

1.3 Income

All income is recognised once the Charitable Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charitable Company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charitable Company, can be reliably measured.

Incoming resources from charitable activities represents the aggregate of residents' income support, local and central government grants and receipts and other non-government receipts provided for the maintenance of the Communities and their residents.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Donations for L'Arche International and Overseas Communities - where donations have been raised for the specific purpose of distribution to L'Arche Overseas Communities, to minimise administration costs there can be a delay in the transfer of these funds to the projects for which they have been given. The size of the sums involved warrant separate disclosure from other funds donated to L'Arche UK.

1. ACCOUNTING POLICIES (CONTINUED)

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit 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 is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charitable Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charitable Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1. 5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charitable Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.6 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of financial activities.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

1. ACCOUNTING POLICIES (CONTINUED)

1.7 Tangible fixed assets and depreciation (continued)

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

The estimated useful lives are as follows:

Freehold buildings - 40 years
Long-term leasehold property - period of lease
Short-term leasehold property - period of lease
Motor vehicles - 4 years
Tools and equipment - 4 years

Freehold land is excluded from depreciation on the basis of value at date of acquisition.

1.8 Investments

All investments are stated at market value. The market value of listed investments is derived from prices quoted on the PLUS market (formerly OFEX). Unrealised changes made to the balance sheet market values are reflected in the Statement of Financial Activities.

Investments held as fixed assets are shown at cost less provision for impairment.

1.9 Debtors

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

1.10 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 Liabilities and provisions

Liabilities 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.

Liabilities are recognised at the amount that the Charitable Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1. ACCOUNTING POLICIES (CONTINUED)

1.12 Financial instruments

The Charitable Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.13 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

1.14 Pensions

The Charitable Company auto enrols qualifying employees as members of a group personal pension scheme, administered by Royal London. The Company's contributions are included in Resources Expended in the Statement of Financial Activities in the year in which the contributions are made.

1.15 Fund accounting

The General Fund consists of amounts received which have yet to be committed or designated to a specific use by the Company. The Development Fund comprises grants and donations received for or appropriated to development projects. It contains amounts either restricted by the donor or designated by the Company for specific purposes. The Fixet Asset Fund, Unrestricted and Endowed, represents the net book value of property and other tangible fixed assets less long-term borrowings on property.

2. INCOME FROM DONATIONS AND LEGACIES

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Donations and legacies			
Donations for L'Arche UK	421,698	529,799	**951,497**
Donations for L'Arche International	48,481	-	**48,481**
Legacies received	**-**	330,515	**330,515**
	470,179	860,314	**1,330,493**

2. INCOME FROM DONATIONS AND LEGACIES (CONTINUED)

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations and legacies			
Donations for L'Arche UK	289,073	782,926	1,071,999
Donations for L'Arche International	126,873	-	126,873
Legacies received	-	352,500	352,500
	415,946	1,135,426	1,551,372

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2025 £	Total funds 2025 £
Income from Care and Support Provision	17,799,780	**17,799,780**
Income from Housing Services	2,696,263	**2,696,263**
Other funding	95,274	**95,274**
Sundry receipts	31,994	**31,994**
Sale of products	17,837	**17,837**
Profit on disposal of fixed assets	179,031	**179,031**
	20,820,179	**20,820,179**

3. INCOME FROM CHARITABLE ACTIVITIES (CONTINUED)

	Unrestricted funds 2024 £	Total funds 2024 £
Income from Care and Support Provision	15,685,847	15,685,847
Income from Housing Services	2,287,439	2,287,439
Other funding	88,537	88,537
Sundry receipts	29,134	29,134
Sale of products	15,617	15,617
	18,106,574	18,106,574

4. INVESTMENT INCOME

	Unrestricted funds 2025 £	Total funds 2025 £
Income from investments	6	**6**
Bank interest	11,387	**11,387**
	11,393	**11,393**

	Unrestricted funds 2024 £	Total funds 2024 £
Income from investments	5	5
Bank interest	16,557	16,557
	16,562	16,562

5. EXPENDITURE ON RAISING FUNDS

Fundraising expenses	Unrestricted funds 2025 £	Total funds 2025 £
Fundraising	274,589	**274,589**
Comms	145,919	**145,919**
	420,508	**420,508**

Fundraising expenses (continued)	Unrestricted funds 2024 £	Total funds 2024 £
Fundraising	241,771	241,771
Comms	145,919	145,919
	387,690	387,690

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Summary by fund type	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Employment and training	215,001	16,512,744	**16,727,745**
Household costs and community activities	15,714	591,556	**607,270**
Occupancy costs	-	1,867,448	**1,867,448**
Repairs, maintenance and renewals	14,155	405,629	**419,784**
Depreciation	-	531,607	**531,607**
Office costs	1,601	317,825	**319,426**
Motor and travel	-	202,591	**202,591**
Legal and professional / governance costs	-	357,037	**357,037**
Loan interest	-	8,207	**8,207**
Direct support and development	88,286	473,981	**562,267**
	334,757	21,268,625	**21,603,382**

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES (CONTINUED)

Summary by fund type (continued)	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Employment and training	328,440	15,194,858	15,523,298
Household costs and community activities	163,662	453,876	617,538
Occupancy costs	-	1,441,769	1,441,769
Repairs, maintenance and renewals	-	442,979	442,979
Depreciation	-	491,520	491,520
Workshop costs	4,684	52,010	56,694
Office costs	85,069	199,295	284,364
Motor and travel	5,000	190,712	195,712
Legal and professional / governance costs	-	335,151	335,151
Loan interest	-	10,256	10,256
Direct support and development	42,515	457,414	499,929
Loss on disposal of fixed assets	-	303	303
	629,370	19,270,143	19,899,513

7. OTHER EXPENDITURE

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Donations to L'Arche International	133,986	-	**133,986**
Other donations	-	61	**61**
	133,986	61	**134,047**

7. OTHER EXPENDITURE (CONTINUED)

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations to L'Arche International	281,300	-	281,300
Other donations	-	425	425
	281,300	425	281,725

L'Arche Benevolent Trust is an independent registered charity with the objective of assisting employees and exemployees of L'Arche who may require financial support as a result of personal hardship.

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Employment and training	16,727,745	-	**16,727,745**
Household costs and community activities	607,270	-	**607,270**
Occupancy costs	1,867,448	-	**1,867,448**
Repairs, maintenance and renewals	419,784	-	**419,784**
Depreciation	531,607	-	**531,607**
Office costs	-	319,426	**319,426**
Motor and travel	-	202,591	**202,591**
Legal and professional / governance costs	-	357,037	**357,037**
Loan interest	-	8,207	**8,207**
Direct support and development	-	562,267	**562,267**
	20,153,854	1,449,528	**21,603,382**

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Employment and training	15,447,885	75,413	15,523,298
Household costs and community activities	617,538	-	617,538
Occupancy costs	1,441,769	-	1,441,769
Repairs, maintenance and renewals	442,979	-	442,979
Depreciation	491,520	-	491,520
Workshop costs	56,694	-	56,694
Office costs		284,364	284,364
Motor and travel	-	195,712	195,712
Legal and professional / governance costs	-	335,151	335,151
Loan interest	-	10,256	10,256
Direct support and development	-	499,929	499,929
Loss on disposal of fixed assets		303	303
	18,498,385	1,401,128	19,899,513

9. AUDITOR'S REMUNERATION

	2025 £	2024 £
Fees payable to the Charitable Company's auditor for the audit of the Charitable Company's annual accounts	**25,000**	20,095
Fees payable to the Charitable Company's auditor in respect of: All non-audit services not included above	**3,995**	3,675

10. STAFF COSTS

	2025 £	2024 £
Wages and salaries	**14,855,679**	13,744,941
Social security costs	**1,475,152**	1,166,781
Contribution to defined contribution pension schemes	**443,525**	425,158
	16,774,356	15,336,880

At the year end, premiums were outstanding to the pension scheme provider of £71,651 (2024: £63,380).

The key management personnel of the Charity comprises the trustees and the National Leadership Team - the National Leader, Deputy National Leader, Regional Leaders, Head of Human Resources, Head of Finance, Fundraising Director and Mission Formation Director.

The total remuneration of the National Leadership Team was £583,960 (2024: £590,963).

The average number of persons employed by the Charitable Company during the year was as follows:

	2025 No.	2024 No.
Communities	**461**	481
Administration and Finance	**27**	29
Fundraising and Publicity	**10**	8
	498	518

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	**4**	2
In the band £70,001 - £80,000	**2**	-
In the band £80,001 - £90,000	**1**	1

11. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 July 2025, expenses totalling £1,128 were reimbursed or paid directly to five trustees (2024 - £633 to four trustees).

12. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Long-term leasehold buildings £	Short-term leasehold buildings £	Motor vehicles £	Tools and equipment £	Total £
Cost or valuation						
At 1 August 2024	**11,253,516**	**750,778**	**903,224**	**206,615**	**1,807,913**	**14,922,046**
Additions	**59,715**	**-**	**49,627**	**90,394**	**82,564**	**282,300**
Disposals	**(139,802)**	-	-	**(70,854)**	**-**	**(210,656)**
At 31 July 2025	**11,173,429**	**750,778**	**952,851**	**226,155**	**1,890,477**	**14,993,690**
Depreciation						
At 1 August 2024	**3,624,099**	**429,881**	**402,006**	**145,005**	**1,429,049**	**6,030,040**
Charge for the year	**245,490**	**16,414**	**71,973**	**35,328**	**162,403**	**531,608**
On disposals	**(71,973)**	-	-	**(63,310)**	**-**	**(135,283)**
At 31 July 2025	**3,797,616**	**446,295**	**473,979**	**117,023**	**1,591,452**	**6,426,365**
Net book value						
At 31 July 2025	**7,375,813**	**304,483**	**478,872**	**109,132**	**299,025**	**8,567,325**
At 31 July 2024	7,629,417	320,897	501,218	61,610	378,864	8,892,006

Leasehold buildings are sub-divided into those held under short-term leases (50 years and under) and those held under long-term leases (over 50 years).

13. FIXED ASSET INVESTMENTS

Cost or valuation	Listed investments £	Quoted investments £	Total £
At 1 August 2024	**34,965**	**68,213**	**103,178**
Revaluations	**(10,815)**	**5,984**	**(4,831)**
At 31 July 2025	**24,150**	**74,197**	**98,347**

Net book value	Listed investments £	Quoted investments £	Total £
At 31 July 2025	**24,150**	**74,197**	**98,347**
At 31 July 2024	34,965	68,213	103,178

All investments are in the United Kingdom.

The listed investments were given to L'Arche as an endowment and comprise 1,050 shares in Adnams Brewery, an Aquis Stock Exchange company, with a market value of £23.00 per share at 31st July 2025 (2024: £33.30).

14. DEBTORS

Due within one year	2025 £	2024 £
Fees due	**1,847,003**	2,789,122
Other debtors	**349,541**	35,592
Prepayments and accrued income	**1,238,966**	807,760
	3,435,510	3,632,474

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Triodos loan	**16,483**	16,483
Trade creditors	**206,890**	383,505
Other taxation and social security	**347,954**	378,296
Other creditors	**167,667**	79,373
Accruals and deferred income	**663,048**	374,634
	1,402,042	1,232,291

	2025 £	2024 £
Resources deferred during the year	**48,971**	-

Deferred income comprises monies received in advance for annual rent, for which the income is spread over the period of the rental agreement.

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2025 £	2024 £
Triodos loan	**112,210**	129,239
Other creditors	**0**	93,253
	112,210	222,492

The Triodos loan at Ipswich is secured on 3 Warrington Road, Ipswich, with an interest rate fixed at 1.25% over base and is for a period of 25 years. The Triodos loan is partially composed of amounts due over 5 years. These amount to £46,278 (2024: £63,307).

The charity also has use of an overdraft facility if required. The overdraft facility is secured by fixed and floating charges over all of the properties and assets held by the Charity.

17. STATEMENT OF FUNDS

Statement of funds - current year	Balance at 1 August 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2025 £
Unrestricted funds						
General Fund	1,831,113	21,691,886	(21,157,587)	(219,101)	5,984	2,152,295
Development Fund	928,380	-	-	-	-	928,380
Fixed Asset Fund	8,746,284	-	(531,607)	210,231	-	8,424,908
	11,505,777	21,691,886	(21,689,194)	(8,870)	5,984	11,505,583
Endowment funds						
Endowment Fund	34,965	-	-	-	(10,815)	24,150
Restricted funds						
Capital & Refurbishment Appeals	11,493	14,155	(14,155)	-	-	11,493
Investing in Leadership, Young People and Infrastructure for Growth	180,394	401,503	(313,535)	8,870	-	277,232
Investment in Programmes and Projects of L'Arche International	179,884	43,481	(103,890)	-	-	119,475
Local Community Projects	93,378	11,040	(753)	-	-	103,665
Other	41,167	0	(36,410)	-	-	4,757
	506,316	470,179	(468,743)	8,870	-	516,622
Total of funds	12,047,058	22,162,065	(22,157,937)	-	(4,831)	12,046,355

17. STATEMENT OF FUNDS (CONTINUED)

Purpose of restricted funds

Capital and Refurbishment Appeals

Manchester: The Rose, supported living house – funding to furnish a new house in L'Arche Manchester; The Rose. The funds are for purchasing equipment and furnishings to make this new home comfortable for residents.

Brecon: Kitchen Refurbishment – funding to transform the communal areas of Glasfryn House in L'Arche Brecon. The funds were used to transform the kitchen and living areas to make them more comfortable and safe for residents, and were spent on materials and paying architecture and building contractor fees.

Investing in Leadership, Young People & Infrastructure for Growth

Big Conversation: Voice and Power – funding to support a nation-wide programme aiming to empower people with learning disabilities in L'Arche. Funds are used to pay the salaries of two people who are co-delivering the project, as well as other staff costs (such as trainers and project leads). Funds are also spent on IT equipment, talking mats, travel, venue hire, subscriptions and licences.

Big Conversation: Spirituality – funding to support a nation-wide programme aiming to support people in L'Arche to explore and deepen their spirituality. This programme funds projects such as the Soulful Internship and retreats. The Soulful Internship is a year-long placement for people looking to deepen their spirituality while living and working in L'Arche. Funds are spent on staff costs, housing, recruitment, materials, travel. Retreats are a period of respite and reflection offered to people working in L'Arche which are hosted offsite at religious retreat houses. Funds are spent on food, accommodation, travel, staff costs.

Community Connector – funding to pay the salary of a Community Connector – a part-time role that is designed to increase engagement between L'Arche Communities and the wider community.

Hopefest Festival – ticket sales for Hopefest and donations for L'Arche's summer camping festival in July 2025. Funds were spent on food, site rental, accommodation, signage etc.

Investment in Charity Infrastructure – funding to support a nation-wide programme aiming to improve the IT and finance infrastructure of L'Arche. Funds are spent on staff costs, and hardware for and subscriptions to services such as Sona and Nourish.

Volunteers Coordination – funding to pay the salary of a Volunteer Coordinator – a part-time role (either 1 or 2 days per week) that is responsible for recruiting, training and managing volunteers. This funding supported this role in 8 L'Arche Communities in 2024/25.

Investment in Programmes and Projects of L'Arche International

These funds support L'Arche Communities overseas. It is directed to L'Arche International, who then administers the funding to the relevant Community.

Local Community Projects Various projects in the Communities

Some funding is earmarked for specific L'Arche Communities. Funds are directed by L'Arche UK to the relevant Community, who spends it on local community projects.

17. STATEMENT OF FUNDS (CONTINUED)

Statement of funds - prior year	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2024 £
Unrestricted funds						
General Fund	2,190,042	19,258,562	(19,166,738)	(450,753)	-	1,831,113
Development Fund	928,380	-	-	-	-	928,380
Fixed Asset Fund	8,773,326	-	(491,520)	450,753	13,725	8,746,284
	11,891,748	19,258,562	(19,658,258)	-	13,725	11,505,777
Endowment funds						
Endowment Fund	61,745	-	-	-	(26,780)	34,965
Restricted funds						
New Communities	339	339	(66,815)	-	-	-
Investing in Leadership, Young People and Infrastructure for Growth	217,121	265,231	(301,959)	-	-	180,393
Investment in Programmes and Projects of L'Arche International	334,311	126,873	(281,300)	-	-	179,884
Local Community Projects	342,018	23,450	(260,596)	-	-	104,872
Other	41,114	53	-	-	-	41,167
	1,001,040	415,946	(910,670)	-	-	506,316
Total of funds	12,954,533	19,674,508	(20,568,928)	-	(13,055)	12,047,058

18. SUMMARY OF FUNDS

Summary of funds - current year	Balance at 1 August 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2025 £
General Fund	**11,505,777**	**21,691,886**	**(21,689,194)**	**(8,870)**	**5,984**	**11,505,583**
Endowment funds	**34,965**	-	-	-	**(10,815)**	**24,150**
Restricted funds	**506,316**	**470,179**	**(468,743)**	**8,870**	**-**	**516,622**
	12,047,058	**22,162,065**	**(22,157,937)**	**-**	**(4,831)**	**12,046,355**

Summary of funds - prior year	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2024 £
General funds	11,891,748	19,258,562	(19,658,258)	-	13,725	11,505,777
Endowment funds	61,745	-	-	-	(26,780)	34,965
Restricted funds	1,001,040	415,946	(910,670)	-	-	506,316
	12,954,533	19,674,508	(20,568,928)	-	(13,055)	12,047,058

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year	Endowment funds 2025 £	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	-	-	8,567,325	**8,567,325**
Fixed asset investments	24,150	-	74,197	**98,347**
Current assets	**-**	516,622	4,378,313	**4,894,935**
Creditors due within one year	-	-	(1,402,042)	**(1,402,042)**
Creditors due in more than one year	-	-	(112,210)	**(112,210)**
Total	24,150	516,622	11,505,583	**12,046,355**

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

Analysis of net assets between funds - prior year	Endowment funds 2024 £	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	8,892,006	8,892,006
Fixed asset investments	34,965	-	68,213	103,178
Current assets	-	506,316	4,000,341	4,506,657
Creditors due within one year	-	-	(1,232,291)	(1,232,291)
Creditors due in more than one year	-	-	(222,492)	(222,492)
Total	34,965	506,316	11,505,777	12,047,058

20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net expenditure for the year (as per Statement of Financial Activities)	**(703)**	(907,475)
Adjustments for:		
Depreciation charges	**531,607**	491,520
Unrealised loss on investments	**4,831**	13,055
Investment income receipts	**(11,393)**	(16,562)
Loss/(profit) on the sale of fixed assets	**(179,031)**	302
Decrease/(increase) in debtors	**196,964**	(581,285)
Increase/(decrease) in creditors	**76,500**	(152,004)
Finance costs paid	**8,207**	10,256
Net cash provided by/(used in) operating activities	**626,982**	(1,142,193)

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2025 £	2024 £
Cash in hand	**1,459,425**	874,183
Total cash and cash equivalents	**1,459,425**	874,183

22. ANALYSIS OF CHANGES IN NET DEBT

	At 1 August 2024 £	Cash flows £	At 31 July 2025 £
Cash at bank and in hand	**874,183**	**585,242**	**1,459,425**
Debt due within 1 year	**(16,483)**	**-**	**(16,483)**
Debt due after 1 year	**(129,239)**	**17,029**	**(112,210)**
	728,461	**602,271**	**1,330,732**

23. OPERATING LEASE COMMITMENTS

At 31 July 2025 the Charitable Company had commitments to make future minimum lease payments under noncancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	**81,957**	66,415
Later than 1 year and not later than 5 years	**313,808**	300,000
Later than 5 years	**839,692**	1,033,610
	1,235,457	1,400,025

The majority of the company's leases of land and buildings are subject to rent review periods ranging between 3 and 5 years. All leases currently held by L'Arche are operating leases.

24. RELATED PARTY TRANSACTIONS

There were no related party transactions in either the current or previous financial period.

Be part of our STORY

You can join us in the life-changing L'Arche journey in many ways:

- Donate
- Volunteer
- Fundraise
- Campaign

Find out more at:

www.larche.org.uk

www.facebook.com/UK.LARCHE

Memberships and Associations:

CCPS COALITION OF CARE AND SUPPORT PROVIDERS IN SCOTLAND

LDE Learning Disability England

NCF THE NATIONAL CARE FORUM

AUDITOR
Sumer Auditco Limited, New Chartford House, Centurion Way, Cleckheaton, West Yorkshire, BD19 3QB

BANKERS
National Westminster Bank plc
63 North Street, Keighley, West Yorkshire BD21 3SB

Royal Bank of Scotland plc
PO Box 5663, 1st Floor, Affric House, Beechwood Park, Inverness IV2 3YR

L'Arche
A company limited by guarantee Registered in England and Wales, No. 1055041
Registered Charity Nos. 264166 and SC038493

Registered Office:
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Tel: 0161 438 2832 **Email:** info@larche.org.uk

Website: www.larche.org.uk

L'ARCHE In the UK

L'ARCHE

England & Wales - Charity number 264166

Accounts

Celebrating 50 years of Joyful Rebellion



L'ARCHE In the UK

Annual Report
2023-2024

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Our Joyful Rebellion

You know what annoys us about life with learning disabilities?

When people can't be bothered listening.
When they roll their eyes or talk to the person we are with.
When people think we can't do things and treat us like children.
When the Government doesn't resource our adult choices and responsibilities.

We want to show you our L'Arche joyful rebellion against all that.

L'Arche isn't perfect. We want more training in listening to people with learning disabilities as equals.
We want more ways to connect when we're lonely.

But we're proud of L'Arche.

How we accept each other with and without disabilities. How fun L'Arche is when we celebrate. How we got together for HopeFest and the dance video. How we work as a team on the National Speaking Council.

We really like the phrase, "with not for".



In this report, come and see for yourself what this means in L'Arche.



John Casson
National Leader



Rebecca Fonseca
NSC vice-Chair



Laura Matheson
National Speaking Council Chair



Aedan MacGreevy
National Board Chair

OUR YEAR

AUG 2023



Highland Community launch a **new candle collection** featuring fierce haggis candles. Members of L'Arche meet at the **Greenbelt festival** where Richard, Hazel and John give a talk about L'Arche after Jean Vanier, sharing how we rage, grieve and find something more beautiful than before.



SEPT 2023



We welcome a new lot of assistants to our houses and they're getting stuck into training and formation. Members of L'Arche Edinburgh are **invited to the Scottish Parliament** to celebrate the end of the tour for the artwork they co-created at the Edinburgh Festival last year.



OCT 2023



John Casson delivers **The Tablet Lecture on Joyful Rebellion**. L'Arche Highland organise a Monster Mash with weird woodcraft, leery life skills and a potion room. And the whole International Federation connects online for the yearly **L'Arche Light Festival** themed "Where the light gets in".



NOV 2023



L'Arche Ipswich are presented with the prestigious High Sheriff's **Certificate of Gratitude and Recognition**. Our London Community members have a stall at the **West Norwood Feast market** selling their crafts and helping people make baubles for their Christmas trees and decorating their home.



DEC 2023



L'Arche London's Drama Group sell out their two brilliantly funny and moving performances of **Aladdin at the South London Theatre**. We get behind the **With and Without campaign** to tell stories from L'Arche across the globe.



JAN 2024



Consultation begins across L'Arche to create a new **Vision and Values statement**, the first stage in creating a L'Arche 2030 vision. Kent Community marks their 50th year with a **celebration in Canterbury Cathedral** and our new redesigned website goes live!



OUR YEAR... CONTINUES

FEB 2024



It's a month of big projects launches! We kick off the **Alumni project** to create a 'family tree' and connect with former assistants and volunteers. We also launch three new live-in models – **Soulful Internship**, Apprenticeship and Community Builder.



MAR 2024



The **Joyful Rebellion exhibition** opens at The Beaney in Canterbury featuring artworks from people across L'Arche in the UK. We launch **Power Cuppas** with Tony and Veronica from London interviewing podcast star Rory Stewart.



APR 2024



Our Voice and Power co-lead, **Chloe Creevy, wins an award** in her field of "Work and Education" at the Learning Disability and Autism Leaders List awards. Seven amazingly dedicated, cool athletes run 42.2km at the **London Marathon** to raise funds for L'Arche.



MAY 2024



Emma's painting is selected for thousands of boxes of LUSH bath and shower collection called "Hello Sunshine". Richard starts a relaxed and informative podcast series **"Cuppa Tea with Richard"**. Now a yearly tradition, Manchester folk take part in the Great Manchester Run - see page 10 for more!



JUNE 2024



We proudly launch the **dance video** featuring our very own Makaton choir to the tune of Take That's Shine! The National Speaking Council meets the L'Arche leadership in Crewe to discuss topics such as trainers with experience, money and support for staying up late. We celebrate our precious volunteers and launch a summer of **Walking Together** events in our Communities.



JULY 2024



Members and supporters participate in the fun **50 Challenge** by swimming, folding origami, making jam and baking to raise funds for L'Arche. At the end of the month, we gather for the biggest **HopeFest** so far to camp, dance, celebrate and spend time with friends we've not seen for a while.



Our Numbers



37

Member of a Federation in 37 Countries



51

Celebrating our 51st year in the uk



11

Communities around the UK

People employed by L'Arche

670



Including 62 who share a house with people with a learning disability



62

More than 557 spirituality gift boxes shared across L'Arche



557

Expenditure £20,568,928



£19,674,508 income



Views of our Joyful Rebellion dance video



106,845



262 ticket holders...

...and 10 gatecrashers came to...

HOPEFEST

At least 63,510 meals shared...



...that we know of!

Who we are

We are people with and without learning disabilities, here to show that everyone belongs.



So together:

- We create Communities where people with and without learning disabilities live, share and grow together.
- We build relationships with people in our neighbourhoods.
- We work towards a world where people with learning disabilities are included and valued.



What we do

L'Arche supports 300 adults with learning disabilities in England, Scotland and Wales, through a mix of residential and home support and activity programmes.

In our Communities, people with and without learning disabilities live and work alongside each other. Together and as individuals, we actively participate in our neighbourhoods, in faith and campaign groups, in places of work, learning and fun, and in our towns, cities and nations. We seek opportunities for people with learning disabilities to be visible and valued as changemakers, neighbours, and citizens.

People with learning disabilities are the core members of L'Arche. Each one has a personal support plan, which is developed by listening to their aspirations, choices and goals, and tailored to their individual needs and level of independence.



Where we are

L'Arche Communities are each made up of people with and without disabilities sharing life in a local neighbourhood within a specific town or city.

We are local –
with Communities in 11 towns and cities across Britain.

We are national –
supporting each other in one national charity with a shared vision and culture.

We are international –
members of a federation with over 150 L'Arche Communities in 37 countries on 6 continents.



REAL, ROWDY AND RELATIONAL



In 2024, L'Arche UK celebrated 50 years of joyful rebellion. Since 1974, L'Arche has been a place for people who want change. People with and without learning disabilities.

WHO WON'T ACCEPT

a world that's unfair and unkind to people with learning disabilities.

WHO WON'T ACCEPT

social care that is underfunded, impersonal, and does things for people not with them.

WHO WON'T ACCEPT

ways of living that disconnect us from others and our true selves.

In L'Arche, we create a different world every day. By being ourselves, together, in Community.

Our world is real, rowdy and relational.
It's individuals living life to the full.
It's people being there for each other in good times and bad.

It's beautiful.

It's a joyful rebellion worth celebrating.





bit.ly/larche_50
Watch our 50 year story in 5 minutes - told by people with and without learning disabilities in L'Arche.

In 2024, our joyful rebellion meant creativity, contribution, connection - and a conversation over a lovely cuppa tea.Find out more in the pages that follow.

RIGHT: The winner of our '**Design our 50th Anniversary T-Shirt**' competition was Emily Han Nwe Chain, from L'Arche London with her brilliant take on our boat logo.

CREATIVITY

Meet The Artists



Too often, the artwork of adults with learning disabilities is treated as a therapeutic activity, not the expression of a serious creative talent or vision.

For example, Peter was one of the first people with learning disabilities to join L'Arche in Kent nearly 50 years ago. For decades, he experimented with colour and texture and honed his talents as a painter. But having spent his earlier years in an institution, where all traces of personal life were confiscated or erased, Peter was reluctant ever to let his work out of his home.

The Beaney House of Art and Knowledge unites state of the art galleries, museum, visitor information and a library under one roof in the heart of historic Canterbury. Between March and May 2024, Peter exhibited his work in public for the first time, as part of a Joyful Rebellion exhibition held in The Front Room at The Beaney.

Curated by two autistic artists from L'Arche Kent, S. Mitcheson and Lance White, the exhibition featured works by artists with learning disabilities and craftspeople from across L'Arche. Members of L'Arche even created the frames by hand from upcycled materials. And the exhibition was accompanied by a series of weekly inclusive Makaton, storytelling, reading and music workshops, all run by L'Arche.

A month later, one of the exhibition highlights, a confidently drawn sketch by Dean Hewett, of a scene from the movie Evita, was purchased for £200 by a member of the public.





Featured artwork: by S. Mitchison 'untitled'

Catch a glimpse of the art and artists from the Beaney exhibition in this short video

www.larche.org.uk/art-joyful-rebellion



CONTRIBUTION

Too often, people with learning disabilities are only noticed because they draw on social care for support, not celebrated for the gift they are to people who know them.

In L'Arche, we know people with learning disabilities are great citizens, who contribute to making the world better for everyone. That's why we supported people with learning disabilities who wanted to vote, to understand and participate in the General Election. And that's why, when National Leader John Casson was invited to preach in Canterbury Cathedral in July 2024, Kathy and Rebecca from L'Arche Kent co-wrote the sermon, and led the prayers.

Ever since the L'Arche Community started in Manchester, they have been participating in the Great Manchester 10K Run – the largest race of its type in Europe. Runners include Assistants and friends of L'Arche and people with learning disabilities in the Community too.

They revel in the carnival atmosphere at the event: the choirs and bands, the supporters leaning out of the window to wave and cheer the runners on. They relish meeting new people on the run – and challenging the perception that people with learning disabilities wouldn't be taking part.

Not only that. L'Arche runners with learning disabilities love this chance to take on a fundraising challenge which helps make a difference not just for L'Arche in Manchester, but for L'Arche Communities across the world.



> "I wanted to do the Great Manchester Run, because L'Arche has done so much for me. And I wanted to give back to L'Arche in a way."
>
> Sian (above right)

bit.ly/running_with_purpose



WATCH our video about the L'Arche team in the Great Manchester Run.



CONNECTION

Too often, people's lives lack depth and meaning, because we are missing connection to ourselves, each other, our world, and to something beyond us.

Because so many people with learning disability say they are lonely, we fundraised last year to appoint volunteer coordinators across nine L'Arche Communities. They are helping connect people in L'Arche with more local friends and neighbours.

John Casson's Tablet Lecture on Joyful Rebellion, delivered in October 2023, was all about how our ideal of "a heroic self, authoring my life" breeds disconnection.

In L'Arche, we have been engaged in a big conversation to renew our spirituality, to reflect both the diverse cultural and faith/spiritual backgrounds of people in L'Arche today, and our longing to lead lives of greater depth. It started in April 2023 with a survey, a week of "soul diaries", and further reflection groups.

Last year, we took it further by inviting everyone in L'Arche to experiment with new spiritual practices. Over several months, every L'Arche home and office received a series of five carefully curated "gift boxes", each containing objects and practices that would open up a shared space of reflection, prayer and deep encounter. These practices helped us connect with each other, by drawing us into the spiritual traditions and depths we each, uniquely, inhabit.

> "Our human preciousness is grounded in the givenness of who we are, and the ultimate destiny we are called to: friendship with others, with Creation and with God."
>
> John Casson, The Tablet Lecture 2023

HEADER PHOTO CREDIT:
Basia Wright Photograph

WATCH

Watch our video, launching phase two of our big conversation on spirituality. Use the link below or scan the QR code.

bit.ly/larche_spirituality2





Members of a Big Conversation Workshop.



A cuppa and a conversation



Rory Stewart
kicked off our Power Cuppa series but is he a Bourbon biscuit or a Jammie Dodger man?



"Speaking with you will help me to represent you better in my work as your local MP."

Helen Hayes
MP Dulwich and West Norwood



"In L'Arche, it's inspiring to see relationships, community and fullness of life at the heart of social care."

Stephen Timms - Labour MP for East Ham

Too often, people with learning disabilities never meet influential people and have no voice in the conversations and decisions that impact on them.

This year we created more opportunities for people with learning disabilities to claim the power they have to express their views. Our core members represented themselves more strongly in our governance – through Local and National Speaking Councils – and in recruitment processes. And our Voice and Power project consulted hundreds of core members, and identified sadness and loss, employment and independence, and sex and relationships as key topics for L'Arche to address.

We also enjoyed "power cuppas" with individuals whose power and influence shapes the lives of people with learning disabilities.

We prepared the things we wanted to talk about with them, and looked for fun ways of making these meetings interesting and inclusive. For example, when four people from L'Arche London went to meet Lady Blair, everyone introduced themselves by sharing a different object representing something about them. While Lady Blair showed off her judge's wig!

Sometimes, we used these meetings to talk about local issues that concerned us. But we also wanted to show those in power that people with learning disabilities can lead fun, fulfilling lives, and have interesting things to say. After his power cuppa with L'Arche, Stephen Timms wrote, "In L'Arche, it's inspiring to see relationships, community and fullness of life at the heart of social care."



Cherie Blair
Watch 2 minute highlights of the Power Cuppa by scanning the QR code



"What I learned is everyone is an individual and I have to treat them as such."

Liam Robinson
The Leader Liverpool City Council



"... you shouldn't have that issue in the first place..."

Steve Rotheram
Mayor of the Liverpool City Region

"...my work with all kinds of disabilities has been educating for me... you never know what to expect."

The Duchess of Edinburgh



Watch The Duchess of Edinburgh on her visit to our London Community.

bit.ly/duchess_at_larche

L'Arche


Brilliant Support
Beautiful Community
L'ARCHE In the UK
Effective Organisation

2030

Fifty years ago L'Arche started in the UK with a vision to build beautiful Communities, where people with and without learning disabilities share life.

In recent decades, it has been liberating to agree that we also need to respond to new developments in adult social care, by becoming excellent providers of care and support too.

Our 2030 vision names that L'Arche will now embrace being a single, effective organisation as well.

Over the next five years, we are called to do organisation as well as possible, so that community and care can survive and thrive in L'Arche.

Fifteen years of austerity and council cuts have taught us that we'll only be great at care and community if we have systems, information and decisions that get the best from our people, training, money, houses, and IT.

Here are our four priorities

PEOPLE

Ensuring assistants and volunteers come, stay, and thrive to fulfil our mission.

MONEY

Generating the financial surpluses to rebuild our reserves, invest in our mission and grow.

CARE AND SUPPORT

Maintaining our ambition to offer outstanding relational support and care.

HOUSES

Running and maintaining our houses and community places efficiently.

What we want to be saying in 2030

"...we've got a clear vision of the way forward, one where everyone knows their part..."



"... a refined induction programme for volunteers has made it easier to fit in and find your place..."



"...now, we save time and can spend more of it with core members..."



"... when I joined L'Arche, assistants were very busy. Now they have more time for us to talk and do things together..."



We need your **support**



Help our Communities to thrive

In a social care crisis, our ambition is for L'Arche to be a beacon of what care provision can be – and what life with learning disabilities can be – as we imagine the next 5 and 50 years. That means excellence as a state-funded social care provider, but also clarity about our extra impact, funded by those who share our values.



Help us grow

L'Arche aims to be a place where life lived to the full with learning disabilities is possible. To do this we are committed to both brilliant care and joyful community life, as people with and without disabilities share friendships, homes and spirituality.



Help us reach more people

To disrupt exclusion and crisis, and bring joy and build community, we need people like you to join us with a single gift, regular support, or maybe a little time. We want to draw out the gifts of people with learning disabilities in our Communities as well as sharing these within our society.

Regular **donations**

www.larche.org.uk/donate

Would you consider making a regular donation or increasing your existing regular donation this year?

Your regular donation will help us to plan long-term. It will help to bring security to the people in our Communities. It would give us the tools we need to maintain, build and create space in our Communities.
Ultimately, your gift could help to make known the gifts of people with learning disabilities.

Legacy **Giving**



Would you consider leaving L'Arche a gift in your will or setting up a new will using L'Arche's free will writing service?

"To know that our legacy gift to L'Arche will go on to give someone else the life and opportunities that my boys have had, gives me great comfort."
Rosemary Bull (left) with her sons Philip and Richard.

A free will or codicil service is available and you can access this via our website or by calling **0161 438 2832**



Thank You!

Thank you for your donations, legacies and fundraising challenges.

We want a radically inclusive world where people with and without learning disabilities thrive together in body, mind and spirit.

We want to change the world:

- When it is unfair and unkind to people with learning disabilities.
- When it does things to people with disabilities, not with them.
- When it disconnects us from others and from our full selves.

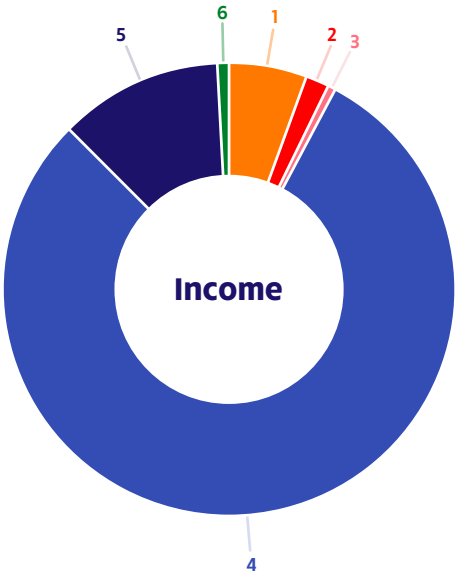
A special thank you to all our funding partners for your generous support.

Your support over the past year has helped us to progress our vision, support our people and improve our systems.

Please continue to support us where you can to help L'Arche survive and thrive for a new generation.

