

THE LODDON FOUNDATION LTD

England & Wales · Charity number 802188

Details

Other names THE LODDON SCHOOL COMPANY

Status Registered

Legal form Charitable company

Company number [02448785](#)

Registered 1989-12-18

Register [View on the Charity Commission register](#)

Contact

Address The Loddon School
Wildmoor Lane
Sherfield-on-Loddon
Hook
RG27 0JD

Phone 01256884600

Email info@loddonschool.co.uk

Website www.loddonschool.co.uk

Activities

Objects: THE COMPANY IS ESTABLISHED FOR THE EDUCATION, TREATMENT AND CARE OF PERSONS SUFFERING FROM LEARNING DISABILITIES.

Activities: The objects of the Charity are the education, treatment and care of persons suffering from learning disabilities, which includes the dissemination of good practice both nationally and internationally. The Charity achieves this by having a School which provides education and care for 28 children and the provision of training courses through the Training and Consultancy Department.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, Overseas Aid/famine Relief
- **Who:** Children/young People, People With Disabilities

Geography

- Ireland
- Northern Ireland
- Scotland
- Zambia
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£9,768,479	£9,523,661	£15,105,246	175
2024-03-31	£9,051,215	£9,019,507	£14,819,556	170
2023-03-31	£8,759,664	£8,394,221	£14,634,628	153
2022-03-31	£9,420,396	£7,794,282	£14,333,559	167
2021-03-31	£8,127,413	£7,351,364	£12,603,080	177

Trustees

Name	Role	Appointed
Stephen Fussey	Chair	2016-09-28
Graham Day		2024-02-01
Helen Key		2024-11-28
Joanna Gibbons		2024-11-27
Joy Wake		2018-01-24
Mike Lakin		2017-04-26
Richard Avis		2023-11-01
Samantha Jane Corbett		2021-04-28

THE LODDON FOUNDATION LTD

England & Wales - Charity number 802188

Accounts

REGISTERED COMPANY NUMBER: 02448785 (England and Wales)
REGISTERED CHARITY NUMBER: 802188

Report of the Trustees and
Financial Statements for the Year Ended 31st March 2025
for
The Loddon Foundation Ltd

The Loddon Foundation Ltd

Contents of the Financial Statements for the Year Ended 31st March 2025

	Page
Report of the Trustees	1 to 14
Report of the Independent Auditors	15 to 18
Statement of Financial Activities	19
Balance Sheet	20
Cash Flow Statement	21
Notes to the Cash Flow Statement	22
Notes to the Financial Statements	23 to 39
Detailed Statement of Financial Activities	40 to 42

**Report of the Trustees
for the Year Ended 31st March 2025**

The Trustees of The Loddon Foundation Ltd present their annual report and audited accounts for the year ended 31 March 2025 and confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of Recommended Practice (SORP) (FRS102) 2019.

Structure, Governance and Management

Governing Document

The Loddon Foundation is a company limited by guarantee and governed by its Memorandum and Articles of Association dated 4 December 1989, as amended on 8 June 2013. It is registered as a Charity with the Charity Commissioners. The members have agreed to contribute a maximum of £100 each in the event of the company winding up. The number of members is unlimited. The Company Directors are also Trustees of the Charity and Governors of the school.

Appointment of Trustees

It has always been the policy that all members are Trustees, Directors and Governors of the school. There are no other Directors, Trustees or Governors. All the Directors, Trustees and governors henceforth are referred to as Trustees, as detailed on the reference and administrative details, served throughout the year unless otherwise stated. The Board has power to appoint additional Trustees if it considers fit to do so.

New Trustees are selected based on their specialist knowledge e.g. teaching, care, financial, legal, IT, medical expertise, experience with children and adults with severe challenging behaviour and learning difficulties. Trustees are recruited through networking of current Trustees and the interactions the Charity has with the local community. Two trustees have resigned from the Charity this year, and we have welcomed three more.

Trustee Induction and Training

Prospective Trustees are invited to visit the School, where they can meet key employees, the children and other Trustees. Prospective Trustees are provided with information about the philosophy of the Charity along with details about the accredited training that is delivered nationally and promotes the philosophy and approaches of the Charity.

The Trustees have on-going training, and receive additional information which is circulated as available from the Charity Commission. Trustees are invited to attend training delivered by Loddon Training - the external training division of the charity. Those who do attend find these sessions most useful.

Trustees meet each year with the whole senior team to engage in the annual Strategic Planning process.

Organisation

The Board of Trustees, which must comprise of a minimum of 3 members, administer the Charity and meet at least four times a year. The Trustees fulfil the role of the Proprietorial Body for the School and are subject to registration by Ofsted.

The Board of Trustees have had in place four subcommittees to facilitate their ongoing work. These subcommittees, along with their key responsibilities are:

**Report of the Trustees
for the Year Ended 31st March 2025**

Finance, HR, Estates and IT

- Ensure that budgets are developed and monitored;
- Approve investment proposals;
- Monitor the facilities programs and Health and Safety;
- Ensure that the Charity effectively manages and rewards staff; and
- Advise on developing the IT strategy for the school.

Philosophy, Education, Care and Training

- Ensure that the Charity maintains its focus on the underlying philosophy of positive approaches;
- Monitor the curriculum used within the Charity to ensure that they are aligned to the philosophy and approaches of PROACT-SCIPr-UK®; and
- Ensuring the School keeps the students within its care safe and complies with the relevant safeguarding legislation

Loddon Training (LT) / Training and Outreach

- Provide Strategic direction to Loddon Training such that the Philosophies of the school, the PLLUSS® curriculum and practical application of PROACT-SCIPr-UK® is spread as widely throughout the UK as possible; and
- Oversee the running of the Outreach programme which supports teachers and schools who specialise in special education needs in the UK.

Governance and Quality Management

- Recruitment, training and monitoring of Trustees;
- Review of governance documents to ensure that they are up to date;
- Review of the schools' Quality Management System and ensure compliance with ISO 9001; and
- Maintain the Trustees Risk Register.

The Trustees work closely with the Charity Leadership Team, via the subcommittees, to ensure that the aims and objective of the Charity, as agreed by the Trustees, are implemented through the organisation.

The Charity Leadership Team currently comprises The Loddon Foundation Chief Executive Officer, the Director of Loddon Training, Director of Care (Registered Care Manager), Director of Finance and Company Secretary, and the Director of Human Resources.

The remaining staff are employed in the School to provide care, education, training, support or as trainers for Loddon Training. The Loddon Foundation is not dependent upon the service of unpaid volunteers.

The Charity Leadership Team formally report to the Trustees at the regular Trustees' meetings but also meet with smaller groups of Trustees to discuss on-going matters and to share information, as needed.