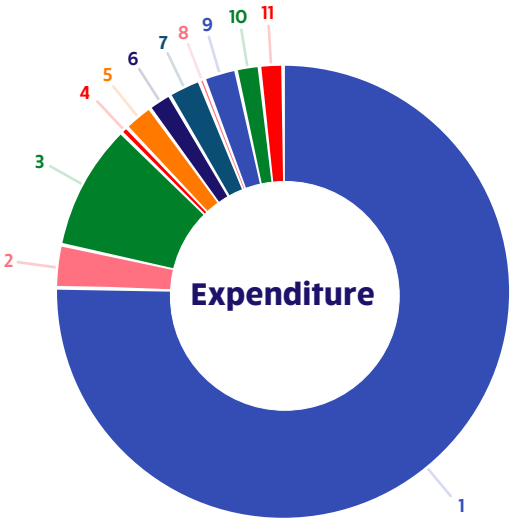
2023 - 2024 **Income**

1	General Donations	£1,135,426
2	Donations for UK projects	£289,073
3	Donations for L'Arche International	£126,873
4	Support Income	£15,685,847
5	Housing Income	£2,287,439
6	Other Income	£149,850
	Total	**£19,674,508**



2023 - 2024 **Expenditure**

1	Employment costs	£15,523,298
2	Living costs	£617,538
3	Housing costs	£1,884,748
4	Day service costs	£56,694
5	Admin and travel	£480,076
6	Legal costs	£335,151
7	Support costs	£499,929
8	Other costs	£10,256
9	Depreciation	£491,823
10	Fundraising and Communications	£387,690
11	Donations to L'Arche International and other charities	£281,725
	Total	**£20,568,928**



TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2024

(A company limited by guarantee)

Registered number: 1055041
Charity number: 264166 and SC038493

TRUSTEES' REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 JULY 2024

Trustees

Aedan MacGreevy
Nigel Mapp (appointed 13 September 2023)
Joanna McCall (appointed 13 September 2023)
Anne Winter (appointed 13 September 2023)
Martin Weale
Jane Brown
Peter Oakes
Roland Clark (resigned 18 September 2024)
Isobel Gray
Susan Williams
Laura Harper (resigned 13 September 2023)
Jonathan Carter (appointed 18 September 2024)

Registered office

10 Briggate
Silsden
Keighley
West Yorkshire
BD20 9JT

Independent Auditor

BHP LLP
Centurion Way
Cleckheaton
West Yorkshire
BD19 3QB

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JULY 2024

The Trustees are pleased to present their Strategic and Trustee Report for the year ending 31st July 2024, including the preceding pages, which are also prepared to meet the requirements for a Directors' Report and Accounts for Companies Act purposes.

The Financial Statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

National Board	National Leadership Team	Community Leaders
Aedan MacGreevy National Chair	**John Casson** National Leader	**Liis Revell** Kent
Sue Williams National Vice Chair	**Kathleen Boyle** Deputy National Leader (until December 2023)	**Chris Gehrke** Highland
Roland Clark National Treasurer (until October 2024)	**Alexina Mwense** Director of Finance and IT (from September 2023)	**Stacey Owen** Liverpool
Jon Carter National Treasurer (from October 2024)	**Laura Harper** Director of Care and Community (from December 2023)	**Lucy Winter** London (until October 2024)
Peter Oakes Safeguarding Lead	**James Cuming** Regional Leader South and Wales	**Sarah Shallis** Bognor Regis
Marie Roberts HR and Whistleblowing Lead	**Des Kennedy** Regional Leader North and Scotland	**Jill Farmer** Brecon
Jane Brown Manchester	**Sam Davies** Director of Fundraising and Comms	**David Knowles** Preston
Isobel Gray Edinburgh	**Louise Carter** Mission and Formation	**David Hockley** Ipswich
Laura Harper London (until September 2023)	**Sarah Harrison** Human Resources (until June 2024)	**Kirsty MacCrimmon** Edinburgh
Martin Wheale Brecon	**Lucy Winter** Director of People and Culture (from October 2024)	**Nem Tomlinson** Manchester
Nigel Mapp (from September 2023)	**Debbie Walker** Head of Finance Operations (until February 2024)	**Caireen Detain** Nottingham (Project)
Joanna McCall (from September 2023)		
Anne Winter (from September 2023)		

OBJECTIVES AND ACTIVITIES
STRATEGIC REPORT
ACHIEVEMENTS AND PERFORMANCE

a. Main achievements of the Charitable Company

Resilience and Quality: L'Arche Communities showed resilience in delivering high quality relational care and fostering community life in the face of severe ongoing pressures on our sector. We received several positive reports from our respective care regulators and put in place effective action plans where improvements were required. The emergency in recruitment of assistants eased overall, in particular because of the arrival of very committed and able assistants on Health Care Worker visas. Additional financial pressures were created by high levels of inflation and above-inflation increases in the National Living Wage which the Government required but did not fund. The year saw stability in our Community Leader group and we managed significant transitions in the National Leadership Team.

Vision and ambition: Members across L'Arche were involved in creating a statement of vision and values and in identifying key ambitions for 2030, drawing on the outputs of our 3 Big Conversations on impact, spirituality and voice. We launched workstreams to operationalise these ambitions, including in a new impact survey, a new quality framework, and beginning work on a 2030 plan for organisational effectiveness.

Systems and digitisation: L'Arche rolled out a new digital Care Management System, and continued to embed use of Sharepoint and Business Central for information management and financial management.

Celebration and Outreach: In 2024, L'Arche across the UK celebrated its 50th anniversary with a series of events across the country under the theme of celebrating 50 years of joyful rebellion. Highlights included a celebration in Canterbury Cathedral, an alumni outreach campaign, and a Jubilee HopeFest weekend gathering for Communities from across the UK.

b. Key performance indicators

Care, Support and Housing: We track individual care and support outcomes through quality assurance systems, peer audit, and our accountability to the care inspectorates. The accessibility and timeliness of data will be strengthened by the ongoing roll-out of our Care Management System. Quality measures will be broadened as we implement the new L'Arche Quality Framework, backed by the new Impact survey designed with help from New Philanthropy Capital. We continue to make progress auditing and tracking Health and Safety and Housing compliance with new central systems.

People and Culture: Employee engagement, performance and well-being is tracked through the Diversity Survey which now has three years of data trends to support it. It shows extremely high levels of employees having a sense of belonging and alignment with organisational mission, but more work to do on work-life balance, and opportunities and support for people with certain protected characteristics. Our performance on people and culture will be strengthened in the year ahead by a new Values and Behaviours Framework, and enhanced training for leaders and line managers.

Financial performance is tracked by regular reporting from our new Business Central system.

STRATEGIC REPORT (CONTINUED)

ACHIEVEMENTS AND PERFORMANCE (CONTINUED)

c. Factors relevant to achieve objectives

L'Arche is undertaking a strategy process to set a vision and plan to survive and thrive to and beyond 2030. This broad process includes data analysis, sector benchmarking and identification of best practice, and based on broad consultation and co-production.

In terms of vision, the 2030 approach builds on the work of the last 2 years to clarify and build ownership of a strong ambition for L'Arche to remain distinctive in its commitment to mutuality, spirituality, and locality. And to achieve a stronger reputation for innovation and excellence in power, voice, and opportunities for people with learning disabilities – especially in the areas of sex and relationships, employment and opportunity, and loss and distress.

In terms of implementation, the 2030 approach confronts the challenge of achieving these ambitions in the face of severe financial and recruitment shortages and de-humanising systems in our sector and society. The approach focuses on an organisational improvement agenda in terms of the disciplines needed to get the most from the four key resources on which L'Arche depends: people, money, houses, and care and support practice. Across each of these four areas, the focus is on clarity of responsibility and accountability, on relevant and timely data, on simplicity and consistency of processes, on maximising income, and on more efficient and specialised support functions.

d. Investment policy and performance

In accordance with the investment powers contained in the Articles of Association, monies not immediately required for the day-to-day operation of the Company may be held in investments, securities or property.

During the financial year concerned, the Charity has sought to minimise risk by holding its reserves in instant access cash deposits.

FINANCIAL REVIEW

a. Going concern

The Trustees have reviewed the financial performance and the general reserves position for 2024. L'Arche operates in an increasingly challenging financial environment, competing for funding from Local Authorities who are under long-term financial pressure, and recruiting in a tight social care labour market. Apart from Local Authority funding, L'Arche also funds some of its operations through fundraising income. The fundraising environment remains challenging after the COVID pandemic and cost of living pressures. Overall, the financial environment is expected to remain challenging as the cost of living and energy bills remain high, and the Government imposes a 42% increase in our National Insurance contributions.

To counter these challenges L'Arche UK, is streamlining its costs, reviewing its contractual and fundraised income to ensure the generation of income is maximised and that underfunded services are addressed more robustly. The trustees have prepared a cashflow forecast to November 2027, and despite this broadly challenging financial environment, are confident that the charity has adequate reserves to continue its operations for the this period. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

b. Reserves policy

In common with similar organisations supporting people with learning disabilities, and in line with Charity Commissioners' advice that reserves are needed for reasons of sound financial management and operational planning, L'Arche holds a General Fund in addition to its Development and Fixed Asset Funds (see Note 17 of the Financial Statements).

At 31st July 2024, L'Arche held total reserves of £12,047,058 (2023: £12,954,533). Free reserves totalled £1,831,113 (2023: £2,190,042) and were held in the General Fund.

The Unrestricted Development Fund represents donations and grants received without a specific restriction. The Trustees designate unrestricted donations and grants received by a community to projects within that community. They may also, if they deem it appropriate, designate the profit on the sale of assets to a community development fund to ensure that the spirit of the original gift is reflected in future investment.

The General Fund is held primarily to protect against interruptions to our main income flow and to sustain working cash balances to cover fluctuations in operating costs. The current level of unrestricted General Funds of £1,831,113 (2023: £2,190,042) represents 4.8 weeks (2023: 6.1 weeks) of community operating expenditure.

The statutory nature of most of our services gives some protection against fluctuations in income, but medium-term the Trustees' objective is to hold reserves over 10 weeks of operation.

c. Financial review

In 2023/24 we continued to draw down reserves to meet the cost of living crisis and linked pay increase caused by an above-inflation 2024 Living Wage Increase which was underfunded by Local Authorities. We continued to modernise our financial management, embedding the new Business Central system, improving management accounts and credit control, and requiring Communities to produce surplus budgets for 2025/26.

We are making good progess transferring Core Member records to a digital platform called Nourish, which ensures accurate recording of care by transforming paper-based plans into detailed, easily accessible digital records, improving care quality and facilitating quick identification of trends and gaps. This work is ongoing and is expected to be completed in 2025.

d. Financial results

The Statement of Financial Activities shows an overall deficit of £907,475 (2023: deficit of £758,312).

The Trustees consider that the Charity has one operating activity: the care and support of people with learning disabilities.

e. Donations and grants

Income from fundraising was slightly higher than in the previous financial year at £1,551,372 (2023: £1,421,225). Unrestricted donations increased to £1,135,426 (2023: £622,467) due primarily to the amount received from legacies. UK restricted donations decreased to £415,946 (2023: £798,758) as we didn't have a need for a capital appeal in this financial year.

We continued to strengthen the Fundraising and Communications team therefore our expenditure for the year was £387,690 (2023: £390,364).

Review: Overall this remains a good result in very challenging times, and we continue to be grateful for the support offered by both long term and new supporters.

f. Income from charitable activities

Our income from Charitable Activities continues to rise. Overall, it rose by £1,929,611 to £18,106,574 (2023: £16,176,965).

As vacancies were filled our support income increased to £15,685,847 (2023: £13,865,836) with housing income also showing a strong performance at £2,287,439 (2023: £1,920,355). We continued to review support packages in response to changing needs and historical underfunding.

Review: Securing annual fee increases from some local authorities remains challenging, especially in London and the South-East. In Scotland, Government policy was to fund us to pay assistants Real Living Wage as defined by the Living Wage Foundation and annual uplifts reflect this. In England, Local Authority awards were mixed. The average uplift in the UK in 2024 was 6.3% against a 9.8% increase in the National Living Wage, which drives our pay scales (which in 2024 started from an entry level hourly rate between NLW and RLW).

g. Direct charitable expenditure

Expenditure on our services increased by £2,127,532 to £19,899,513 (2023: £17,771,981) The main factor behind this increase was staffing costs which rose from £13,758,791 in 2023 to £15,336,880 in 2024.

Review: Recruitment and retention remains challenging across the social care sector, and L'Arche continues to face vacancies, turnover, and elevated spend on agency staff. In the year in question our recruitment was assisted by the new Health Care Worker visa route, easing our overall recruitment crisis. We also drew on reserves to increase pay above the level of fee increases, in the light of high inflation. Recruiting voluntary workers as live-in Community Members remained challenging, worsened by post-Brexit visa requirements, long delays in visa decision-making, and a high rate of visa refusals. As a result, our traditional live in community model is seriously challenged. We have created and piloted alternative models designed to appeal more to people based in the UK, as a volunteering community experience.

h. Charitable donations

A donation was not made during the year to the L'Arche Benevolent Trust (2023: £3,000), a registered charity with the objectives of assisting employees and ex-employees of L'Arche who may require financial support as a result of personal hardship. Donations to L'Arche International totalled £281,300 (2023: £197,436) and donations to other charitable organisations £425 in total (2023: £2,992).

i. Balance sheet

Balance sheet net assets reduced from £12,954,533 to £12,047,058. Cash balances at £874,183 (2023: £2,474,850) reflect a reduction in cash of £1,600,667, this is mainly due to high inflation, energy costs and above inflation living wage increases which were underfunded by local authorities. The debtor as at July 2024 was £3,632,474 (2023: £3,051,189).

j. Risk register

The L'Arche Board and national executive team track risks across 5 risk areas (financial sustainability; mission and identity; care, support and housing; people and culture; and general). We have reorganised the team of national Directors around similar broad areas, which also map onto the priorities of the 2030 strategy, and to a new sub-committee structure for the Board.

The last year saw recruitment risks scores slightly declining in priority, with care and support risks stable, and financial risks increasing as financial pressures on the social care sector intensified. For the second year in succession, we judge the risk of further scandal arising from Jean Vanier revelations to be reducing.

The most serious risks we now face are listed below, along with steps we are taking to try to mitigate these risks as much as possible.

Risk Area 1: Financial sustainability	**Mitigation**
Risk that we could have insufficient financial headroom to pay Employer's National Insurance and National Living Wage increases without depleting reserves and closing services.	1. New financial plan to reduce costs and increase income, including disposals of non-core properties. 2. Invest in financial management. 3. Lobby for funding uplifts with rest of care sector.
Risk Area 2: Recruitment and retention	**Mitigation**
Risk that we are unable to offer the salaries, terms and conditions to recruit and retain the employees we need.	1. Financial measures detailed above. 2. Consultation on new Terms and Conditions. 3. New focus on retention. 4. New investment in recruitment.
Risk Area 3: Crisis pressure on culture	**Mitigation**
Risk that urgent financial measures erode the morale and culture of Communities; the wellbeing of core members and assistants; and the time and resources for mutuality and spirtuality.	1. National Team engagement with Communities. 2. Investment in developing line managers. 3. New resources for spirituality. 4. Soulful Internship Programme. 5. Fundraising for Volunteer Coordinators. 6. L'Arche Impact Survey and Quality Framework.
Risk Area 4: Finance systems and staffing	**Mitigation**
Risk that recruitment, turnover and workloads leave the finance team unable to provide the information and support needed.	1. Recruitment to new structure in two locations. 2. More automation of processes as Business Central is fully introduced.
Risk Area 5: Community Leaders	**Mitigation**
Risk that the inherent stresses in the Community Leader role lead to a risk of burnout and high turnover, leaving Communities exposed or in crisis.	1. Review of Community Leader role. 2. Enhanced national support for finance, Health & Safety, Housing, Learning and Development. 3. Restructured line management and mentoring for Community Leaders. 4. Succession planning.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Organisational structure

L'Arche is a company limited by guarantee and a charity registered in England and Wales and in Scotland. The organisation was incorporated on 18th May 1972 and is currently governed by Articles adopted on 24th February 2018. Its principal objects can be summarised as providing support and training for people with learning disabilities by opening and running Community networks, homes and work opportunities, thereby fostering personal development and citizenship.

There are currently ten L'Arche Communities in the UK, with one project under development. A typical Community comprises a number of houses, supported living settings and, where appropriate and commissioned, day activities, spread out within an urban setting and run as a unified service. In this way, Community members are more easily able to integrate with the wider neighbourhood and thereby develop and maintain important links with individuals and groups beyond L'Arche.

b. Management

The National Leader/CEO is appointed by the National Board and reports to the Trustees through the National Chair. As leader of the executive management structure, the National Leader/CEO is responsible for supervising a team of four Directors of: Care and Communities, People and Culture, Finance and IT, Fundraising and Communications.

All members of this Leadership Team are permanent employees. The National Leader/CEO is also a member of the L'Arche International Leadership Team and reports to the International Federation of L'Arche through the acting International Leader.

Communities are supervised and supported by line management through either the National Leader, the Director of Care and Community, or the Regional Leader covering Scotland and the North of England. These line managers are responsible for supporting the Communities, supervising Community Leaders and ensuring the Communities discern their local mission priorities and objectives, while living faithfully L'Arche's Identity & Mission and being compliant with commissioning and statutory requirements.

Day-to-day responsibility for each Community is delegated to the Community Leader/Director who is supported by a coordinating team, typically responsible for care and support services, housing, HR, day activities, and administration. Members with learning disabilities are encouraged and enabled to play an active part in decisions regarding their own support, their house or support service, and their Community.

L'Arche members with learning disabilities contribute to UK-wide governance and management decisions through a representative National Speaking Council, which meets twice a year, and once a year with the Board.

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

c. Trustees

L'Arche is governed by a National Board, the members of which are Directors of the Company with trustee responsibilities. The full board has 11 positions (of which 10 were filled at year end) and normally meets four times a year in addition to the AGM.

Board members serve a maximum of 12 years. Recruitment of new National Board members results from a regular review of the necessary mix of skills and experience required for governance. Vacancies are advertised in national and local publications as well as through professional agencies and other networks. Potential candidates are appointed after a process of interviews, references and other checks.

New members' induction and training is achieved through a combination of written material, meetings and training days, in addition to local Community visits, to ensure they are not only aware of their responsibilities as trustees but understand the ethos and practice of L'Arche in supporting people with learning disabilities.

d. Equal opportunities

We use an Applicant Tracking System that monitors our equal opportunities data and anonymises applicant information, enabling a robust short-listing process. Through this platform provider we receive national training in inclusive recruitment and are developing our approach to improve our practices in this area. Our biennial Equality, Diversity, and Inclusion (EDI) survey has achieved high levels of staff engagement. We continue to welcome new support workers on Health Care Worker visas, significantly increasing our workforce diversity nationwide. The Senior Care Worker visa route has also allowed us to retain talented individuals in more senior roles.

We analyse the results of our annual employee survey, focusing on protected characteristics, including disability, to identify areas for improvement. This ensures our commitment to diversity, equality, and inclusion is translated into actionable practices.

Our national Equity, Diversity, and Inclusion (EDI) group advises the Director of People and Culture, helping to inform and enhance our EDI practices.

e. Disabled employees policy

Our mission includes celebrating the unique value of every person and recognising our need for one another. Key elements of this mission include our commitment to giving full and fair consideration to applicants with disabilities, taking into account their aptitudes and abilities. We support the continued employment and training of individuals who become disabled, including offering flexible working arrangements wherever possible. We provide reasonable adjustments to training opportunities to ensure accessibility for disabled employees, and we carefully consider and respond to Access to Work requests.

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

f. Engagement with employees

Throughout the year, we have maintained and developed various channels for engaging with employees. The Belong newsletter remains a key medium for communicating news, updates, and information to everyone across L'Arche. The results of the Inclusion survey are shared widely across all areas of L'Arche, along with updates on our progress with Equity, Diversity, and Inclusion (EDI). We also run peer networks, such as live-in community worker networks, providing a safe space for individuals to share their experiences and challenges in their roles.

Most employee consultations occur locally, including regular gatherings of all Community members, listening groups, Community Councils, and assistant assemblies. Groups of employees and service users collaborate to develop local plans and recruit senior leaders. Employees from all locations and roles participate in listening groups and steering groups for key national initiatives.

National and Regional Leaders regularly visit Communities to hear directly from employees at all levels. As a not-for-profit charity, we do not share profits with employees, but we widely share performance news, including care inspection reports, internally and via social media. The Directors remain acutely aware of the challenges our employees face in the social care sector, where remuneration is low. All decisions are made by balancing the effects on our financial viability, our workforce, and the people with disabilities we support.

g. Remuneration policy

As part of our commitment to recruiting and retaining individuals who align with L'Arche values, we have in place a robust remuneration policy. We use both sector-based and other relevant benchmarks to ensure our salaries are fair and competitive. Our system of salary bands reflects different levels of responsibility and offers opportunities for pay progression. We have clarified our Employer Value Proposition, clearly outlining the tangible and intangible benefits of working for L'Arche, and ensured that all current Terms and Conditions of employment are accurately reflected in the remuneration policy. Terms and Conditions will be revised in 2025 in line with new legislation and to achieve a fairer rewards package targeted to maximise recruitment and retention.

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

h. Fundraising

At L'Arche, our small team of in-house staff run fundraising campaigns and activities in line with the Chartered Institute of Fundraising's Code of Fundraising Practice, and a L'Arche Ethical Fundraising Policy. We communicate fundraising messages by post and email, responding to our donors' and supporters' wishes.

As a Charity regulated by the Fundraising Regulator, we work to achieve the highest standards in how we communicate and fundraise with our donors and supporters. Our approach to developing long-term, and mutual relationships with our supporters underpins our approach to our fundraising and communications activities.

We use the services of a few carefully selected external companies to support us with occasional specialist skills to help us deliver specific activities, including external appeal mailings and development of new fundraising initiatives. We manage and monitor all fundraising work undertaken by others by providing clear guidelines and work briefs, spot checking, and including fundraising staff on appeal mailing lists.

Over the past year, we have not received any fundraising complaints. Fundraising complaints can be made through our fundraising@larche.org.uk email channel.

We protect vulnerable people by contacting known donors and supporters, curating the stories we tell carefully to avoid breaches of data protection for participants, by embracing ethical content creation, and reducing shock and distress for those we communicate with. We provide our staff with a variety of safeguarding and other relevant training, including Oliver McGowan training.

i. Company, Charity and tax status

The Company is limited by guarantee, with no shareholdings. The liability of the 50 members (2023: 51) is limited to £1 each. The Company is registered as a charity in England and Wales and in Scotland with the Office of Scottish Charity Regulator.

The Company is not liable to income tax, corporation tax or capital gains tax. It is not registered for VAT, since taxable supplies are below the level requiring registration.

j. Public benefit disclosure

L'Arche has referred to the Charity Commission's guidance on public benefit when reviewing our aims, objectives and activities and can confirm that the Charity's Trustees have complied with the duty in s.4 of the Charities Act 2006 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the Public Benefit requirement under that Act.

k. Future capital commitments

Capital project commitments outstanding at the year-end totalled £nil (2023: £nil).

INVESTMENT POLICY

In accordance with the investment powers contained in the Articles of Association, monies not immediately required for the day-to-day operation of the Company may be held in investments, securities or property. During the financial year concerned, the Company has sought to minimise risk by holding its reserves in instant access cash deposits.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' report including the Strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

STATEMENT OF TRUSTEES' RESPONSIBILITIES (CONTINUED)

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Auditor

A resolution to re-appoint BHP LLP as the Company's auditors will be proposed at the annual general meeting.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Aedan MacGreevy

Aedan MacGreevy

Date:

14.3.2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF L'ARCHE

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

BASIS FOR OPINION

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

OTHER INFORMATION

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

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF L'ARCHE (CONTINUED)

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the trustees' report, which includes the strategic report and the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006, requires us to report to you if, in our opinion:

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

RESPONSIBILITIES OF TRUSTEES

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

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

AUDITOR RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF L'ARCHE (CONTINUED)

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:

We focused on laws and regulations, relevant to the company, which would give rise to a material misstatement in the financial statements. Our tests included agreeing the financial statements disclosure to the underlying supporting documentation, enquiries with management, review of operations of controls within the year, in particular income, expenditure, payroll, review of provisions and review of expenses. There are inherent limitations in the audit procedures described and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

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

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

USE OF OUR REPORT

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Lesley Kendrew

Lesley Kendrew (Senior statutory auditor)

for and on behalf of

BHP LLP
Centurion Way
Cleckheaton
West Yorkshire
BD19 3QB

Date: 17.3.2025

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2024

	Note	Endowment Funds 2024 £	Restricted Funds 2024 £	Unestricted Funds 2024 £	Total 2024 £	Total 2023 £
Income and endowments from:						
Donations and grants	2	-	**415,946**	**1,135,426**	**1,551,372**	1,421,225
Charitable activities	3	-	-	**18,106,574**	**18,106,574**	16,176,965
Investments	4	-	-	**16,562**	**16,562**	40,847
Total income and endowments			**415,946**	**19,258,562**	**19,674,508**	17,639,037
Expenditure on:						
Raising funds	5	-	-	**387,690**	**387,690**	390,364
Charitable activities	6	-	**629,370**	**19,270,143**	**19,899,513**	17,771,981
Other expenditure	7	-	**281,300**	**425**	**281,725**	203,428
Total expenditure			**910,670**	**19,658,258**	**20,568,928**	18,365,773
Net expenditure before net (losses)/gains on investments		-	**(494,724)**	**(399,696)**	**(894,420)**	(726,736)
Net (losses)/gains on investments		**(26,780)**	**-**	**13,725**	**(13,055)**	(31,576)
Net movement in funds		**(26,780)**	**(494,724)**	**(385,971)**	**(907,475)**	(758,312)
Reconciliation of funds:						
Total funds brought forward		**61,745**	**1,001,040**	**11,891,748**	**12,954,533**	13,712,845
Net movement in funds		**(26,780)**	**(494,724)**	**(385,971)**	**(907,475)**	(758,312)
Total funds carried forward		**34,965**	**506,316**	**11,505,777**	**12,047,058**	12,954,533

The Statement of Financial Activities includes all gains and losses recognised in the year.
The notes on pages 39 to 62 form part of these financial statements.

L'ARCHE BALANCE SHEET AT 31ST JULY 2024

	Note		Unestricted Funds 2024 £		Total 2023 £
Fixed assets					
Tangible assets	12		**8,892,006**		8,934,452
Investments	13		**103,178**		116,233
Total income and endowments			**8,995,184**		9,050,685
Current assets					
Debtors	14	**3,632,474**		3,051,189	
Cash at bank and in hand		**874,183**		2,474,850	
		4,506,657		5,526,039	
Creditors: amounts falling due within one year	15	**(1,232,291)**		(1,400,323)	
Net current assets			**3,274,366**		4,125,716
Total assets less current liabilities			**12,269,550**		13,176,401
Creditors: amounts falling due after more than one year	16		**(222,492)**		(221,868)
Total net assets			**12,047,058**		12,954,533
Charity funds					
Endowment funds	17		**34,965**		61,745
Restricted funds	17		**506,316**		1,001,040
Unrestricted funds	17		**11,505,777**		11,891,748
Total Funds			**12,047,058**		12,954,533

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Aedan MacGreevy Jonathan Carter

Aedan MacGreevy
Chair of Trustees

Jonathan Carter
Trustee

Date: 14.3.2025

The notes on pages 39 to 62 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JULY 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities	**(1,142,193)**	(1,123,799)
Cash flows from investing activities		
Proceeds from the sale of tangible fixed assets	**1,500**	-
Purchase of tangible fixed assets	**(450,876)**	(909,408)
Investment income receipts	**16,562**	40,847
Finance costs paid	**(10,256)**	(14,351)
Net cash used in investing activities	**(443,070)**	(882,912)
Cash flows from financing activities		
Repayments of borrowing	**(15,404)**	(15,971)
Net cash used in financing activities	**(15,404)**	**(15,971)**
Change in cash and cash equivalents in the year	**(1,600,667)**	**(2,022,682)**
Cash and cash equivalents at the beginning of the year	**2,474,850**	4,497,532
Cash and cash equivalents at the end of the year	**874,183**	**2,474,850**

The notes on pages 39 to 62 form part of these financial statements

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

L'Arche meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going Concern

The Trustees have reviewed the financial performance and the general reserves position for 2024. L'Arche operates in an increasingly challenging financial environment, competing for funding from Local Authorities who are under long-term financial pressure, and recruiting in a tight social care labour market. Apart from Local Authority funding, L'Arche also funds some of its operations through fundraising income. The fundraising environment remains challenging after the COVID pandemic and cost of living pressures. Overall, the financial environment is expected to remain challenging as the cost of living and energy bills remain high, and the Government imposes a 42% increase in our National Insurance contributions.

To counter these challenges, L'Arche UK is streamlining its costs, reviewing its contractual and fundraised income to ensure the generation of income is maximised and that underfunded services are addressed more robustly. The trustees have prepared a cashflow forecast to November 2027, and despite this broadly challenging financial environment, are confident that the charity has adequate reserves to continue its operations for the going concern period. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

1. ACCOUNTING POLICIES (CONTINUED)

1.3 Income

All income is recognised once the Charitable Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charitable Company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charitable Company, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Incoming resources from charitable activities represents the aggregate of residents' income support, local and central government grants and receipts and other non-government receipts provided for the maintenance of the communities and their residents.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Donations for L'Arche International and Overseas Communities - where donations have been raised for the specific purpose of distribution to L'Arche Overseas Communities, to minimise administration costs there can be a delay in the transfer of these funds to the projects for which they have been given. The size of the sums involved warrant separate disclosure from other funds donated to L'Arche UK.

1. ACCOUNTING POLICIES (CONTINUED)

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit 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 is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charitable Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charitable Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1. 5 Government Grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charitable Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of financial activities.

1. ACCOUNTING POLICIES (CONTINUED)

1.8 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

The estimated useful lives are as follows:

Freehold buildings	-	40 years
Long-term leasehold property	-	period of lease
Short-term leasehold property	-	period of lease
Motor vehicles	-	4 years
Tools and equipment	-	4 years

Freehold land is excluded from depreciation on the basis of value at date of acquisition.

1.9 Investments

All investments are stated at market value. The market value of listed investments is derived from prices quoted on the PLUS market (formerly OFEX). Unrealised changes made to the balance sheet market values are reflected in the Statement of Financial Activities.

Investments held as fixed assets are shown at cost less provision for impairment.

1.10 Debtors

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

1.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1. ACCOUNTING POLICIES (CONTINUED)

1.12 Liabilities and provisions

Liabilities 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.

Liabilities are recognised at the amount that the Charitable Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1.13 Financial instruments

The Charitable Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.14 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

1.15 Pensions

The Charitable Company auto enrols qualifying employees as members of a group personal pension scheme, administered by Royal London. The Company's contributions are included in Resources Expended in the Statement of Financial Activities in the year in which the contributions are made.

1.16 Fund accounting

The General Fund consists of amounts received which have yet to be committed or designated to a specific use by the Company. The Development Fund comprises grants and donations received for or appropriated to development projects. It contains amounts either restricted by the donor or designated by the Company for specific purposes. The Fixet Asset Fund, Unrestricted and Endowed, represents the net book value of property and other tangible fixed assets less long-term borrowings on property.

2. INCOME FROM DONATIONS AND LEGACIES

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations			
Received for L'Arche UK	289,073	1,135,426	**1,424,499**
Received for L'Arche International	126,873	-	**126,873**
Government grants			
CJRS Grant Income			
	415,946	1,135,426	**1,551,372**

2. INCOME FROM DONATIONS AND LEGACIES (CONTINUED)

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Donations			
Received for L'Arche UK	532,148	622,467	1,154,615
Received for UK Development	-	-	-
Received for L'Arche International	248,218	-	248,218
Government grants			
CJRS Grant Income	18,392	-	18,392
	798,758	622,467	1,421,225

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2024 £	Total funds 2024 £
Income from Care and Support Provision	15,685,847	**15,685,847**
Income from Housing Services	2,287,439	**2,287,439**
Other funding	88,537	**88,537**
Sundry receipts	29,134	**29,134**
Sale of products	15,617	**15,617**
	18,106,574	**18,106,574**

3. INCOME FROM CHARITABLE ACTIVITIES (CONTINUED)

	Unrestricted funds 2023 £	Total funds 2023 £
Income from Care and Support Provision	13,865,836	13,865,836
Income from Housing Services	1,920,355	1,920,355
Other funding	325,709	325,709
Sundry receipts	37,777	37,777
Sale of products	27,288	27,288
	16,176,965	16,176,965

4. INVESTMENT INCOME

	Unrestricted funds 2024 £	Total funds 2024 £
Income from investments	12,396	**12,396**
Bank interest	4,166	**4,166**
	16,562	**16,562**

	Unrestricted funds 2023 £	Total funds 2023 £
Income from investments	36,905	36,905
Bank interest	3,942	3,942
	40,847	40,847

5. EXPENDITURE ON RAISING FUNDS

Fundraising trading expenses	Unrestricted funds 2024 £	Total funds 2024 £
Fundraising (including wages and salaries)	241,771	**241,771**
Publicity (including wages and salaries)	145,919	**145,919**
	387,690	**387,690**

Fundraising trading expenses (continued)	Unrestricted funds 2023 £	Total funds 2023 £
Fundraising	26,203	26,203
Publicity	85,048	85,048
Wages and salaries	277,857	277,857
Fundraising depreciation	1,256	1,256
	390,364	390,364

6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Summary by fund type	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Employment and training	328,440	15,194,858	**15,523,298**
Household costs and community activities	163,662	453,876	**617,538**
Occupancy costs	-	1,441,769	**1,441,769**
Repairs, maintenance and renewals	-	442,979	**442,979**
Depreciation	-	491,520	**491,520**
Workshop costs	4,684	52,010	**56,694**
Office costs	85,069	199,295	**284,364**
Motor and travel	5,000	190,712	**195,712**
Legal and professional / governance costs	-	335,151	**335,151**
Loan interest	-	10,256	**10,256**
Direct support and development	42,515	457,414	**499,929**
Loss on disposal	-	303	**303**
	629,370	19,270,143	**19,899,513**

Summary by fund type (continued)	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Employment and training	240,481	13,240,453	13,480,934
Household costs and community activities	395,760	217,691	613,451
Occupancy costs	-	1,365,304	1,365,304
Repairs, maintenance and renewals	49,210	551,847	601,057
Depreciation	-	404,518	404,518
Workshop costs	-	58,316	58,316
Office costs	-	231,338	231,338
Motor and travel	-	140,433	140,433
Legal and professional / governance costs	-	278,445	278,445
Loan interest	-	14,351	14,351
Direct support and development	62,487	521,347	583,834
	747,938	17,024,043	17,771,981

7. OTHER EXPENDITURE

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations to L'Arche International	281,300	-	**281,300**
Other donations	-	425	**425**
	281,300	425	**281,725**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Donations to L'Arche International	197,436	-	197,436
Donations to L'Arche Benevolent Trust	-	3,000	3,000
Other donations	-	2,992	2,992
	197,436	5,992	203,428

L'Arche Benevolent Trust is an independent registered charity with the objective of assisting employees and ex-employees of L'Arche who may require financial support as a result of personal hardship.

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES

Summary by fund type	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Employment and training	15,447,885	75,413	**15,523,298**
Household costs and community activities	617,538	-	**617,538**
Occupancy costs	1,441,769	-	**1,441,769**
Repairs, maintenance and renewals	442,979	-	**442,979**
Depreciation	491,520	-	**491,520**
Workshop costs	56,694	-	**56,694**
Office costs	-	284,364	**284,364**
Motor and travel	-	195,712	**195,712**
Legal and professional / governance costs	-	335,151	**335,151**
Loan interest	-	10,256	**10,256**
Direct support and development	-	499,929	**499,929**
Loss on disposal of fixed assets	-	303	**303**
	18,498,385	1,401,128	**19,899,513**

8. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

Summary by fund type	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Employment and training	13,480,934	-	13,480,934
Household costs and community activities	613,451	-	613,451
Occupancy costs	1,365,304	-	1,365,304
Repairs, maintenance and renewals	601,057	-	601,057
Depreciation	404,518	-	404,518
Workshop costs	58,316	-	58,316
Office costs	-	231,338	231,338
Motor and travel	-	140,433	140,433
Legal and professional / governance costs	-	278,445	278,445
Loan interest	-	14,351	14,351
Direct support and development	-	583,834	583,834
	16,523,580	1,248,401	17,771,981

9. AUDITOR'S REMUNERATION

	2024 £	2023 £
Fees payable to the Charitable Company's auditor for the audit of the Charitable Company's annual accounts	**20,095**	19,150
Fees payable to the Charitable Company's auditor in respect of: All non-audit services not included above	**3,675**	6,025

10. STAFF COSTS

	2024 £	2023 £
Wages and salaries	**13,744,941**	12,451,689
Social security costs	**1,166,781**	1,000,741
Contribution to defined contribution pension schemes	**425,158**	306,361
	15,336,880	13,758,791

At the year end, premiums were outstanding to the pension scheme provider of £63,380 (2023: £3,724).

The key management personnel of the Charity comprises the Trustees and the National Leadership Team - the National Leader, Deputy National Leader, Regional Leaders, Head of Human Resources, Head of Finance, Fundraising Director and Mission Formation Director.

The total remuneration of the National Leadership Team was £590,963 (2023: £468,218).

The average number of persons employed by the Charitable Company during the year was as follows:

	2024 No.	2023 No.
Communities	**481**	422
Administration and Finance	**29**	25
Fundraising and Publicity	**8**	11
	518	458

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024 No.	2023 No.
In the band £60,001 - £70,000	**2**	-
In the band £70,001 - £80,000	-	1
In the band £80,001 - £90,000	**1**	-

11. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 July 2024, expenses totalling £633 were reimbursed or paid directly to four Trustees (2023 - £1,137 to 6 Trustees).

12. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Long-term leasehold buildings £	Short-term leasehold buildings £	Motor vehicles £	Tools and equipment £	Total £
Cost or valuation						
At 1 August 2023	**11,255,298**	**750,778**	**903,224**	**195,529**	**1,409,170**	**14,513,999**
Additions	**525**	-	-	**51,608**	**398,743**	**450,876**
Disposals	**(2,307)**	-	-	**(40,522)**	-	**(42,829)**
At 31 July 2024	**11,253,516**	**750,778**	**903,224**	**206,615**	**1,807,913**	**14,922,046**
Depreciation						
At 1 August 2023	**3,366,741**	**410,837**	**363,001**	**155,178**	**1,283,790**	**5,579,547**
Charge for the year	**257,863**	**19,044**	**39,005**	**30,349**	**145,259**	**491,520**
On disposals	**(505)**	-	-	**(40,522)**	-	**(41,027)**
At 31 July 2024	**3,624,099**	**429,881**	**402,006**	**145,005**	**1,429,049**	**6,030,040**
Net book value						
At 31 July 2024	**7,629,417**	**320,897**	**501,218**	**61,610**	**378,864**	**8,892,006**
At 31 July 2023	7,888,557	339,941	540,223	40,351	125,380	8,934,452

Leasehold buildings are sub-divided into those held under short-term leases (50 years and under) and those held under long-term leases (over 50 years).

13. FIXED ASSET INVESTMENTS

Cost or valuation	Listed investments £	Quoted investments £	Total £
At 1 August 2023	**61,745**	**54,488**	**116,233**
Revaluations	**(26,780)**	**13,725**	**(13,055)**
At 31 July 2024	**34,965**	**68,213**	**103,178**

Net book value	Listed investments £	Quoted investments £	Total £
At 31 July 2024	**34,965**	**68,213**	**103,178**
At 31 July 2023	61,745	54,488	116,233

All investments are in the United Kingdom.

The listed investments were given to L'Arche as an endowment and comprise 1,050 shares in Adnams Brewery, an Aquis Stock Exchange company, with a market value of £33.30 per share at 31st July 2024 (2023: £58.80).

14. DEBTORS

Due within one year	2024 £	2023 £
Fees due	**3,226,758**	2,226,247
Other debtors	**35,592**	328,015
Prepayments and accrued income	**370,124**	496,927
	3,632,474	3,051,189

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Triodos loan	**16,483**	16,483
Trade creditors	**402,674**	-
Other taxation and social security	**378,296**	288,324
Other creditors	**79,373**	498,642
Accruals and deferred income	**355,465**	596,874
	1,232,291	1,400,323

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2024 £	2023 £
Triodos loan	**129,239**	144,643
Other creditors	**93,253**	77,225
	222,492	221,868

The Triodos loan at Ipswich is secured on 3 Warrington Road, Ipswich, with an interest rate fixed at 1.25% over base and is for a period of 25 years.

The Triodos loan above is partially composed of amounts due over 5 years.
These amount to £63,307 (2023: £78,711)

17. STATEMENT OF FUNDS

Statement of funds - current year	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2024 £
Unrestricted funds						
General Fund	**2,190,042**	**19,258,562**	**(19,166,738)**	**(450,753)**	-	**1,831,113**
Development Fund	**928,380**	-	-	-	-	**928,380**
Fixed Asset Fund	**8,773,326**	-	**(491,520)**	**450,753**	**13,725**	**8,746,284**
	11,891,748	**19,258,562**	**(19,658,258)**	-	**13,725**	**11,505,777**
Endowment funds						
Endowment Fund	**61,745**	-	-	-	**(26,780)**	**34,965**
Restricted funds						
New Communities	**66,476**	**339**	**(66,815)**	-	-	-
Investing in Leadership, Young People and Infrastructure for Growth	**217,121**	**265,231**	**(301,959)**	-	-	**180,393**
Investment in Programmes and Projects of L'Arche International	**334,311**	**126,873**	**(281,300)**	-	-	**179,884**
Local Community Projects	**342,018**	**23,450**	**(260,596)**	-	-	**104,872**
Other	**41,114**	**53**	-	-	-	**41,167**
	1,001,040	**415,946**	**(910,670)**	-	-	**506,316**
Total of funds	**12,954,533**	**19,674,508**	**(20,568,928)**	-	**(13,055)**	**12,047,058**

17. STATEMENT OF FUNDS (CONTINUED)

Purpose of restricted funds

New Communities
Nottingham and Scotland

Capital and Refurbishment Appeals
Ipswich - Purchase of The Ark, supported living house
London - The Dove
Manchester - Day Service Development
Manchester - The Rose, supported living house

Investing in Leadership, Young People and Infrastructure for Growth
Leadership Development Programme
Assistant Induction Programme
Big Conversation - Voice and Power
Big Conversation - Impact
Big Conversation - Spirituality
Investment in Charity Infrastruture
Jubilee Celebrations
Volunteers Coordination

Investment in Programmes and Projects of L'Arche International
India
Africa
Poland
Haiti
Bethlehem
Ukraine
International

Local Community Projects
Various projects in the Communities

17. STATEMENT OF FUNDS (CONTINUED)

Statement of funds - prior year	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2023 £
Unrestricted funds						
General Fund	2,936,545	16,840,279	(16,680,128)	(909,408)	2,754	2,190,042
Development Fund	1,262,365	-	(333,985)	-	-	928,380
Fixed Asset Fund	8,270,204	-	(406,286)	909,408	-	8,773,326
	12,469,114	16,840,279	(17,420,399)	-	2,754	11,891,748
Endowment funds						
Endowment Fund	96,075	-	-	-	(34,330)	61,745
Restricted funds						
Transforming Lives - Expanding the Contribution of People with Learning Disabilities in Society	6,341	11,000	(8,471)	-	-	8,870
New Communities	66,476	-	-	-	-	66,476
Capital and Refurbishment Appeals	132,759	275,000	(395,760)	-	-	11,999
Investing in Leadership, Young People and Infrastructure for Growth	247,741	204,964	(235,584)	-	-	217,121
Investment in Programmes and Projects of L'Arche International	283,529	248,218	(197,436)	-	-	334,311

17. STATEMENT OF FUNDS (CONTINUED)

Statement of funds - prior year (continued)	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2023 £
Local Community Projects	408,957	41,184	(108,123)	-	-	342,018
Other	1,853	18,392	-	-	-	20,245
	1,147,656	798,758	(945,374)	-	-	1,001,040
Total of funds	13,712,845	17,639,037	(18,365,773)	-	(31,576)	12,954,533

18. SUMMARY OF FUNDS

Summary of funds - current year	Balance at 1 August 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2024 £
General Fund	**11,891,748**	**19,258,562**	**(19,658,258)**	-	**13,725**	**11,505,777**
Endowment funds	**61,745**	-	-	-	**(26,780)**	**34,965**
Restricted funds	**1,001,040**	**415,946**	**(910,670)**	-	-	**506,316**
	12,954,533	**19,674,508**	**(20,568,928)**	-	**(13,055)**	**12,047,058**

Summary of funds - prior year	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2023 £
General funds	12,469,114	16,840,279	(17,420,399)	-	2,754	11,891,748
Endowment funds	96,075	-	-	-	(34,330)	61,745
Restricted funds	1,147,656	798,758	(945,374)	-	-	1,001,040
	13,712,845	17,639,037	(18,365,773)	-	(31,576)	12,954,533

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current period	Endowment funds 2024 £	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	-	-	8,892,006	**8,892,006**
Fixed asset investments	34,965	-	68,213	**103,178**
Current assets	-	506,316	4,000,341	**4,506,657**
Creditors due within one year	-	-	(1,232,291)	**(1,232,291)**
Creditors due in more than one year	-	-	(222,492)	**(222,492)**
Total	34,965	506,316	11,505,777	**12,047,058**

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

Analysis of net assets between funds - prior period	Endowment funds 2023 £	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	8,934,452	8,934,452
Fixed asset investments	61,745	-	54,488	116,233
Current assets	-	1,001,040	4,524,999	5,526,039
Creditors due within one year	-	-	(1,400,323)	(1,400,323)
Creditors due in more than one year	-	-	(221,868)	(221,868)
Total	61,745	1,001,040	11,891,748	12,954,533

20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net expenditure for the period (as per Statement of Financial Activities)	**(907,475)**	(758,312)
Adjustments for:		
Depreciation charges	**491,520**	405,774
Unrealised loss on investments	**13,055**	31,576
Investment income receipts	**(16,562)**	(40,847)
Loss on the sale of fixed assets	**302**	-
Increase in debtors	**(581,285)**	(431,261)
Decrease in creditors	**(152,004)**	(345,080)
Finance costs paid	**10,256**	14,351
Net cash used in operating activities	**(1,142,193)**	(1,123,799)

21. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2024 £	2023 £
Cash in hand	**874,183**	2,474,850
Total cash and cash equivalents	**874,183**	2,474,850

22. ANALYSIS OF CHANGES IN NET DEBT

	At 1 August 2023 £	Cash flows £	At 31 July 2024 £
Cash at bank and in hand	**2,474,850**	**(1,600,667)**	**874,183**
Debt due within 1 year	**(16,483)**	-	**(16,483)**
Debt due after 1 year	**(144,643)**	**15,404**	**(129,239)**
At 31 July 2024	**2,313,724**	**(1,585,263)**	**728,461**

23. OPERATING LEASE COMMITMENTS

At 31 July 2024 the Charitable Company had commitments to make future minimum lease payments under noncancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	**66,415**	32,986
Later than 1 year and not later than 5 years	**300,000**	199,415
Later than 5 years	**1,033,610**	806,000
	1,400,025	1,038,401

The majority of the company's leases of land and buildings are subject to rent review periods ranging between 3 and 5 years. All leases currently held by L'Arche are operating leases.

24. RELATED PARTY TRANSACTIONS

There were no related party transactions in either the current or previous financial period.

Be part of our STORY

You can join us in the life-changing L'Arche journey in many ways:

- Donate
- Volunteer
- Fundraise
- Campaign

Find out more at:

www.larche.org.uk

www.facebook.com/UK.LARCHE

Memberships and Associations:

CCPS COALITION OF CARE AND SUPPORT PROVIDERS IN SCOTLAND

LDE Learning Disability England

VODG

NCF THE NATIONAL CARE FORUM

AUDITOR
BHP LLP
New Chartford House, Centurion Way, Cleckheaton, West Yorkshire, BD19 3QB

BANKERS
National Westminster Bank plc
63 North Street, Keighley, West Yorkshire BD21 3SB

Royal Bank of Scotland plc
PO Box 5663, 1st Floor, Affric House, Beechwood Park, Inverness IV2 3YR

L'Arche
A company limited by guarantee Registered in England and Wales, No. 1055041
Registered Charity Nos. 264166 and SC038493
Registered Office: 10 Briggate, Silsden, Keighley, West Yorkshire BD20 9JT

Tel: 01535 656186 Fax: 01535 656426 **Email:** info@larche.org.uk
Website: www.larche.org.uk

L'ARCHE In the UK

L'ARCHE

England & Wales - Charity number 264166

Accounts



Seeing things differently

L'Arche Annual Report 2022-2023

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In L'Arche we see things differently.

We want to help you see differently too.

To see the brilliant things in L'Arche life after lockdown. Steam train outings. Hogmanay and Easter parties. New babies. Trips to friends and family.

To see what people with and without disabilities can achieve together. Gardens planted. Workshops full of woodwork, theatre and art. Homes full of singing, eating and dancing.

To see how annoying it is when people talk to us as if we are stupid. When doctors, nurses and carers don't know how to listen to us. When we don't have independence.

We want you to see we're actually quite clever, and want respect.

Most of all, we want you to see that even in the hardest times life's not all gloom and doom. When we come together, we can feel happy inside.

To see all this, please read on. Better still, come visit us in person!



Laura Matheson
National Speaking Council Chair



Rebecca Fonseca
NSC vice-Chair



John Casson
National Leader



Aedan MacGreevy
National Board Chair

Who we are

We want a radically inclusive world where people with and without learning disabilities thrive together in body, mind and spirit.



So together we create:

- Places and relationships for people with and without learning disabilities to live, love and grow together.
- Encounters for people with learning disabilities to be visible and valued – as changemakers, neighbours and citizens.
- Campaigns and partnerships for a radically inclusive world.



What we do

L'Arche supports around 300 adults with learning disabilities in England, Scotland and Wales, through a mix of residential and home support and activity programmes.

We create Communities where people with and without learning disabilities live and work alongside each other. Together and as individuals, we actively participate in our neighbourhoods, in faith and campaign groups, in places of work, learning and fun, and in our towns, cities and nations.

People with learning disabilities are the core members of our Communities. Each one has a personal support plan, developed by listening to their dreams and aspirations, choices and goals, and tailored to their individual needs and level of independence.



Where we are

L'Arche Communities are each made up of people with and without disabilities sharing life in a local neighbourhood within a specific town or city.

We are local –
with Communities in 11 towns and cities across Britain.

We are national –
supporting each other in one national charity with a shared vision and culture.

We are international –
members of a federation with 160 L'Arche Communities in 37 countries on 6 continents.



Our Numbers

Member of a Federation of **37** countries



50 years in the UK



11 communities in the UK



650 people employed by L'Arche



53 who share a house with people with a learning disability



54 different nationalities



£17,639,037 income



492 ... involving people - from every L'Arche Community



expenditure £18,365,773



144 different Big Conversations* on Impact, Voice & Power and Spirituality...





63,510 meals shared ... that we know of

L'ARCHE In the UK

*For more about our three Big Conversations see pages 9-10.

Something **beautiful** together



It's a crisp December afternoon. Lambeth is caked in ice and snow. Jason is waiting in Stanley Hall Theatre, along with the L'Arche London Drama Group.

"It's important to put plays on in theatres," he says, "because that's the normal place where people come to see stage shows or drama performances."

> We are holding a message: that people with and without learning disability can create something beautiful together.



The Drama Group draws inspiration from ancient myths, legends and fairy tales. But in their productions, everything is made from scratch – the scripts, the props, the costumes, the scenery.

Their Creation Story, performed earlier in the year, featured 6 giant tapestries, homespun in the craft workshop, depicting the six days of creation. For their new production, Laurence, a man with Down's Syndrome, has spent months sawing, nailing and painting wood, along with a volunteer called Tony, to create the magical, and colourful set for the Musicians of Bremen.

Everyone's talents are employed, all ideas are considered. "Success for me is everyone finding a role and place in the play," says Laura, the Group's director.

A cat (Amy) is putting on her make-up. A rooster (Vinny) is practicing his crowing. Four thieves (William, Danny, Ben and Marina) are preparing their stripy swag bags. If it comes off, The Musicians of Bremen, performed to packed south London audience, will be the highlight of the year for the Drama Group.

But will it end happily ever after?

Watch our six-minute video to discover what happens:

www.larche.org.uk/beautiful-together

OUR YEAR

AUG 2022

Once again, our Communities gather in Hope Valley for a weekend of camping, singing karaoke, YoDancing and eating together! **HopeFest** is getting bigger and bigger each year.





SEP 2022

| Globally, we connect with other Communities during the **L'Arche Light Festival** with videos, dramas, songs and moments of prayer.
| Nationally, we change our visual brand identity, introducing new colours, squiggles and fonts to focus on all the things we are – creative, expressive and joyful. We welcome Sarah Shallis as a new Community Leader in Bognor.

OCT 2022

| The 18th of October is an important day for Richard as he becomes a published author and launches **"Don't Put Us Away"** at a prestigious event hosted at the House of Commons. | In Manchester, the Halle Orchestra brings music to L'Arche where our members explore different rhythms, creating music together and even participating in conducting sessions.





NOV 2022

| While Ipswich folk carve pumpkins | L'Arche members in Highland work hard in the workshops, making candles, preparing pot plants and herbs to sell at a **Winter Pop-Up shop**.

DEC 2022

| After months of sweat and tiring rehearsals, our talented London Drama Club bring The Bremen Town Musicians to the stage. | Whereas Billy and Jane from the Ipswich Community become theatre stars as they appear in Brave Art's production based on the **Kinky Boots**.





JAN 2023

| L'Arche Highland receive the highest possible grade from the Care Inspectorate for demonstrating outstanding compassion, dignity and respect... Bravo!
| Chloe and Milly are appointed as new **Voice and Power** Co-Leads.

FEB 2023

| Working with a scientist from the Edinburgh Royal Botanic Garden, L'Arche Manchester co-create an audio-visual sensory experience for people with learning disabilities called **Climate Sense**. | Sian is invited to a music and storytelling event as a guest speaker.





| We launch a series of short videos that feature L'Arche assistants from all over UK. They talk about growth, fulfilment and deep satisfaction. | Liverpool welcome Stacey as a new Community Leader. The Bognor Regis Community has a **Barn Dance** to celebrate their 45th birthday. Yeehaw!

MAR 2023

APR 2023

| Before Easter, we wash each other's feet, and keep soul diaries as part of the Big Conversation on Spirituality | Also, two lads from Bognor Regis, Edward and James, share the **first of their Makaton series.**





| Rebound Books receive a **Bronze award for Sustainability at Hay Festival**. | Manchester celebrates their 10th birthday and Eleanor completes the Great Manchester Run raising almost £1000, an incredible achievement.

MAY 2023

JUN 2023

| This year's theme for Walking Together is **#WalkingDifferently** – some of us walk blindfolded, three-legged, or dressed as clowns! | Together with the other 36 countries of L'Arche, we take part in the International Federation Assembly.





| July is the month for the bravest of us all! While L'Arche Preston celebrate their 25th birthday by **sailing in the open waters,** John Casson gets a pair of kangaroo shoes to raise money for L'Arche Communities around the world in a bouncing challenge.

JUL 2023

Three BIG conversations

Joyful Rebellion
50 years of L'Arche in the UK
1974–2024

In 2024, we are celebrating 50 years of L'Arche in the UK. We want to mark our Jubilee by looking forward as well as back, establishing a vision for the future of L'Arche in a changed world.

In order to do this, we launched Three Big Conversations to reflect on three of the themes that matter most to us today.







ABOVE: L'Arche Kent in the early days

1 The impact we make

We want everyone in L'Arche to be clear and confident about the difference we can make for a fairer world.

Over the past year we have drawn together the views of all our Communities and reflected on their responses through a series of national online workshops.

This has given us a clear picture of what is most important to our members and the activities and practices that have the most impact on their lives. We have also heard the need to challenge how people with a learning disability are treated in our society.

We are now using this information to:

- Inform the key choices we will make affecting the future
- Communicate a clear message about who we are and what we stand for
- Identify and measure our impact, through the development of focused survey and self-audit tools





2

Voice and Power

What really matters

We want to equip people with learning disabilities both in L'Arche, and in our society as a whole, to be heard and empowered.

Our two Co-Facilitators, Chloe (pictured above) and Milly have visited Communities and held online conversations to learn what really matters to our Community members.

Three key priorities identified:

- Finding employment when there is little opportunity for paid jobs
- Loneliness, sex and relationships
- Coping with sadness and grief

Our spirituality 3

Deep and inclusive

- What does spirituality mean to me?
- How does my spirituality help me manage a complex life and be a better person?
- How can our spirituality be truly open to everyone, while being rooted in the insights and inspirations of the Christian gospel?

It is important to our Community members that we continue to ask these questions, to help us understand how knowing the whole person – including their spiritual life – helps us to grow and find joy.

We want to encounter each other in authenticity and depth, at the point of our spiritual differences, rather than settle for a shallow harmony.

There is a distinct L'Arche spirituality: accessible and mutual, playful and fun, rooted in the ordinary; being present; tending towards love.

And we can do more to ground our spiritual practices in mutual relationships.

Watch L'Arche core members and their assistants talk about what spirituality means to them.



A church for everyone, **everywhere**

In recent months, a big conversation has started in L'Arche about how everyone – Christians as well as people of other faiths or none – can really belong and express their spiritual life here.

But from the very beginning of L'Arche, we have built special relationships with the Christian churches, connections that continue to this day. So when the Lutheran Diocese of Gothenburg got in touch to invite us to speak to their church leaders group about community, we couldn't say no.

This was a chance to share with the church a message about including people who are different, to meet other groups working to build relationships with people who have learning disabilities, and to travel the world after two years of Covid lockdowns.

And so, on 12th April 2023, five members of L'Arche Manchester hopped on the 07:10 flight to Gothenburg. From there, they gave a presentation and led a workshop on discipleship and made friends with another disability community. They returned with the distinct impression that a sophisticated Swedish "Fika" (sharing a cup of coffee with your friends) is not so very different from a good old Manchester brew.

Watch this short video to see who they met, and how their visit went down:
www.larche.org.uk/sweden-trip

Want to make your church more inclusive for everyone?

Building on decades of L'Arche experience, Hazel Bradley and Jim Cargin's Creative Ideas for Worship with All Abilities (Canterbury Press: 2019) is the book for you! Purchase it online here:

bit.ly/creative_worship





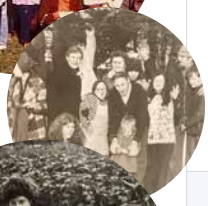


A changing world for people with learning disabilities

1945	Second World War ends. The mass murder of disabled people during the Holocaust is uncovered
From 1950s	The movement to bring people with learning disabilities out of long-stay institutions gains momentum
1959	Mental Heath Act (England and Wales; 1960 Scotland) rejects institutionalisation in favour of 'community care'
1980s - 1990s	Group homes become the norm for people with learning disabilities. Increasing professionalisation and regulation of social care
1990s - 2005s	New laws protecting the rights of people with disabilities including Community Care Act, Disability Discrimination Act, SENDA, Mental Capacity Act
2001	Valuing People – Government White Paper on learning disability promotes support services for independent living
2007	UK signs the UN Convention on the Rights of Persons with Disabilities
2008	Global financial crisis, leading to public spending cuts. Many people with learning disabilities living "independently" find themselves lonely and with insufficient support
2011	BBC Panorama programme reveals widespread abuse at Winterbourne View Hospital and ongoing institutionalisation of people with learning disabilities in the UK









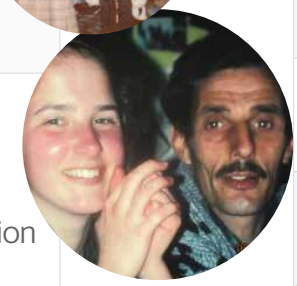












L'Arche Timeline 1964 – 2024

The first L'Arche Community opens in Trosly-Breuil, France	**1964**
A L'Arche Charter is signed, setting out a vision for all new Communities	**1972**
On 24th January, John Boorman, Bill Armstrong, and David Turnham arrive at "Little Ewell" house from Eastry Hospital. The first L'Arche UK Community begins.	**1974**
Within five years, five new L'Arche Communities have opened in Kent ('74), Inverness ('75), Liverpool ('76), London ('77) and Bognor Regis ('78)	**1978**
There are now 8 L'Arche Communities in Britain, with new foundations in Brecon ('88), Edinburgh ('91), Preston ('98)	**2000**
An Identity and Mission Process to define L'Arche's mission in the new millennium begins with a meeting of the L'Arche International Federation in Swanwick, Derbyshire	**2002 - 2005**
The L'Arche National Speaking Council is established.	**2008**
L'Arche Nottingham begins their pattern of weekly fellowship meeting, and will be accepted as a L'Arche project in 2014	**2011**
The founding of L'Arche Ipswich ('06) and L'Arche Manchester ('13) takes the number of UK Communities to ten	**2013**
L'Arche is granted Special Consultative Status on the United Nations Economic and Social Council	**2015**
L'Arche UK adopts new Articles of Association and Regulations for Governance and Leadership.	**2018**
Jean Vanier inquiry and Study Commission report	**2020 - 2023**
The Federation Assembly adopts a new Charter	**2023**
L'Arche UK 50th Anniversary	**2024**

What we are doing so L'Arche will flourish

In our Jubilee year, we are investing in the ambitions, people and systems that will enable L'Arche to survive and thrive in the UK for the long-term.

Ambition

We are clarifying the next steps in our 3 Big Conversations on Impact, Spirituality and Voice and Power, which began in 2022-23.

By the end of our Jubilee year, we will have developed a strategy for L'Arche UK, with new mandates and a 2030 plan, which identifies the key long-term choices we face. This strategy will then be embedded into our formation, recruitment and policies.



People

We are devising an action plan for our Voice and Power project, which includes training people with learning disabilities and refreshing our National Speaking Council and listening groups.

We will step up our recruitment by developing three new live-in models tailored for a UK audience. We are bringing more diversity into key leadership roles, and recruiting coordinators at local level to ensure volunteers participate fully in our community life.

We are producing a new Values, Behaviours and Skills Framework which will form the people we need to lead and build community in L'Arche.

Following on from our Big Conversation we are launching a survey to help us better evaluate our impact upon the lives of people with and without learning disabilities.

Systems

We are creating a quality framework with quality assurance systems focused on outcomes. We are modernising our service provision by piloting a digital rostering system and digitising our care records.

We will ensure long-term financial sustainability by ensuring we get better real-time data to support financial ownership and management, and creating budget plans which identify the choices Communities need to take in order to return a budget surplus. We will generate fundraising growth by developing our projects and partnerships and identifying new income streams.



Unwanted treasures



Once described by Bill Clinton as "The Woodstock of the mind", the Hay Literary Festival features the biggest names in the arts and literature, sciences and academia. And not only these.

Tucked away between the luxury clothing exhibitors and the gourmet food and drink stands, a Rebound Books workshop sets out its stall. Upcycled journals and notepads, cards, diaries and bookmarks are placed on display.

Throughout the year, Rebound Books is a quiet hub of industry. The workshop can be found in the eaves of The Muse, a grand old Edwardian building rooted in the heart of Brecon, more recently reclaimed as a cultural centre for the town. But for two weeks each summer, they pack up their stock and decamp a few miles down the road to Hay-on-Wye.

The workshop specialises in turning unloved books into beautiful treasures - the only project of its kind in the country.

They are experts at spotting potential which others too quickly miss. Nothing goes to waste; everything is redeemed.

larche.org.uk/unwanted-treasures

A discarded paperback is transformed into a lovely notebook, a one-off. Lost leaves are gathered and revamped as wrapping or some kind of decoration. Men and women with learning disabilities, too often considered unemployable, are honoured as beloved colleagues, skilled crafters, cherished members of their team and their community.

> "...turning unloved books into beautiful treasures..."

At the 2023 Hay Festival, Rebound Books finally got the recognition they deserve, receiving the Bronze Award for Sustainability.

Check out:
reboundbooks.co.uk
to order today.





Thank You!

Your donations, legacies and fundraising challenges

We want a radically inclusive world where people with and without learning disabilities thrive together in body, mind and spirit.

We want to change the world:

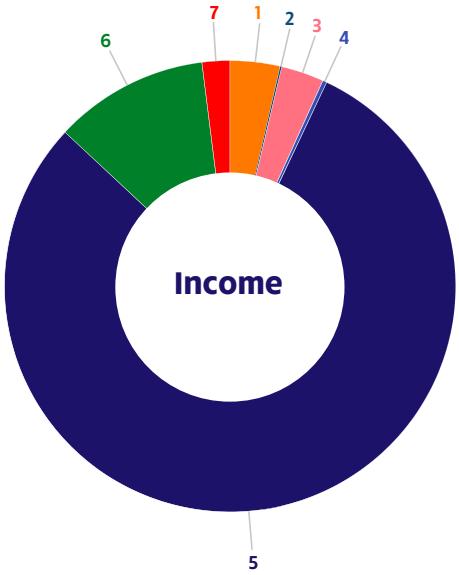
- When it is unfair and unkind to people with learning disabilities.
- When it does things to people with disabilities, not with them.
- When it disconnects us from others and from our full selves.

Your support over the past year has helped us to progress our vision, support our people and improve our systems. Please continue to support us where you can to help L'Arche survive and thrive for a new generation.

A special thank you to The Vardy Foundation, The Wolfson Foundation and Porticus for their generous support.

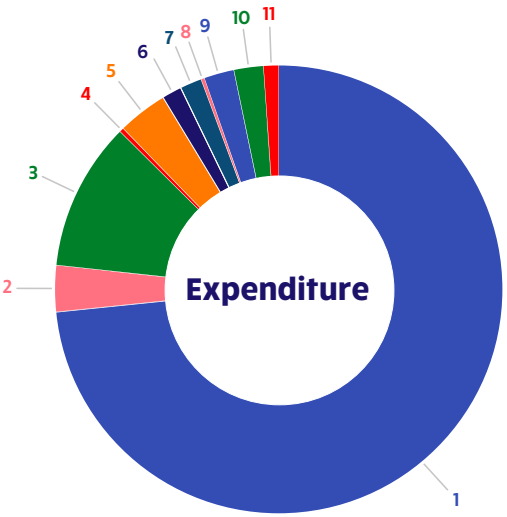
2022-2023 **Income**

1	General Donations	£622,467
2	Government Grants	£18,392
3	Donations for UK Projects	£532,148
4	Donations for L'Arche International	£248,218
5	Support Income	£13,865,836
6	Housing Income	£1,920,355
7	Other Income	£431,621
	Total	17,639,037



2022-2023 **Expenditure**

1	Employment costs	£13,480,934
2	Living Costs	£613,451
3	Housing Costs	£1,966,361
4	Day Service Costs	£58,316
5	Admin and Travel	£671,771
6	Legal Costs	£278,445
7	Support Costs	£283,834
8	Other Costs	£14,351
9	Depreciation	£404,518
10	Fundraising and Communications	£390,364
11	Donations to L'Arche International and other charities	£203,428
	Total	£18,365,773



How you can get **involved**



Help our Communities to thrive

In a social care crisis, our ambition is for L'Arche to be a beacon of what care provision can be – and what life with learning disabilities can be – as we imagine the next 5 and 50 years. That means excellence as a state-funded social care provider, but also clarity about our extra impact, funded by those who share our values.

Help us grow

L'Arche aims to be a place where life lived to the full with learning disabilities is possible. To do this we are committed to both brilliant care and joyful community life as people with and without disabilities share friendships, homes and spirituality.





Help us reach more people

To disrupt exclusion and crisis, and bring joy and build community, we need people like you to join us with a single gift, regular support, or maybe a little time. We want to draw out the gifts of people with learning disabilities in our Communities as well as sharing these within our society

Regular **donations**

A regular donation to L'Arche can help us to plan long-term and give our Communities the security to develop community life, improve the homes of our members, and ensure that L'Arche can continue to make known the gifts of people with learning disabilities.

Please sign up today and make a regular donation of whatever you can afford, whether that's the cost of a coffee per month, right up to a transformational sum.

www.larche.org.uk/donate



Legacy Giving

Leaving a gift – also known as a 'legacy' – in your will to L'Arche is one way you can help to support our mission to give people with learning disabilities a colourful life, with a real sense of belonging, rich in meaning and acceptance.

A free will or codicil service and opportunity to leave a long-term gift to support L'Arche's work is available.

"...it's not something we'd ever thought of before, but now we've had a baby, putting our affairs in order was crucial..." Tom and Sally.

TRUSTEES' REPORT
AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2023

L'ARCHE
In the UK

(A company limited by guarantee)

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L'ARCHE
In the UK

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITABLE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 JULY 2023

TRUSTEES

Aedan MacGreevy
Nigel Mapp (appointed 13 September 2023)
Joanna McCall (appointed 13 September 2023)
Anne Winter (appointed 13 September 2023)
Martin Weale
Jane Brown
Peter Oakes
Roland Clark
Isobel Gray
Susan Williams
Laura Harper (resigned 13 September 2023)
Benedict Moorhead (resigned 14 September 2022)
Marie Roberts (resigned 28 June 2023)

REGISTERED OFFICE

10 Briggate
Silsden
Keighley
West Yorkshire
BD20 9JT

INDEPENDENT AUDITORS

BHP LLP
Centurion Way
Cleckheaton
West Yorkshire
BD19 3QB

The Trustees are pleased to present their Strategic and Trustee Report for the year ending 31st July 2023, including the preceding pages, which are also prepared to meet the requirements for a Directors' Report and Accounts for Companies Act purposes.

The Financial Statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

National Board	National Leadership Team	Community Leaders
Aedan MacGreevy - National Chair	John Casson - National Leader	Liis Revell - Kent
Sue Williams - National Vice Chair	Kathleen Boyle - Deputy National Leader - until 21 December 2023	Chris Gehrke - Highland
Roland Clark - National Treasurer	Alexina Mwense - Director of Finance and IT - from 13 September 2023	Stacey Owen - Liverpool
Peter Oakes - Safeguarding Lead	Laura Harper - Director of Care and Community - from 18 December 2023	Lucy Winter - London
Marie Roberts - HR and Whistleblowing Lead	James Cuming - Regional Leader South and Wales	Sarah Shallis - Bognor Regis
Jane Brown - Manchester	Des Kennedy - Regional Leader North and Scotland	Jill Farmer - Brecon
Isobel Gray - Edinburgh	Hannah Lythe - Director of Fundraising & Comms - December 2022	Kirsty MacCrimmon - Edinburgh
Laura Harper - London - until 11 September 2023	Sam Davies - Director of Fundraising & Comms - from 13th June 2023	David Knowles - Preston
Martin Weale - Brecon	Louise Carter - Mission Formation	David Hockley - Ipswich
Nigel Mapp	Sarah Harrison - Human Resources	Nem Tomlinson - Manchester
Joanna McCall	Debbie Walker - Head of Finance Operations - until 20 February 2024	Caireen Detain - Nottingham (project)
	Tony Humphreys - Head of Finance and IT Transformation until 31 October 2023	

OBJECTIVES AND ACTIVITIES

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE

A. MAIN ACHIEVEMENTS OF THE CHARITABLE COMPANY

This was the first year back after the Covid pandemic, which saw us inhibited by the lockdown and the ensuing recruitment crisis seen across the care sector. In spite of this, we managed to deliver high quality and relational care across our Communities, as well as driving development across several areas outlined below:

IMPACT.

This year, L'Arche gained clarity on what our Communities would like us to achieve, by embarking on a L'Arche wide consultation about the difference L'Arche makes and wishes to make.

SPIRITUALITY.

L'Arche designed and launched, a 12 month "Big Conversation" to engage people with and without disabilities across L'Arche to re-engage with our shared spirituality and identify the new life we have now. It was steered by a listening group including members of our senior leadership team, and support from external theologians, spiritual and church leaders.

VOICE AND POWER.

L'Arche launched a Voice & Power project with the aim to create an environment where people with a learning disability can be heard, empowered, and able to fully participate.

IT INFRASTRUCTURE.

We completed the first of a 3-year programme to give us IT systems to simplify and ensure our core compliance and management processes, to enable more flexible insight and collaboration, and to liberate people from their desks and their paperwork to be more present to each other in community.

B. KEY PERFORMANCE INDICATORS

IMPACT.

Over the past year, we have worked with New Philanthropy Capital (NPC) to engage with our Communities and identify the difference that L'Arche is seeking to make and foster clarity and unity in defining the long-term change that L'Arche wants to see.

SPIRITUALITY.

We launched our Spirituality video, along with specially created inclusive tools as part of a listening phase of our Big Conversation on Spirituality, to help capture the actuality of spiritual life in L'Arche. These were co-designed with our Core members and Communities and shared with stakeholders across L'Arche.

VOICE AND POWER.

We recruited two people to co-facilitate this project, one with and one without learning disabilities, both in paid roles on the same salary who are supported by a project manager who in turn reports to our Deputy National Leader. The Co-Leads were tasked to identify key priorities to equipping people with learning disabilities both in L'Arche, and in our society, to be heard and empowered.

IT INFRASTRUCTURE.

Our IT transformation programme launched in 2022 to create an ecosystem of digitisation and collaboration. We have made progress against delivering improved systems and processes, including:

- Moving to a cloud-based IT platform, including staff training and on-boarding.
- Launching a pilot of digital care software to manage care service quality and staff management systems, digitising all care records via phone and tablet apps.
- Progressing a new integrated and more automated finance system and processes.

C. FACTORS RELEVANT TO ACHIEVE OBJECTIVES

IMPACT.

We will embed the learnings from the difference that L'Arche makes into how we talk about L'Arche internally and externally. We will launch a new impact survey, Quality Framework, and a Values, Behaviours and Skills Framework to help identify areas that can be improved within our Communities. We will develop a new housing vision to meet the needs of our Communities over the coming years, and a 2030 strategy and mandate to help L'Arche deliver the change that our Communities want to see in L'Arche and in wider society.

SPIRITUALITY.

We will create a new vision and explanation of spirituality in L'Arche, as a basis for real depth alongside real inclusion, rooted in our reality of relationships across deep differences.

VOICE AND POWER.

We will devise an action plan for our Voice and Power project, to include training people with learning disabilities and refreshing our National Speaking Council and listening groups.

IT TRANSFORMATION.

We will continue to modernise our service provision by piloting a digital rostering system and digitising our care records. We will rebuild reserves through tighter financial management and better real-time data to support financial ownership and management.

D. INVESTMENT POLICY AND PERFORMANCE

In accordance with the investment powers contained in the Articles of Association, monies not immediately required for the day-to-day operation of the Company may be held in investments, securities or property. During the financial year concerned, the Company has sought to minimise risk by holding its reserves in instant access cash deposits.

A. GOING CONCERN

The Trustees have reviewed the financial performance and the general reserves position for 2023. L'Arche continues to operate in a financially challenging environment, competing for funding from Local Authorities who are under long-term financial pressure, and recruiting in a tight social care labour market seeing double-digit increases in pay levels and energy costs. Apart from Local Authority funding, L'Arche also funds some of its operations through fundraising income. The fundraising environment remains challenging after the COVID pandemic and cost of living pressures. Overall, the financial environment is expected to remain challenging as the cost of living and energy bills remain high. To counter these challenges L'Arche UK is streamlining its costs, reviewing its contractual and fundraised income to ensure the generation of income is maximised. The trustees have prepared a 12-month cashflow forecast from the date of signing of these financial statements and despite this broadly challenging financial environment, are confident that the charity has adequate reserves to continue its operations for the going concern period. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

B. RESERVES POLICY

In common with similar organisations supporting people with learning disabilities, and in line with Charity Commissioners' advice that reserves are needed for reasons of sound financial management and operational planning, L'Arche holds a General Fund in addition to its Development and Fixed Asset Funds (see Note 18 of the Financial Statements).