The Trustees attend events during the year in which children and parents from the School take part, and visit the School between meetings. They attend some of the training events presented by Loddon Training along with the annual conference.

Delegation and Decision Making

The Trustees delegate day-to-day management of the Charity Leadership Team.

**Report of the Trustees
for the Year Ended 31st March 2025**

Remuneration of Key Management Personnel

All Trustees are engaged under a voluntary basis and do not receive remuneration or benefits outside of those that all volunteers are entitled to such as the reimbursement of expenses for travel and subsistence.

The Senior Leadership Team are remunerated as disclosed in report. Key personnel do not receive any other taxable benefits.

The Trustees set the remuneration of the Charity Leadership team by reference to remuneration in the local employment market and those employed in special schools. Responsibility for remuneration elsewhere in the charity is delegated to the Charity leadership team who apply the same principles. All appointments and pay increases for those earning over £35,000 per annum are approved by the Finance and HR committee on behalf of the trustees.

Related Party Relationships

The charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the charity.

PROACT-SCIPr-UK® is the registered trademark of Mrs M Cornick MBE. The Charity uses this trademark under licence. The Charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The Board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the Charity.

Qualifying Third Party Indemnity Provisions

The charitable company has made qualifying third-party indemnity provisions (directors and officers insurance) for the benefit of its Trustees during the period. These provisions remain in force at the reporting date.

STRATEGIC REPORT

Objectives and Activities

Our Aims

The objects of the Charity are the education, treatment and care of persons with learning disabilities. In addition, the Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The Charity achieves these through two principal activities: A School which provides education and care for 30 children and the provision of training courses for other schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors who support children and/or adults, through Loddon Training. The Charity also provides Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

Our Approach

The Loddon Foundation Ltd continues to provide specialist education and high quality residential care for children with autism, profound and complex learning disabilities and severe challenging behaviour. The School is committed to enabling children to participate in the life of the community wherever possible and with whatever support is needed. The children all demonstrate behaviours of concern which have severely restricted their opportunities compared with children in main-stream schools and therefore need a 24-hour curriculum to provide maximum support to them and their families.

The Loddon Foundation bases its approach in 'Positive Behaviour Support' and 'non-aversive' approaches to behaviour support within the philosophy and practice of PROACT-SCIPr-UK® and the PLLUSS® curriculum both developed by the Charity and implemented within the School and disseminated through Loddon Training. These approaches are understood and recognised by Ofsted and local authorities (who pay fees for children to be pupils in the School).

Using PROACT-SCIPr-UK® and PLLUSS® as the philosophy and approach, the School bases its practice in personalised education and care to ensure each child's programme supports the needs of that child. The education of the child is both individualised and personalised, enabling learning programmes to occur in the natural settings rather than classrooms. For example, learning to dress and undress is learnt in the child's bedroom or swimming pool complex and activities are selected to ensure preparation for adult life with a focus on communication skills, choice, social skills and behaviour support. Transition planning plays an important part in the education of pupils when they reach 14+.

The Loddon Foundation provides to external organisations training which is certificated by Bild ACT (British Institute of Learning Disabilities Association of Certified Training) and known as PROACT-SCIPr-UK® through Loddon Training. This is a specialist programme providing a 'whole approach' to enable staff to actively support individuals who demonstrate behaviours of concern and as far as is reasonably possible minimises the use of physical interventions and ensures the safety of staff.

Loddon Training delivers this training to organisations throughout the UK and there are in the region of 200 organisations and 800 Instructors trained to deliver PROACT-SCIPr-UK® courses to staff within their service and implement the approach in schools, residential, day services and supporting living settings. In addition, advice and support is offered to parents, families and other schools and care homes on a regular basis.

**Report of the Trustees
for the Year Ended 31st March 2025**

Subsidised courses and additional advice and support are provided through Outreach to parents and family carers to enable them to use both PROACT-SCIPr-UK® and PLLUSS® within their own homes. This enables children and adults to stay longer in the family home reducing the need for them to be supported in residential care.

Loddon Training uses off-site training facilities at Field House Barn, a training facility providing for the increasing number of courses without reducing the use of space at the School.

The PROACT-SCIPr-UK® acronym stands for 'Positive Range of Options to Avoid Crisis and use Therapy, Strategies for Crisis Intervention and Prevention'. Whilst PLLUSS® means 'Personalised Learning for Life Using Supportive Strategies.' These curricular approaches include ways of educating children who find the regular classroom prohibitive to learning. These programmes are delivered to ensure a culture of understanding of the philosophy of positive approaches and behaviour support as a 'whole approach' to enable learning to take place for all in a person-centred way.

**Report of the Trustees
for the Year Ended 31st March 2025**

Our Objectives

Achievements and Performance

During the year the following progress was made against the objectives set in last year's annual report:

Objectives Set Last Year

To expand the repertoire of consultancy services to incorporate requests for support around specific challenges and include additional training where appropriate.

To enhance the support packages for families and young people with ASD.

Continue to enhance the learning environment and offering more new opportunities both on site and in the local community.

To facilitate positive outcomes for individuals with challenging behaviour by growing our local and national networks in order to promote least restrictive approaches.

Extend our reach and positive reputation by continuing to support other schools and local networks to develop their own wellbeing through successfully coaching partner schools to complete the RAW programme and through conference speaking and webinars.

To review and enhance PROACT-SCIPr-UK® curriculum topics to include autism, co-production, positive behaviour support and keeping safe.

Achievements

The additional training and consultancy offer has expanded to include a pre-assessment, consultancy and report around individuals and/or situations where physical interventions are not always necessary. These consultations may be provided face-to-face or by Teams/telephone.

Specific advice and support for parents and families of young people with a diagnosis of ASD has been extended through the training and consultancy offer.

We continue to have links with Wellesley school enhanced the Loddon children's offer of work related learning and social interaction. We have on going building work to provide some of our children with new accommodation.

The scope of work to facilitate positive outcomes for individuals and promote least restrictive approaches has expanded to include supporting Instructors to promote Proactive and Active strategies within mainstream settings.

Both Amelia Pedley and Helen Wood continue to provide coaching to our partner schools undertaking their own wellbeing journeys with the RAW programme. Both (mainstream) schools have experienced some challenges with implementation, and it has been interesting to compare their experiences with ours. I have delivered two well-being-based online webinars for the Education and Training Foundation which have been well received.