At 31st July 2023, L'Arche held total reserves of £ 12,954,533 (2022: £13,712,845). Free reserves totalled £2,135,554 (2022: £2,884,811) and were held in the General Fund.

The Unrestricted Development Fund represents donations and grants received without a specific restriction. The Trustees designate unrestricted donations and grants received by a community to projects within that community. They may also, if they deem it appropriate, designate the profit on the sale of assets to a community development fund to ensure that the spirit of the original gift is reflected in future investment.

The General Fund is held primarily to protect against interruptions to our main income flow and to sustain working cash balances to cover fluctuations in operating costs. The current level of unrestricted General Funds of £2,190,042 (2022: £2,936,545) represents 6.1 weeks (2022: 10.2 weeks) of community operating expenditure.

This reduction in general fund reflects a decision by the Trustees to invest in digital transformation and in protecting recruitment in an exceptional period of wage inflation. The statutory nature of most of our services gives some protection against fluctuations in income, but medium-term the Trustees' objective is to hold reserves over 10 weeks of operation.

C. FINANCIAL REVIEW

In 2022/23 we have spent down £145k from Restricted funds and £334k from our Development Funds set aside in previous years. We have made good progress across various IT and digital care projects. To achieve this, we have recruited a Head of IT, who has led the IT and digital care Transformation. Projects included implementing a new Finance System – Business Central, which will allow for better reporting, improved visibility of financial information for budget holders, therefore, better quality decision making.

Part of the plan to digitise our care, is to transfer our Core Member records to a platform called Nourish, which offers numerous advantages for care services as it ensures accurate recording of care by transforming paper-based plans into detailed, easily accessible digital records, improving care quality and facilitating quick identification of trends and gaps. This work is ongoing and is expected to be rolled out in the next financial year.

D. FINANCIAL RESULTS

The Statement of Financial Activities shows an overall deficit of £758,312 (2022: Surplus £363,224). In previous years our annual accounts have also analysed the outturn in terms of an "operating surplus/deficit". Analysing on the same basis produces an operating deficit of £303,952 (2022: Surplus £33,207).

The Trustees consider that the Charity has one operating activity: the care and support of people with learning disabilities.

E. DONATIONS AND GRANTS

Income from fundraising was slightly higher than in the previous financial year at £1,421,225 (2022: £1,154,691). Unrestricted donations increased to £622,467 (2022: £339,883) due primarily to the amount received from legacies. UK restricted donations decreased to £798,758 (2022: £814,808) as we didn't have a capital appeal in this financial year.

We continued to strengthen the Fundraising and Communications team therefore our expenditure for the year was £390,364 (2022: £404,140).

Government grant funding for additional costs resulting from Covid was further reduced during the year although the devolved governments continued to fund awards to carers in Scotland and Wales. Some local authorities also awarded funding towards the costs of our assistants self-isolating, having tested positive for Covid. As a result, Covid grant funding fell from £32,031 in 2022 to £18,392.

Review: Overall this remains a good result in very challenging times, and we continue to be grateful for the support offered by both long term and new supporters.

F. INCOME FROM CHARITABLE ACTIVITIES

Our income from Charitable Activities continues to rise, in excess of £16 million. Overall, it rose by £1,172,821 to £16,176,965 (2022: £15,004,144).

As vacancies were filled our support income increased to £13,865,836 (2022: £13,011,244) with housing income also showing a strong performance at £1,920,355 (2022: £1,625,202). We continued to review support packages in response to changing needs and historical underfunding

Review: Securing annual fee increases from some local authorities remains challenging, but others awarded helpful uplifts. In Scotland, Government policy is that we are funded at a level that allows us to pay our assistants Real Living Wage as defined by the Living Wage Foundation and annual uplifts reflect this. In England, awards were mixed, with an average of 6.5% across.

G. DIRECT CHARITABLE EXPENDITURE

Expenditure on our services increased by £2,506,013 to £17,771,981 (2022: £15,265,968) The main factor behind this increase was staffing costs which rose from £12,051,899 in 2022 to £13,758,791 in 2023.

Review: Recruitment and retention remains challenging across the social care sector, and L'Arche continues to face vacancies, turnover, and elevated spend on agency staff. In the year in question our recruitment was assisted by the new Health Care Worker visa route, easing our overall recruitment crisis. We also drew on reserves to increase pay above the level of fee increases, in the light of high inflation. Recruiting voluntary workers as live-in Community Members remains a significant long-term challenge, worsened by post-Brexit visa requirements, long delays in visa decision-making, and a high rate of visa refusals. As a result, our traditional live in community model is seriously challenged. We are seeking alternative models designed to appeal more to people based in the UK, as a volunteering community experience.

H. CHARITABLE DONATIONS

A donation of £3,000 (2022: £3,000) was made during the year to the L'Arche Benevolent Trust, a registered charity with the objectives of assisting employees and ex-employees of L'Arche who may require financial support as a result of personal hardship. Donations to L'Arche International totalled £197,436 (2022: £120,097) and donations to other charitable organisations £2,992 in total (2022: £100).

I. BALANCE SHEET

Balance sheet net assets reduced from £13,712,845 to £12,954,533. Cash balances at £2,474,850 (2022: £4,497,532) reflecting a reduction in cash of £2,022,682, this is mainly due to spending of our Restricted and Development Funds on purchases which included; the Ark in Ipswich and IT Transformation and delays in our credit control process. The debtor as at July 2023 was £3,051,189 (2022: £2,619,928).

J. RISK REGISTER

As L'Arche marks it's 50th anniversary in the UK, we continue to evolve in response to both external demands and internal listening processes focused on how to implement our mission with more impact in a new era. We have recruited 3 new Directors to add capacity and additional expertise to the National Team's support to Fundraising and Communications, Finance and IT, and Care and Community.

We are mid-way through the most significant update of our IT infrastructure, which will transform all areas of our operation and which will see a move from paper-based record keeping to digital care records. The work to implement and manage this change is significant and we have therefore added a new risk to the register to recognise this.

This year we have seen continuity in community leadership, with only one change in community leader, which was planned and for which an internal candidate was successfully appointed. This has helped to provide stability and reduced some risks. We also judge the risk of further scandal arising from Jean Vanier revelations to be reducing.

However, in common with the whole social care sector, L'Arche financial situation has tightened in the last year, with inflation running at a high level, and not all fee increases keeping pace. This has an impact on the salaries which we are able to offer, and this has an impact on our ability to recruit and retain both live-in and live-out assistants of the right quality. Particular challenges around recruiting live-ins to support our model of community impacts on our community ethos and financial model. This year, in order to support our live-in recruitment, we are piloting new live-in roles to attract UK applicants and to reduce the reliance on people on Tier 5 visas.

The most serious risks we now face are in the table below, scored 1-5 for both impact and likelihood, to give a risk score. We also describe what we are doing to mitigate the risks, and score these for High, Medium or Low effectiveness.

Risk Area 1: Financial Sustainability	Mitigation	(M)
Tier 5 applications are rejected resulting in insufficient numbers of live-ins to support our model of community (Impact 4 x Likelihood 5 = Risk score 20)	Lobbying of UKVI to reduce the number of visa rejections we are receiving. New recruitment post maintained. Pilots under way for new style of live-in role to attract UK applicants and reduce reliance on T5 visas.	
Finance transformation programme fails to deliver comprehensive financial data for first part of year (Impact 3 x Likelihood 5 = Risk score 15)	**Mitigation**	**(H)**
	Monitoring of KHIs in place – agency spend, total staffing budget, No. of live-ins, voids.	
Risk Area 2: Mission and Identity	**Mitigation**	**(M)**
Community, spirituality and outreach dwindle- due to lack of vision, volunteers, funds, investment in formation and leadership, and appointment of senior leaders without L'Arche history. (Impact 5 x Likelihood 3 = Risk score 15)	Big Conversation on Spirituality. Supervision of Community Leaders and liaison with local Chairs by Regional Leader. Chairs report annually to National Board. Improved website and higher profile on social media achieved. Formation is in place· but completion rates are too low, so attention needed here. Formation to include senior leaders and Board.	
Risk Area 3: Care and Housing	**Mitigation**	**(M)**
Housing is unfit to meet long-term aspirations of core members and expectations of commissioners. (Impact 3 x Likelihood 4 = Risk Score 12)	New Housing Quality and Development Manager appointed. Will lead on implementing Housing. Strategy agreed with Board. This is a medium to long term risk.	
Risk Area 4: Recruitment / Retention	**Mitigation**	**(M)**
Failure to recruit and retain the live-out assistants and leaders we need to provide services safely and fill voids.	Job evaluation scheme has ensured mid-level leadership salaries are fairer, but recruitment to the whole sector remains a challenge. Tier 2 has provided a new route, which decreases impact of not recruiting UK assistants.	
Risk Area 5: Reputation	**Mitigation**	**(M)**
Scandal of abuse	Training for leaders, improved policies and procedures for reporting and investigating allegations.	
Risk Area 6: Leadership	**Mitigation**	**(H)**
Leaders in communities overloaded/ distracted/ burnt out/ leaving/ not able to be replaced.	Supervision by Regional Leaders. Prompt support offered by specialists in national team when required. Peer support in place. New digital systems will provide clearer oversight, but task of installation and adoption is significant.	

A. ORGANISATIONAL STRUCTURE

L'Arche is a company limited by guarantee and a charity registered in England and Wales and in Scotland. The organisation was incorporated on 18th May 1972 and is currently governed by Articles adopted on 24th February 2018. Its principal objects which can be summarised as providing support and training for people with learning disabilities by opening and running Community networks, homes and work opportunities, thereby fostering personal development and citizenship.

There are currently ten L'Arche Communities in the UK, with one project under development. Set up in response to the initiative of a local group, a typical Community comprises a number of houses, supported living settings and, where appropriate and commissioned, day activities, spread out within an urban setting and run as a unified service. In this way, Community members are more easily able to integrate with the wider neighbourhood and thereby develop and maintain important links with individuals and groups beyond L'Arche

B. MANAGEMENT

The National Leader/CEO is appointed by the National Board and reports to the Trustees through the National Chair. As leader of the executive management structure, the National Leader/CEO is responsible for supervising a team of Directors of Care and Communities, HR, Finance and IT, Mission Formation, Fundraising and Communications and Regional Leaders.

All members of this Leadership Team are permanent employees. The National Leader/CEO is also a member of the L'Arche International Leadership Team and reports to the International Federation of L'Arche through the International Leader.

The two Regional Leaders (covering Scotland and the North of England, and Wales and the South of England) are responsible for supporting the Communities, supervising Community Leaders and ensuring the Communities discern their local mission priorities and objectives, while living faithfully L'Arche's Identity & Mission and being compliant with commissioning and statutory requirements.

Other members of the National Leadership Team are respectively responsible for care and communities; for human resources; for formation and leadership development; for fundraising and communication; and for finance and the national finance team which is based at the registered office, accountable for financial matters to the National Board through the Finance Director and National Leader/CEO.

Day-to-day responsibility for each Community is delegated to the Community Leader/Director who is supported by a coordinating team, typically responsible for care and support services, housing, HR, day activities, and administration. Members with learning disabilities are encouraged and enabled to play an active part in decisions regarding their own support, their house or support service, and their Community.

L'Arche members with learning disabilities contribute to UK-wide governance and management decisions through a representative National Speaking Council, which meets twice a year, and once a year with the Board.

C. TRUSTEES

L'Arche is governed by a National Board, the members of which are Directors of the Company with trustee responsibilities. The full board has 11 members and normally meets five times a year in addition to the AGM.

Board members serve a maximum of 12 years. Recruitment of new National Board members results from a regular review of the necessary mix of skills and experience required for governance. Five members are drawn from the group of chairs of local L'Arche committees, and five are independent of the communities, with vacancies advertised in national and local publications as well as through professional agencies and other networks. Potential candidates are appointed after a process of interviews, references and other checks.

New members' induction and training is achieved through a combination of written material, meetings and training days, in addition to local Community visits, to ensure they are not only aware of their responsibilities as trustees but understand the ethos and practice of L'Arche in supporting people with learning disabilities.

D. EQUAL OPPORTUNITIES

We have introduced an Applicant Tracking System which monitors our equal opportunities data and which anonymises applicant data enabling a robust short listing process. We have introduced an annual Equality Diversity and Inclusion survey which has seen high levels of staff engagement. We have been pleased to welcome new support workers on Health Care Workers visas. This has greatly increased our workforce diversity across the country and the Senior Care Worker visa route has also given us the possibility to retain some talented individuals in more senior roles.

We analyse the results of our annual employees' survey in terms of protected characteristics including disability to see where our practices can be improved to ensure our commitment to diversity, equality and inclusion is translated into action.

E. DISABLED EMPLOYEES POLICY

Our mission includes "we celebrate the unique value of every person and recognise our need of one another". Key elements of this include our commitment to giving full and fair consideration of applicants for employment of disabled people, having regard to their aptitudes and abilities. We support the continuing employment and training of people who become disabled, including offering flexible working wherever possible. Reasonable adjustments are offered to training opportunities to ensure accessibility to disabled employees.

F. ENGAGEMENT WITH EMPLOYEES

During the year we maintained and developed channels for engaging with employees. The Belong newsletter is a key way in which we continue to communicate news, updates and information to everyone across L'Arche. The results of the Diversity survey were shared widely across all areas of L'Arche along with an update on our progress with EDI. As a result of the feedback received we decided to create a peer-to-peer support group for live-ins.

Most consultation with employees takes place locally including regular gatherings of all Community members, listening groups, Community Councils and assistant assemblies. Groups of employees and service users work together to develop local plans and recruit senior leaders. Employees from all locations and roles participate in listening groups and steering groups for key national initiatives.

The National and Regional Leaders regularly visit communities and hear direct from employees at all levels. As a not for profit charity, there is no scope for sharing profits with employees, but news on performance including care inspection reports is shared widely internally and via social media. The Directors remain acutely aware of the challenges our employees face in working in social care where remuneration is low, and all decisions are taken by balancing the effects on our financial viability, our workforce, and the people with disabilities we support.

G. REMUNERATION POLICY

As part of our commitment to recruiting and retaining those who are committed to working for L'Arche because of our values, we conducted a comprehensive review of our remuneration policy. We used both sector based and other relevant benchmarks to ensure that our salaries were set at fair and competitive levels. In consultation with the local Communities we introduced a new system of salary bands that reflect the different levels of responsibility and offer the possibility of pay progression. We clarified our Employer Value Proposition, setting out clearly the tangible and intangible benefits of working for L'Arche and ensured that all of our current Terms and Conditions of employment were accurately reflected in the remuneration policy.

H. FUNDRAISING

At L'Arche, our small team of in-house staff run fundraising campaigns and activities in line with the Chartered Institute of Fundraising's Code of Fundraising Practice. We communicate fundraising messages by post and email, responding to our donors and supporters wishes.

As a Charity regulated by the Fundraising Regulator, we work to achieve the highest standards in how we communicate and fundraise with our donors and supporters. Our approach to developing long-term, and mutual relationships with our supporters underpins our approach to our fundraising and communications activities.

We use the services of a few carefully selected external companies to support us with occasional specialist skills to help us deliver specific activities, including external appeal mailings and development of new fundraising initiatives. We manage and monitor all fundraising work undertaken by others by providing clear guidelines and work briefs, spot checking, and including fundraising staff on appeal mailing lists.

Over the past year, we have not received any fundraising complaints. Fundraising complaints can be made through our fundraising@larche.org.uk email channel.

We protect vulnerable people by contacting known donors and supporters, curating the stories we tell carefully to avoid breaches of data protection for participants, by embracing ethical content creation, and reducing shock and distress for those we communicate with. We provide our staff with a variety of safeguarding and other relevant training, including Oliver McGowan training.

I. COMPANY, CHARITY & TAX STATUS

The Company is limited by guarantee, with no shareholdings. The liability of the 51 members (2022: 46) is limited to £1 each. The Company is registered as a charity in England and Wales and in Scotland with the Office of Scottish Charity Regulator.

The Company is not liable to income tax, corporation tax or capital gains tax. It is not registered for VAT, since taxable supplies are below the level requiring registration.

J. PUBLIC BENEFIT DISCLOSURE

L'Arche has referred to the Charity Commission's guidance on public benefit when reviewing our aims, objectives and activities and can confirm that the Charity's Trustees have complied with the duty in s.4 of the Charities Act 2006 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the Public Benefit requirement under that Act.

K. FUTURE CAPITAL COMMITMENTS

Capital project commitments outstanding at the year-end totalled nil (2022: £nil).

INVESTMENT POLICY

In accordance with the investment powers contained in the Articles of Association, monies not immediately required for the day-to-day operation of the Company may be held in investments, securities or property. During the financial year concerned, the Company has sought to minimise risk by holding its reserves in instant access cash deposits.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also the directors of the Charitable Company for the purposes of company law) are responsible for preparing the Trustees' report including the Strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charitable Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

DISCLOSURE OF INFORMATION TO AUDITORS

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

AUDITORS

A resolution to re-appoint BHP LLP as the Company's auditors will be proposed at the annual general meeting.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Aedan MacGreevy (Chair of Trustees) Date: 9th April 2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF L'ARCHE

We have audited the financial statements of L'Arche (the 'charitable company') for the year ended 31 July 2023, which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the strategic report and the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006, requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor responsibilities for the audit of the financial statements

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

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

We focused on laws and regulations, relevant to the company, which would give rise to a material misstatement in the financial statements. Our tests included agreeing the financial statements disclosure to the underlying supporting documentation, enquiries with management, review of operations of controls within the year, in particular income, expenditure, payroll, review of provisions and review of expenses. There are inherent limitations in the audit procedures described and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

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

A further description of our responsibilities is available on the FRC's website at: **www.frc.org.uk/auditorsresponsibilities.**

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Lesley Kendrew (Senior statutory auditor)



for and on behalf of

BHP LLP
Centurion Way
Cleckheaton
West Yorkshire
BD19 3QB

Date: 9th April 2024

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 JULY 2023

	Note	Endowment funds 2023 £	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income and endowments from:						
Donations and grants	2	-	**798,758**	**622,467**	**1,421,225**	1,154,691
Charitable activities	3	-	-	**16,176,965**	**16,176,965**	15,004,144
Profit on disposal of fixed assets	4	-	-	-	-	15,062
Investments	5	-	-	**40,847**	**40,847**	5,040
Total income and endowments			**798,758**	**16,840,279**	**17,639,037**	16,178,937
Expenditure on:						
Raising funds	6	-	-	**390,364**	**390,364**	404,140
Charitable activities	7	-	**747,938**	**17,024,043**	**17,771,981**	15,265,968
Other expenditure	8	-	**197,436**	**5,992**	**203,428**	123,197
Total expenditure			**945,374**	**17,420,399**	**18,365,773**	15,793,305
Net (expenditure)/income before net losses on investments		-	**(146,616)**	**(580,120)**	**(726,736)**	385,632
Net losses on investments		**(34,330)**	**-**	**2,754**	**(31,576)**	(22,408)
Net movement in funds		**(34,330)**	**(146,616)**	**(577,366)**	**(758,312)**	363,224
Reconciliation of funds:						
Total funds brought forward		**96,075**	**1,147,656**	**12,469,114**	**13,712,845**	13,349,621
Net movement in funds		**(34,330)**	**(146,616)**	**(577,366)**	**(758,312)**	363,224
Total funds carried forward		**61,745**	**1,001,040**	**11,891,748**	**12,954,533**	13,712,845

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 41 to 61 form part of these financial statements.

L'ARCHE BALANCE SHEET AT 31ST JULY 2022

	Note		2023 £		2022 £
Fixed assets					
Tangible assets	13		**8,934,452**		8,430,818
Investments	14		**116,233**		147,809
			9,050,685		8,578,627
Current assets					
Debtors	15	**3,051,189**		2,619,928	
Cash at bank and in hand		**2,474,850**		4,497,532	
		5,526,039		7,117,460	
Creditors: amounts falling due within one year	16	**(1,400,323)**		(1,738,806)	
Net current assets			**4,125,716**		5,378,654
Total assets less current liabilities			**13,176,401**		13,957,281
Creditors: amounts falling due after more than one year	17		**(221,868)**		(244,436)
Total net assets			**12,954,533**		13,712,845
Charity funds					
Endowment funds	18		**61,745**		96,075
Restricted funds	18		**1,001,040**		1,147,656
Unrestricted funds	18		**11,891,748**		12,469,114
Total funds			**12,954,533**		13,712,845

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Aedan MacGreevy
(Chair of Trustees)

Date: 9th April 2024

Roland Clark
(Trustee)

Date: 9th April 2024

The notes on pages 41 to 61 form part of these financial statements.

L'ARCHE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST JULY 2023

	Total funds 2023 £	Total funds 2022 £
Cash flows from operating activities		
Net cash used in operating activities	**(1,123,799)**	227,415
Cash flows from investing activities		
Proceeds from the sale of tangible fixed assets	**-**	775,122
Purchase of tangible fixed assets	**(909,408)**	(427,767)
Investment income receipts	**40,847**	5,040
Finance costs paid	**(14,351)**	(3,208)
Net cash (used in)/provided by investing activities	**(882,912)**	349,187
Cash flows from financing activities		
Repayments of borrowing	**(15,971)**	(17,837)
Net cash used in financing activities	**(15,971)**	(17,837)
Change in cash and cash equivalents in the year	**(2,022,682)**	558,765
Cash and cash equivalents at the beginning of the year	**4,497,532**	3,938,767
Cash and cash equivalents at the end of the year	**2,474,850**	4,497,532

The notes on pages 41 to 61 form part of these financial statements.

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

L'Arche meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income

All income is recognised once the Charitable Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charitable Company has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charitable Company, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Incoming resources from charitable activities represents the aggregate of residents' income support, local and central government grants and receipts and other non-government receipts provided for the maintenance of the communities and their residents.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Donations for L'Arche International and Overseas Communities - where donations have been raised for the specific purpose of distribution to L'Arche Overseas Communities, to minimise administration costs there can be a delay in the transfer of these funds to the projects for which they have been given. The size of the sums involved warrant separate disclosure from other funds donated to L'Arche UK.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit 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 is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charitable Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charitable Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

1.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of financial activities as the related expenditure is incurred.

1.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charitable Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

1.7 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the reporting date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of financial activities.

1.8 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

The estimated useful lives are as follows:

Freehold buildings	- 40 years
Long-term leasehold property	- period of lease
Short-term leasehold property	- period of lease
Motor vehicles	- 4 years
Tools and equipment	- 4 years

Freehold land is excluded from depreciation on the basis of value at date of acquisition.

1.9 Investments

All investments are stated at market value. The market value of listed investments is derived from prices quoted on the PLUS market (formerly OFEX). Unrealised changes made to the balance sheet market values are reflected in the Statement of Financial Activities.

Investments held as fixed assets are shown at cost less provision for impairment.

1.10 Debtors

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

1.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.12 Liabilities and provisions

Liabilities 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.

Liabilities are recognised at the amount that the Charitable Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1.13 Financial instruments

The Charitable Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.14 Operating leases

Rentals paid under operating leases are charged to the Statement of financial activities on a straight-line basis over the lease term.

1.15 Pensions

The Charitable Company auto enrols qualifying employees as members of a group personal pension scheme, administered by Royal London. The Company's contributions are included in Resources Expended in the Statement of Financial Activities in the year in which the contributions are made.

1.16 Fund accounting

The General Fund consists of amounts received which have yet to be committed or designated to a specific use by the Company. The Development Fund comprises grants and donations received for or appropriated to development projects. It contains amounts either restricted by the donor or designated by the Company for specific purposes. The Fixet Asset Fund, Unrestricted and Endowed, represents the net book value of property and other tangible fixed assets less long-term borrowings on property.

2. INCOME FROM DONATIONS AND LEGACIES

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Donations			
Received for L'Arche UK	532,148	622,467	**1,154,615**
Received for L'Arche International	248,218	-	**248,218**
Government grants			
CJRS Grant Income	18,392	-	**18,392**
	798,758	622,467	**1,421,225**

Income from donations and legacies (continued)	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Donations			
Designated to the Development Fund	-	339,883	339,883
Received for UK Development	459,248	-	459,248
Received for L'Arche International	323,529	-	323,529
Government grants			
CJRS Grant Income	32,031	-	32,031
	814,808	339,883	1,154,691

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2023 £	Total funds 2023 £
Income from Care and Support Provision	13,865,836	13,865,836
Income from Housing Services	1,920,355	**1,920,355**
Other funding	325,709	**325,709**
Sundry receipts	37,777	**37,777**
Sale of products	27,288	**27,288**
	16,176,965	**16,176,965**

Income from charitable activities (continued)	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Income from Care and Support Provision	-	13,011,244	13,011,244
Income from Housing Services	-	1,625,202	1,625,202
Other funding	-	230,899	230,899
Sundry receipts	-	113,260	113,260
Sale of products	1,039	22,500	23,539
	1,039	15,003,105	15,004,144

4. INCOME FROM OTHER TRADING ACTIVITIES

Income from fundraising events	Total funds 2023 £
Profit on disposal of fixed assets	-

	Unrestricted funds 2022 £	Total funds 2022 £
Profit on disposal of fixed assets	15,062	15,062

5. INVESTMENT INCOME

	Unrestricted funds 2023 £	Total funds 2023 £
Income from investments	36,905	**36,905**
Bank interest	3,942	**3,942**
	40,847	**40,847**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Income from investments	156	1,489	1,645
Bank interest	-	3,395	3,395
	156	4,884	5,040

6. EXPENDITURE ON RAISING FUNDS

Fundraising trading expenses	Unrestricted funds 2023 £	Total funds 2023 £
Fundraising	26,203	**26,203**
Publicity	85,048	**85,048**
Wages and salaries	277,857	**277,857**
Fundraising depreciation	1,256	**1,256**
	390,364	**390,364**

Fundraising trading expenses continued	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Fundraising	28,523	2,673	31,196
Publicity	-	79,794	79,794
Wages and salaries	-	288,801	288,801
Fundraising depreciation	-	4,349	4,349
	28,523	375,617	404,140

7. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES

Summary by fund type	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Employment and training	240,481	13,240,453	**13,480,934**
Household costs and community activities	395,760	217,691	**613,451**
Occupancy costs	-	1,365,304	**1,365,304**
Repairs, maintenance and renewals	49,210	551,847	**601,057**
Depreciation	-	404,518	**404,518**
Workshop costs	-	58,316	**58,316**
Office costs	-	531,338	**531,338**
Motor and travel	-	140,433	**140,433**
Legal and professional / governance costs	-	278,445	**278,445**
Loan interest	-	14,351	**14,351**
Direct support and development	62,487	221,347	**283,834**
	747,938	17,024,043	**17,771,981**

Summary by fund type (continued)	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Employment and training	98,049	10,927,444	11,025,493
Household costs and community activities	3,234	564,453	567,687
Occupancy costs	-	1,383,889	1,383,889
Repairs, maintenance and renewals	11,611	474,395	486,006
Depreciation	-	394,295	394,295
Workshop costs	600	49,918	50,518
Office costs	4,669	230,396	235,065
Motor and travel	306	65,038	65,344
Legal and professional / governance costs	-	156,962	156,962
Loan interest	-	3,208	3,208
Direct support and development	196,507	695,573	892,080
Loss on disposal of fixed assets	-	5,421	5,421
	314,976	14,950,992	15,265,968

8. OTHER EXPENDITURE

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Donations to L'Arche International	197,436	-	**197,436**
Donations to L'Arche Benevolent Trust	-	3,000	**3,000**
Other donations	-	2,992	**2,992**
	197,436	5,992	**203,428**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Donations to L'Arche International	120,097	-	120,097
Donations to L'Arche Benevolent Trust	-	3,000	3,000
Other donations	-	100	100
	120,097	3,100	123,197

L'Arche Benevolent Trust is an independent registered charity with the objective of assisting employees and ex- employees of L'Arche who may require financial support as a result of personal hardship.

9. ANALYSIS OF EXPENDITURE BY ACTIVITIES

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Employment and training	13,480,934	-	**13,480,934**
Household costs and community activities	613,451	-	**613,451**
Occupancy costs	1,365,304	-	**1,365,304**
Repairs, maintenance and renewals	601,057	-	**601,057**
Depreciation	404,518	-	**404,518**
Workshop costs	58,316	-	**58,316**
Office costs	-	531,338	**531,338**
Motor and travel	-	140,433	**140,433**
Legal and professional / governance costs	-	278,445	**278,445**
Loan interest	-	14,351	**14,351**
Direct support and development	-	283,834	**283,834**
	16,523,580	1,248,401	**17,771,981**

9. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Employment and training	11,025,493	-	**11,025,493**
Household costs and community activities	567,687	-	**567,687**
Occupancy costs	1,383,889	-	**1,383,889**
Repairs, maintenance and renewals	486,006	-	**486,006**
Depreciation	394,295	-	**394,295**
Workshop costs	50,518	-	**50,518**
Office costs	-	235,065	**235,065**
Motor and travel	-	65,344	**65,344**
Legal and professional / governance costs	-	156,962	**156,962**
Loan interest	-	3,208	**3,208**
Direct support and development	-	892,080	**892,080**
Loss on disposal of fixed assets	-	5,421	**5,421**
	13,907,888	1,358,080	**15,265,968**

10. AUDITORS' REMUNERATION

	2023 £	2022 £
Fees payable to the Charitable Company's auditor for the audit of the Charitable Company's annual accounts	19,150	16,610
Fees payable to the Charitable Company's auditor in respect of: All non-audit services not included above	6,025	-

11. STAFF COSTS

	2023 £	2022 £
Wages and salaries	**12,451,689**	10,975,111
Social security costs	**1,000,741**	810,253
Contribution to defined contribution pension schemes	**306,361**	266,535
	13,758,791	12,051,899

At the year end, premiums were outstanding to the pension scheme provider of £3,724 (2022: £nil).

The key management personnel of the Charity comprises the Trustees and the National Leadership Team - the National Leader, Deputy National Leader, Regional Leaders, Head of Human Resources, Head of Finance, Fundraising Director and Mission Formation Director.

The total remuneration of the National Leadership Team was £468,218 (2022: £469,445).

The average number of persons employed by the Charitable Company during the year was as follows:	2023 No.	2022 No
Communities	**422**	398
Administration and Finance	**25**	20
Fundraising and Publicity	**11**	6
	458	424

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023 No.	2022 No
In the band £70,001 - £80,000	**1**	1

12. TRUSTEES' REMUNERATION AND EXPENSES

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 July 2023, expenses totalling £1,137 were reimbursed or paid directly to six Trustees (2022 - £nil).

13. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Long-term leasehold buildings £	Short-term leasehold buildings £	Motor vehicles £	Tools and equipment £	Total £
Cost or valuation						
At 1 August 2022	**10,384,720**	**750,778**	**887,858**	**195,529**	**1,407,760**	**13,626,645**
Additions	**870,578**	**-**	**15,366**	**-**	**23,464**	**909,408**
Disposals	**-**	**-**	**-**	**-**	**(22,054)**	**(22,054)**
At 31 July 2023	**11,255,298**	**750,778**	**903,224**	**195,529**	**1,409,170**	**14,513,999**
Depreciation						
At 1 August 2022	**3,113,926**	**393,913**	**323,052**	**126,371**	**1,238,565**	**5,195,827**
Charge for the year	**252,815**	**16,924**	**39,949**	**28,807**	**67,279**	**405,774**
On disposals	**-**	**-**	**-**	**-**	**(22,054)**	**(22,054)**
At 31 July 2023	**3,366,741**	**410,837**	**363,001**	**155,178**	**1,283,790**	**5,579,547**
Net book value						
At 31 July 2023	**7,888,557**	**339,941**	**540,223**	**40,351**	**125,380**	**8,934,452**
At 31 July 2022	7,270,794	356,865	564,806	69,158	169,195	8,430,818

Leasehold buildings are sub-divided into those held under short-term leases (50 years and under) and those held under long-term leases (over 50 years)

14. FIXED ASSET INVESTMENTS

Cost or valuation	Listed investments £	Quoted investments £	Total £
At 1 August 2022	**96,075**	**51,734**	**147,809**
Revaluations	**(34,330)**	**2,754**	**(31,576)**
At 31 July 2023	**61,745**	**54,488**	**116,233**
Net Book Value			
At 31 July 2023	**61,745**	**54,488**	**116,233**
At 31 July 2023	96,075	51,734	147,809

All investments are in the United Kingdom.

The listed investments were given to L'Arche as an endowment and comprise 1,050 shares in Adnams Brewery, an Aquis Stock Exchange company, with a market value of £58.80 per share at 31st July 2023 (2022: £91.50).

15. DEBTORS

Due within one year	2023 £	2022 £
Residents fees due	**2,226,247**	1,899,336
Other debtors	**328,015**	452,041
Prepayments and accrued income	**496,927**	268,551
	3,051,189	2,619,928

16. CREDITORS

	2023 £	2022 £
Triodos loan	**16,483**	16,483
Other taxation and social security	**288,324**	223,872
Other creditors	**498,642**	642,268
Accruals and deferred income	**596,874**	856,183
	1,400,323	1,738,806

	2023 £	2022 £
Residents grants received in advance at 1 August 2022	**286,348**	63,848
Resources deferred during the year	**193,588**	286,348
Amounts released from previous periods	**(286,348)**	(63,848)
	193,588	286,348

Residents grants received in advance refers to funding received from statutory bodies and we would anticipate it would be no greater than 1 month in respect of individual residents.

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2023 £	2022 £
Triodos loan	**144,643**	160,614
Other creditors	**77,225**	83,822
	221,868	244,436

The aggregate amount of liabilities payable or repayable wholly or in part more than five years after the reporting date is:	2023 £	2022 £
Payable or repayable by instalments	**78,711**	101,358
	78,711	101,358

The Triodos loan at Ipswich is secured on 3 Warrington Road, Ipswich, with an interest rate fixed at 1.25% over base and is for a period of 25 years.

18. STATEMENT OF FUNDS

Statement of funds - current year	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2023 £
Unrestricted funds						
General Fund	**2,936,545**	**16,840,279**	**(16,680,128)**	**(909,408)**	**2,754**	**2,190,042**
Development Fund	**1,262,365**	**-**	**(333,985)**	**-**	**-**	**928,380**
Fixed Asset Fund	**8,270,204**	**-**	**(406,286)**	**909,408**	**-**	**8,773,326**
	12,469,114	**16,840,279**	**(17,420,399)**	**-**	**2,754**	**11,891,748**
Endowment funds						
Endowment Fund	**96,075**	**-**	**-**	**-**	**(34,330)**	**61,745**
Restricted funds						
Transforming Lives - Expanding the Contribution of People with Learning Disabilities in Society	**6,341**	**11,000**	**(8,471)**	**-**	**-**	**8,870**
New Communities	**66,476**	**-**	**-**	**-**	**-**	**66,476**
Capital & Refurbishment Appeals	**132,759**	**275,000**	**(395,760)**	**-**	**-**	**11,999**
Investing in Leadership, Young People & Infrastructure for Growth	**247,741**	**204,964**	**(235,584)**	**-**	**-**	**217,121**
Investment in Programmes & Projects Of L'Arche International	**283,529**	**248,218**	**(197,436)**	**-**	**-**	**334,311**
Local Community Projects	**408,957**	**41,184**	**(108,123)**	**-**	**-**	**342,018**
Other	**1,853**	**18,392**	**-**	**-**	**-**	**20,245**
	1,147,656	**798,758**	**(945,374)**	**-**	**-**	**1,001,040**
Total of funds	**13,712,845**	**17,639,037**	**(18,365,773)**	**-**	**(31,576)**	**12,954,533**

Purpose of restricted funds

Transforming Lives - Expanding the Contribution of People with Learning Disabilities in Society
To Develop resources to help people with learning disabilities deepen their spiritual lives

New Communities
Nottingham and Scotland

Capital & Refurbishment Appeals
Ipswich - Purchase of The Ark, supported living house
London - The Dove
Manchester - Day Service Development
Manchester - The Rose, supported living house

Investing in Leadership, Young People & Infrastructure for Growth
Leadership Development Programme
Assistant Induction Programme
Big Conversation - Voice and Power
Big Conversation - Impact
Big Conversation - Spirituality
Investment in Charity Infrastructure
Jubilee Celebrations
Volunteers Coordination

Investment in Programmes & Projects of L'Arche International
India
Africa
Poland
Haiti
Bethlehem
Ukraine
International
Local Community Projects
Various projects in the Communities

18. STATEMENT OF FUNDS - PRIOR YEAR

Statement of funds - current year	Balance at 1 August 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2022 £
Unrestricted funds					
General Fund	**2,471,194**	**15,362,934**	**(15,347,917)**	**450,334**	**2,936,545**
Development Fund	**704,520**	**-**	**-**	**557,845**	**1,262,365**
Fixed Asset Fund	**8,999,246**	**-**	**-**	**(729,042)**	**8,270,204**
	12,174,960	**15,362,934**	**(15,347,917)**	**279,137**	**12,469,114**
Endowment funds					
Endowment Fund	**100,275**	**-**	**(4,200)**	**-**	**96,075**
Restricted funds					
Transforming Lives - Expanding the Contribution of People with Learning Disabilities in Society	17,650	-	(11,309)	-	6,341
New Communities	67,340	2,705	(3,569)	-	66,476
Capital & Refurbishment Appeals	279,038	17,758	(38,073)	(125,964)	132,759
Investing in Leadership, Young People & Infrastructure for Growth	159,700	322,807	(208,403)	(26,363)	247,741
Investment in Programmes & Projects Of L'Arche International	95,644	323,685	(135,800)	-	283,529
Local Community Projects	453,161	117,017	(34,411)	(126,810)	408,957
Other	1,853	32,031	(32,031)	-	1,853
	1,074,386	816,003	(463,596)	(279,137)	1,147,656
Total of funds	13,349,621	16,178,937	(15,815,713)	-	13,712,845

19. SUMMARY OF FUNDS

Summary of funds - current year	Balance at 1 August 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 July 2023 £
Unrestricted funds						
General Fund	**12,469,114**	**16,840,279**	**(17,420,399)**	**-**	**2,754**	**11,891,748**
Endowment funds	**96,075**	**-**	**-**	**-**	**(34,330)**	**61,745**
Restricted funds	**1,147,656**	**798,758**	**(945,374)**	**-**	**-**	**1,001,040**
	13,712,845	**17,639,037**	**(18,365,773)**	**-**	**(31,576)**	**12,954,533**

Summary of funds - prior year	Balance at 1 August 2021 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 July 2022 £
Unrestricted funds					
General Fund	12,174,960	15,362,934	(15,347,917)	279,137	12,469,114
Endowment funds	100,275	-	(4,200)	-	96,075
Restricted funds	1,074,386	816,003	(463,596)	(279,137)	1,147,656
	13,349,621	16,178,937	(15,815,713)	-	13,712,845

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year	Endowment funds 2023 £	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	-	-	8,934,452	**8,934,452**
Fixed asset investments	61,745	-	54,488	**116,233**
Current assets	-	1,001,040	4,524,999	**5,526,039**
Creditors due within one year	-	-	(1,400,323)	**(1,400,323)**
Creditors due in more than one year	-	-	(221,868)	**(221,868)**
	61,745	1,001,040	11,891,748	**12,954,533**

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS (CONTINUED)

Analysis of net assets between funds - prior year	Endowment funds 2022 £	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	-	-	8,430,818	8,430,818
Fixed asset investments	96,075	-	51,734	147,809
Current assets	-	1,147,656	5,969,804	7,117,460
Creditors due within one year	-	-	(1,738,806)	(1,738,806)
Creditors due in more than one year	-	-	(244,436)	(244,436)
	96,075	1,147,656	12,469,114	13,712,845

21. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net income/expenditure for the year (as per Statement of Financial Activities)	**(758,312)**	363,224
Adjustments for:		
Depreciation charges	**405,774**	409,165
Unrealised loss on investments	**31,576**	22,408
Investment income receipts	**(40,847)**	(5,040)
Loss/(profit) on the sale of fixed assets	**-**	(9,641)
Increase in debtors	**(431,261)**	(736,474)
Increase/(decrease) in creditors	**(345,080)**	180,565
Finance costs paid	**14,351**	3,208
Net cash provided by/(used in) operating activities	**(1,123,799)**	227,415

22. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023 £	2022 £
Cash in hand	**2,474,850**	4,497,532
Total cash and cash equivalents	**2,474,850**	4,497,532

23. ANALYSIS OF CHANGES IN NET DEBT

	At 1 August 2022 £	Cash flows £	At 31 July 2023 £
Cash at bank and in hand	**4,497,532**	**(2,022,682)**	2,474,850
Debt due within 1 year	**(16,483)**	**-**	(16,483)
Debt due after 1 year	**(160,614)**	**15,971**	(144,643)
	4,320,435	**(2,006,711)**	2,313,724

24. CAPITAL COMMITMENTS

Contracted for but not provided in these financial statements	2023 £	2022 £
Acquisition of tangible fixed assets	**-**	880,000

At 31st July 2023, no contractual commitments had been entered into in respect of the above project.

At 31st July 2023, the total pledges received in respect of the above projects totalled £nil (2022 - £235,000)

25. OPERATING LEASE COMMITMENTS

At 31 July 2023 the Charitable Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:	2023 £	2022 £
Not later than 1 year	**32,986**	10,561
Later than 1 year and not later than 5 years	**199,415**	42,244
Later than 5 years	**806,000**	177,777
	1,038,401	230,582

The majority of the company's leases of land and buildings are subject to rent review periods ranging between 3 and 5 years. All leases currently held by L'Arche are operating leases.

26. RELATED PARTY TRANSACTIONS

There were no related party transactions in either the current or previous financial period.

Be part of our STORY

You can join us in the life-changing L'Arche journey in many ways:

- Donate
- Volunteer
- Fundraise
- Campaign

Find out more at:

www.larche.org.uk

www.x.com/LArcheUK

www.facebook.com/UK.LARCHE

Memberships and Associations:

CCPS COALITION OF CARE AND SUPPORT PROVIDERS IN SCOTLAND

LDE Learning Disability England

VODG

NCF THE NATIONAL CARE FORUM

AUDITOR
BHP LLP
New Chartford House, Centurion Way, Cleckheaton, West Yorkshire, BD19 3QB

BANKERS
National Westminster Bank plc
63 North Street, Keighley, West Yorkshire BD21 3SB

Royal Bank of Scotland plc
PO Box 5663, 1st Floor, Affric House, Beechwood Park, Inverness IV2 3YR

L'Arche
A company limited by guarantee Registered in England and Wales, No. 1055041
Registered Charity Nos. 264166 and SC038493
Registered Office: 10 Briggate, Silsden, Keighley, West Yorkshire BD20 9JT

Tel: 01535 656186 Fax: 01535 656426 **Email:** info@larche.org.uk
Website: www.larche.org.uk

L'ARCHE In the UK

L'ARCHE

England & Wales - Charity number 264166

Accounts

L'ARCHE In the UK

Back to life together



Annual Report and Financial Statements 2021 - 2022

This last year, we came back to life together

The Covid lockdown was really hard.

It felt all the stuff we loved was taken way.

Our communities drifted apart. We didn't like it.

We had to stay in, and say to our friends, "You can't come in".

We couldn't see our families.

Some of us did jigsaws.

Some wrote books.

Some lay on the bed listening to the radio.

Some of us felt down.

Everyone we saw wore a mask.

We feel it's unfair we still have to stick to rules that people without disabilities don't.

It's confusing and feels unfair.



But coming back to life is so good!

When we took masks off, everyone said, "weee!"

We had a party and lots of cakes and all that jazz. When you go to a L'Arche party there's a lot of cakes.

We're back to our workshops.

Going for walks.

Doing the garden.

Having our meals together again.

Going on holiday.

It's so good not being on Zoom constantly.

Now there's so much more we want to do.

For one thing, not so many words, and more pictures.

Here is our report, about what happened and what we want to do

– to come back to life together.



John Casson
National Leader



Aedan MacGreevy
Board Chair



Paul Jones
Speaking Council Chair



Rebecca Tucker
Speaking Council Vice- Chair

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Our YEAR



Aug '21

L'Arche Nottingham organises **HopeFest**, a L'Arche mini-festival! They were joined by members of L'Arche from across the UK, for a bit of camping fun and a first reunion for many old friends who haven't seen each other since the start of Covid.





Oct '21

Busy month! Six athletes successfully complete the **London Marathon** for Team L'Arche, L'Arche Highlands displays their artwork in the **"Friendship Postcard Project"** at the Eastgate Shopping Centre; **Richard Keagan-Bull,** from L'Arche London, is named as one of the 100 most influential people with learning disabilities in the UK!



Dec '21

Chief Nurse Professor Deborah Sturdy presents L'Arche with an NHS Silver Award for our new **Assistant Induction Programme**. And since it is still tricky to gather in person, people across L'Arche light a candle to create a virtual Christmas Tree.

Sept '21

As our international assistants are settling in their new homes, we join 250+ screens on Zoom to celebrate the **L'Arche International Light Festival** that has become an annual tradition.



Nov '21



In light of COP26, our Communities gather to **handcraft canaries** and send easy-read letters to local MPs, calling on them to take action. Others compete in "**Battle of the Fans**" - a worldwide lip-synch competition led by people with disabilities.





Jan '22

Our HR team proudly launch an **apprenticeship programme** and we say hello to a new Community Leader in L'Arche Highlands, Chris!



Feb '22



L'Arche London leads a **joyful service** in St-Martin-in-the-Fields with plenty of singing, acting and laughing. A week later we start joining L'Arche in Lviv and Ternopil in their nightly Zoom prayers as Russia invades Ukraine.



Happy Easter! We do foot washing in person as a sign of hope and coming back to life! Also, we make an important commitment to pay **real living wage** to our employees.

From Sydney to London, from Atlanta to Nottingham, we put on our favourite yellow **Walking Together** t-shirts and hit the road for one L'Arche, celebrating the gifts of people with learning disabilities in neighbourhoods all over the world. Moreover, we proudly support the first ever accessibility team at the **Big Church Festival!**



Jun '22



Jul '22

Apr '22



May '22

Twenty-one brave Manchester Community members take on the **Great Manchester 10K Run!** The rest of L'Arche is fundraising around the number 38 (for the 38 member countries **#38Challenge**). Milly is taking pictures with 38 dogs in a park, Linda is making 38 cards and Emma is challenging herself to complete 38km on her exercise bike!

A team of four challengers decides to go on a quest to visit **38 Embassies** in London raising a staggering £7,689! The same weekend, L'Arche London Drama Group tells "**The Story of Creation**" as part of a Sunday Eucharist service.





Mar '22





Communities in the UK **sell crafts** to raise money for L'Arche's Emergency Fund in support of Ukraine. L'Arche Manchester host a Ukrainian themed gathering, where members make beautiful **traditional flower crowns** to show solidarity. And we warmly welcome our new Preston Community Leader David.



Our MONEY



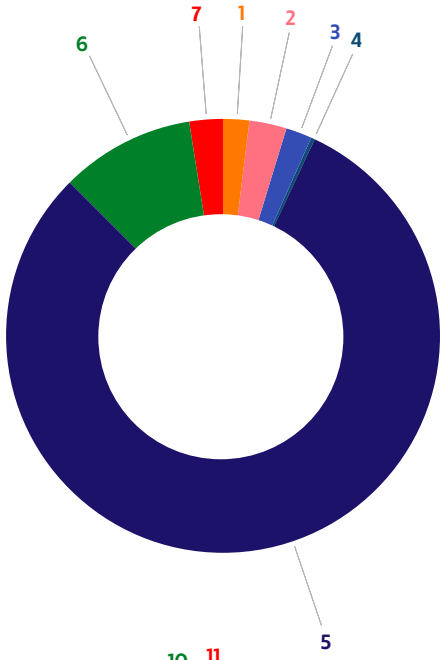
“Leaving a legacy to L'Arche means I'm helping to continue their wonderful work even when I am no longer in this world. I know the gift I leave them will be used wisely.”

Mike Thornley,
L'Arche supporter.

2021-2022

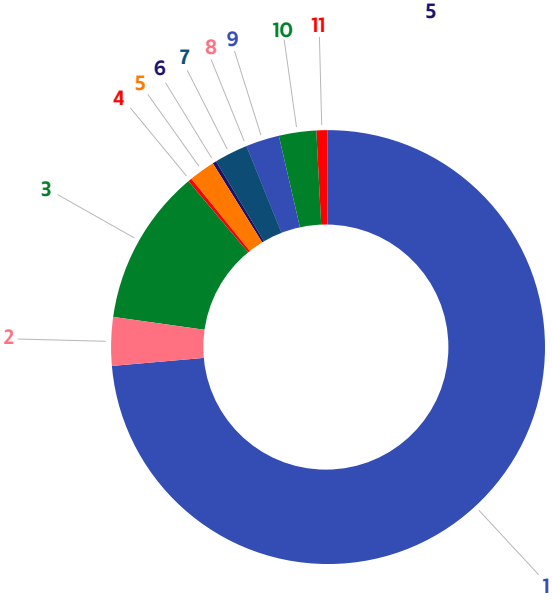
Income

1	General Donations	£339,883
2	Donations for UK Projects	£459,248
3	Donations for L'Arche International	£323,529
4	Government Grants	£32,031
5	Support Income	£13,011,244
6	Housing Income	£1,625,202
7	Other Income	£387,800
	Total	**16,178,937**



Expenditure

1	Employment costs	£11,629,685
2	Living Costs	£567,687
3	Housing Costs	£1,869,895
4	Day Service Costs	£50,518
5	Admin and Travel	£300,409
6	Legal Costs	£38,205
7	Support Costs	£406,645
8	Other Costs	£8,629
9	Depreciation	£394,295
10	Fundraising and Communications	£404,140
11	Donations to L'Arche International and other charities	£123,197
	Total	**£15,793,305**





Finding BELONGING in the midst of war



Anticipating difficulties, a Ukrainian mother makes the painful decision to flee with her autistic son.

On 24 February 2022, as Russian tanks rolled into Ukraine, Ol'ha was at home in Kyiv with her son Lubomyr, recovering from two broken ankles.

Unable to take shelter, they could do nothing but listen and hope, as air raid sirens warned of the dangers overhead.

Although evacuation would be hugely challenging, Ol'ha made the difficult decision to leave and seek safety elsewhere. And so, they set out on a journey that would take them to western Ukraine, over the Polish border to Krakow, before finally settling in L'Arche Edinburgh.

They were met in Krakow by Kirsty (top right), Community Leader of L'Arche Edinburgh, who accompanied them back to Scotland. On arrival, they were greeted with food, kindness and quantities of handmade cards.

Their European odyssey was followed daily by dozens of friends from L'Arche and beyond, who have been joining them on Zoom to pray, ever since the start of the war. These times of fellowship and community kept them going. "We look forward to our evening prayer, we meet a lot of people from all over the world and feel their support,' Ol'ha said. "It is the main event of our day."

In Edinburgh, they relish being surrounded by a welcoming community, even though Lubomyr doesn't yet understand English. Ol'ha has started building a network and planning for the future, while Lubomyr participates fully in L'Arche community gatherings, singing, having fun and sharing meals in a safe space, surrounded by friends.

"We look forward to our evening prayer, we meet a lot of people from all over the world and feel their support... ... It is the main event of our day."

Ol'ha, mother of Lubomyr (above)

Scan the QR Code or visit the link

bit.ly/findingbelonging

"We feel that we are not lonely, not by ourselves, we are in a Community."



Who we are

We are people with and without learning disabilities, with a mission to build a more inclusive world. We are a life-sharing movement, seeking to make known the gifts of people with learning disabilities. We share four key elements:

- **service**
- **community**
- **spirituality**
- **outreach**

We help build each other live full and empowered lives, enriched with belonging, kindness, creativity, fun and joy.
We seek to grow by building mutual relationships across our diversity and differences, and to work together for more a more human society.

What we do

L'Arche supports around 300 adults with learning disabilities in England, Scotland and Wales, through a mix of residential and home support and activity programmes.

We create Communities where people with and without learning disabilities live and work alongside each other. Together and as individuals, we actively participate in our neighbourhoods, in faith and campaign groups, in places of work, learning and fun, and in our towns, cities and nations.

People with learning disabilities are the core members of our Communities. Each one has a personal support plan, developed by listening to their dreams and aspirations, choices and goals, and tailored to their individual needs and level of independence.

Where we are

L'Arche Communities are each made up of people with and without disabilities sharing life in a local neighbourhood within a specific town or city.

We are **local** – with community clusters in 11 towns and cities across Britain.

We are **national** – supporting each other in one national charity with a shared vision and culture.

We are **international** – members of a federation with 156 L'Arche Communities in 38 countries on 6 continents.

www.larche.org.uk



> It is good to be paid: it makes you feel you're doing a proper job.

Richard Keagan-Bull

Buy the book today! Scan the QR code or visit the link:

bit.ly/dont_put_us_away

From "UNTEACHABLE" boy to university teacher

Only around 5% of people with learning disabilities have paid work in England.

Richard Keagan-Bull, a member of L'Arche London, is one of the exceptions, having landed what he calls "a proper job where I would get paid at the end of the month".

In 2021, Richard started working as a research assistant at Kingston and St George's, University of London as a research assistant. He is part of a team, led by Professor Irene Tuffrey-Wijne, within the Faculty of Heath, Social Care and Education.

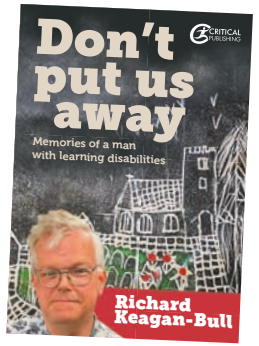
His research has involved conducting fieldwork interviews and focus groups, using accessible communication methods, and helping produce easy-read cards which will help people with learning disabilities communicate their living preferences when leaving their family home.

> We discovered people were scared of the system

"We discovered people were scared of the system," said Richard, describing what he has learned from his research. "One mother we spoke to told us: 'It scares me to think what might happen to our children after me and my husband are gone.'"

Over recent years, Richard has become a leading advocate for people with learning disabilities. His campaign work gained national recognition in October 2021, when he was named in the Shaw Trust Power list of the 100 most influential disabled people in the UK.

This year, Richard published his remarkable life-story in a book, Don't Put Us Away: Memories of a man with learning disabilities. He also taught a module on learning disability to a class of nursing students for the first time. Not bad for someone branded "unteachable" at school by his headmaster!



Harsh Storms...

Intrusive and inflexible lockdown rules. Unprecedented social care recruitment shortages and turnover rates. A cost-of-living crisis and inadequate local authority funding. In 2021/22 L'Arche Communities faced harsh storms.

Amid all this, we saw a second L'Arche Community member die with COVID. And people with learning disabilities continued to face discrimination and loneliness.



We are back to life TOGETHER

...we survived

And yet, we survived. We were there for each other. We protected people and cared for them when COVID broke out.

When life was locked down, we kept it going at home, from Abba karaoke to Zoom meditations.

On the worst days when many assistants were stricken with the virus, our leaders, friends and volunteers gave us their nights and weekends to keep our houses safe.

We stepped up to the recruitment challenge. We paid everyone Real Living Wage for the first time. We invested time and money in new ways to reach out to new assistants - at festivals, schools, online and with new visas for people around the world.





...we thrived

At last, lockdowns lifted. Life surged back in our Communities.

We opened our doors again. We had people to dinner, re-opened our gardens and workshops. We went back to the pub, to the art studio, to church and on holiday.

We went to Festivals, and created our very own HopeFest. We did marathons and fun runs. We walked together in pilgrimages and found new ways to raise money for L'Arche worldwide.

We met with L'Arche members in Ukraine, praying and sharing night after night on Zoom. L'Arche Edinburgh welcomed a family from Kyiv escaping the war.

We welcomed new Community Leaders in Highland and Preston, and opened a new house in Manchester. Our National Speaking Council started to meet in person again.

We renewed our traditions like the Easter washing of feet, and tried new ways to share spiritual life inclusively and openly. We shared our vision and our reality with churches and civil servants, in exuberant drama, profound worship and honest story-telling.

“We took a positive and creative approach to climate activism by taking part in #CanaryCraftivists project - a campaign for new activists and crafters alike! Many of our Communities across UK gathered to handcraft canaries and send easy-read letters to local MPs asking to take action.”

Craftivism for Climate
Kent, Edinburgh, Nottingham



Our NUMBERS

11 Communities

Members of a Federation of **38** Countries

49 Years in the UK

£16,178,937 Income

£15,793,305 Expenditure

575 people employed by L'Arche

Including **61** who share a house with people with learning disabilities

283 Community members with a learning disability

64,605 meals shared

70,000 festival attendees reached

Over **5** festivals

£236,659 Raised for the Ukraine Emergency Appeal

2,378 cakes eaten ... at least!

We are making a DIFFERENCE

(our impact)







In 2021/22, this meant making a difference for every person, every day:

BOTH...

Brilliant care:

283 people with learning disabilities received loving and professional support. We were responsible to the care regulators to be safe, effective and caring. We were responsible to each other for the L'Arche ethos of loving presence, mutual relationships and deep reflection.

AND...

Real community:

We believe it takes relationships for people to thrive. We continued to stand for every person's right to friendships, to a spiritual life, to create and contribute.

In 2021/22 we invented new ways to do this together online, and rebuilt our friendships and community spaces after lockdown.

FOR...

A more human society.

In 2022, we brought the L'Arche experience back to localities, schools, churches, Embassies, festivals and policy discussions. We modelled how to do friendship, spirituality and community. We raised our voice to improve care services, and for people with disabilities in Ukraine. We championed greater diversity in L'Arche, and the voice of people with disabilities everywhere.

L'Arche exists to be a beacon.

To show life with learning disabilities can be a life to the full.

To show real community can nourish us all.

To show social care can be full of life and love

FINDING Linda again in L'Arche Liverpool

After 9 years as Community Leader of L'Arche Liverpool, and 45 years in social care, Carol Carney is retiring in March 2023. Finding a long-lost friend led her to L'Arche.



"Towards the start of my career, I worked in a day centre for Liverpool Social Services. One of my close friends there was Linda, who lived with her mum, and attended almost every day.

Linda spent most of her time in sessions with me. We went on holiday every year and spent some weekends away youth hostelling, camping and caravanning. Sadly, after I left Social Services, we lost touch.

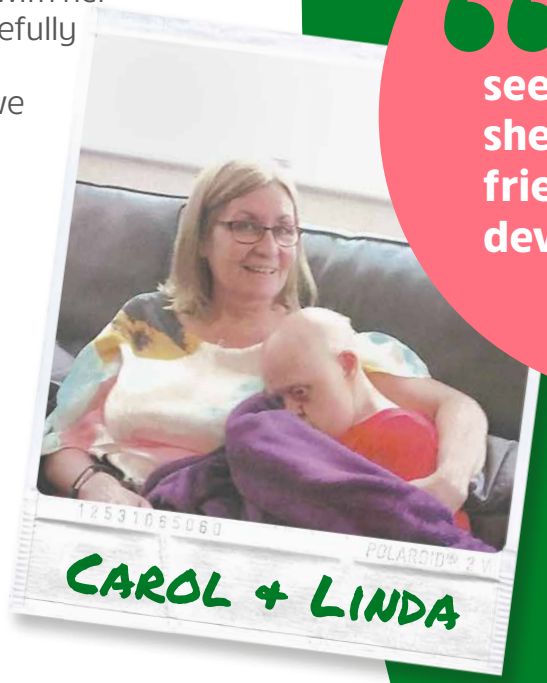
So imagine my surprise, years later, when I came to look around L'Arche - and there was Linda living in one of the flats! After her mum died, she had moved into a L'Arche flat. It was great to see how happy she was and the friendships she had developed.

Seeing her, I made up my mind to apply for the Community Leader role.

L'Arche is very different to other 'providers'. It is unique, in that we promote mutual relationships, respect and friendships. There is no 'them and us' and everyone is encouraged to find their place.

Linda and I picked up our relationship where we left off. As Community Leader, I remained close to her. I had the privilege of spending time with her on the day she died – peacefully in her flat, surrounded by family and friends – after we had nursed her through to the end of her life.

Linda will always have a special place in my heart as will all of the friendships I have made in L'Arche."



> **"It was great to see how happy she was and the friendships she had developed."**

> **"There is no 'them and us' and everyone is encouraged to find their place."**

We plan to invest in our vision, our people and our systems, so L'Arche survives and thrives for a new generation.

Vision ...

We are starting 3 Big Conversations to forge new confidence and clarity about the difference L'Arche makes, about our spirituality, and about the voice and power of people with learning disabilities.

We are preparing a new mandate and vision statement for our 50th anniversary in 2024.

We are INVESTING to be the best we can be.

People ...

For people with learning disabilities, we are developing new roles and new ways to lead and be heard. We have created action plans to benefit from recent CQC inspections in our Communities.

For assistants, our national induction programme won a Silver Medal from the Chief Nurse for Adult Social Care, as a model of integrating professional skills and whole-person reflective formation. We are opening new ways for assistants who live in our houses to develop wider skills and be more financially supported.

For leaders, we are creating induction and development programmes, and pathways to grow a more diverse and long-term leadership cadre.

For volunteer members and other friends, we are increasing the capacity our teams have to help people connect more deeply with our Community life.

We are implementing a new Diversity Plan to make L'Arche more than ever a place where everyone belongs.

Systems ...

We are investing in new finance and IT platforms to enable Community life. We are preparing to move to digital care records and more automated rostering and payroll. We are streamlining our recruitment and visa processing.

We are consulting everyone who lives in L'Arche on the housing they want in the future.

We are refreshing our website, and building new online fundraising and communications capacity.

We are developing new tools to define and measure our impact in fresh, clear and robust ways.



We are looking for the partners we need for us to FLOURISH

> **Training for my first marathon was fantastic with L'Arche – they supported me in such a personal way every step of the way, and raising the funds was easy once people became aware of how amazing the cause is.**
>
> Lucy, L'Arche supporter

Fundraising

It has been a busy year for the Fundraising Team as we launched an impact-centred approach to fundraising.

Driven by our organisational priorities, we set out on funding key business objectives for our people, our systems, and our vision. In the 2021-2022 financial year, the team raised over £1.1 million, £200k over target.

We saw a huge response from our supporters this year, stepping up during a difficult moment for the social care sector and again in response to our Ukraine emergency appeal. We had friends running marathons, climbing mountains, walking, and canoeing all to raise money for L'Arche. The annual event, Walking Together saw all 11 communities participating, plus several others across the globe. Thank you for your support!

As we look to the future, our priority continues to be focused on creating a larger network of supporters and advocates, which will increase the reach and voice of L'Arche UK and resource new projects and ongoing operations.

As the organisation emerges from a challenging season, we will continue to be a beacon of light, providing a different and sustainable way for individuals and institutions to invest in people.



We are together... in living and dying



MARTIN

Martin had lived with us since 2012 and loved bunnies, classic cars, Guinness and his girlfriend in the Community. He was a connoisseur of a good pub lunch. He was a warm and gentle man and has left a big hole in our community.



PAM

Pam, along with her husband, was connected with the London community from its beginning, sharing L'Arche with her daughters along the way. She was a gifted and generous friend, offering welcome and wisdom, her love of justice and her love of detail (and her label maker as well).



BETTY

Betty was our Queen in the house, giving speeches and telling stories to everyone. She built relationships with everyone around her. She liked adventures. We miss her laughter, clapping and her smile when she asked "where have you been?"



JOHN

John was a founding member of L'Arche Edinburgh and our first Local Committee Chair. He was incredibly faithful to the community and acted as appointee to one of our core members, who called him "my accountant". John supported L'Arche in many ways, including by fundraising for L'Arche in India.



GEOFFREY

Geoffrey was loved by all assistants and core members. He was a "people person" and would sit and have a coffee and ask "how are you?". A warm, friendly and caring gentleman who is missed by all who knew him.

The PEOPLE we lost.

The NEWBIES

These are just some of the amazing live-in and day-service members who chose to 'do life' in a L'Arche community in the UK this year. We've welcomed each and every one with open arms.











DAVID

SIAN

DONNA

MOIR

BRIGHDE

MACY

JOSETTE

SCOTT

DANIELLA

RORY

CHLOE

CHLOE

JESS

NATHALIE

JAMES

EVE

MATTHEW

LIAM

CHARLOTTE

SHINIQUA

KAYA

CARSTEN

REIFF

ANDREW

ELLA

CATHERINE

CHARLIE

FLORENCE

MARK

SHONA

HUW

ANN

LAURA

LYNN

GREGOR

The PEOPLE we welcomed.

Governance and leadership

National Board:

Aedan MacGreevy*	National Chair
Sue Williams	National Vice Chair
Roland Clark*	National Treasurer
Peter Oakes	Safeguarding Lead
Marie Roberts	HR and Whistleblowing Lead
Jane Brown	Manchester
Isobel Gray*	Edinburgh
Laura Harper	London
Martin Weale	Brecon
Ben Moorhead	Resigned 14th Sept '22

National Leadership Team:

John Casson*	National Leader
Kathleen Boyle**	Deputy National Leader
James Cuming	Regional Leader South and Wales
Des Kennedy	Regional Leader North and Scotland
Hannah Lythe	Director of Fundraising
Louise Carter	Mission Formation
Sarah Harrison	Human Resources
Debbie Walker**	Head of Finance Operations
Tony Humphreys**	Head of Finance and IT Transformation (from 24th January 2022)

Community Leaders:

Liis Revell	Kent
Gary Deplacido	Highland - to 5th Nov '21
Chris Gehrke	Highland - from 31st Jan '22
Carol Carney	Liverpool
Lucy Winter	London
Sonja Jones	Bognor Regis - to 1st Jul '22
Sarah Shallis	Bognor Regis - from 7th Sept '22
Jill Farmer	Brecon - from 11th Oct '21
Kirsty MacCrimmon	Edinburgh
Michael Sheppard	Preston - to 31st Dec '21
David Knowles	Preston - from 14th Mar '22
David Hockley	Ipswich
Nem Tomlinson	Manchester
Caireen Detain	Nottingham (Project)

> **"It gives me more of a sense of worth that I've ever had sitting in an office working for large companies."**
>
> Colin, L'Arche Kent

*Member of the Finance Subcommittee

**In attendance at Finance Subcommittee



“Being supported by the core members that you know on such an intimate level, and to know that they just want to do the same thing back for you just brings it all full circle.”

Dom, L'Arche Manchester

Strategic and Trustees' Report

L'ARCHE
In the UK

STRATEGIC AND TRUSTEES' REPORT FOR THE YEAR ENDING 31ST JULY 2022

The Trustees are pleased to present their Strategic and Trustee Report for the year ending 31st July 2022, including the preceding pages, which are also prepared to meet the requirements for a Directors' Report and Accounts for Companies Act purposes.

The Financial Statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

FINANCIAL REVIEW

FINANCIAL RESULTS

The Statement of Financial Activities shows an operating surplus of £33,207 (2021: deficit: £122,306). The operating surplus on unrestricted funds is £28,519 (2021: deficit £86,107).

After taking into account the net of donations and specific grants and expenditure from development funds, net incoming resources were £385,632 (2021: £315,486).

The Trustees consider that the Charity has one operating activity: the care and support of people with learning disabilities.

DONATIONS AND GRANTS

Income from fundraising was lower than in the previous financial year at £1,154,691 (2021: £1,245,144). Unrestricted donations fell to £339,883 (2021: £415,156) due primarily to a reduction in the amount received from legacies. UK restricted donations reduced to £459,248 (2021: £582,470) as a result of the review of the Ipswich expansion. A number of pledges which would normally have fallen into the financial year were held pending completion of the purchase of a property in Ipswich. However, we were heartened and overwhelmed by the response to our appeal to support our communities in the Ukraine as we raised £236,659.

We continued to strengthen the Fundraising and Communications team and as a result expenditure saw an increase to £404,140 (2021: £335,389).

Government grant funding for additional costs resulting from Covid was substantially reduced during the year although the devolved governments continued to fund awards to carers in Scotland and Wales. Some local authorities also awarded funding towards the costs of our assistants self-isolating, having tested positive for Covid. As a result, Covid grant funding fell from £115,410 in 2021 to £32,031.

Review: Overall this remains a good result in very challenging times, and we continue to be grateful for the support offered by both long term and new supporters.

INCOME FROM CHARITABLE ACTIVITIES

For the first time our income from Charitable Activities was in excess of £15 million. Overall, it rose by £1,556,605 to £15,004,144 (2021: £13,447,539).

As vacancies were filled our support income increased to £13,011,244 (2021: £11,749,607) with housing income also showing a strong performance at £1,625,202 (2021: £1,366,700). We continued to review support packages in response to changing needs and historical underfunding.

Review: Securing annual fee increases from some local authorities remains challenging, but others awarded helpful uplifts. In Scotland, Government policy is that we are funded at a level that allows us to pay our assistants Real Living Wage as defined by the Living Wage Foundation and annual uplifts reflect this. In England, awards were mixed, with one large service receiving 8.9% but another only 2%.

DIRECT CHARITABLE EXPENDITURE

Expenditure on our services increased by £1,375,739 to £15,265,968 (2021: £13,890,229) The main factor behind this increase was staffing costs which rose from £10,940,626 in 2021 to £12,051,899 in 2022.

Review: Recruitment of overseas assistants has remained challenging post Covid and Brexit. This is not unique to us but it also meant that our traditional live in model was being seriously challenged. The Government's recognition of care workers as being a shortage occupation is very welcome and will enable us to reduce our reliance on agency going forward. However, it came too late for the financial year under review and the latter half of the financial year was seriously impacted by staff shortages.

CHARITABLE DONATIONS

A donation of £3,000 (2021: £3,000) was made during the year to the L'Arche Benevolent Trust, a registered charity with the objectives of assisting employees and ex-employees of L'Arche who may require financial support as a result of personal hardship. Donations to L'Arche International totaled £120,097 (2021: £149,269) and donations to other charitable organisations £100 in total (2021: £250).

BALANCE SHEET

Balance sheet net assets increased from £13,349,621 to £13,712,845. Cash balances at £4,497,532 (2021: £3,938,767) were particularly buoyant following the sale of 434 Woodbridge Road and pending the purchase of 320 Woodbridge Road in Ipswich. The purchase of the new property was completed in October 2022. Changes to local authority payment methods also caused delays in some of our communities creating unusually high debtor balances at £2,619,928, (2021: £1,883,454).

RESERVES POLICY

In common with similar organisations supporting people with learning disabilities, and in line with Charity Commissioners' advice that reserves are needed for reasons of sound financial management and operational planning, L'Arche holds a General Fund in addition to its Development and Fixed Asset Funds (see Note 16 of the Financial Statements).

At 31st July 2022, L'Arche held total reserves of £ 13,712,845 (2021: £13,349,621). Free reserves totaled £2,884,811 (2021: £2,401,252) and were held in the General Fund.

The Unrestricted Development Fund represents donations and grants received without a specific restriction. The Trustees designate unrestricted donations and grants received by a community to projects within that community. They may also, if they deem it appropriate, designate the profit on the sale of assets to a community development fund to ensure that the spirit of the original gift is reflected in future investment.

The General Fund is held primarily to protect against interruptions to our main income flow and to sustain working cash balances to cover fluctuations in operating costs. The current level of unrestricted General Funds of £2,936,545 (2021: £2,471,194) represents 10.2 weeks (2021: 9.6 weeks) of community operating expenditure. In view of the needs of the residents in L'Arche's care, and our long-term commitment to them, a minimum of 13 weeks' reserves is our medium-term objective.

GOING CONCERN

L'Arche operates in a financially challenging environment, with increasing wage costs and demands on funding, to which the COVID-19 pandemic has added new pressures. The directors are confident that the company has adequate reserves to cover these challenges and to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

FUTURE CAPITAL COMMITMENTS

Capital project commitments outstanding at the year-end totaled nil (2021: £nil).

INVESTMENT POLICY

In accordance with the investment powers contained in the Articles of Association, monies not immediately required for the day-to-day operation of the Company may be held in investments, securities or property. During the financial year concerned, the Company has sought to minimise risk by holding its reserves in instant access cash deposits.

RISK REGISTER

L'Arche managed the immediate risks of COVID better than feared. We kept our community members safe through rigorous infection control. Our finances held up relatively well, as local authorities provided additional short-term funding.

But the long-term impact has been longer and more serious. Community life was severely curtailed, people with disabilities missed social contact, missed meeting friends and family face to face, and missed their daily routines. Several vacancies in our services could not be filled for months. The combination of Brexit and Covid left us facing serious challenges in recruiting enough assistants.

The most serious risks we now face are in the table below, scored 1-5 for both impact and likelihood, to give a risk score. We also describe what we are doing to mitigate the risks, and score these for High, Medium or Low effectiveness.

Two new risks were added this year:

- A major transformation of our financial systems and IT infrastructure, which depends on significant fundraising and a culture change in the organisation.
- A long-term question about whether our housing will continue to meet changing needs and expectations.

We face the future with confidence that we have survived Covid well, and have launched three Big Conversations to clarify our priorities ahead of our 50th Anniversary in 2024.

- Spirituality
- Voice and power and voice of people with disabilities
- The difference of L'Arche

Risk Area 1: Financial Sustainability	**Mitigation**
Communities become financially unsustainable due to lack of people who choose to share a house with people with learning disabilities [Impact 4 x Likelihood 4=16]	New recruitment post created. Review of the live-in role undertaken and pilots planned to consider how to make the role more attractive and sustainable. [Mitigation = M]
Finance / IT transformation programme fails to deliver, or cannot be afforded [5x3=15]	Head of Finance and IT transformation appointed. Steering Group formed. Independent advisers employed to ensure due diligence is carried out. Fundraising focus agreed [H]

Risk Area 2: Mission and Identity	Mitigation
Community, spirituality and outreach dwindle – due to lack of vision, volunteers, funds, investment in formation and leadership. [5x3=15]	Big Conversation on Spirituality will re-stimulate interest. Supervision of Community Leaders focuses on community life as well as service standards. Induction programme includes Formation in L'Arche as well as care standards. Each local Chair reports annually to National Board. Improved website and higher profile on social media achieved [M]

Risk Area 3: Care and Housing	Mitigation
Scandal in care service [5x2=10]	Clear policies and procedures for investigating promptly and robustly any allegations. DBS/PVG checks. New Major Incident procedure to support learning nationally. Regular meetings between Deputy National Leader and Board Safeguarding leads. [M]
Housing is unfit to meet long-term aspirations of care members and expectations of commissioners [5x3=15]	Housing vision to be developed, beginning with stock condition survey [M]

Risk Area 4: Recruitment / Retention	Mitigation
Not recruiting and retaining the people we need [4x4=16]	Move to Real Living Wage achieved for all. Job evaluation scheme to ensure mid-level leadership salaries are fair. Recruitment strategy including increased use of social media. Training in values-based recruitment. [H]

Risk Area 5: Reputation	Mitigation
Scandal or abuse or discrimination, or accusation of "cult" [5x2=10]	Training for leaders, improved policies and procedures for reporting and investigating allegations. Continue to process Jean Vanier Enquiry findings and support long-term members who remain affected by these events. [M]

Risk Area 6: Leadership	Mitigation
Leaders in communities overloaded / distracted [5x3=15]	Holistic supervision by Regional Leaders to ensure community leaders are well supported to deliver these very wide-ranging roles. Prompt support offered by specialists in national team when required. Peer support in place [H]

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

L'Arche is a company limited by guarantee and a charity registered in England and Wales and in Scotland. The organisation was incorporated on 18th May 1972 and is currently governed by Articles adopted on 24th February 2018. Its principal objects which can be summarised as providing support and training for people with learning disabilities by opening and running Community networks, homes and work opportunities, thereby fostering personal development and citizenship.