The PROACT-SCIPr-UK® curriculum has been further developed such to broaden the content around autism, coproduction and meaningful approaches of including the voice of those with 'lived experience' positive behaviour support and keeping safe

**Report of the Trustees
for the Year Ended 31st March 2025**

Development of the Charity (Trustees)

- Following a period of senior leadership change, the Trustees appointed a new Chief Executive Officer in March 2025, replacing the previous Principal-led model. The reasoning links in with the Foundation's values - that we work in a partnership in all that we do. While it is early days, the CEO model aligns well to enable exceptional and committed distributed leadership, and supports greater cross-team collaboration and partnership across the organisation.
- Following a strategic review the trustees have approved phase 2 of a rebuilding programme which was fully funded by the building fund established previously, along with prior surpluses. This will build three new houses. This project commenced in October 2023 and is due to be completed June 2025.
- Previously the Trustees reviewed the viability of keeping Field House Barn as a training centre and it was decided that the best option was to sell and relocate Loddon Training to a more appropriate sized facility. With the arrival of the new CEO in March 2025, this project is being reviewed alongside the wider estates strategy, however it remains the intention to work towards housing the school and training facilities on the same site.

The School

The School is inspected as a Children's Home once a year and as a School every three years. The School was recognised as Good for its provision in social care and Outstanding in education during the last Ofsted inspections. There were many achievements in the School during the year which included:

- The school has been working with our project managers to complete phase 2 of the building project with the development of new accommodation for three children's houses. This is due to be completed in June 2025.
- We have updated our data collection process for children's targets and adopted an even more rigorous approach, this has been praised by external stakeholders. We will move forward further and transfer over the information to a new app which allows us to link up data smoothly with other departments: Therapies, Wellbeing, Arts etc.
- We have continued to hold regular Green Week Therapy fun days for our young people and to support staff understanding by modelling strategies and resources. We have highlighted the importance of this being embed to our culture and not one off tokenism. Feedback from staff in a recent survey indicate staff feel well supported.
- We have recruited a full Therapy team including two highly skilled and experienced therapists, a speech and language therapist and occupational therapist who has taken on Clinical Lead responsibilities. Their work is having a positive impact across the school. A new form of communication system has been created, Grid App, and is embedded with a number of pupils and will continue to expanded to the cohort.
- We have been fundraising for items to support the children's learning and will continue to expand this venture, with the potential of a Multi Use Games Area (MUGA) being the next project.

**Report of the Trustees
for the Year Ended 31st March 2025**

Loddon Training

Loddon Training continues to adapt to an ever changing market place maintaining its online courses and 'face to face' offerings, and supporting implementation of PROACT-SCIP-UK® in to other sectors..

- Loddon Training have a dynamic approach to the ongoing development of the PROACT-SCIPr-UK® curriculum ensuring that all courses remain appropriate, reflective of current guidance and methodologies.
- Trainers continue to develop their skills in all aspects of the PROACT-SCIPr-UK® curriculum, taking responsibility for specific topics to ensure a dynamic approach to delivery, such topics include Applied Behaviour Analysis, Trauma Informed Care, co-production Autism and implementation of a whole organisational approach. .
- Loddon Training continues to be included in various procurement directories to increase the awareness of its offerings and promote 'the PROACT-SCIP-UK® whole approach curriculum' through it's website and social media.
- The marketing strategy continues on the development of key messages and the promotion of training services and the PROACT-SCIPr-UK® brand through the website and our social media channels.
- Loddon Training increased the number of Affiliate Organisations under the Bild ACT certification for PROACT-SCIPr-UK® and PROACT-SCIPr-UK® Centres. This increases the marketability of the training with certification being mandatory for services where there is a health funded component or for those inspected by CQC.
- The demand for consultancy work continues to increase with the scope broadening to include supporting organisations to take individuals who are moving in to supported living accommodation. Support for parents and family carers, and foster carers continues through the provision of both training and consultancy services, locally and nationally.

Outreach

- Advice and support is provided 'face to face' to a wider audience to include parents and families enabling the person to maintain a better quality of life.
- Social Media is used as a mechanism for disseminating information and raising the profile of the approach as is the addition of 'white papers'.

Public Benefit

The Trustees confirm that they have regard to the Charity Commission's guidance on public benefit and this is shown in the reporting of the Charity's objectives and achievements. These are summarised below:

- The School provides fully residential places for up to 30 children who need education care and support and all are fully funded by local authorities, with no private placements.

**Report of the Trustees
for the Year Ended 31st March 2025**

- Loddon Training provides training to schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors. The training is important and is in great demand and benefits children and adults with a wide range of needs and difficulties.
- The Charity provides support to parents and professionals needing advice and support.
- Loddon Training provides subsidised courses for parents and family carers.
- Staff contribute freely to national conferences and consultations.
- The School invites the local community to share in events and observe the work.
- The Charity provides employment and training leading to national qualifications.
- The Charity shares its advanced knowledge of autism, learning disabilities and restrictive behaviours with other professionals e.g. the SHIP PBS network group and other online forums.
- The Charity shares its expertise with local disability forums, and other charities.
- The Charity supports parents and families and other charities with training.

Financial Review

The charity has generated an increase in its unrestricted reserves of £285,690. The surplus was generated by investments £176,488, Loddon Training £115,918, donations of £9,386, and unfortunately a deficit in school operations of (£16,102).

The surplus for the year plus depreciation have been transferred to a designated building fund which the Trustees have established as a contribution towards funding the restoration and refurbishment of the main house on the school site, which we aim to complete in the next few years. After careful consideration that trustees approved capital spending of £50,195 to install air conditioning units in two of our houses, replace an older school vehicle and replace our gas tanks.

The principal source of income this year is from our long term investment in Schroders and bank interest received. We are not dependent on donations which is less than 1% of our total income for the year. The school fee income has been applied to provide residential care and education for the pupils in the School.

We increased school fees by an average of 6% for existing students plus a 7% increase on new students, therefore an increase in our school fee income, overall our income has increased by 8% which is a result of an increase in overall student fees.

Staff wages and salaries account for 79% of the costs of running the foundation. Wages and salaries increased from last year by £893k, however agency costs has also decreased by £304k. Our staff benefited from a 3.5% increase across the most of the Foundation. The charity has been acutely aware of the pressure to increase salaries to remain competitive and reduce our care vacancy deficit which has proved successful in 2024-25.

During the year the Charity has spent £53,556 on capital investment. The capital expenditures included:

- WIFI Access points (£2,704)
- Solar Panels (£28,734)
- Balance sewage Tank (£12,238)
- Freezer (£1,578)
- Air conditioning unit (£5,314)
- Specialist chair and bed (£2,988)

**Report of the Trustees
for the Year Ended 31st March 2025**

Reserves and Financial Health

The Trustees regularly review the finances, budgets and spend against budget as part of the effective governance of the charity.

The Charity budgets to ensure the School is self funded but it is supported by the return on its investments and the surplus generate by Loddon Training to replace and renew the facilities the charity requires to pursue its charitable aims.