There are currently ten L'Arche Communities in the UK, with one project under development. Set up in response to the initiative of a local group, a typical Community comprises a number of houses, supported living settings and, where appropriate and commissioned, day activities, spread out within an urban setting and run as a unified service. In this way, Community members are more easily able to integrate with the wider neighbourhood and thereby develop and maintain important links with individuals and groups beyond L'Arche.

Management

The National Leader/CEO is appointed by the National Board and reports to the Trustees through the National Chair. As leader of the executive management structure, the National Leader/CEO is responsible for supervising a team of Deputy National Leader, Regional Leaders, as well as national co-ordinators of Formation, HR, Finance, Fundraising, and Communications. All members of the Leadership Team are permanent employees. The National Leader/CEO is also a member of the L'Arche International Leadership Team and reports to the International Federation of L'Arche through the International Leader.

The two Regional Leaders (covering Scotland and the North of England, and Wales and the South of England) are responsible for supporting the Communities, supervising Community Leaders and ensuring the Communities discern their local mission priorities and objectives, while living faithfully L'Arche's Identity & Mission and being compliant with commissioning and statutory requirements.

Other members of the National Leadership Team are respectively responsible for human resources; for formation and leadership development; for finance and the national finance team which is based at the registered office, accountable to the National Board through the National Leader/CEO for financial matters; and for fundraising and communication.

Day-to-day responsibility for each Community is delegated to the Community Leader/Director who is supported by a coordinating team, typically responsible for care and support services, housing, HR, day activities, and administration. Members with learning disabilities are encouraged and enabled to play an active part in decisions regarding their own support, their house or support service, and their Community.

Trustees

L'Arche is governed by a National Board, the members of which are Directors of the Company with trustee responsibilities. The full board has 11 members and normally meets five times a year in addition to the AGM.

Board members serve a maximum of 12 years. Recruitment of new National Board members results from a regular review of the necessary mix of skills and experience required for governance. Five members are drawn from the group of chairs of local L'Arche committees, and five are independent of the communities, with vacancies advertised in national and local publications as well as through professional agencies and other networks. Potential candidates are appointed after a process of interviews, references and other checks.

New members' induction and training is achieved through a combination of written material, meetings and training days, in addition to local Community visits, to ensure they are not only aware of their responsibilities as trustees but understand the ethos and practice of L'Arche in supporting people with learning disabilities.

Equal opportunities

L'Arche seeks to ensure that it has a diverse workforce to reflect the diversity of the people who use our services. Opportunities for employment, promotion, transfer and training are advertised widely and all applicants are welcomed irrespective of race, colour, nationality, ethnic or national origins, gender, sexual orientation, disability, age, religion or belief.

We have trained senior staff in values-based recruitment, and we are moving to make "blind sifting" standard in our recruitment in line with best practice. In 2021 we also formed an "Embracing Diversity" working group representing perspectives across the organisation.

Disabled Employees Policy

Our mission includes "we celebrate the unique value of every person and recognise our need of one another". Key elements of this include our commitment to giving full and fair consideration of applicants for employment of disabled people, having regard to their aptitudes and abilities. We support the continuing employment and training of people who become disabled, including offering flexible working wherever possible. Reasonable adjustments are offered to training opportunities to ensure accessibility to disabled employees. We analyse the results of our annual employees' survey in terms of protected characteristics including disability to see where our practices can be improved to ensure our commitment to diversity, equality and inclusion is translated into action.

Engagement with employees

During the year we maintained and developed channels for engaging with employees. New national initiatives included: introduction of a Belong newsletter sent to every employee, inviting comment; video and written blogs from the national team inviting employee discussion on key topics, open forums for all employees to discuss the results of the diversity survey with the National Leader, messages from the national team communicating key decisions on pay and other announcements. We conducted a diversity survey of all employees, and an additional

survey of front-line leaders. Most consultation with employees takes place locally including regular gatherings of all Community members, listening groups, Community Councils and assistant assemblies. Groups of employees and service users work together to develop local plans and recruit senior leaders. Employees from all locations and roles participate in listening groups and steering groups for key national initiatives, and all employees are being invited to participate in new diversity forums for people with ethnic minority and LGBTQ identity. The National and Regional Leaders regularly visit communities and hear direct from employees at all levels. As a not for profit charity, there is no scope for sharing profits with employees, but news on performance including care inspection reports is shared widely internally and via social media. A number of Directors serve as chairs of local committees, and therefore have regular engagement with employees. Directors remain acutely aware of the challenges our employees face in working in social care where remuneration is low, and all decisions are taken by balancing the effects on our financial viability, our workforce, and the people with disabilities we support.

Remuneration policy

L'Arche is committed to becoming a Real Living Wage employer as defined by the Living Wage Foundation and is also guided by the principles of L'Arche International in setting salaries, namely that we will seek to:

- use our financial strategy to ensure that we become a Real Living Wage employer.
- recruit and retain candidates who want to work for L'Arche because of our value base.
- ensure that the Remuneration Policy complements and reflects other relevant policies, in particular the Equal Opportunities and Diversity Policy, Recruitment and Selection Policy and the Identity & Mission statement.
- be transparent in the remuneration paid by sharing salary scale information in each community.
- review the salary benchmarking comparators and salary scales on an annual basis.
- recommend a Cost of Living increase if affordable.

Fundraising

The charity does not use any professional fundraiser or participator to carry out activities on the charity's behalf.

Company, Charity & Tax Status

The Company is limited by guarantee, with no shareholdings. The liability of the 46 members (2020: 42) is limited to £1 each. The Company is registered as a charity in England and Wales and in Scotland with the Office of Scottish Charity Regulator.

The Company is not liable to income tax, corporation tax or capital gains tax. It is not registered for VAT, since taxable supplies are below the level requiring registration.

Public Benefit Disclosure

L'Arche has referred to the Charity Commission's guidance on public benefit when reviewing our aims, objectives and activities and can confirm that the Charity's Trustees have complied with the duty in s.4 of the Charities Act 2006 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the Public Benefit requirement under that Act.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Auditors

A resolution to re-appoint BHP LLP as the Company's auditors will be proposed at the annual general meeting.

Trustee Responsibilities In The Preparation Of Financial Statements

The trustees (who are also directors of L'Arche for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Statement As To Disclosure Of Information To The Auditor

The trustees who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditor is unaware. Each of the trustees have confirmed that they have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

By Order of the National Board
6th February 2023



Aedan MacGreevy

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF L'ARCHE

Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and Charities Act 2011.

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 responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustee's report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations, relevant to the charitable company, which could give rise to a material misstatement in the financial statements. Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management, review of minutes and legal expenses. There are inherent limitations in the audit procedures described and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

As part of our audit, we addressed the risk of management override of internal controls, including testing of journals and review of nominal ledger. We evaluated whether there was evidence of bias by the trustees or management that represented a risk of material misstatement due to fraud.

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

Use of our report

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



Lesley Kendrew
(Senior Statutory Auditor)

For and on behalf of BHP LLP, Statutory Auditor

Date: 8th February 2023

BHP LLP
New Chartford House
Centurion Way
Cleckheaton
West Yorkshire
BD19 3QB
United Kingdom

L'ARCHE FINANCIAL STATEMENTS

Statement of financial activities incorporating Income and Expenditure Account for the year ended 31st July 2022.

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2022 £	Total 2021 £
INCOME AND EXPENDITURE						
INCOMING RESOURCES						
Incoming resources from generated funds:						
Voluntary income						
Donations and Grants	1	339,883	814,808	-	**1,154,691**	1,245,144
Investment income	2	4,884	156	-	**5,040**	330
Incoming resources from charitable activities	3	15,003,105	1,039	-	**15,004,144**	13,447,539
Other incoming resources						
Profit on disposal of fixed assets		15,062	-	-	**15,062**	610
Total incoming resources		**15,362,934**	**816,003**	-	**16,178,937**	**14,693,623**
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising and publicity	4	375,617	28,523	-	**404,140**	335,389
Charitable activities						
Direct charitable expenditure	5	14,950,992	314,976	-	**15,265,968**	13,890,229
Donations made	6	3,100	120,097	-	**123,197**	152,519
Total resources expended	6	**15,329,709**	**463,596**	-	**15,793,305**	**14,378,137**
Net incoming resources before transfers	7	**33,225**	**352,407**	-	**385,632**	**315,486**
Analysed as:						
Operating surplus/(deficit)	8	28,519	4,688	-	**33,207**	**(122,306)**
Net non operating income after fundraising costs		4,706	347,719	-	**352,425**	**437,792**
Net incoming resources before transfers		**33,225**	**352,407**	-	**385,632**	**315,486**
Transfer between funds	16	279,137	(279,137)	-	-	-
Net income for the year		**312,362**	**73,270**	-	**385,632**	**315,486**
Other recognised gains & losses:						
Unrealised (loss)/gain on investments		(18,208)	-	(4,200)	(22,408)	21,610
Net movement in funds		**294,154**	**73,270**	**(4,200)**	**363,224**	**337,096**
Balances brought forward at 1st August 2021	16	**12,174,960**	**1,074,386**	**100,275**	**13,349,621**	**13,012,525**
Balances carried forward at 31st July 2022	16	**12,469,114**	**1,147,656**	**96,075**	**13,712,845**	**13,349,621**

The operating surplus for the year arises from the company's continuing operations.

L'Arche Balance sheet at 31st July 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	9	8,430,818	9,177,697
Investments	10	147,809	170,217
		8,578,627	**9,347,914**
CURRENT ASSETS			
Debtors	11	2,619,928	1,883,454
Cash at bank and in hand	12	4,497,532	3,938,767
		7,117,460	5,822,221
CREDITORS			
Amounts falling due within one year	13	1,738,806	1,572,905
NET CURRENT ASSETS		**5,378,654**	**4,249,316**
TOTAL ASSETS LESS CURRENT LIABILITIES		**13,957,281**	**13,597,230**
CREDITORS			
Amounts falling due after more than one year	14	244,436	247,609
NET ASSETS		**13,712,845**	**13,349,621**
THE FUNDS OF THE CHARITY			
Unrestricted			
General Fund	16a	2,936,545	2,471,194
Development Fund	16a	1,262,365	704,520
Fixed Asset Fund	16a	8,270,204	8,999,246
Restricted			
Development Funds	16b	1,147,656	1,074,386
Endowment			
General Fund	16c	96,075	100,275
TOTAL CHARITY FUNDS		**13,712,845**	**13,349,621**

The financial statements were approved by the Finance Sub-Committee and authorised for issue on 6th February 2023 and were signed on its behalf by:

A. MacGreevy
Director

R. Clark
Director

Company number: 1055041

L'Arche cash flow statement for the year ended 31st July 2022

	Notes	2022 £	2021 £
CASH FLOW			
Net cash inflow from operating and other activities	17a	227,415	1,658,603
Investments and servicing of finance	17b	1,832	(4,656)
Net capital expenditure	17c	347,355	(881,007)
		576,602	772,940
Financing outflow	17e	(17,837)	(17,928)
Increase/(Decrease) in cash		**558,765**	**755,012**
CASH AND CASH EQUIVALENTS			
As at 1st August 2021		**3,938,767**	**3,183,755**
As at 31st July 2022		**4,497,532**	**3,938,767**

Principal accounting policies in L'Arche

Basis of Accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011 and the Companies Act 2006.

Company Status

The charity is a company limited by guarantee and constitutes a public benefit entity as defined by FRS102. The members of the company, who include the Directors and Trustees, have each guaranteed to contribute no more than £1 in the event of the company being wound up.

Going Concern

The Trustees have considered the impact of Covid-19 on the Charity's income and beneficiaries, as well as the wider economy. Whilst it is not considered practical to accurately assess the duration and extent of the disruption, the Trustees are confident that they have plans in place to deal with and mitigate any financial losses that may arise. The Trustees therefore consider that the level of reserves for the charity are adequate. The Trustees continue to adopt the going concern basis of preparation for these financial statements.

Grants, Donations and Legacies

Grants and donations for which the purpose is restricted within the meaning of Charity Accounting Regulations are shown as income under the heading of Donations in the Statement of Financial Activities. Restricted Donations are transferred to the Development Fund where they are held until expenditure in accordance with the grant is incurred. At this point any shortfall is transferred to the General Fund. At the discretion of L'Arche, general donations may be designated to development projects and treated in the same manner as restricted donations (see Note 16).

Entitlement to Legacies 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 received by the Charity from the executors that a distribution will be made
- or when a distribution is received from the estate

Other grants and donations received are treated as income in the period in which they are receivable.

Incoming Resources from Charitable Activities and Operating Surplus/(Deficit)

Incoming Resources from Charitable Activities represents the aggregate of Residents' Income Support, Local and Central Government grants and receipts and other non-government receipts provided for the maintenance of the Communities and their residents. The operating surplus/(deficit) comprises operating income less Direct Charitable Expenditure and Administration costs. See note 8 for the detailed figures.

Expenditure Allocation

Expenditure is analysed between Direct Charitable Expenditure, (which represents actual direct costs incurred by the Communities), Fundraising and Publicity, Administration and Governance. Some elements of Community costs have been paid by Central Administration but have been recharged to Direct Charitable Expenditure where appropriate.

Governance costs are those costs incurred in respect of the general running of L'Arche as opposed to those costs arising directly and indirectly from the provision of care and support for people with learning disabilities. Included within governance are items such as audit, legal advice for trustees and costs associated with constitutional and statutory requirements.

Interest Receivable

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

Donations for L'Arche International and Overseas Communities

Where donations have been raised for the specific purpose of distribution to L'Arche Overseas Communities, to minimise administration costs there can be a delay in the transfer of these funds to the projects for which they have been given. The size of the sums involved warrant separate disclosure from other funds donated to L'Arche UK.

Tangible Fixed Assets

Tangible fixed assets are stated at cost less accumulated depreciation. Where tangible fixed assets are donated, the cost is the value to the Company at the date of acquisition. Items costing under £500 are written off in the year of purchase.

Depreciation

Depreciation is provided on tangible fixed assets in equal annual instalments sufficient to write off the cost of the assets over their expected useful lives. A full year's depreciation is charged on acquisition; no charge is made in the year of disposal or on assets in the course of construction. The basis is:

Category	Years
Freehold buildings	40 years
Long and short leasehold buildings	period of the lease
Tools and equipment	4 years
Motor vehicles	4 years

Freehold land is excluded from the depreciation on the basis of value at date of acquisition. The cost of fixtures and fittings is accounted for as expenditure in the year in which it is incurred.

Investments

All investments are stated at market value. The market value of listed investments is derived from prices quoted on the PLUS Market (formerly OFEX). Unrealised changes made to the balance sheet market values are reflected in the Statement of Financial Activities.

Debtors

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

Cash at Bank and In Hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and Provisions

Liabilities 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. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest rate method.

Pension Costs

The Company auto enrols qualifying employees as members of a group personal pension scheme, administered by Royal London. The Company's contributions are included in Resources Expended in the Statement of Financial Activities in the year in which the contributions are made.

Leased Assets and Obligations

All leases are "operating leases" and the annual rentals are charged to profit and loss on a straight line basis over the lease term.

Funds

The General Fund consists of amounts received which have yet to be committed or designated to a specific use by the Company. The Development Fund comprises grants and donations received for or appropriated to development projects. It contains amounts either restricted by the donor or designated by the Company for specific purposes. The Fixed Asset Fund, Unrestricted and Endowed, represents the net book value of property and other tangible fixed assets less long-term borrowings on property.

Foreign Currencies

Transactions in foreign currencies are recorded at the rate ruling on the date of the transaction. Monetary assets and liabilities are retranslated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

L'Arche - Financial statements for the year ended 31st July 2022

1. DONATIONS

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Donations and Grants received for general purposes:				
a. retained in the General Fund	-	-	-	-
b. designated to the Development Fund	339,883	-	339,883	415,156
Donations and Grants				
a. received for UK Development	-	459,248	459,248	580,606
b. received for L'Arche International	-	323,529	323,529	133,972
	339,883	782,777	1,122,660	1,129,734
Grants received from the Job Retention				
Scheme and Devolved Government Grants	-	32,031	32,031	115,410
	339,883	**814,808**	**1,154,691**	**1,245,144**

2. INVESTMENT INCOME

	Unrestricted £	Restricted £	2022 Total £	2021 Total £
Bank interest	3,395	-	3,395	328
Income from investments	1,489	156	1,645	2
	4,884	156	**5,040**	**330**

Income from investments includes £1,638 (2021: £0) deriving from an investment of endowment funds.

3. INCOMING RESOURCES FROM CHARITABLE

	Unrestricted £	Restricted £	Total £	Total £
Income from Care and Support Provision	13,011,244	-	13,011,244	11,749,607
Income from Housing Services	1,625,202	-	1,625,202	1,366,700
Other funding	230,899	-	230,899	221,436
Sundry receipts	113,260	-	113,260	98,826
Sale of Products	22,500	1,039	23,539	10,970
	15,003,105	**1,039**	**15,004,144**	**13,447,539**

4. COSTS OF GENERATING FUNDS

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2022 £	Total 2021 £
Publicity	79,794	-	-	79,794	71,804
Fundraising	295,823	28,523	-	324,346	263,585
	375,617	**28,523**	-	**404,140**	**335,389**

5. DIRECT CHARITABLE EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2022 £	Total 2021 £
Community operating costs					
Employment and training	10,927,444	98,049	-	11,025,493	10,119,832
Household costs & community activities	564,453	3,234	-	567,687	686,631
Occupancy costs	1,383,889	-	-	1,383,889	1,282,166
Repairs, maintenance & renewals	474,395	11,611	-	486,006	325,235
Depreciation	394,295	-	-	394,295	379,169
Workshop costs	49,918	600	-	50,518	28,493
Support costs					
Office costs	230,396	4,669	-	235,065	201,626
Motor & travel	65,038	306	-	65,344	40,330
Legal & professional	38,205	-	-	38,205	49,032
Loan interest	3,208	-	-	3,208	4,986
Direct support and development	695,573	196,507	-	892,080	671,706
Governance Costs	118,757	-	-	118,757	101,023
Loss on disposal of fixed assets	5,421	-	-	5,421	-
	14,950,992	**314,976**	-	**15,265,968**	**13,890,229**

6. TOTAL RESOURCES EXPENDED

	Staff Costs £	Depreciation £	Other Costs £	Total 2022 £	Total 2021 £
Donations to L'Arche International	-	-	120,097	**120,097**	149,269
Donations to L'Arche Benevolent Trust	-	-	3,000	**3,000**	3,000
Other donations	-	-	100	**100**	250
Total donations	-	-	123,197	**123,197**	152,519
Direct charitable expenditure	11,763,098	404,816	3,098,054	**15,265,968**	13,890,229
Fundraising and publicity	288,801	4,349	110,990	**404,140**	335,389
	12,051,899	**409,165**	**3,332,241**	**15,793,305**	**14,378,137**

L'Arche Benevolent Trust is an independent registered charity with the objective of assisting employees and ex-employees of L'Arche who may require financial support as a result of personal hardship.

	Total 2022 £	Total 2021 £
Staff costs		
Salaries	10,772,890	9,802,892
National Insurance	810,253	691,726
Pension and life assurance costs	266,535	262,585
Training	202,221	183,423
	12,051,899	**10,940,626**

The number of staff receiving employer's contributions into the pension scheme was 416 (2021: 393). At the year end, no premiums were outstanding to the pension scheme provider (2021: £nil)

	Total 2022 £	Total 2021 £
Other costs		
Donations	123,197	152,519
Household costs & community activities	567,704	687,062
Workshop costs	50,518	28,493
Occupancy costs, repairs & renewals	1,900,533	1,628,137
Office costs	288,299	246,310
Motor & travel	111,364	49,216
Community support and development	34,611	25,786
Legal & professional	141,817	108,172
Loan interest	3,208	4,986
Fundraising and publicity	110,990	114,777
	3,332,241	**3,045,458**

6. TOTAL RESOURCES EXPENDED (cont.)

The key management personnel of the Charity comprise the Trustees and the National Leadership Team - the National Leader, Deputy National Leader, Regional Leaders, Head of Human Resources, Head of Finance, Fundraising Director and Mission Formation Director.

The total remuneration of the National Leadership Team was £469,445 (2021: £426,893).

The Statement of Recommended Practice "Accounting and Reporting by Charities" requires disclosure of the number of employees whose remuneration was in excess of £60,000. One employee received remuneration in the range £70,001 - £80,000 (2021: 0).

During the year, no directors, who act as trustees of the charity, were reimbursed in respect of travel or other expenses (2021: 0 - £0). The trustees receive no remuneration..

During the year, there were no transactions between related parties (2021: nil)

Excluding the Committee members, the average weekly number of employees, analysed by function was:

	2022	2021
Communities	398	422
Administration and Finance	20	17
Fundraising and publicity	6	4
	424	**443**

7. NET INCOMING RESOURCES BEFORE TRANSFERS

The net incoming resources before transfers in the Statement of Financial Activities are stated after charging/ (crediting) the following amounts:

	2022 £	2021 £
Auditors' remuneration - audit services	19,932	18,120
Auditors' remuneration – other services	-	900
Depreciation charge for the year on tangible fixed assets	409,165	392,053
Cost of operating leases (see note 15)	10,561	10,561
Profit on disposal of tangible fixed assets	(9,641)	(610)

8.OPERATING SURPLUS

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2022 £	Total 2021 £
The operating surplus as stated in the SOFA is calculated as follows:					
Operating income	15,003,105	-	-	15,003,105	13,447,539
Investment income applied to operating expenditure	4,884	-	-	4,884	330
Donations for operating expenditure	39,254	319,664	-	358,918	394,248
Profit on disposal of fixed assets	15,062	-	-	15,062	610
	15,062,305	**319,664**	-	**15,381,969**	**13,842,727**
Less:					
Direct charitable expenditure	14,950,992	314,976	-	15,265,968	13,890,229
Contributions to Benevolent Trust	3,000	-	-	3,000	3,000
Publicity Costs	79,794	-	-	79,794	71,804
	15,033,786	**314,976**	-	**15,348,762**	**13,965,033**
Operating Surplus/(Deficit)	**28,519**	**4,688**	-	**33,207**	**(122,306)**

9. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Long leasehold buildings £	Short leasehold buildings £	Tools and equipment £	Motor vehicles £	Total £
COST						
1st August 2021	11,074,877	688,825	876,853	1,341,768	114,646	14,096,969
Additions	104,543	61,953	47,017	123,376	90,878	427,767
Re-allocations	13,331	-	(13,331)	-	-	-
Disposals	(808,031)	-	(22,681)	(57,384)	(9,995)	(898,091)
31st July 2022	**10,384,720**	**750,778**	**887,858**	**1,407,760**	**195,529**	**13,626,645**
DEPRECIATION						
1st August 2021	2,943,049	376,989	298,163	1,210,664	90,407	4,919,272
Charge for year	235,965	16,924	42,296	85,138	28,842	409,165
Re-allocations	-	-	-	-	-	-
Disposals	(65,088)	-	(17,407)	(57,237)	7,122	(132,610)
31st July 2022	**3,113,926**	**393,913**	**323,052**	**1,238,565**	**126,371**	**5,195,827**
NET BOOK VALUE						
31st July 2022	**7,270,794**	**356,865**	**564,806**	**169,195**	**69,158**	**8,430,818**
31st July 2021	**8,131,828**	**311,836**	**578,690**	**131,104**	**24,239**	**9,177,697**

Leasehold buildings are sub-divided into those held under short leases (50 years and under) and those held under long leases (over 50 years).

10. INVESTMENTS

	Quoted £	Listed £	Unlisted £	Total £
Market value 1st August 2021	69,942	100,275	-	170,217
Unrealised investment losses	(18,208)	(4,200)	-	(22,408)
Market value 31st July 2022	**51,734**	**96,075**	-	**147,809**
Historical cost 31st July 2022	-	3,230	-	3,230

All investments are in the United Kingdom.

The listed investments were given to L'Arche as an endowment, and comprise 1,050 shares in Adnams Brewery, an Aquis Stock Exchange company, with a market value of £91.50 per share at 31st July 2022 (2021: £95.50).

11. DEBTORS

	2022 £	2021 £
Other debtors	452,041	398,405
Prepayments and accrued income	2,167,887	1,485,049
	2,619,928	**1,883,454**

12. CASH AT BANK AND IN HAND

	2022 £	2021 £
Working cash balances	18,124	9,328
Bank deposits	4,479,408	3,929,439
	4,497,532	**3,938,767**

The cash requirement of any major project, either capital or revenue, is estimated at least six months prior to its commencement and the fundraising process starts as soon as the project has been approved. Since funds raised for a project may not be spent for several months, this can result in temporarily high cash balances.

13. CREDITORS - Amounts falling due within one year

	2022 £	2021 £
Taxation and social security costs	223,872	194,622
Residents' grants received in advance	286,348	63,848
Other creditors	642,268	668,881
Triodos loan	16,483	16,483
Accruals and deferred income	569,835	629,071
	1,738,806	**1,572,905**

Residents grants received in advance refers to funding received from statutory bodies and we would anticipate it would be no greater than 1 month in respect of individual residents.

14. CREDITORS - Amounts falling due after more than one year

	2022 £	2021 £
Triodos loan		
Falling due 1-2 years	14,814	14,814
Falling due 2-5 years	44,442	44,442
Falling due over 5 years	101,358	119,195
	160,614	**178,451**
Other Creditors	83,822	69,158
	244,436	**247,609**

The Triodos loan at Ipswich is secured on 3 Warrington Road, Ipswich, with an interest rate fixed at 1.25% over base and is for a period of 25 years.

15. COMMITMENTS AND CONTINGENCIES

a) Operating Lease Commitments

At 31 July 2022 the company was committed to making the following payments during the next year under non-cancellable operating leases as follows:-

	2022 Land & buildings £	2021 Land & buildings £
Falling due with 12 months	10,561	10,561
Falling due within 2-5 years	42,244	42,244
Falling due over 5 years	177,777	188,338
	230,582	**241,143**

The majority of the company's leases of land and buildings are subject to rent review periods ranging between 3 and 5 years. All leases currently held by L'Arche are Operating Leases.

b) Capital Projects Planned and Committed

Capital projects planned at 31st July 2022 amounted to a total of £880,000 (2021: £880,000).

	1st August 2021 £	Expended £	Allocated (Released) £	31st July 2022 £
Planned				
Ipswich, Purchase of New Property	880,000	-	-	880,000
	880,000	-	-	**880,000**

At 31st July 2022, no contractual commitments had been entered into in respect of the above project (2021 – nil)

At 31st July 2022, total pledges received in respect of the above projects totalled £235,000 (2021 - £299,375)

16. FUNDS

a) Unrestricted Funds

	General Fund £	Development Fund £	Fixed Asset Fund £	Total Funds £
1st August 2021	**2,471,194**	**704,520**	**8,999,246**	**12,174,960**
Fund movements for the year:				
Net incoming resources for the year	**33,225**	**-**	**-**	**33,225**
Donations and Grants received for general purposes	**(339,883)**	**339,883**	**-**	**-**
Purchase of tangible fixed assets	**(148,630)**	**(279,137)**	**427,767**	**-**
Derestriction on purchase of tangible fixed assets	**-**	**279,137**	**-**	**279,137**
Repayment of loans and mortgages on property	**(17,837)**	**-**	**17,837**	**-**
Transfer for depreciation	**409,165**	**-**	**(409,165)**	**-**
Net book value of disposals	**765,481**	**-**	**(765,481)**	**-**
Allocations to Development Fund for future projects	**(552,180)**	**552,180**	**-**	**-**
Development Funds expended	**334,218**	**(334,218)**	**-**	**-**
Unrealised loss on investments	**(18,208)**	**-**	**-**	**(18,208)**
Total fund movements	**465,351**	**557,845**	**(729,042)**	**294,154**
31st July 2022	**2,936,545**	**1,262,365**	**8,270,204**	**12,469,114**

b) Restricted Funds

	General Fund £	Development Fund £	Fixed Asset Fund £	Total Funds £
1st August 2021	-	**1,074,386**	-	**1,074,386**
Fund movements for the year:				
Net incoming resources for the year	-	352,407	-	352,407
Derestriction on purchase of tangible fixed assets	-	(279,137)	-	(279,137)
Total fund movements	-	**73,270**	-	**73,270**
31st July 2022	-	**1,147,656**	-	**1,147,656**

The Restricted Funds form part of Bank Deposits.

16. FUNDS (cont.)

c) Endowment Funds

	General Fund £	Development Fund £	Fixed Asset Fund £	Total Funds £
1st August 2021	**100,275**	-	-	**100,275**
Fund movements for the year:				
Unrealised loss on investments	(4,200)	-	-	(4,200)
Total fund movements	**(4,200)**	-	-	**(4,200)**
31st July 2022	**96,075**	-	-	**96,075**

d) Summary

	General Fund £	Development Fund £	Fixed Asset Fund £	Total Funds £
1st August 2021	**2,571,469**	**1,778,906**	**8,999,246**	**13,349,621**
Fund movements for the year:				
Net incoming resources for the year	33,225	352,407	-	385,632
Purchase of tangible fixed assets	(148,630)	(279,137)	427,767	-
Repayment of loans and mortgages on property	(17,837)	-	17,837	-
Adjustment for depreciation	409,165	-	(409,165)	-
Transfer between funds	207,636	557,845	(765,481)	-
Unrealised loss on investments	(22,408)	-	-	(22,408)
Total fund movements	**461,151**	**631,115**	**(729,042)**	**363,224**
31st July 2022	**3,032,620**	**2,410,021**	**8,270,204**	**13,712,845**

L'Arche - Financial statements for the year ended 31st July 2022

16. FUNDS (cont.) **Restricted Funds Analysis:**

	1st August 2021 £	Movement in Resources Incoming £	Transfers	Derestricted £	Expended £	31st July 2022 £
Transforming Lives						
Expanding the Contribution of People with Learning Disabilities in Society						
Developing resources to help people with learning disabilites deepen their spiritual lives	17,650	-	-	-	(11,309)	6,341
Creating More Places to Call Home						
New Communities						
Nottingham	18,994	2,705	-	-	(3,569)	18,130
Scotland	48,346	-	-	-	-	48,346
Capital & Refurbishment Appeals						
Ipswich - Purchase and Development of New Project	210,243	-	(120,760)	(89,483)	-	-
Ipswich - Purchase of The Ark, supported living house	-	-	120,760	-	-	120,760
Manchester - Day Service Development	20,855	4,190	-	-	(24,539)	506
Manchester - The Rose, supported living house	47,940	13,568	-	(36,481)	(13,534)	11,493
Investing in Leadership, Young People & Infrastructure for Growth						
Assistant Induction Programme	45,785	12,500	-	-	(48,530)	9,755
Big Conversation - Voice and Power	-	48,000	-	-	(5,280)	42,720
Big Conversation - Impact	-	25,000	-	-	-	25,000
Investment in Charity Infrastruture	83,277	204,894	-	(26,363)	(140,957)	120,851
Volunteers Coordination	30,638	32,413	-	-	(13,636)	49,415
Investment in Programmes & Projects Of L'Arche International						
India	2,117	12,327	-	-	(10,530)	3,914
Africa	11,174	10,439	-	-	(14,736)	6,877
Poland	-	156	-	-	-	156
Ukraine*	-	236,659	-	-	(15,529)	221,130
International	82,353	64,104	-	-	(95,005)	51,452
Total Transforming Lives	619,372	666,955	-	(152,327)	(397,154)	736,846
Local Community Projects						
Kent	43,927	3,455	-	-	(494)	46,888
Inverness	18,913	4,811	-	-	(7,161)	16,563
Liverpool	89,765	13,435	-	(64,388)	(10,093)	28,719
London	24,210	30,221	-	-	(6,115)	48,316
Bognor	30,706	22,462	-	(14,507)	(1,300)	37,361
Brecon	5,111	-	-	-	-	5,111
Edinburgh	41,985	27,964	-	-	(6,482)	63,467
Preston	97,521	1,400	-	-	(1,999)	96,922
Ipswich	2,896	-	-	-	-	2,896
Manchester	98,127	13,269	-	(47,915)	(767)	62,714
Other						
Scottish and Welsh Government Grants to Social Care Staff	-	32,031	-	-	(32,031)	-
Other restricted donations and gifts	1,853	-	-	-	-	1,853
	1,074,386	**816,003**	-	**(279,137)**	**(463,596)**	**1,147,656**

* Subsequence to these accounts an initial transfer of £135,736 was made to L'Arche International who are coordinating L'Arche's global response to the crisis in Ukraine.

16. FUNDS (cont.)

Prior Year Restricted Funds Analysis:

	1st August 2020 £	Movement in Resources Incoming £	Derestricted £	Expended £	31st July 2021 £
Transforming Lives					
Expanding the Contribution of People with Learning Disabilities in Society					
Developing resources to help people with learning disabilites deepen their spiritual lives	19,816	-	-	(2,166)	17,650
Creating More Places to Call Home					
New Communities					
Nottingham	20,172	1,714	-	(2,892)	18,994
Scotland	48,346	-	-	-	48,346
Capital & Refurbishment Appeals					
Ipswich - Purchase and Development of New Project	189,951	20,292	-	-	210,243
Manchester - Day Service Development	59,270	-	-	(38,415)	20,855
Manchester - The Rose, supported living house	-	51,640	-	(3,700)	47,940
Inverness - Development and Refurbishment of Braerannoch Site	369,975	-	(369,975)	-	-
Investing in Leadership, Young People & Infrastructure for Growth					
Assistant Induction Programme	59	98,897	-	(53,171)	45,785
Investment in Charity Infrastruture	-	101,626	-	(18,349)	83,277
Volunteers Coordination	-	30,638	-	-	30,638
Investment in Programmes & Projects Of L'Arche International					
India	70,753	18,808	-	(87,444)	2,117
Africa	10,184	15,878	-	(14,888)	11,174
Poland	50	-	-	(50)	-
International	28,698	93,166	-	(39,511)	82,353
Total Transforming Lives	817,274	432,659	(369,975)	(260,586)	619,372
Local Community Projects					
Kent	35,056	11,435	(1,200)	(1,364)	43,927
Inverness	34,424	7,128	(12,179)	(10,460)	18,913
Liverpool	9,356	88,064	-	(7,655)	89,765
London	52,038	9,607	-	(37,435)	24,210
Bognor	39,396	3,070	(11,260)	(500)	30,706
Brecon	5,111	-	-	-	5,111
Edinburgh	25,701	17,667	-	(1,383)	41,985
Preston	3,188	95,626	-	(1,293)	97,521
Ipswich	2,896	50	-	(50)	2,896
Manchester	63,797	41,896	-	(7,566)	98,127
Other					
Grants from Job Retension Scheme	-	58,586	-	(58,586)	-
Scottish and Welsh Government Grants to Social Care Staff	-	56,824	-	(56,824)	-
Other restricted donations and gifts	5,853	-	-	(4,000)	1,853
	1,094,090	**822,612**	**(394,614)**	**(447,702)**	**1,074,386**

16. FUNDS (cont.)

Endowment Funds

	1st August 2021 £	Gains and transfers £	31st July 2022 £
Adnams shares	100,275	(4,200)	**96,075**
	100,275	**(4,200)**	**96,075**

The Adnams shares were given as endowment to L'Arche; the dividends from which can be used for general purposes.

Analysis of net assets between funds

	General Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Tangible fixed assets	8,430,818	-	-	8,430,818
Investments	51,734	-	96,075	147,809
Current assets	5,969,804	1,147,656	-	7,117,460
Current liabilities	(1,738,806)	-	-	(1,738,806)
Long term liabilities	(244,436)	-	-	(244,436)
Net assets as at 31 July 2022	**12,469,114**	**1,147,656**	**96,075**	**13,712,845**

Prior year analysis of net assets between funds

	General Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Tangible fixed assets	9,177,697	-	-	9,177,697
Investments	69,942	-	100,275	170,217
Current assets	4,747,835	1,074,386	-	5,822,221
Current liabilities	(1,572,905)	-	-	(1,572,905)
Long term liabilities	(247,609)	-	-	(247,609)
Net assets as at 31 July 2021	**12,174,960**	**1,074,386**	**100,275**	**13,349,621**

17. NOTES TO CASH FLOW STATEMENT

a. RECONCILIATION of net incoming resources to net cash inflow from operating and other activities

	2022 £	2021 £
Net incoming resources	385,632	315,486
Investment income receipts	(5,040)	(330)
Finance costs paid	3,208	4,986
Depreciation charges	409,165	392,053
Profit on sale of tangible fixed assets (net)	(9,641)	(610)
(Increase) / Decrease in debtors	(736,474)	818,365
Increase in creditors	180,565	128,653
Net cash inflow from operating and other activities	**227,415**	**1,658,603**

b. INVESTMENTS AND SERVICING OF FINANCE

Investment income receipts	5,040	330
Finance costs paid	(3,208)	(4,986)
	1,832	**(4,656)**

c. NET CAPITAL EXPENDITURE

Payments to acquire tangible fixed assets	(427,767)	(881,617)
Receipts from sales of tangible fixed assets	775,122	610
	347,355	**(881,007)**

d. RECONCILIATION of net cash flow to movement in net debt

Increase/(Decrease) of cash in the period	558,765	755,012
Loan repayments	17,837	17,928
Movement in net funds in the year	**576,602**	772,940
Net Funds as at 1st August 2021	**3,743,833**	2,970,893
Net Funds as at 31st July 2022	**4,320,435**	**3,743,833**

17. NOTES TO CASH FLOW STATEMENT (cont.)

e. ANALYSIS OF CHANGES IN NET CASH AND FINANCING

	1st August 2021 £	Cash flows £	31st July 2022 £
Cash			
Cash at Bank and in hand	**3,938,767**	**558,765**	**4,497,532**
Financing			
Triodos loan (Ipswich)	(194,934)	17,837	(177,097)
Total Financing	(194,934)	17,837	(177,097)
Total Net Funds and Financing	**3,743,833**	**576,602**	**4,320,435**

18. STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST JULY 2021.

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £
INCOME AND EXPENDITURE					
INCOMING RESOURCES					
Incoming resources from generated funds:					
Voluntary income					
Donations and Grants	1	422,532	822,612	-	1,245,144
Investment income	2	330	-	-	330
Incoming resources from charitable activities	3	13,447,539	-	-	13,447,539
Other incoming resources					
Profit on disposal of fixed assets		610	-	-	610
Total incoming resources		**13,871,011**	**822,612**	-	**14,693,623**
RESOURCES EXPENDED					
Costs of generating funds					
Fundraising and publicity	4	321,421	13,968	-	335,389
Charitable activities					
Direct charitable expenditure	5	13,598,388	291,841	-	13,890,229
Donations made	6	10,626	141,893	-	152,519
Total resources expended	6	**13,930,435**	**447,702**	-	**14,378,137**
Net incoming resources before transfers	7	**(59,424)**	**374,910**	-	315,486
Analysed as:					
Operating (deficit)/surplus	8	(86,107)	(36,199)	-	(122,306)
Net non operating income after fundraising costs		26,683	411,109	-	437,792
Net incoming resources before transfers		**(59,424)**	**374,910**	-	315,486
Transfer between funds	16	394,614	(394,614)	-	-
Net income for the year		**335,190**	**-19,704**	-	**315,486**
Other recognised gains & losses:					
Unrealised gain on investments		19,510	-	2,100	21,610
Net movement in funds		**354,700**	**(19,704)**	**2,100**	**337,096**
Balances brought forward at 1st August 2020	16	**11,820,260**	**1,094,090**	**98,175**	**13,012,525**
Balances carried forward at 31st July 2021	16	**12,174,960**	**1,074,386**	**100,275**	**13,349,621**

Be part of our STORY

You can join us in the life-changing L'Arche journey in many ways:

- Donate
- Volunteer
- Fundraise
- Campaign

Find out more at:

www.larche.org.uk

ww.twitter.com/LArcheUK

www.facebook.com/UK.LARCHE

Memberships and Associations:

CCPS COALITION OF CARE AND SUPPORT PROVIDERS IN SCOTLAND

LDE Learning Disability England

VODG

NCF THE NATIONAL CARE FORUM

AUDITOR
BHP LLP
New Chartford House, Centurion Way, Cleckheaton, West Yorkshire, BD19 3QB

BANKERS
National Westminster Bank plc
63 North Street, Keighley, West Yorkshire BD21 3SB

Royal Bank of Scotland plc
PO Box 5663, 1st Floor, Affric House, Beechwood Park, Inverness IV2 3YR

L'Arche
A company limited by guarantee Registered in England and Wales, No. 1055041
Registered Charity Nos. 264166 and SC038493
Registered Office: 10 Briggate, Silsden, Keighley, West Yorkshire BD20 9JT
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Website: www.larche.org.uk

L'ARCHE In the UK

L'ARCHE

England & Wales - Charity number 264166

Accounts



L'ARCHE IN THE UK

L'ARCHE IN THE UK

OUR STORY 2020/2021

Annual Report and Financial Statements
for the year to 31st July 2021

THIS IS OUR STORY

We got together with members of our 11 L'Arche Communities to talk about a year like no other. This is what people said.

"It was hard"

It felt we were in lockdown forever.
We tried to keep everyone safe.
It was boring. Over a year without going to work.
The Government treated us completely differently to people without a disability.
It was lonely. We couldn't see our families. And then only through a window.
I spent a lot of time in my flat – knitting, drawing, banging pots.
Face masks are so frustrating – I can't read the expressions of people supporting me.

"I don't know how we did it, but somehow we managed"

We had lots of cups of tea in the garden. Lots.
We welcomed new national and Community leaders.
Some generous donors helped us make things work better.
We did lots of funny things to make each other laugh.
We had to get creative. Coffee on Zoom. Cooking on Zoom. Everything on Zoom!
Walking Together was the first time we'd seen each other for over a year. We feel like it's been an achievement.

"We saw what was really important to us"

Being together.
Working together as a team.
Speaking out together.
Sharing what hurts and what makes our hearts break.
Finding the extraordinary in the ordinary things of life.
A quality of attention, acceptance, tenderness, fun... Love.

"These experiences are going to affect us for the rest of our lives"

In L'Arche, we are different together. We are happy to offer you this report of our year together.



John Casson
National Leader



Aedan MacGreevy
Board Chair



Paul Jones
Speaking Council Chair



Rebecca Tucker
Speaking Council Vice-Chair

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OUR YEAR IN NUMBERS

11
Communities

1.8
Tonnes of face masks

£14,693,623
Income

£14,378,137
Expenditure

57,200
Lateral flow tests

295
Community Members with a Learning Disability

37
Commissioning Local authorities

1,235
Members

59
L'Arche Homes

940
Assistants and Volunteers

48
Years in the UK

64,428
Meals shared

100%
Services rated good / outstanding - or equivalent

Over the course of summer 2021, the Bognor community walked a combined 1800 miles to raise funds for L'Arche International. The 'virtual' route took them to all L'Arche UK Communities – a 1172 miles target exceeded by over 700 miles. As they reached each UK community, the community sent them back a video message of encouragement.

OUR YEAR AT A GLANCE

August 2020
A brief summer break from lockdown. L'Arche London swap PPE for creative masks at a Retreat Day: "Behind the mask – the real me".



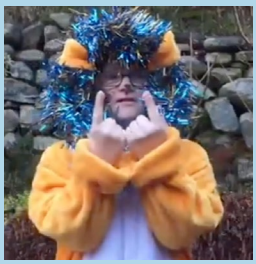
September 2020
UK Communities join L'Arche members worldwide in a first ever "Festival of Light" to beat the COVID isolation.



October 2020
L'Arche Manchester get outdoors and active on foot, pedal and paw, with their "500 Mile Challenge" fundraiser.



November 2020
Highland and Manchester battle for top spot in the lip-sync "Battle of the fans".



December 2020
Christmas in lockdown brings out our inventive side – celebrating in new ways.



January 2021
John Casson joins us as our new National Leader. We celebrate the 47th birthday of L'Arche UK.



February 2021
Unexpected snow makes this the month of the snowman in Ipswich and Kent.



March 2021
L'Arche members raise their voices in the successful nationwide campaign to get the JCVI to prioritise people with learning disability for vaccination.



April 2021
We reinvent our traditions for Easter celebration and traditional L'Arche footwashing - on Zoom.



May 2021
While L'Arche Edinburgh celebrates its 30th anniversary, L'Arche members lead successful lobbying for care homes to exit lockdown on equal terms with others.



June 2021
Our nationwide Walking Together event is the first chance for Communities to gather in person for 16 months.



July 2021
A time of goodbyes as many overseas assistants leave our Communities. L'Arche Bognor shows how to enjoy the weather with their humungous "Big Walk".



OUR IMPACT AT A GLANCE

We are different together

Our impact is more than our numbers. Every day, we grow extraordinary friendships through ordinary activities. These friendships are at the heart of our model of **individual and societal transformation.**

Impact on people with disability: We want people to flourish and contribute, not just have their basic needs met. We are committed to brilliant, person-centred care for each person. But our Communities foster something different too - creativity, friendship, responsibility, full lives and personal growth.

Impact on people sharing our Community life: We build relationships of trust and vulnerability across divides of intellectual capacity, social origin, religion and culture. These relationships across difference make us all different - teaching friendship, belonging, meaning and human maturity.



Impact on perceptions: We see the gifts of people with learning disability for the world and we want them more widely welcomed. We shift the perceptions of the people we live with in Community, the people we meet in our localities, and people we engage with in the media and public life.

Impact on policy and institutions: What disables people with learning disability the most is how they are treated in discriminatory ways by society and Government. As Communities and as individuals we speak up for the opportunities, rights, resources and respect that they deserve.

Our most important indicators for impact, flourishing and performance include:
The number of people with learning disabilities receiving a commissioned support service from L'Arche • Outcomes-focussed person-centred plans • Inspection reports • Training costs as a proportion of staff costs • Induction compliance • Number of donors • Incidents, accidents and near misses • Numbers of assistants on furlough, self-isolating, tested, and vaccinated. • Vacancies and recruitment • Numbers of people with disabilities who have tested positive, are self-isolating, or have been vaccinated • Health and safety audit • Wellbeing survey • Social media and communications engagement; opinion and audience monitoring; and communications click through rates.

> ***Sometimes someone comes into your life and there's a deeper level of connection. It might not spark right away, but when it does, you understand one another. You both see beyond the outer masks and it allows you to be fully yourselves. That's where best friends come from - the ones for life, the ones you want beside you for the long haul.***
>
> **MEGHAN REFLECTS ON HER EXPERIENCE SUPPORTING ANDREA IN L'ARCHE MANCHESTER**

Each interaction I have had, I have noted the... commitment and dedication to the best care for the individual, a consistent focus on the individual's choice and preferences [and an] awareness of areas of risk and the benefit of staff learning and training.

SPEECH AND LANGUAGE THERAPIST
POWYS COUNTY COUNCIL

...those photos of everything C has been up to were amazing. I always hoped but didn't think I would ever see such lovely photos. Well done to everyone at L'Arche. C is a different lady. It has been lovely working with you all and seeing C settle into her new home with you all.

POWYS COUNTY COUNCIL INSPECTOR

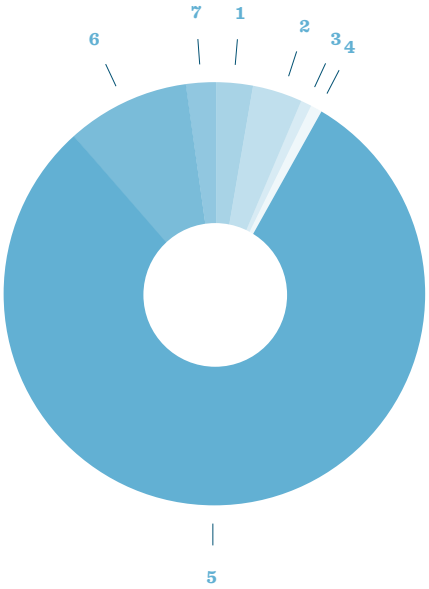


OUR MONEY AT A GLANCE

Where our money came from.

Our net resources available for charitable activities were £14.7m.

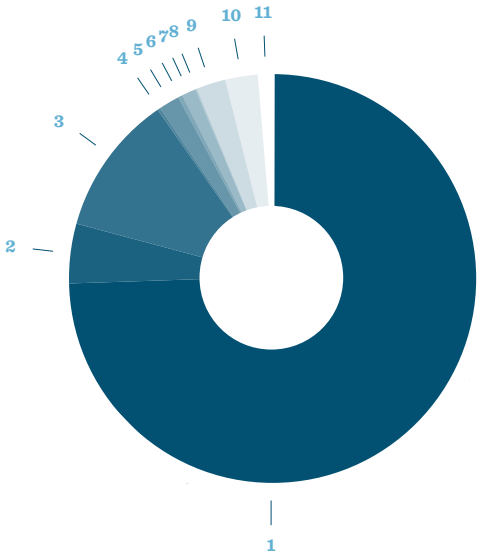
1. General donations	£415,156
2. Donations received for UK Projects	£580,606
3. Donations received for L'Arche International	£133,972
4. Government grants	£115,410
5. Support Income	£11,749,607
6. Housing Income	£1,366,700
7. Other Income	£332,172
	£14,693,623



How we spent our money.

We spent £14.4m.

1. Employment costs	£10,724,024
2. Living Costs	£686,631
3. Housing Costs	£1,607,401
4. Day Service Costs	£28,493
5. Community Admin and Travel	£241,956
6. Legal Costs	£49,032
7. Governance and Central Admin	£168,537
8. Other Costs	£4,986
9. Depreciation	£379,169
10. Fundraising and communications	£335,389
11. Donations to L'Arche International and other charities	£152,519
	£14,378,137



My hope is that L'Arche will remain a place ... where our value is not measured by our performance or professional conduct only but by the quality of our relationships and love for each other.

ISTVAN JAMBOR, REGISTERED MANAGER, L'ARCHE IPSWICH


L'ARCHE

WHO WE ARE

Our vision is a world where all belong

We are people with and without learning disabilities, sharing life together

- We belong to an international federation of communities in 38 countries
- Founded in the Christian tradition, we are made up of people of all faiths and no faith
- Mutually transforming relationships and trust in God are at the heart of our journey

Our mission is

- to make known the gifts of people with learning disabilities
- to respond to our members' changing needs
- to work together for a more human society



We are **local**
with Community clusters in 11 UK towns and cities.



We are **national**
supporting each other in one national charity with a shared vision and culture.



We are **international**
members of a federation with 156 Communities in 38 countries on 6 continents.

We are change-makers as part of the global movement for inclusion, justice and freedom from discrimination.

> ***This isn't a place where all the problems are solved; it's where all the difficulties are worked through in love and friendship and interdependence. And that's what makes it so special. That's our daughter's home...***
>
> ***Every L'Arche Community is a living testimony to the importance of each individual person on this planet and each person is worthy of respect and love and trust and that's what L'Arche can bring.***
>
> **JULIA, FAMILY MEMBER, L'ARCHE PRESTON**

WHAT WE DO

We create Communities of shared lives between people with and without learning disabilities, from which we work together for a more human society.

We help each other live full and empowered lives and to reach our full potential, including in our need for friendship, for a home, and for creativity, kindness, voice and spirituality.

In lockdown, L'Arche Liverpool created a YouTube Channel so everyone could stay in touch. Seeing friends on screen, and being reassured that all was OK, was important for everyone. It also brought the community together to mourn the loss of five community members who died during the year. Understanding death is hard enough for us all, but when you can't gather in person, or go to the funeral, YouTube provided a lifeline of connection for people with and without disabilities alike.

Every member with a learning disability has a personal support plan developed by listening to their hopes and dreams, choices and goals, and tailored to the level of independence and support they need. Support can include housing, registered care, supported living, day services and wider community life. Most services are funded by social care support budgets, and they all meet or exceed Government standards.

Every Community celebrates people with learning disability, creates circles of support around them, and offers a place to belong for people with and without disability.

Together and as individuals we actively participate in the life of our neighbourhoods, of faith and campaign groups, of places of work, learning and fun, and in our towns, cities and nations.



WHERE WE ARE

We are in 11 towns and cities in the UK today



People with learning disabilities *Employed Assistants* *Volunteers*

KENT (FOUNDED 1974)

31 64 41

HIGHLAND (1975)

47 56 13

LIVERPOOL (1976)

69 109 92

LONDON (1977)

30 82 75

BOGNOR REGIS (1978)

19 51 19

BRECON (1989)

17 22 21

EDINBURGH (1991)

15 51 21

PRESTON (1998)

12 37 21

IPSWICH (2006)

14 34 10

MANCHESTER (2013)

24 41 43

NOTTINGHAM PROJECT (2015)

17 37

WHAT WE FACED IN 2020-2021

Our most challenging context in 47 years:

COVID. People with learning disabilities in England were eight times more likely to die from COVID. For people with Down's syndrome the risk of dying was 36 times higher than in the general population. It took an unprecedented public campaign for people with learning disability to be prioritised for vaccines. Lockdown was especially harmful for some of the vulnerable people in our Communities.

Discrimination. The lockdown and the response to COVID reversed some of the gains people with learning disability have made from institutionalised ways of thinking about them. Protecting people in care meant new nation-wide rules and restrictions. The risk is the state slips back into deciding what's best for people, irrespective of their individual needs and capacity to choose.

Loneliness. L'Arche is at the forefront of the movement to end the loneliness and isolation of people with disability. But the risk is acute – even before lockdown over half of disabled people reported feeling lonely, rising to 77% for those aged 18-34. And many surveys showed lockdown compounded the loneliness of groups most vulnerable to it.

A recruitment crisis. 2021 saw the most difficult recruitment climate in our history. We face a perfect storm of factors - from COVID travel bans, to post-Brexit visa requirements, and the wider shortages of people across the UK labour market and society. The knock-on effect was financial pressure through use of agency workers, pressure on the wellbeing of our remaining employees, and in some cases a reduction in services we were able to offer local authorities.

A social care crisis. We depend on Local Authority budgets which for over a decade have been falling behind the growing demand in society for adult social care. L'Arche aims to model an alternative to the race to the bottom in social care. This is increasingly challenging.

Learning Disability in the UK:

- **1.5m people in the UK are believed to have a learning disability.**
- **147,920 of these accessed long-term support**
- **Only 6% of adults with a learning disability in England are in paid work**
- **People with learning disabilities are seven times more likely to feel lonely than the general population**
- **The difference in median age of death between people with a learning disability and the general population is 23 years for men and 27 years for women**



> *I just find it so frustrating. I get p*ssed off that they would treat someone differently that has a learning disability to someone that doesn't. Give us a chance to show we can be trusted.*
> **REBECCA, L'ARCHE KENT**

HOW WE LIVED OUR LIFE TOGETHER

L'Arche Communities create 4 vital dimensions of life together.



SERVICE

Why this is important: **we want to give loving, wholehearted service and fantastic care to people, not just be absorbed by ourselves.**

Our service together this year

- We supported 183 individuals in supported living and care homes, with numbers holding steady throughout the pandemic (up 3 from September 2020).
- Our day services reinvented themselves to offer support at home to as many people as possible. Early in the pandemic the numbers we could support reduced from 108 to 62, but have been increasing steadily as it has become safer to re-open our workshops.
- We sustained our services across the UK, all currently rated **Good** or **Outstanding** by the **Care Quality Commission** in England, Compliant by the Care Inspectorate Wales, and Good or Very Good by the Care Inspectorate Scotland. We maintained our comprehensive system of safeguarding, including tracking and responding to key quality and safety metrics.
- We implemented and adapted to evolving COVID and lockdown regulations, introducing comprehensive testing and PPE and supporting 79% of our members with learning disability to receive **priority vaccination.**
- One member with a disability in their 70s died in hospital after COVID infection. All our communities have experienced outbreaks, managing each outbreak safely through quarantine and successful infection control, so that everyone has recovered.
- **243 assistants** (including our new National Leader) trained on our new L'Arche induction programme, delivered through blended learning in partnership with Care Academy.
- We continued to welcome new members to join our communities, even in lockdown, with **12 people** finding a new home with us.
- We received **58 'formal' compliments** and many more messages of thanks and support.



You have done a tremendous job steering the Community through these difficult times. Huge thanks for the friendship, joy, kindness, thoughtfulness, vibrancy and enthusiasm you have brought. It has helped N a great deal, setting up new activities for him and supporting him through the death of T and the loss of his job. You have made 'the house' a home... thank you.
FAMILY MEMBER

Thanks for helping P through the meeting. I found it quite moving watching you with P right now, because it's clear that you know him so well and are so caring towards him.
FAMILY MEMBER, FOLLOWING A REVIEW MEETING FOR P'S PERSON-CENTRED PLAN

HOW WE LIVED OUR LIFE TOGETHER



COMMUNITY

Why this is important: **we want friendship and community, not just people being autonomous, isolated or lonely.**

Our community together this year

- We invented ways of being together we never imagined: **Dancing**, nativity plays, **mindfulness**, Makaton, yoga, Meet and Match, **prayer**... all on Zoom!
- In Liverpool, we created a **YouTube channel** that had everyone buzzing. In Kent our regular "Good morning" Zoom show was better than any drive time radio.
- We lost many of our overseas live-in assistants who returned home early or couldn't join us because of COVID travel bans. Many friends and volunteers were unable to access our houses and community events because of lockdown.
- Compulsory mask-wearing was a tragedy for our community life. Assistants couldn't share meals with members with disability, even when they were house-mates in the same home.
- We were **more connected** between the UK communities than ever before, with more opportunities to join each other's gatherings and events, to pray together, grieve together, lip-sync together.
- We found new ways to connect to L'Arche communities around the world, especially with the online **Festival of Light** in September, and creating our unique contributions to the new Federation Charter process.
- We continued to come together to learn from the 2019/20 Inquiry findings about our founder Jean Vanier, and to draw wider lessons about our culture, our blind-spots, and our wider founding story in L'Arche.

We deepened our local and global sense of community through our Federation competition: Battle of the Fans! We bridged the lockdown divide through dance and music. The winning UK entry featured a dance troupe from L'Arche Manchester hanging out of car windows... and an inflatable dolphin.

Watch the winning video HERE!





HOW WE LIVED OUR LIFE TOGETHER

OUTREACH

Why this is important: **we want people with disability to be taking part in society, sharing their gifts, not just cocooned or hidden away.**

Our outreach together this year

- Our ability to participate in our local community activities was severely constrained by the pandemic. But we came together in new ways to change our neighbourhoods and how people see learning disability.
- L'Arche Brecon's Rebound Books workshop started **creating and selling colourful PPE** too.
- We successfully lobbied our MPs and the Minister for Social Care to change the discriminatory rules that kept people whose accommodation was in registered care locked down when everyone else had re-opened.
- **We joined Radio 2's Jo Whiley** and a whole nation-wide campaign to persuade the JCVI to allow priority vaccination for everyone with learning disability.
- We posted **620 posts** on social media, with 2 million views.
- Our members with disability were **in the media** as advocates and role models. Richard Keagan-Bull from London was a repeated presence on BBC TV. Speaking Council Vice-Chair, Rebecca Tucker from Kent did a blog for Learning Disability England.
- We welcomed the Shadow Minister for Social Care to a Q and A evening with L'Arche Nottingham.
- We raised **£95,645** to support L'Arche Communities in less well-off parts of the world.

"People with learning disabilities are important and should have a voice." **Three and a half thousand people saw Alex Hopkinson's video on Facebook. Around 100 people wrote to their MP as a result of his *Speak Up, Listen Up* campaign in January 2021, helping make people with learning disability a priority for the COVID vaccine.**



HOW WE LIVED OUR LIFE TOGETHER

SPIRITUALITY

Why this is important: **we want to be present in the world with joy, gratitude, freedom and compassion, not just preoccupied by superficial things.**

Our spirituality together this year

- We **celebrated together**. Lockdown couldn't stop our L'Arche genius for marking birthdays, anniversaries, arrivals and departures. We danced. We dressed up. We ate cake. We lit candles.



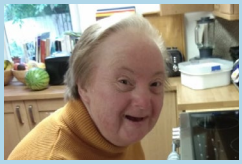
- We **grieved together**. Members and friends from across the world gathered to share memories, thanks and sadness on the days some of our members and friends died. We found new ways to lament COVID and lockdown together.
- We lived our days together, **people of all faiths and none** at shared tables, in shared silences, in shared vulnerability and learning.
- We reflected together on our calling and our future. Each Community created "beads" – beautiful art work for the worldwide string of contributions to our new International Charter.
- We began renewing our **L'Arche Accompaniment** programme of pastoral supervision for everyone living in L'Arche, learning the lessons from the Vanier Inquiry.
- We met as Communities from across the UK for L'Arche **prayers on Thursday** nights, welcoming friends from as far away as New Zealand.
- We recreated our core L'Arche tradition of **washing each other's feet** on Maundy Thursday with creative variations on Zoom.

> ***With so much anxiety and loss in the pandemic, I also noticed the events and activities we can take for granted - a birthday, gathering or a celebration - gained a deeper significance. They bring us even more life and meaning than before. They are even more precious to us. That is a gift I didn't expect.***
> **LIDIA, L'ARCHE LONDON**

THE PEOPLE WE LOST

We really miss 15 members who died in our Communities this year. We are full of thanks and love for the gift they were to us.

Pat loved people and music, and her last weeks were filled with a steady stream of friends sitting with her, often listening to Mamma Mia and her beloved Cliff Richard.



Thierry arrived in L'Arche in 1974. He had a heart big enough for everyone. He was also a master craftsman – his stonework adorns many gardens.



Herbert lived a long and happy life, but sadly was taken from us by Covid.



Linda died as she lived, surrounded by her friends.



Mary lived in L'Arche for 36 years, lighting us all up with her smile, and is sadly missed by all.



Thomas was a strong-willed gentleman with close family connections – it was a short journey with Tommy, with lots of cowboy movies.



Gina was a really well loved volunteer - funny, caring, compassionate, and very talented.



Joan was (probably) L'Arche's oldest member when she died at 104 years of age. She was our first finance officer, back when L'Arche UK was a single house in Barfrestone, Kent.



Jean was a founder member of L'Arche London, arriving in 1978. She sang and danced and loved her way through a long and happy life.



David was a long-standing Community member of L'Arche Edinburgh, a committee member, and a faithful friend to many.



We rejoiced with **Anne** when she married Les, and mourned with Les and all their friends when she died.



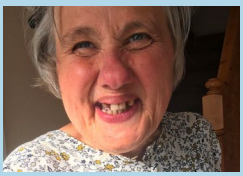
Jane was a Liverpool FC fan - she was proud to have met Ray Clemence, Phil Thompson and a whole host of other Liverpool FC players.



Kathleen was Chair of our Bognor Committee, and previously our National Chair, when she guided us with wise counsel and kindness.



Andrea loved cups of tea, cake, going on walks and spending quality time with people. She would pull you in for a hug and declare, "I love you."



When **Jane** from our Edinburgh Community died, her friend Hugh wrote this beautiful poem to remember her

People like me

I know what
it's like to not fit in.
How could I
fit in
when I wasn't like other
people?

Now
I fit in.
Not because I've
found people
like me,

but because I've
found people
who don't care

that I'm not
like them.

HOW OUR NATIONAL TEAMS SUPPORTED COMMUNITY LIFE

The teams working in our national charity support our Communities with governance oversight, with resources and by developing the collective vision and voice for L'Arche in the UK.

John Casson joined us as our new National Leader in January 2021, taking over from Kathleen Boyle and Louise Carter - acting leaders after the departure of Loren Treisman in September 2020.



Our priorities in the year were:

- To keep our Communities safe and sustainable through the pandemic
- To create more vision, visibility, and resilience for L'Arche in the UK
- To increase the participation of people with disability, and the wellbeing of people we employ

To support these goals, we worked on 4 priority change work streams:

People with learning disability
This work included intensively monitoring COVID and sharing information across L'Arche. We employed a new housing officer to make our buildings as good as can be. We also launched a new national induction programme for new employees and employed a new national Training Coordinator.

People who share life with them
We paid a pay rise above inflation as a significant step towards paying everyone at least Real Living Wage. We started new work to make the role of live-in assistants more life-giving and attractive. We started new work to increase our diversity and open-ness. Informed by the Vanier Inquiry outcome we worked on a plan to support employees' wellbeing, including improving our unique programme of accompaniment (pastoral supervision).

People outside L'Arche
We appointed a new Director of Fundraising and Communication and refreshed our plans for outreach. We were more active and outspoken about the difficulties people with learning disability faced because of COVID and decisions in the Government and NHS.

Systems and finances
We created a new Financial Strategy to help us afford Real Living Wage. We bought a new HR database and launched expert reviews of our systems for IT and information management and for financial management.

> ***It's been great seeing in L'Arche something extraordinary emerge through all the really ordinary daily things – a quality of attention, a way of seeing each other... what I could call real, real, real... love.***
> **JOHN CASSON, NEW NATIONAL LEADER**

WHAT WE WILL DO NEXT

Our 2021-22 plan prioritises UK-wide initiatives in 4 change work streams:

1

For people with learning disability

- We will protect people from COVID, enable them to live well despite restrictions, and support Communities to recover from lockdown
- We will prioritise the voice and power of people with disability in L'Arche
- We will aim for a culture in which everyone learns from what we do well and from the times when we don't
- We will improve our housing and health and safety systems

2

For people who share life with them

- We will review and update our pay and grading policies
- We will launch new ways of doing the "live-in assistant" role
- We will grow the skills and capacity of front-line managers
- We will work to increase diversity, inclusion and belonging in L'Arche
- We will develop our national induction programme

3

In our systems and finances

- We will use our financial plan to make us ready for the challenges ahead
- We will review and update our finance systems and structure
- We will review and improve our IT and information management

4

In our external voice and partnerships

- We will use our new fundraising strategy and digital outreach to grow unrestricted revenue
- We will grow our visibility and voice through a new Communications Strategy
- We will build new partnerships to make us better advocates and change-makers

We will refresh our long-term vision through 3 "Big Conversations":

- Inclusion: the voice and power of people with learning disability
- Impact: what is the difference L'Arche makes?
- Identity: spirituality and faith in L'Arche

In Oct 2021 Richard Keagan-Bull, member of L'Arche London, was named as one of the 100 most influential disabled people in the UK *(Disability Power List 100)*.



FUNDRAISING

L'Arche UK has built a strong fundraising platform through our supporters and donors. In the 2020-2021 financial year, the Fundraising and Communications team raised almost £1.2 million from trusts, major donors, legacy gifts, and public fundraising. We saw a large investment in the infrastructure of L'Arche UK which has resulted in a new HR database and a comprehensive review of our IT systems and structures. Additionally, we have worked closely with L'Arche local communities to identify strategic capital projects and also expand their own local donor base to help secure ongoing, sustainable funds.

As we look to the future, our priority continues to be focused on creating a larger network of supporters and advocates, which will increase the reach and voice of L'Arche UK and resource new projects and ongoing operations. During the year, we saw overall growth in regular giving commitments, legacy notifications, and the very successful Walking Together fundraising event involving all UK L'Arche communities. Walking Together in 2021 saw a 350% increase in funds raised year over year.

As the organisation faces challenges stemming from COVID, Brexit, and the impact on the social care sector, we will continue to be a beacon of light, providing a different and sustainable way for individuals and institutions to invest in people.

Our commitment to supporters

We care for each and every one of our supporters. Their generosity is invaluable, and so we ensure that we treat them with honesty and respect.

We are dedicated to using their gifts for the purpose for which they are given, and spend donations so they have the most impact. We will always respect their wishes and preferences.

We are in partnership with our donors and cannot thank them enough for their commitment to L'Arche UK. Thank you.

> ***L'Arche is dedicated to and defined by its community. It is that commitment that motivates us to raise funds for an incredibly special organisation. We know our supporters feel the same way, inspired by the values, by the work, and by the people of L'Arche. Together, we are creating a world where all belong.***
> **HANNAH, NEW ARRIVAL IN OUR FUNDRAISING TEAM**



THANK YOU

Thank you to our partners for their support this year:

Porticus
The Joseph Rank Trust
Tudor Trust
The Vardy Foundation
The Wolfson Foundation

To all of our donors, legacy pledgers, and funders, thank you. Your gifts create a lasting and meaningful impact.



OUR GOVERNANCE AND LEADERSHIP

National Board:

Aedan MacGreevy*, National Chair
Sue Williams, National Vice Chair
Roland Clark*, National Treasurer
Peter Oakes, Safeguarding Lead
Marie Roberts, HR Lead
Jane Brown, Manchester
Isobel Gray*, Edinburgh
Laura Harper, London
Ben Moorhead
Liz Rijnenberg, Brecon (Resigned 8th March 2021)
Martin Weale, Brecon (Appointed 25th November 2020)

National Leadership Team:

John Casson*, National Leader (from 11 January 2021)
Kathleen Boyle**, Deputy National Leader
James Cuming, Regional Leader South and Wales
Anthony Kramers, Regional Leader North and Scotland (to 19th October 2020)
Des Kennedy, Regional Leader North and Scotland (from 1st February 2021)
Chris Asprey, Acting Head of Fundraising (to 7th July 2021)
Hannah Lythe, Director of Fundraising (from 7th July 2021)
Louise Cuming, Mission Formation
Sarah Harrison, Human Resources
Debbie Walker**, Finance

Community Leaders:

Liis Revell, Kent
Gary Deplacido, Highland (to 5th November 2021)
Chris Gehrke, Highland (from 31st January 2022)
Carol Carney, Liverpool
Lucy Winter, London
Sonja Jones, Bognor Regis
Jill Farmer, Brecon (from 11th October 2021)
Kirsty MacCrimmon, Edinburgh
Michael Sheppard, Preston (to 31st December 2021)
David Hockley, Ipswich
Nem Tomlinson, Manchester
Caireen Detain, Nottingham project

**Member of Finance Subcommittee*
***In attendance at Finance Subcommittee*

FINANCIAL REVIEW

The format of these Financial Statements complies with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) currently in force.

FINANCIAL RESULTS

The Statement of Financial Activities shows an operating deficit of £122,306 (2020: surplus £414,431). The operating deficit on unrestricted funds is £86,107 (2020: surplus £444,077).

After taking into account the net of donations and specific grants and expenditure from development funds, net incoming resources were £315,486 (2020: £644,214).

The Trustees consider that the Charity has one operating activity: the care and support of people with learning disabilities.

DONATIONS AND GRANTS

Income from fundraising increased during the year to £1,245,144 (2020: £874,309). Unrestricted donations rose to £415,156 (2020: £309,189) with UK restricted increasing to £580,606 (2020: £369,116) notably through a major funding award for infrastructure projects and the receipt by two communities of bequests.

Expenditure on the central fundraising team saw an increase to £335,389 (2020: £277,703) as we strengthened the support offered to local fundraising with the appointment of a dedicated fundraiser.

Receipts from Government grants increased to £115,410 (2020 - £53,648). Whilst we have continued to support those assistants at greatest risk from COVID-19 due to health issues using the government's Job Retention Scheme, our Scottish and Welsh Assistants have also benefitted from the devolved governments' awards to carers.

Review: This was a strong result in difficult circumstances, and we are grateful for the support offered by both long term and new supporters.

INCOME FROM CHARITABLE ACTIVITIES

Our Charitable Activities income showed an increase of £705,029 to £13,447,539 (2020: £12,742,510). Although our housing income reduced slightly to £1,366,700 (2020: £1,395,525) as a result of vacancies in our supported living services, our support income increased due to a combination of fee increases and renegotiating support packages. We completed a lengthy renegotiation of one community's services.

Review: Securing annual fee increases from some local authorities remains challenging, but others awarded helpful uplifts. In Scotland, Government policy is that we are funded at a level that allows us to pay our assistants Real Living Wage as defined by the Living Wage Foundation and annual uplifts reflect this. In England, awards tend to be tighter, but one of our largest services saw an increase of 6.2% in April 2020.

DIRECT CHARITABLE EXPENDITURE

Expenditure on our services increased by £1,267,871 to £13,890,229 (2020: £12,622,358) The main factor behind this increase was staffing costs which rose from £9,545,018 in 2020 to £10,940,626 in 2021.

Review: The issues organisations in the care sector are facing with staff recruitment and retention are well documented and L'Arche is not unique in having to use high levels of agency staff to maintain its services. For us, Covid added a further element as our traditional live-in assistant model came under pressure with overseas assistants unable to take up places offered due to travel restrictions.

CHARITABLE DONATIONS

A donation of £3,000 (2020: £3,000) was made during the year to the L'Arche Benevolent Trust, a registered charity with the objectives of assisting employees and ex-employees of L'Arche who may require financial support as a result of personal hardship. Donations to L'Arche International totaled £149,269 (2020: £75,638) and donations to other charitable organisations £250 in total (2020: £4,214).

BALANCE SHEET

Balance sheet net assets rose by £337,096 from £13,012,525 to £13,349,621. This movement was due to:

- A net increase in the fixed asset total of £489,564, due primarily to the completion of the Braerannoch project, which was offset by the annual depreciation charge.
- A fall in the net current assets total from £4,454,831 to £4,249,316 as a result of work in progress on Braerannoch being finalised.

Cash flow improved from local authorities (which had struggled at the beginning of the pandemic) resulting in lower operational debtors and a higher cash balance.

RESERVES POLICY

In common with similar organisations supporting people with learning disabilities, and in line with Charity Commissioners' advice that reserves are needed for reasons of sound financial management and operational planning, L'Arche holds a General Fund in addition to its Development and Fixed Asset Funds (see Note 16 of the Financial Statements).

At 31st July 2021, L'Arche held total reserves of £ 13,349,621 (2020: £13,012,525). Free reserves totaled £2,401,252 (2020: £2,284,539) and were held in the General Fund.

The Unrestricted Development Fund represents donations and grants received without a specific restriction. The Trustees designate unrestricted donations and grants received by a community to projects within that community. They may also, if they deem it appropriate, designate the profit on the sale of assets to a community development fund to ensure that the spirit of the original gift is reflected in future investment.

The General Fund is held primarily to protect against interruptions to our main income flow and to sustain working cash balances to cover fluctuations in operating costs. The current level of unrestricted General Funds of £2,471,194 (2020: £2,334,971) represents 9.6 weeks (2020: 9.8 weeks) of community operating expenditure. In view of the vulnerability of the residents in L'Arche's care, and our long-term commitment to them, a minimum of 13 weeks' reserves is our medium-term objective.

GOING CONCERN

L'Arche operates in a financially challenging environment, with increasing wage costs and demands on funding, to which the COVID-19 pandemic has added new pressures. The directors are confident that the company has adequate reserves to cover these challenges and to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

FUTURE CAPITAL COMMITMENTS

Capital project commitments outstanding at the year-end totaled nil (2020: £1,325,644).

FUNDRAISING

L'Arche is registered with the Fundraising Regulator and has adopted its Code of Practice and rulebooks. L'Arche does not employ any commercial fundraisers or professional participators to carry out fundraising on our behalf. The Trustees have always adopted the policy that L'Arche should neither sell, share nor buy lists of donors. It does not undertake street or telephone fundraising.

INVESTMENT POLICY

In accordance with the investment powers contained in the Articles of Association, monies not immediately required for the day-to-day operation of the Company may be held in investments, securities or property. During the financial year concerned, the Company has sought to minimise risk by holding its reserves in instant access cash deposits.

RISKS

The Board is in charge of looking out for risks which could cause damage to L'Arche, and making sure we have plans in place to stop these risks from happening, or to stop them from doing too much harm. The National Team write a list of risks and the Board checks that it is the right list, and that we are taking the right care to avoid the risks. If a new risk arrives (like Covid did), we add it to our list and work out what action we need to take.