The level of school fees is reviewed annually by the Trustees in liaison with the Charity Leadership Team. Fee invoices are raised quarterly in advance which contributes to healthy cash balances at the beginning of each quarter. In the normal course of events therefore the Trustees do not foresee difficulties in the Charity's cash flow position.

The Trustees consider the greatest financial risk to the charity is the local authority austerity programme which has resulted in councils delaying payments and contesting inflationary increases in fees.

The Trustees consider it prudent to have a surplus to enable the School and Loddon Training to continue operating during a period of reduced income or increased expenditure. A reserve equivalent to at least three months average expenditure is held.

The Trustee's will continue with the building project that has been established and will once again transfer the surplus made this year after capital expenditure into the separate Building Fund reserve. The surplus made in 2024-25 will be held in the building project reserves as a contribution towards the restoration and refurbishment of the main house in preparation of this becoming offices for support services and training once the students have moved into the new accommodation. This project is set to commence in the next few years.

	2024-25	2023-24
Total Funds	£15,105,246	£14,819,556
Less:		
Invested in fixed assets	£11,717,859	£9,335,121
	<hr/>	<hr/>
	£3,387,387	£5,484,435
	£3,387,387	£5,484,435
Reserves of 3 months	£2,014,803	£1,969,723
Designated building fund	£640,969	£3,025,787
Designated main house fund	£679,115	£445,925
Capital expenditure	£52,500	£43,000
Funds available for charitable purposes	£0	£0

The Trustees will continue to review its reserves policy in the light of the economic climate to ensure they continue to be set at a realistic level.

Investment Policy and Performance

The Trustees, having regard to the liquidity requirement of operating the Loddon Foundation and to the reserves policy, have formally operated a policy of keeping two thirds of the funds in Deposit accounts and one third in Equities and Bonds. At the year end the charity had cash deposits of £4,026,907 and £1,629,653 invested in the Cazenove charity multi-asset fund. The £4m held in cash represents: £0.6m held to fund phase 2 of the school building project and £2m held as a 3 month cost reserve with the balance representing the school fees paid in advance by the local authorities. Whilst currently more is held in deposits than the policy states, it has been left as cash reserves as it will be spent in the coming year on the new school buildings .

The investments in the Cazenove charity multi-asset fund has increased by £40,872. The trustees take a long-term view to investment and are pleased the initial investment of £1,000,000 made in January 2015 has increased to £1,629,653 over ten years.

The investment policy is continually reviewed in conjunction with the reserves policy.

Plans for Future Periods

Key objectives for the coming year have been agreed between the Board of Trustees and the Charity Leadership Team.

The continued focus of the Charity is to:

- Expand the repertoire of consultancy services to include mainstream educational settings.
- Enhance the support packages for mainstream education, supported living and parents and carers supporting individuals with ASD.
- Broaden our offer to include additional levels of training in the PROACT-SCIPr-UK® whole approach curriculum for organisations who do not require physical interventions.
- Widen our presence, increase our profile, and broaden our network through the implementation of an enhanced marketing and communications strategy.
- Extend our reach and positive reputation by continuing to support other schools and local networks to develop their own wellbeing through successfully coaching partner schools to complete the RAW programme and through conference speaking and webinars.
- Continue to enhance the learning environment and offering more new opportunities both on site and in the local community.
- Continue to facilitate positive outcomes for individuals with challenging behaviour by growing our local and national networks in order to promote least restrictive approaches.

**Report of the Trustees
for the Year Ended 31st March 2025**

- Expand the delivery of trauma informed approaches and the provision of good quality support through the PROACT- SCIPr-UK® curriculum.
- Develop materials to support organisational implementation of the PROACT-SCIPr-UK® whole approach.
- Continue to provide support for parents and carers through the provision of informal coffee mornings and 'open sessions'.

Risk Management

The Trustees have a risk management strategy and a Risk register which has been developed in partnership with the Charity Leadership Team. This is reviewed annually to highlight:

- Current and future risks that the Charity may face.
- The establishment of systems and procedures to limit those risks and mitigate any losses suffered.
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key area that the Trustees review each year is the impact of possible conflicts of interest within the Board, especially in relation to Liaise Loddon Ltd. The Board feel that this area is well understood and managed especially now the number of current Trustees has increased.

At the operational level the Key risks facing the charity are:

- Reputational risk arising from a safeguarding incident. The school has extensive safeguarding policies which include safe recruitment at the time of appointment, extensive induction training which is regularly re-enforced and check procedures which are implemented at the first suggestion of any issue arising.
- Local authority funding from central government is being cut back and this may eventually reduce the willingness of the local authorities to pay for the level of care provided by the school. The school holds the equivalent of three months of charity running costs back in reserves.
- The School must ensure it can continue to meet the changing standards required by Ofsted. To do this it employs a School improvement consultant and trains its staff at induction and re-enforces annually their safeguarding obligations.
- The recruiting of a full team of care staff has been difficult during recent years and the risk has been mitigated by hiring agency staff at additional costs.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02448785 (England and Wales)

The Loddon Foundation Ltd

Report of the Trustees for the Year Ended 31st March 2025

Registered Charity number 802188

Registered office

The Loddon School Wildmoor Lane
Sherfield-On-Loddon
Hook
Hampshire
RG27 0JD

Trustees

S J Corbett Senior Pbs Clinician
S Fussey Retired Company Director M R
Lakin Retired
R W Lycett Retired
J A Wake Retired Registered Care Manager
R Avis Retired
G Day Retired
S A Swanson Retired (resigned 21.6.24)
H Key (appointed 27.11.24)
J E Gibbons (appointed 27.11.24)

Auditors

Sheen Stickland
Chartered Accountants
Statutory Auditors
2 Oriel Court
Omega Park
Alton
Hampshire
GU34 2YT

Investment Advisers and Managers

Schroder & Co. Limited
1 London Wall Place
London
EC2Y 5AU

Senior Management Team

Chief Executive Officer	Richard Kennett
Director of Loddon Training	Janet Bromley
Director of Care (Registered Care Manager)	Tim Clark
Director of Finance and Company Secretary	Elizabeth Fairhead
Director of Human Resources	Sarah Jeffrey

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Loddon Foundation Ltd for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

**Report of the Trustees
for the Year Ended 31st March 2025**

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

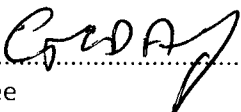
In so far as the trustees are aware:

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

AUDITORS

The Auditors, Sheen Stickland will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on30/3/2025..... and signed on the board's behalf by:

..........
G Day - Trustee

Report of the Independent Auditors to the Members of The Loddon Foundation Ltd

Opinion

We have audited the financial statements of The Loddon Foundation Ltd (the 'charitable company') for the year ended 31st March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 31st March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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.

Report of the Independent Auditors to the Members of The Loddon Foundation Ltd

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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.

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

We ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.

The laws and regulations applicable to the charity were identified through discussions with the trustees and other management, also from our commercial knowledge and experience of the incorporated charity. Of these laws and regulations, we focused on those that we considered may have a direct material effect on the financial statements or the operations of the company, including but not limited to The Companies Act 2006, taxation legislation, data protection, anti-bribery, anti-money-laundering, employment, environmental and health and safety legislation.

The extent of compliance with these laws and regulations identified above was assessed through making enquiries of management and inspecting legal expenditure and correspondence. The identified laws and regulations were communicated within the audit team, 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 as to where they considered there was susceptibility to fraud,
- their knowledge of actual, suspected and alleged fraud;

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

- tested journal entries to identify unusual transactions;
- performed analytical procedures to identify any unusual or unexpected relationships; assessed whether judgements and assumptions made in determining the accounting estimates were
- indicative of potential bias;
- and 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;
- and reviewing correspondence relevant regulators and the charity's legal advisors.

Report of the Independent Auditors to the Members of The Loddon Foundation Ltd

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 for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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 auditors' 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.



David Sanders FCA (Senior Statutory Auditor)
for and on behalf of Sheen Stickland
Chartered Accountants
Statutory Auditors
2 Oriel Court
Omega Park
Alton
Hampshire
GU34 2YT

Date: 07/08/2025

The Loddon Foundation Ltd

**Statement of Financial Activities
for the Year Ended 31st March 2025**

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations	4	9,387	15,000	24,387	33,122
Charitable activities					
Operations of the school	6	8,822,224	-	8,822,224	8,146,592
Training and workshops		786,252	-	786,252	703,847
Investment income	5	135,616	-	135,616	166,056
Other income	7	-	-	-	1,598
Total		<u>9,753,479</u>	<u>15,000</u>	<u>9,768,479</u>	<u>9,051,215</u>
EXPENDITURE ON					
Charitable activities					
Operations of the school	8	8,838,327	15,000	8,853,327	8,493,065
Training and workshops		670,334	-	670,334	526,442
Total		<u>9,508,661</u>	<u>15,000</u>	<u>9,523,661</u>	<u>9,019,507</u>
Net gains on investments		40,872	-	40,872	153,220
NET INCOME		285,690	-	285,690	184,928
Transfers between funds	21	(16,073)	16,073	-	-
Net movement in funds		269,617	16,073	285,690	184,928
RECONCILIATION OF FUNDS					
Total funds brought forward		14,819,461	95	14,819,556	14,634,628
TOTAL FUNDS CARRIED FORWARD		<u>15,089,078</u>	<u>16,168</u>	<u>15,105,246</u>	<u>14,819,556</u>

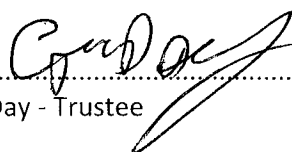
The notes form part of these financial statements

The Loddon Foundation Ltd

**Balance Sheet
31st March 2025**

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible assets	14	10,088,206	7,746,340
Investments	15	1,629,653	1,588,781
		<u>11,717,859</u>	<u>9,335,121</u>
CURRENT ASSETS			
Debtors	16	3,195,743	2,214,625
Investments	17	-	412,310
Cash at bank and in hand		4,026,907	5,594,347
		<u>7,222,650</u>	<u>8,221,282</u>
CREDITORS			
Amounts falling due within one year	18	(3,835,263)	(2,736,847)
		<u>3,387,387</u>	<u>5,484,435</u>
NET CURRENT ASSETS			
		<u>15,105,246</u>	<u>14,819,556</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>15,105,246</u>	<u>14,819,556</u>
NET ASSETS			
		<u>15,105,246</u>	<u>14,819,556</u>
FUNDS			
	21		
Unrestricted funds		15,089,078	14,819,461
Restricted funds		16,168	95
		<u>15,105,246</u>	<u>14,819,556</u>
TOTAL FUNDS			
		<u>15,105,246</u>	<u>14,819,556</u>

The financial statements were approved by the Board of Trustees and authorised for issue on30.3.2025..... and were signed on its behalf by:

..........
G Day - Trustee

The Loddon Foundation Ltd

Cash Flow Statement for the Year Ended 31st March 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	530,616	229,945
Net cash provided by operating activities		<u>530,616</u>	<u>229,945</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(2,596,350)	(620,067)
Sale of tangible fixed assets		2,750	1,800
Current asset investment movement		412,310	92,693
Interest received		83,234	116,661
Net cash used in investing activities		<u>(2,098,056)</u>	<u>(408,913)</u>
Change in cash and cash equivalents in the reporting period			
Cash and cash equivalents at the beginning of the reporting period		<u>5,594,347</u>	<u>5,773,315</u>
Cash and cash equivalents at the end of the reporting period		<u>4,026,907</u>	<u>5,594,347</u>

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 31st March 2025

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net income for the reporting period (as per the Statement of Financial Activities)	285,690	184,928
Adjustments for:		
Depreciation charges	250,764	260,997
Gain on investments	(40,872)	(153,220)
Loss/(profit) on disposal of fixed assets	970	(1,598)
Interest received	(83,234)	(116,661)
Increase in debtors	(981,118)	(214,680)
Increase in creditors	1,098,416	270,179
Net cash provided by operations	<u>530,616</u>	<u>229,945</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank and in hand	5,594,347	(1,567,440)	4,026,907
	<u>5,594,347</u>	<u>(1,567,440)</u>	<u>4,026,907</u>
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	412,310	(412,310)	-
	<u>412,310</u>	<u>(412,310)</u>	<u>-</u>
Total	<u>6,006,657</u>	<u>(1,979,750)</u>	<u>4,026,907</u>

**Notes to the Financial Statements
for the Year Ended 31st March 2025**

1. GENERAL INFORMATION

The Loddon Foundation Ltd a private company limited by guarantee incorporated in England and Wales. The registered office and principle place of business is The Loddon School, Wildmoor Lane, Sherfield-on-Loddon, Hook, Hampshire, RG27 0JD.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest pound.

The reporting period is for the year ended 31st March 2025.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity 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.

Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

School fees, training and workshop fees and other income are recognised in the Statement of Financial Activities in the period in which the service is provided. Fees are invoiced quarterly in advance, and training and workshops are invoiced in advance to the course being provided. Income received in advance is recognised as deferred income.

Cash donations are recognised on receipt. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. The irrecoverable VAT is included with the item of expense to which it relates.

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

2. ACCOUNTING POLICIES - continued

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Overheads have been allocated on the basis of actual spend by activity.

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, financial administration, IT support and payroll costs. They are incurred directly in support of expenditure of the objects of the charity.