1: Having enough money	**Actions taken**
Less money received from fundraising	New Director of Fundraising appointed, who has written a new strategy.
More money needed for employing assistants to replace those who used to come from abroad to live in our houses alongside members with disabilities	Every community asked to have a plan for where they can save money. New job created to find assistants from the UK who want to live in our houses.
2: Mission and Identity	
Communities forget about our Mission and Identity because they are so busy with important things that have to be done	Our training for new assistants makes sure they know about our Mission and Identity, as well as understanding good quality care. Each local Chair comes to the Board each year to talk about their Community life. We have all taken part in the L'Arche worldwide Charter Process, where we all talked about what gives us life in L'Arche. We have improved our website and put much more information on social media so that people know about us.
Our leaders and Board forget about our Mission and Identity because they are so busy with important things that have to be done	Leaders meet regularly together and with senior leaders to share news and support each other to fulfil our Mission. Regional Leaders visit communities to check how the Mission is being lived out.
3: Care and Support	
Poor quality care services	Leaders fill in a form every month to show whether they are meeting the right standards. We have a Care Quality and Policy Manager who advises leaders. When things go wrong, we write a report so that everyone can learn from it. The Board receives a report on our care quality at every meeting.

Scandal in care service	Everyone employed or volunteering in L'Arche needs a DBS/PVG (police) check and signs our Code of Conduct. Our Safeguarding / Adult Support and Protection policy is clear that everyone must speak up if they see any abuse happening. We investigate all reports that people have been treated badly, and take quick action to make sure the bad treatment stops.
Not listening well enough to people with learning disabilities	We know we do not always do this well enough, and are writing a plan on how to do better.
4: Having enough assistants	
Not enough assistants living in our houses. Brexit has made it harder for people to come from Europe	Work out how to change the role so that more people from the UK want to do it. Decide whether we should still invite people from abroad to come to us, since the government rules make this difficult.
Not managing and looking after our assistants well enough.	Training for managers in how to lead their teams well and ensure everyone is doing their job well, and what to do if an assistant is not working well enough. Make sure all new assistants are getting the same training. Look at whether our accompaniment is providing safe support for assistants.
5: What people think of L'Arche	
Scandal – people thinking L'Arche treats our members badly.	Keep on learning lessons from the Inquiry into the abuse which Jean Vanier was guilty of. Look after those L'Arche members who are still feeling shocked and disappointed.
6: Our leaders	
National team and Community Leaders getting so busy and tired that they either cannot carry on, or they make mistakes and forget things	A new work plan lists the most important things we will do in the next year. We do not promise to do things we don't have time for. Our new Housing Policy and Quality Manager will help leaders with this area of their work, and we are improving our computers and IT systems to make some things easier and quicker to do.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

L'Arche is a company limited by guarantee and a charity registered in England and Wales and in Scotland. The organisation was incorporated on 18th May 1972 and is currently governed by Articles adopted on 24th February 2018. Its principal objects which can be summarised as providing support and training for people with learning disabilities by opening and running Community networks, homes and work opportunities, thereby fostering personal development and citizenship.

There are currently 11 L'Arche Communities in the UK. Set up in response to the initiative of a local group, a typical Community comprises a number of houses, supported living settings and, where appropriate and commissioned, day activities, spread out within an urban setting and run as a unified service. In this way, Community members are more easily able to integrate with the wider neighbourhood and thereby develop and maintain important links with individuals and groups beyond L'Arche.

Management

The National Leader/CEO is appointed by the National Board and reports to the Trustees through the National Chair. As leader of the executive management structure, the National Leader/CEO is responsible for supervising a team of Deputy National Leader, Regional Leaders, as well as national co-ordinators of Formation, HR, Finance, Fundraising, and Communications. All members of the Leadership Team are permanent employees. The National Leader/CEO is also a member of the L'Arche International Leadership Team and reports to the International Federation of L'Arche through the International Leader.

The two Regional Leaders (covering Scotland and the North of England, and Wales and the South of England) are responsible for supporting the Communities, supervising Community Leaders and ensuring the Communities discern their local mission priorities and objectives, while living faithfully L'Arche's Identity & Mission and being compliant with commissioning and statutory requirements.

Other members of the National Leadership Team are respectively responsible for human resources; for formation and leadership development; for finance and the national finance team which is based at the registered office, accountable to the National Board through the National Leader/CEO for financial matters; and for fundraising and communication.

Day-to-day responsibility for each Community is delegated to the Community Leader/Director who is supported by a coordinating team, typically responsible for care and support services, housing, HR, day activities, and administration. Members with learning disabilities are encouraged and enabled to play an active part in decisions regarding their own support, their house or support service, and their Community.

Trustees

L'Arche is governed by a National Board, the members of which are Directors of the Company with trustee responsibilities. The full board has 10 members and normally meets five times a year in addition to the AGM.

Board members serve a maximum of 12 years. Recruitment of new National Board members results from a regular review of the necessary mix of skills and experience required for governance. Five members are drawn from the group of chairs of local L'Arche committees, and five are independent of the communities, with vacancies advertised in national and local publications as well as through

professional agencies and other networks. Potential candidates are appointed after a process of interviews, references and other checks.

New members' induction and training is achieved through a combination of written material, meetings and training days, in addition to local Community visits, to ensure they are not only aware of their responsibilities as trustees but understand the ethos and practice of L'Arche in supporting people with learning disabilities.

Equal opportunities

L'Arche seeks to ensure that it has a diverse workforce to reflect the diversity of the people who use our services. Opportunities for employment, promotion, transfer and training are advertised widely and all applicants are welcomed irrespective of race, colour, nationality, ethnic or national origins, gender, sexual orientation, disability, age, religion or belief. L'Arche gives full and fair consideration to applications for employment from disabled persons, having regard to their particular aptitudes and abilities.

We have in 2021 introduced a blind sift recruitment process for national roles, and formed an "Embracing Diversity" working group representing perspectives across the organisation.

Remuneration policy

L'Arche is committed to becoming a Real Living Wage employer as defined by the Living Wage Foundation and is also guided by the principles of L'Arche International in setting salaries, namely that we will seek to:

- use our financial strategy to ensure that we become a Real Living Wage employer.
- recruit and retain candidates who want to work for L'Arche because of our value base.
- ensure that the Remuneration Policy complements and reflects other relevant policies, in particular the Equal Opportunities and Diversity Policy, Recruitment and Selection Policy and the Identity & Mission statement.
- be transparent in the remuneration paid by sharing salary scale information in each community.
- review the salary benchmarking comparators and salary scales on an annual basis.
- recommend a Cost of Living increase if affordable.

Company, Charity & Tax Status

The Company is limited by guarantee, with no shareholdings. The liability of the 42 members (2020: 42) is limited to £1 each. The Company is registered as a charity in England and Wales and in Scotland with the Office of Scottish Charity Regulator.

The Company is not liable to income tax, corporation tax or capital gains tax. It is not registered for VAT, since taxable supplies are below the level requiring registration

Public Benefit Disclosure

L'Arche has referred to the Charity Commission's guidance on public benefit when reviewing our aims, objectives and activities and can confirm that the Charity's Trustees have complied with the duty in s.4 of the Charities Act 2006 to have due regard to the Charity Commission's published general and relevant sub-sector guidance concerning the operation of the Public Benefit requirement under that Act.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Auditors

A resolution to re-appoint BHP LLP as the Company's auditors will be proposed at the annual general meeting.

Trustee Responsibilities In The Preparation Of Financial Statements

The trustees (who are also directors of L'Arche for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).
Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

Statement As To Disclosure Of Information To The Auditor

The trustees who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the auditor is unaware. Each of the trustees have confirmed that they have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the auditor.

By Order of the National Board
26th January 2022



Aedan MacGreevy

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF L'ARCHE

Opinion

We have audited the financial statements of L'Arche (the 'charitable company') for the year ended 31 July 2021 which comprise the statement of financial activites (incorporating income and expenditure account), the balance sheet, the cash flow statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2021, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and Charities Act 2011.

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 responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

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

Auditor responsibilities for the audit of the financial statements

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

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

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations, relevant to the charitable company, which could give rise to a material misstatement in the financial statements. Our tests included agreeing the financial statement disclosures to underlying supporting documentation, enquiries with management, review of minutes and legal expenses. There are inherent limitations in the audit procedures described and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

As part of our audit, we addressed the risk of management override of internal controls, including testing of journals and review of nominal ledger. We evaluated whether there was evidence of bias by the trustees or management that represented a risk of material misstatement due to fraud.

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

Use of our report

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

Lesley Kendrew
(Senior Statutory Auditor)

For and on behalf of BHP LLP, Statutory Auditor

Date: 2nd February 2022

BHP LLP , New Chartford House, Centurion Way, Cleckheaton, West Yorkshire, BD19 3QB, United Kingdom

FINANCIAL STATEMENTS

Statement of financial activities incorporating Income and Expenditure Account for the year ended 31st July 2021.

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	**Total 2021 £**	Total 2020 £
INCOME AND EXPENDITURE						
INCOMING RESOURCES						
Incoming resources from generated funds:						
Voluntary income						
Donations and Grants	1	422,532	822,612	-	**1,245,144**	874,309
Investment income	2	330	-	-	**330**	7,308
Incoming resources from charitable activities	3	13,447,539	-	-	**13,447,539**	12,742,510
Other incoming resources						
Profit on disposal of fixed assets		610	-	-	**610**	3,000
Total incoming resources		**13,871,011**	**822,612**	-	**14,693,623**	**13,627,127**
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising and publicity	4	321,421	13,968	-	**335,389**	277,703
Charitable activities						
Direct charitable expenditure	5	13,598,388	291,841	-	**13,890,229**	12,622,358
Donations made	6	10,626	141,893	-	**152,519**	82,852
Total resources expended	6	**13,930,435**	**447,702**	-	**14,378,137**	**12,982,913**
Net incoming resources before transfers	7	**(59,424)**	**374,910**	-	**315,486**	**644,214**
Analysed as:						
Operating (deficit)/surplus	8	(86,107)	(36,199)	-	**(122,306)**	**414,431**
Net non operating income after fundraising costs		26,683	411,109	-	**437,792**	**229,783**
Net incoming resources before transfers		**(59,424)**	**374,910**	-	**315,486**	**644,214**
Transfer between funds	16	394,614	(394,614)	-	-	-
Net income for the year		**335,190**	**(19,704)**	-	**315,486**	**644,214**
Other recognised gains & losses:						
Unrealised gain on investments		19,510	-	2,100	21,610	9,657
Net movement in funds		**354,700**	**(19,704)**	**2,100**	**337,096**	**653,871**
Balances brought forward at 1st August 2020	16	**11,820,260**	**1,094,090**	**98,175**	**13,012,525**	**12,358,654**
Balances carried forward at 31st July 2021	16	**12,174,960**	**1,074,386**	**100,275**	**13,349,621**	**13,012,525**

The operating surplus (deficit) for the year arises from the company's continuing operations.

Balance sheet at 31st July 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	9	9,177,697	8,688,133
Investments	10	170,217	148,607
		9,347,914	**8,836,740**
CURRENT ASSETS			
Debtors	11	1,883,454	2,701,819
Cash at bank and in hand	12	3,938,767	3,183,755
		5,822,221	5,885,574
CREDITORS			
Amounts falling due within one year	13	1,572,905	1,430,743
NET CURRENT ASSETS		**4,249,316**	**4,454,831**
TOTAL ASSETS LESS CURRENT LIABILITIES		**13,597,230**	**13,291,571**
CREDITORS			
Amounts falling due after more than one year	14	247,609	279,046
NET ASSETS		**13,349,621**	**13,012,525**
THE FUNDS OF THE CHARITY			
Unrestricted			
General Fund	16a	2,471,194	2,334,971
Development Fund	16a	704,520	993,535
Fixed Asset Fund	16a	8,999,246	8,491,754
Restricted			
Development Funds	16b	1,074,386	1,094,090
Endowment			
General Fund	16c	100,275	98,175
TOTAL CHARITY FUNDS		**13,349,621**	**13,012,525**

The financial statements were approved by the Finance Sub-Committee and authorised for issue on 26th January 2022 and were signed on its behalf by:

A. MacGreevy
Director

R. Clark
Director

Company number: 1055041

Cash flow statement for the year ended 31st July 2021

	Notes	2021 £	2020 £
CASH FLOW			
Net cash inflow from operating and other activities	17a	1,658,603	85,479
Investments and servicing of finance	17b	(4,656)	3,377
Net capital expenditure	17c	(881,007)	(162,494)
		772,940	(73,638)
Financing outflow	17e	(17,928)	(17,220)
Increase/(Decrease) in cash		**755,012**	**(90,858)**
CASH AND CASH EQUIVALENTS			
As at 1st August 2020		**3,183,755**	**3,274,613**
As at 31st July 2021		**3,938,767**	**3,183,755**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST JULY 2021

Principal accounting policies

Basis of Accounting

The financial statements have been prepared on a going concern basis in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

L'Arche meets the definition of a public benefit entity under FRS 102.

Going Concern

The Trustees have considered the impact of Covid-19 on the Charity's income and beneficiaries, as well as the wider economy. Whilst it is not considered practical to accurately assess the duration and extent of the disruption, the Trustees are confident that they have plans in place to deal with and mitigate any financial losses that may arise. The Trustees therefore consider that the level of reserves for the charity are adequate. The Trustees continue to adopt the going concern basis of preparation for these financial statements.

Grants, Donations and Legacies

Grants and donations for which the purpose is restricted within the meaning of Charity Accounting Regulations are shown as income under the heading of Donations in the Statement of Financial Activities. Restricted Donations are transferred to the Development Fund where they are held until expenditure in accordance with the grant is incurred. At this point any shortfall is transferred to the General Fund. At the discretion of L'Arche, general donations may be designated to development projects and treated in the same manner as restricted donations (see Note 16).
Entitlement to Legacies 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 received by the Charity from the executors that a distribution will be made
- or when a distribution is received from the estate

Other grants and donations received are treated as income in the period in which they are receivable.

Incoming Resources from Charitable Activities and Operating Surplus/(Deficit)

Incoming Resources from Charitable Activities represents the aggregate of Residents' Income Support, Local and Central Government grants and receipts and other non-government receipts provided for the maintenance of the Communities and their residents. The operating surplus/(deficit) comprises operating income less Direct Charitable Expenditure and Administration costs. See note 8 for the detailed figures.

Expenditure Allocation

Expenditure is analysed between Direct Charitable Expenditure, (which represents actual direct costs incurred by the Communities), Fundraising and Publicity, Administration and Governance.

Some elements of Community costs have been paid by Central Administration but have been recharged to Direct Charitable Expenditure where appropriate.

Governance costs are those costs incurred in respect of the general running of L'Arche as opposed to those costs arising directly and indirectly from the provision of care and support for people with learning disabilities. Included within governance are items such as audit, legal advice for trustees and costs associated with constitutional and statutory requirements.

Interest Receivable

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

Donations for L'Arche International and Overseas Communities

Where donations have been raised for the specific purpose of distribution to L'Arche Overseas Communities, to minimise administration costs there can be a delay in the transfer of these funds to the projects for which they have been given. The size of the sums involved warrant separate disclosure from other funds donated to L'Arche UK.

Tangible Fixed Assets

Tangible fixed assets are stated at cost less accumulated depreciation. Where tangible fixed assets are donated, the cost is the value to the Company at the date of acquisition. Items costing under £500 are written off in the year of purchase.

Depreciation

Depreciation is provided on tangible fixed assets in equal annual instalments sufficient to write off the cost of the assets over their expected useful lives. A full year's depreciation is charged on acquisition; no charge is made in the year of disposal or on assets in the course of construction. The basis is:

Category	Years
Freehold buildings	40 years
Long and short leasehold buildings	period of the lease
Tools and equipment	4 years
Motor vehicles	4 years

Freehold land is excluded from the depreciation on the basis of value at date of acquisition. The cost of fixtures and fittings is accounted for as expenditure in the year in which it is incurred.

Investments

All investments are stated at market value. The market value of listed investments is derived from prices quoted on the PLUS Market (formerly OFEX). Unrealised changes made to the balance sheet market values are reflected in the Statement of Financial Activities.

Debtors

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

Cash at Bank and In Hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Liabilities and Provisions

Liabilities 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.

Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest rate method.

Pension Costs

The Company auto enrols qualifying employees as members of a group personal pension scheme, administered by Royal London. The Company's contributions are included in Resources Expended in the Statement of Financial Activities in the year in which the contributions are made.

Leased Assets and Obligations

All leases are "operating leases" and the annual rentals are charged to profit and loss on a straight line basis over the lease term.

Funds

The General Fund consists of amounts received which have yet to be committed or designated to a specific use by the Company. The Development Fund comprises grants and donations received for or appropriated to development projects. It contains amounts either restricted by the donor or designated by the Company for specific purposes. The Fixed Asset Fund, Unrestricted and Endowed, represents the net book value of property and other tangible fixed assets less long-term borrowings on property.

Foreign Currencies

Transactions in foreign currencies are recorded at the rate ruling on the date of the transaction. Monetary assets and liabilities are retranslated at the rate of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

1. DONATIONS

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Donations and Grants received for general purposes:				
a. retained in the General Fund	-	-	-	-
b. designated to the Development Fund	415,156	-	415,156	309,189
Donations and Grants				
a. received for UK Development	-	580,606	580,606	369,116
b. received for L'Arche International	7,376	126,596	133,972	142,356
	422,532	707,202	1,129,734	820,661
Grants received from the Job Retention				
Scheme and Devolved Government	-	115,410	115,410	53,648
Grants	**422,532**	**822,612**	**1,245,144**	**874,309**

2. INVESTMENT INCOME

	Unrestricted £	Restricted £	2021 Total £	2020 Total £
Bank interest	328	-	328	6,479
Income from investments	2	-	2	829
	330	-	**330**	**7,308**

Income from investments includes £0 (2020: £819) deriving from an investment of endowment funds.

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	2021 Total £	2020 Total £
Income from Care and Support Provision	11,749,607	11,002,119
Income from Housing Services	1,366,700	1,395,525
Other funding	221,436	202,928
Sundry receipts	98,826	118,803
Sale of Products	10,970	23,135
	13,447,539	**12,742,510**

4. COSTS OF GENERATING FUNDS

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £	Total 2020 £
Publicity	71,804	-	-	71,804	70,638
Fundraising	249,617	13,968	-	263,585	207,065
	321,421	**13,968**	-	**335,389**	**277,703**

5. DIRECT CHARITABLE EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £	Total 2020 £
Community operating costs					
Employment and training	9,955,274	164,558	-	10,119,832	8,867,075
Household costs & community activities	684,870	1,761	-	686,631	702,704
Occupancy costs	1,271,954	10,212	-	1,282,166	1,221,748
Repairs, maintenance & renewals	293,496	31,739	-	325,235	294,215
Depreciation	379,169	-	-	379,169	363,255
Workshop costs	28,103	390	-	28,493	50,427
Support costs					
Office costs	197,253	4,373	-	201,626	192,747
Motor & travel	37,307	3,023	-	40,330	101,549
Legal & professional	48,532	500	-	49,032	45,801
Loan interest	4,986	-	-	4,986	3,931
Direct support and development	596,421	75,285	-	671,706	650,137
Governance Costs	101,023	-	-	101,023	128,696
Loss on disposal of fixed assets	-	-	-	-	73
	13,598,388	**291,841**	-	**13,890,229**	**12,622,358**

6. TOTAL RESOURCES EXPENDED

	Staff Costs £	Depreciation £	Other Costs £	Total 2021 £	Total 2020 £
Donations to L'Arche International	-	-	149,269	**149,269**	75,638
Donations to L'Arche Benevolent Trust	-	-	3,000	**3,000**	3,000
Other donations	-	-	250	**250**	4,214
Total donations	-	-	**152,519**	**152,519**	**82,852**
Direct charitable expenditure	10,724,024	388,043	2,778,162	**13,890,229**	12,622,358
Fundraising and publicity	216,602	4,010	114,777	**335,389**	277,703
	10,940,626	**392,053**	**3,045,458**	**14,378,137**	**12,982,913**

L'Arche Benevolent Trust is an independent registered charity with the objective of assisting employees and ex-employees of L'Arche who may require financial support as a result of personal hardship.

	Total 2021 £	Total 2020 £
Staff costs	9,802,892	8,531,837
Salaries	691,726	580,051
National Insurance	262,585	242,677
Pension and life assurance costs	183,423	190,453
Training	**10,940,626**	**9,545,018**

The number of staff receiving employer's contributions into the pension scheme was 393 (2020: 364). At the year end, no premiums were outstanding to the pension scheme provider (2020: £nil)

	Total 2021 £	Total 2020 £
Other costs		
Donations	152,519	82,852
Household costs & community activities	687,062	719,319
Workshop costs	28,493	50,427
Occupancy costs, repairs & renewals	1,628,137	1,543,620
Office costs	246,310	253,349
Motor & travel	49,216	153,712
Community support and development	25,786	32,738
Legal & professional	108,172	116,816
Loan interest	4,986	3,931
Fundraising and publicity	114,777	105,376
	3,045,458	**3,062,140**

6. TOTAL RESOURCES EXPENDED (cont.)

The key management personnel of the Charity comprise the Trustees and the National Leadership Team - the National Leader, Deputy National Leader, Regional Leaders, Human Resources Co-ordinator, Finance Co-ordinator, Communications and Fundraising Co-ordinator and Formation Co-ordinator.

The total remuneration of the National Leadership Team was £426,893 (2020: £374,160).

The Statement of Recommended Practice "Accounting and Reporting by Charities" requires disclosure of the number of employees whose remuneration was in excess of £60,000. No employee received remuneration in the range £60,001 - £70,000 (2020: 1).

During the year, no directors, who act as trustees of the charity, were reimbursed in respect of travel or other expenses (2020: 4 - £1,328). The trustees receive no remuneration..

During the year, there were no transactions between related parties (2020: nil)

Excluding the Committee members, the average weekly number of employees, analysed by function was:

	2021	2020
Communities	422	404
Administration and Finance	17	16
Fundraising and publicity	4	5
	443	**425**

7. NET INCOMING RESOURCES BEFORE TRANSFERS

The net incoming resources before transfers in the Statement of Financial Activities are stated after charging/(crediting) the following amounts:

	2021 £	2020 £
Auditors' remuneration - audit services	18,120	16,794
Auditors' remuneration – other services	900	1,206
Depreciation charge for the year on tangible fixed assets	392,053	375,755
Cost of operating leases (see note 15)	10,561	10,561
Profit on disposal of tangible fixed assets	(610)	(2,927)

8. TOTAL RESOURCES EXPENDED

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2021 £	Total 2020 £
The operating deficit as stated in the SOFA is calculated as follows:					
Operating income	13,447,539	-	-	13,447,539	12,742,510
Investment income applied to operating expenditure	330	-	-	330	7,230
Donations for operating expenditure	138,606	255,642	-	394,248	357,687
Profit on disposal of fixed assets	610	-	-	610	3,000
	13,587,085	**255,642**	-	**13,842,727**	**13,110,427**
Less:					
Direct charitable expenditure	13,598,388	291,841	-	13,890,229	12,622,358
Contributions to Benevolent Trust	3,000	-	-	3,000	3,000
Publicity Costs	71,804	-	-	71,804	70,638
	13,673,192	**291,841**	-	**13,965,033**	**12,695,996**
Operating (Deficit)/Surplus	**(86,107)**	**(36,199)**	-	**(122,306)**	**414,431**

9. TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Long leasehold buildings £	Short leasehold buildings £	Tools and equipment £	Motor vehicles £	Total £
COST						
1st August 2020	10,252,103	688,825	890,184	1,271,948	152,399	13,255,459
Additions	809,443	-	-	70,974	1,200	881,617
Re-allocations	13,331	-	(13,331)	-	-	-
Disposals	-	-	-	(1,154)	(38,953)	(40,107)
31st July 2021	**11,074,877**	**688,825**	**876,853**	**1,341,768**	**114,646**	**14,096,969**
DEPRECIATION						
1st August 2020	2,694,907	362,123	259,632	1,133,111	117,553	4,567,326
Charge for year	248,142	14,866	38,531	78,707	11,807	392,053
Re-allocations	-	-	-	-	-	-
Disposals	-	-	-	(1,154)	(38,953)	(40,107)
31st July 2021	**2,943,049**	**376,989**	**298,163**	**1,210,664**	**90,407**	**4,919,272**
NET BOOK VALUE						
31st July 2021	**8,131,828**	**311,836**	**578,690**	**131,104**	**24,239**	**9,177,697**
31st July 2020	**7,557,196**	**326,702**	**630,552**	**138,837**	**34,846**	**8,688,133**

Leasehold buildings are sub-divided into those held under short leases (50 years and under) and those held under long leases (over 50 years).

10. INVESTMENTS

	Quoted £	Listed £	Unlisted £	Total £
Market value 1st August 2020	50,432	98,175	-	148,607
Unrealised investment gains	19,510	2,100	-	21,610
Market value 31st July 2021	**69,942**	**100,275**	-	**170,217**
Historical cost 31st July 2021	-	3,230	-	3,230

All investments are in the United Kingdom.

The listed investments were given to L'Arche as an endowment, and comprise 1,050 shares in Adnams Brewery, an Aquis Stock Exchange company, with a market value of £95.50 per share at 31st July 2021 (2020: £93.50).

11. DEBTORS

	2021 £	2020 £
Other debtors	398,405	412,173
Prepayments and accrued income	1,485,049	2,289,646
	1,883,454	**2,701,819**

12. CASH AT BANK AND IN HAND

	2021 £	2020 £
Working cash balances	9,328	12,147
Bank deposits	3,929,439	3,171,608
	3,938,767	**3,183,755**

The cash requirement of any major project, either capital or revenue, is estimated at least six months prior to its commencement and the fundraising process starts as soon as the project has been approved. Since funds raised for a project may not be spent for several months, this can result in temporarily high cash balances.

13. CREDITORS - Amounts falling due within one year

	2021 £	2020 £
Taxation and social security costs	194,622	170,381
Residents' grants received in advance	63,848	110,540
Other creditors	668,881	666,843
Triodos loan	16,483	16,483
Accruals and deferred income	629,071	466,496
	1,572,905	**1,430,743**

Residents' grants received in advance refers to funding received from statutory bodies and we would anticipate it would be no greater than 1 month in respect of individual residents.

14. CREDITORS - Amounts falling due after more than one year

	2021 £	2020 £
Triodos loan		
Falling due 1-2 years	14,814	14,814
Falling due 2-5 years	44,442	44,442
Falling due over 5 years	119,195	137,123
	178,451	**196,379**
Other Creditors	69,158	82,667
	247,609	**279,046**

The Triodos loan at Ipswich is secured on 3 Warrington Road, Ipswich, with an interest rate fixed at 1.25% over base and is for a period of 25 years.

15. COMMITMENTS AND CONTINGENCIES

a) Operating Lease Commitments

At 31 July 2021 the company was committed to making the following payments during the next year under non-cancellable operating leases as follows:-

	2021 Land & buildings £	2020 Land & buildings £
Falling due with 12 months	10,561	666,843
Falling due within 2-5 years	42,244	16,483
Falling due over 5 years	188,338	466,496
	241,143	**1,430,743**

The majority of the company's leases of land and buildings are subject to rent review periods ranging between 3 and 5 years. All leases currently held by L'Arche are Operating Leases.

b) Capital Projects Planned and Committed

Capital projects planned at 31st July 2021 amounted to a total of £1,229,000 (2020: £1,325,644).

	1st August 2020 £	Expended £	Allocated (Released) £	31st July 2021 £
Planned				
Ipswich, Development of Anchor into Flats	1,229,000	-	(1,229,000)	-
Ipswich, Purchase of New Property	-	-	880,000	880,000
	1,229,000	-	(349,000)	880,000
Committed				
Inverness, Phase 2 Braerannoch	96,644	(96,644)	-	-
	1,325,644	**(96,644)**	**(349,000)**	**880,000**

At 31st July 2021, total pledges received in respect of the above projects totalled £299,375 (2020 - £539,365)

16. FUNDS

a) Unrestricted Funds

	General Fund £	Development Fund £	Fixed Asset Fund £	Total Funds £
1st August 2020	**2,334,971**	**993,535**	**8,491,754**	**11,820,260**
Fund movements for the year:				
Net incoming resources for the year	(59,424)	-	-	(59,424)
Donations and Grants received for general purposes	(422,532)	422,532	-	-
Purchase of tangible fixed assets	(63,441)	(818,176)	881,617	-
Derestriction on purchase of tangible fixed assets	-	394,614	-	394,614
Repayment of loans and mortgages on property	(17,928)	-	17,928	-
Transfer for depreciation	392,053	-	(392,053)	-
Development Funds expended	287,985	(287,985)	-	-
Unrealised gain on investments	19,510	-	-	19,510
Total fund movements	**136,223**	**(289,015)**	**507,492**	**354,700**
31st July 2021	**2,471,194**	**704,520**	**8,999,246**	**12,174,960**

b) Restricted Funds

	General Fund £	Development Fund £	Fixed Asset Fund £	Total Funds £
1st August 2020	-	**1,094,090**	**-**	**1,094,090**
Fund movements for the year:				
Net incoming resources for the year	-	374,910	**-**	374,910
Derestriction on purchase of tangible fixed assets	-	(394,614)	**-**	(394,614)
Total fund movements	-	**(19,704)**	**-**	**(19,704)**
31st July 2021	-	**1,074,386**	**-**	**1,074,386**

The Restricted Funds form part of Bank Deposits.

16. FUNDS (cont.)

c) Endowment Funds

	General Fund £	Development Fund £	Fixed Asset Fund £	Total Funds £
1st August 2020	**98,175**	-	-	**98,175**
Fund movements for the year:				
Unrealised gain on investments	2,100	-	-	2,100
Total fund movements	**2,100**	-	-	**2,100**
31st July 2021	**100,275**	-	-	**100,275**

d) Summary

	General Fund £	Development Fund £	Fixed Asset Fund £	Total Funds £
1st August 2020	**2,433,146**	**2,087,625**	**8,491,754**	**13,012,525**
Fund movements for the year:				
Net incoming resources for the year	(59,424)	374,910	-	315,486
Purchase of tangible fixed assets	(63,441)	(818,176)	881,617	-
Repayment of loans and mortgages on property	(17,928)	-	17,928	-
Adjustment for depreciation	392,053	-	(392,053)	-
Transfer between funds	(134,547)	134,547	-	-
Unrealised gain on investments	21,610	-	-	21,610
Total fund movements	**138,323**	**(308,719)**	**507,492**	**337,096**
31st July 2021	**2,571,469**	**1,778,906**	**8,999,246**	**13,349,621**

16. FUNDS (cont.)

Restricted Funds

	1st August 2020	Movement in Resources			31st July 2021
		Incoming	Derestricted	Expended	
	£	£	£	£	£
Transforming Lives					
Expanding the Contribution of People with Learning Disabilities in Society					
Developing resources to help people with learning disabilites deepen their spiritual lives	19,816	-	-	(2,166)	17,650
Creating More Places to Call Home					
New Communities					
Nottingham	20,172	1,714	-	(2,892)	18,994
Scotland	48,346	-	-	-	48,346
Capital & Refurbishment Appeals					
Ipswich - Purchase and Development of New Project	189,951	20,292	-	-	210,243
Manchester - Day Service Development	59,270	-	-	(38,415)	20,855
Inverness - Development and Refurbishment of Braerannoch Site	369,975	-	(369,975)	-	-
Investing in Leadership, Young People & Infrastructure for Growth					
Assistant Induction Programme	59	98,897	-	(53,171)	45,785
Investment in Charity Infrastruture	-	101,626	-	(18,349)	83,277
Investment in Programmes & Projects Of L'Arche International					
India	70,753	18,808	-	(87,444)	2,117
Africa	10,184	15,878	-	(14,888)	11,174
Poland	50	-	-	(50)	-
International	28,698	93,166	-	(39,511)	82,353
Total Transforming Lives	**817,274**	**350,381**	**(369,975)**	**(256,886)**	**540,794**
Local Community Projects					
Kent	35,056	42,073	(1,200)	(1,364)	74,565
Inverness	34,424	7,128	(12,179)	(10,460)	18,913
Liverpool	9,356	88,064	-	(7,655)	89,765
London	52,038	9,607	-	(37,435)	24,210
Bognor	39,396	3,070	(11,260)	(500)	30,706
Brecon	5,111	-	-	-	5,111
Edinburgh	25,701	17,667	-	(1,383)	41,985
Preston	3,188	95,626	-	(1,293)	97,521
Ipswich	2,896	50	-	(50)	2,896
Manchester	63,797	93,536	-	(11,266)	146,067
Other					
Grants from Job Retention Scheme	-	58,586	-	(58,586)	-
Scottish and Welsh Government Grants to Social Care Staff	-	56,824	-	(56,824)	-
Other restricted donations and gifts	5,853	-	-	(4,000)	1,853
	1,094,090	**822,612**	**(394,614)**	**(447,702)**	**1,074,386**

16. FUNDS (cont.)

Endowment Funds

	1st August 2020 £	Gains and transfers £	31st July 2021 £
Adnams shares	98,175	2,100	100,275
	98,175	**2,100**	**100,275**

The Adnams shares were given as endowment to L'Arche; the dividends from which can be used for general purposes.

Analysis of net assets between funds

	General Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Tangible fixed assets	9,177,697	-	-	9,177,697
Investments	69,942	-	100,275	170,217
Current assets	4,747,835	1,074,386	-	5,822,221
Current liabilities	(1,572,905)	-	-	(1,572,905)
Long term liabilities	(247,609)	-	-	(247,609)
Net assets as at 31 July 2021	**12,174,960**	**1,074,386**	**100,275**	**13,349,621**

17. NOTES TO CASH FLOW STATEMENT

a. RECONCILIATION of net incoming resources to net cash inflow from operating and other activities

	2021 £	2020 £
Net incoming resources	315,486	644,214
Investment income receipts	(330)	(7,308)
Finance costs paid	4,986	3,931
Depreciation charges	392,053	375,755
Profit on sale of tangible fixed assets (net)	(610)	(2,927)
Decrease/(Increase) in debtors	818,365	(1,322,034)
Increase in creditors	128,653	393,848
Net cash inflow from operating and other activities	**1,658,603**	**85,479**

b. INVESTMENTS AND SERVICING OF FINANCE

Investment income receipts	330	7,308
Finance costs paid	(4,986)	(3,931)
	(4,656)	**3,377**

c. NET CAPITAL EXPENDITURE

Payments to acquire tangible fixed assets	(881,617)	(165,498)
Receipts from sales of tangible fixed assets	610	3,004
	(881,007)	**(162,494)**

d. RECONCILIATION of net cash flow to movement in net debt

Increase/(Decrease) of cash in the period	755,012	(90,858)
Loan repayments	17,928	17,220
Movement in net funds in the year	**772,940**	(73,638)
Net Funds as at 1st August 2020	**2,970,893**	3,044,531
Net Funds as at 31st July 2021	**3,743,833**	**2,970,893**

17. NOTES TO CASH FLOW STATEMENT (cont.)

a. ANALYSIS OF CHANGES IN NET CASH AND FINANCING

	1st August 2020 £	Cash flows £	31st July 2021 £
Cash			
Cash at Bank and in hand	**3,183,755**	**755,012**	**3,938,767**
Financing			
Triodos loan (Ipswich)	(212,862)	17,928	(194,934)
Total Financing	**(212,862)**	**17,928**	**(194,934)**
Total Net Funds and Financing	**2,970,893**	**772,940**	**3,743,833**

18. STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST JULY 2020.

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2020 £
INCOME AND EXPENDITURE					
INCOMING RESOURCES					
Incoming resources from generated funds:					
Voluntary income					
Donations and Grants	1	309,189	565,120	-	874,309
Investment income	2	7,230	78	-	7,308
Incoming resources from charitable activities	3	12,742,510	-	-	12,742,510
Other incoming resources					
Profit on disposal of fixed assets		3,000	-	-	3,000
Total incoming resources		**13,061,929**	**565,198**	-	**13,627,127**
RESOURCES EXPENDED					
Costs of generating funds					
Fundraising and publicity	4	183,064	94,639	-	277,703
Charitable activities					
Direct charitable expenditure	5	12,397,617	224,741	-	12,622,358
Donations made		6,773	76,079	-	82,852
Total resources expended	6	**12,587,454**	**395,459**	-	**12,982,913**
Net incoming resources before transfers	7	**474,475**	**169,739**	-	**644,214**
Analysed as:					
Operating surplus/(deficit)	8	444,077	(29,646)	-	414,431
Net non operating income after fundraising costs		30,398	199,385	-	229,783
Net incoming resources before transfers		**474,475**	**169,739**	-	644,214
Transfer between funds	16	57,432	(57,432)	-	-
Net income for the year		**531,907**	**112,307**	-	644,214
Other recognised gains & losses:					
Unrealised gain/(loss) on investments		9,657	-	-	9,657
Net movement in funds		**541,564**	**112,307**		**653,871**
Balances brought forward at 1st August 2019	16	**11,278,696**	**981,783**	**98,175**	**12,358,654**
Balances carried forward at 31st July 2020	16	**11,820,260**	**1,094,090**	**98,175**	**13,012,525**

The operating surplus for the year arises from the company's continuing operations.



BE PART OF OUR STORY

You can join us in the life-changing L'Arche journey in many ways:

- Donate
- Volunteer
- Fundraise
- Campaign

Find out more at:

www.larche.org.uk

ww.twitter.com/LArcheUK

www.facebook.com/UK.LARCHE

Memberships and Associations:

acevo LDE VODG NCF THE NATIONAL CARE FORUM CareQuality Commission

L'Arche is a company limited by guarantee, registered in England and Wales, No. 1055041.
L'Arche is registered as a charity in England and Wales, No. 264166, and in Scotland, No. SC038493.
Registered Office: 10 Briggate, Silsden, Keighley, West Yorkshire BD20 9JT

Registered with FUNDRAISING REGULATOR