Where support costs cannot be directly attributed to particular headings they have been allocated to expenditure on charitable activities.

Governance costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs include external audit, legal advice and indemnity insurance for the Trustees, trustee meeting costs, and preparation of statutory accounts and meeting statutory requirements.

Government grants

Government grants are recognised in the Statement of Financial Activities when there is reasonable assurance that the conditions of the grant will be met, and grants will be received. Grants received before the recognition criteria are met are included as a liability. Government grants are recognised at fair value.

Charitable activities

The Charity undertakes two principle activities: a School which provides education and care for 30 (2023: 30) children. The charity also provides training courses for a number of organisations through Loddon Training & Consultancy, including Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, which is provided in equal annual instalments over the estimated useful lives of the assets, and any provision for impairment. Individual assets over a cost of £1,000 are capitalised.

Assets in the course of construction cost includes professional fees and other directly attributable costs necessary to bring the asset into use. Depreciation commences when the assets are ready for their intended use.

Any gain or loss on disposal of an item of fixtures and fittings are determined by comparing the proceeds from disposal with the carrying amount of fixtures and fittings, and is recognised within other income/expenses in profit or loss.

The rates of depreciation applied to assets are as follows:

Freehold buildings - over 50 years

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

Property improvements - over 7 years

Motor vehicles - 25% reducing balance basis

Fixtures, fittings and general equipment - 15% straight line basis

Furniture, carpets, computers and high risk equipment - 33.3% straight line basis

Taxation

The charity is exempt from corporation tax on its charitable activities.

During the financial year the foundation registered for VAT, turnover is shown in the profit and loss account exclusive of VAT and a VAT liability has been recognised at the year end.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a personal pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. The charitable company also operates a Teachers' Pensions Scheme, details can be found in note 19.

The Charity has arranged a defined contribution pension scheme for all eligible employees. The assets of this scheme are held separately from those of the Charity. Pension costs charged in the Statement of Financial Activities represent the contributions payable by the Charity in the year.

Employee benefits

Short-term employee benefits costs are recognised as a liability and an expense. Redundancy payments are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination

Fixed asset investments

Fixed asset investments are initially measured at their transaction value and are subsequently measured at fair value at each reporting date. Realised or unrealised gains and losses on disposals, or on revaluation, are recognised in the Statement of Financial Activities.

Realised and unrealised gains and losses

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

2. ACCOUNTING POLICIES - continued

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening fair value (purchase date if later). Unrealised gains and losses are calculated as the difference between the fair value at the year end and opening fair value (or purchase date if later). Realised and unrealised gains are not separated in the Statement of Financial Activities.

Cash and cash equivalents & current asset investments

Cash and cash equivalents include cash in hand, cash at bank and other short-term liquid investments with original maturities of three months or less. Current asset investments represent short-term investments with original maturities of more than three months.

Debtors

Short term debtors are stated at the settlement amount due after any trade discount offered. Appropriate allowances for estimated irrecoverable amounts are recognised in the Statement of Financial Activities when there is objective evidence that the asset is impaired.

Creditors

Creditors and provisions are measured at their settlement value.

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical accounting estimates and assumptions

Fixed asset investments

Fixed asset investments are classified as such after consideration is given for their intended purpose. The trustees have given consideration as to how the investments will be used in the future. The resources are considered to be in long term use.

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

4. DONATIONS

	2025	2024
	£	£
Donations	24,387	33,122
	<u>24,387</u>	<u>33,122</u>

Donations of £15,000 (2024: £27,015) are restricted whilst donations of £9,387 (2024: £6,107) are unrestricted.

5. INVESTMENT INCOME

	2025	2024
	£	£
Rents received	52,382	49,395
Deposit account interest	83,234	116,661
	<u>135,616</u>	<u>166,056</u>

6. INCOME FROM CHARITABLE ACTIVITIES

	2025	2024
	£	£
Income analysed by class of business:		
Charitable activities		
Operations of the School	8,822,224	8,146,592
Training and workshops	786,252	703,847
	<u>9,608,476</u>	<u>8,850,439</u>

7. OTHER INCOME

	2025	2024
	£	£
Gain on sale of tangible fixed assets	-	1,598
	<u>-</u>	<u>1,598</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

8. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 9) £	Totals £
Operations of the school	8,682,474	170,853	8,853,327
Training and workshops	650,187	20,147	670,334
	<u>9,332,661</u>	<u>191,000</u>	<u>9,523,661</u>

9. SUPPORT COSTS

	Finance £	Other £	Governance costs £	Totals £
Operations of the school	13,119	75,590	82,144	170,853
Training and workshops	-	3,626	16,521	20,147
	<u>13,119</u>	<u>79,216</u>	<u>98,665</u>	<u>191,000</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Auditors' remuneration	20,668	20,803
Depreciation - owned assets	250,764	260,996
Hire of plant and machinery	250,853	233,381
Other operating leases	13,119	15,564
(Deficit)/surplus on disposal of fixed assets	970	(1,598)
	<u> </u>	<u> </u>

Included in the Auditors remuneration is costs for other services; £4,060 for the accounts preparation (2024: £3,690) teachers pension audit £1,300 (2024: £1,210).

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

11. TRUSTEES' REMUNERATION AND BENEFITS

The Trustees did not receive any remuneration during the year ended 31st March 2025 (2024: £Nil). Gifts were made to one trustee totalling £Nil (2024: £100).

Trustees' expenses

Expenses relating to travel and meetings totalling £120 were reimbursed to two Trustees (2024: £556 to two Trustees).

Cost of Trustee indemnity insurance borne by the Charity within the year was £1,875 (2024 - £2,412).

12. STAFF COSTS

	2025	2024
	£	£
Wages and salaries	6,532,195	6,093,041
Social security costs	546,852	453,379
Other pension costs	312,899	256,262
	<u>7,391,946</u>	<u>6,802,682</u>

Agency costs of £1,039,453 (2024: £1,343,302) were paid during the year and are included in the wages and salaries cost shown above.

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

	2025	2024
School	167	162
Training and workshops	8	8
	<u>175</u>	<u>170</u>

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

	2025	2024
£60,001 - £70,000	4	2
£80,001 - £90,000	-	1
	<u>4</u>	<u>3</u>

Pension contributions of £26,137 (2024: £38,064) were made in respect of the above employees.

Remuneration of key management personnel

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

12. STAFF COSTS - continued

The remuneration of key management personnel is as follows.

	2025 £	2024 £
Aggregate compensation	331,510	431,954

The key management personnel of the Charity are the Charity Leadership Team, as detailed on the Legal and Administrative Information page.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations	6,107	27,015	33,122
Charitable activities			
Operations of the school	8,146,592	-	8,146,592
Training and workshops	703,847	-	703,847
Investment income	166,056	-	166,056
Other income	1,598	-	1,598
Total	9,024,200	27,015	9,051,215
EXPENDITURE ON			
Charitable activities			
Operations of the school	8,466,010	27,055	8,493,065
Training and workshops	526,442	-	526,442
Total	8,992,452	27,055	9,019,507
Net gains on investments	153,220	-	153,220
NET INCOME/(EXPENDITURE)	184,968	(40)	184,928
RECONCILIATION OF FUNDS			
Total funds brought forward	14,634,493	135	14,634,628

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	14,819,461	95	14,819,556

14. TANGIBLE FIXED ASSETS

	Freehold property £	Assets in the course of constr uction £	Fixtures and fittings £	Motor vehicles £	Totals £
COST					
At 1st April 2024	9,840,430	774,212	233,848	189,248	11,037,738
Additions	47,864	2,534,799	5,692	7,995	2,596,350
Disposals	-	-	-	(8,995)	(8,995)
At 31st March 2025	9,888,294	3,309,011	239,540	188,248	13,625,093
DEPRECIATION					
At 1st April 2024	2,961,358	-	192,390	137,650	3,291,398
Charge for year	229,088	-	8,688	12,988	250,764
Eliminated on disposal	-	-	-	(5,275)	(5,275)
At 31st March 2025	3,190,446	-	201,078	145,363	3,536,887
NET BOOK VALUE					
At 31st March 2025	6,697,848	3,309,011	38,462	42,885	10,088,206
At 31st March 2024	6,879,072	774,212	41,458	51,598	7,746,340

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

15. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1st April 2024	1,588,781
Gain/(loss) on investment	40,872
	<hr/>
At 31st March 2025	1,629,653
	<hr/>
NET BOOK VALUE	
At 31st March 2025	1,629,653
	<hr/> <hr/>
At 31st March 2024	1,588,781
	<hr/> <hr/>

There were no investment assets located outside the UK.

Cost or valuation at 31st March 2025 is represented by:

	Listed investments £
Valuation in 2025	1,629,653
	<hr/> <hr/>

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade debtors	3,034,289	2,054,530
Other debtors	25,947	21,956
Prepayments and accrued income	135,507	138,139
	<hr/>	<hr/>
	3,195,743	2,214,625
	<hr/> <hr/>	<hr/> <hr/>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

17. CURRENT ASSET INVESTMENTS

	2025	2024
	£	£
Unlisted investments	-	412,310
	<u> </u>	<u> </u>

Current asset investments relate to short term bonds with maturities of more than 6 months but less than 12.

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	437,125	348,784
VAT	880,737	-
Other creditors	65,946	69,681
Accruals and deferred income	2,451,455	2,318,382
	<u> </u>	<u> </u>
	<u>3,835,263</u>	<u>2,736,847</u>

At the year end pension contributions of £34,460 (2024: £29,284) were outstanding and included in creditors.

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025	2024
	£	£
Within one year	28,264	26,763
Between one and five years	112,415	104,338
	<u> </u>	<u> </u>
	<u>140,679</u>	<u>131,101</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Fixed assets	10,088,206	-	10,088,206	7,746,340
Investments	1,629,558	95	1,629,653	1,588,781
Current assets	7,206,577	16,073	7,222,650	8,221,282
Current liabilities	(3,835,263)	-	(3,835,263)	(2,736,847)
	<u>15,089,078</u>	<u>16,168</u>	<u>15,105,246</u>	<u>14,819,556</u>

21. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	11,347,749	-	2,123,256	13,471,005
Designated fund - Building development fund	3,025,787	-	(2,384,818)	640,969
Designated fund - Main house building project	445,925	285,690	245,489	977,104
	<u>14,819,461</u>	<u>285,690</u>	<u>(16,073)</u>	<u>15,089,078</u>
Restricted funds				
Zambia fund	95	-	-	95
Student Funds	-	-	16,073	16,073
	<u>95</u>	<u>-</u>	<u>16,073</u>	<u>16,168</u>
TOTAL FUNDS	<u>14,819,556</u>	<u>285,690</u>	<u>-</u>	<u>15,105,246</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

21. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	9,467,789	(9,508,661)	40,872	-
Designated fund - Main house building project	285,690	-	-	285,690
	9,753,479	(9,508,661)	40,872	285,690
Restricted funds				
Zambia fund	15,000	(15,000)	-	-
TOTAL FUNDS	<u>9,768,479</u>	<u>(9,523,661)</u>	<u>40,872</u>	<u>285,690</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	10,834,493	381,061	132,195	11,347,749
Designated fund - Building development fund	3,800,000	(196,093)	(578,120)	3,025,787
Designated fund - Main house building project	-	-	445,925	445,925
	14,634,493	184,968	-	14,819,461
Restricted funds				
Zambia fund	135	(40)	-	95
TOTAL FUNDS	<u>14,634,628</u>	<u>184,928</u>	<u>-</u>	<u>14,819,556</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

21. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	9,024,199	(8,796,358)	153,220	381,061
Designated fund - Building development fund	1	(196,094)	-	(196,093)
	9,024,200	(8,992,452)	153,220	184,968
Restricted funds				
Zambia fund	27,015	(27,055)	-	(40)
TOTAL FUNDS	<u>9,051,215</u>	<u>(9,019,507)</u>	<u>153,220</u>	<u>184,928</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	10,834,493	381,061	2,255,451	13,471,005
Designated fund - Building development fund	3,800,000	(196,093)	(2,962,938)	640,969
Designated fund - Main house building project	-	285,690	691,414	977,104
	14,634,493	470,658	(16,073)	15,089,078
Restricted funds				
Zambia fund	135	(40)	-	95
Student Funds	-	-	16,073	16,073
	135	(40)	16,073	16,168
TOTAL FUNDS	<u>14,634,628</u>	<u>470,618</u>	<u>-</u>	<u>15,105,246</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

21. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	18,491,988	(18,305,019)	194,092	381,061
Designated fund - Building development fund	1	(196,094)	-	(196,093)
Designated fund - Main house building project	285,690	-	-	285,690
	<u>18,777,679</u>	<u>(18,501,113)</u>	<u>194,092</u>	<u>470,658</u>
Restricted funds				
Zambia fund	42,015	(42,055)	-	(40)
	<u>18,819,694</u>	<u>(18,543,168)</u>	<u>194,092</u>	<u>470,618</u>

Designated fund - Building Development Fund

The School has set up a designated fund to demonstrate to third parties (local authorities) the need to generate a surplus each year in order to modernise our facilities.

Designated fund - Main House Building Project Fund

The School has set up a designated fund to demonstrate to third parties (local authorities) the need to generate a surplus each year in order to restore and refurbish the main house on the school site.

Designated fund - Horticultural Project Fund

The School had received a donation from Drayton Manor which was used for the new outdoor classroom.

Restricted Fund - Zambia Fund

The School has received specific donations for its activities in Zambia. Where funds are donated for a specific purpose they are held in restricted funds until they are spent for the purpose the donor intended.

Restricted Fund - Student Fund

The School has received specific monies in relation to spending money for specific students. Where funds are donated for a specific purpose they are held in restricted funds until they are spent for the purpose the donor intended.

Notes to the Financial Statements - continued
for the Year Ended 31st March 2025

22. EMPLOYEE BENEFIT OBLIGATIONS

The charity participates in the Teachers' Pension Scheme (TPS) for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £74,000 (2024: £71,000).

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute a percentage of their salary to the scheme. Contributions from members and the employer are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Charity has accounted for its contributions to the scheme as if it were a defined contribution scheme.

All pension contributions and liabilities are allocated to unrestricted funding, as all staff costs relate to the general operation of the School.

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is on an opt out basis for teachers in the charity.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report was published in November 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation has valued the 'greater value' benefits for groups of relevant members.

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

23. CAPITAL COMMITMENTS

	2025	2024
	£	£
Contracted but not provided for in the financial statements	806,727	3,068,787

The capital commitment is the development cost for the Maple Grove property - phase 2 works fit out of the houses, plus roofing repairs on the main house, oil tanks, new school vehicle and air conditioning units.

**Notes to the Financial Statements - continued
for the Year Ended 31st March 2025**

24. RELATED PARTY DISCLOSURES

As at 31st March 2025 no amounts were owed by related parties (2024: £Nil).

Total donations received from Trustees amounted to £Nil (2024: £Nil).

The Loddon Foundation Ltd

Detailed Statement of Financial Activities for the Year Ended 31st March 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations		
Donations	24,387	33,122
Investment income		
Rents received	52,382	49,395
Deposit account interest	83,234	116,661
	<u>135,616</u>	<u>166,056</u>
Charitable activities		
Operations of the School	8,822,224	8,146,592
Training and Workshops	786,252	703,847
	<u>9,608,476</u>	<u>8,850,439</u>
Other income		
Gain on sale of tangible fixed assets	-	1,598
	<u>9,768,479</u>	<u>9,051,215</u>
Total incoming resources	9,768,479	9,051,215
EXPENDITURE		
Charitable activities		
Wages	6,532,195	6,093,041
Social security	546,852	453,379
Pensions	312,899	256,262
Catering	250,853	233,381
Rates and water	41,680	33,735
Insurance	95,916	74,192
Light and heat	186,234	215,500
Telephone	28,334	30,094
Postage and stationery	33,689	39,501
Advertising	38,390	40,477
Sundries	99,307	107,402
Cleaning	162,367	173,055
Repairs and renewals	414,542	287,615
Subscriptions	10,400	10,148
Carried forward	8,753,658	8,047,782

This page does not form part of the statutory financial statements

The Loddon Foundation Ltd

Detailed Statement of Financial Activities for the Year Ended 31st March 2025

	2025	2024
	£	£
Charitable activities		
Brought forward	8,753,658	8,047,782
Travel and subsistence	53,648	41,290
Staff training	31,771	56,035
Recruitment	31,830	125,699
Bank charges	1,435	1,665
Computer costs	69,911	123,022
Clothing	11,911	14,301
Resources	73,628	79,637
Motor expenses	53,135	39,809
Depreciation of freehold property	156,122	160,078
Depreciation of improvements to property	72,965	72,965
Depreciation of fixtures & fittings	3,143	2,853
Depreciation of motor vehicles	12,988	16,379
Depreciation of computer equipment	5,546	8,718
Loss on sale of tangible fixed assets	970	-
	<hr/>	<hr/>
	9,332,661	8,790,233
Support costs		
Finance		
Other operating leases	13,119	15,564
Other		
Consultancy	32,134	70,826
Staff benefits	47,082	45,068
	<hr/>	<hr/>
	79,216	115,894
Governance costs		
Auditors' remuneration	20,668	20,803
Legal fees	77,997	77,013
	<hr/>	<hr/>
	98,665	97,816
Total resources expended	<hr/>	<hr/>
	9,523,661	9,019,507
Net income before gains and losses	244,818	31,708
Realised recognised gains and losses		
Carried forward	244,818	31,708

This page does not form part of the statutory financial statements

The Loddon Foundation Ltd

**Detailed Statement of Financial Activities
for the Year Ended 31st March 2025**

	2025	2024
	£	£
Realised recognised gains and losses		
Brought forward	244,818	31,708
Realised gains/(losses) on fixed asset investments	40,872	153,220
Net income	<u>285,690</u>	<u>184,928</u>

This page does not form part of the statutory financial statements

THE LODDON FOUNDATION LTD

England & Wales - Charity number 802188

Accounts

REGISTERED COMPANY NUMBER: 02448785 (England and Wales)
REGISTERED CHARITY NUMBER: 802188

Report of the Trustees and
Financial Statements for the Year Ended 31st March 2024
for
The Loddon Foundation Ltd

**Contents of the Financial Statements
for the Year Ended 31st March 2024**

	Page
Report of the Trustees	1 to 11
Report of the Independent Auditors	12 to 15
Statement of Financial Activities	16
Balance Sheet	17
Cash Flow Statement	18
Notes to the Cash Flow Statement	19
Notes to the Financial Statements	20 to 31
Detailed Statement of Financial Activities	32 to 33

The Trustees of The Loddon Foundation Ltd present their annual report and audited accounts for the year ended 31 March 2024 and confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of Recommended Practice (SORP) (FRS102) 2019.

Structure, Governance and Management

Governing Document

The Loddon Foundation is a company limited by guarantee and governed by its Memorandum and Articles of Association dated 4 December 1989, as amended on 8 June 2013. It is registered as a Charity with the Charity Commissioners. The members have agreed to contribute a maximum of £100 each in the event of the company winding up. The number of members is unlimited. The Company Directors are also Trustees of the Charity and Governors of the school.

Appointment of Trustees

It has always been the policy that all members are Trustees, Directors and Governors of the school. There are no other Directors, Trustees or Governors. All the Directors, Trustees and governors henceforth are referred to as Trustees, as detailed on the reference and administrative details, served throughout the year unless otherwise stated. The Board has power to appoint additional Trustees if it considers fit to do so.

New Trustees are selected based on their specialist knowledge e.g. teaching, care, financial, legal, IT, medical expertise, experience with children and adults with severe challenging behaviour and learning difficulties. Trustees are recruited through networking of current Trustees and the interactions the Charity has with the local community. Two trustees have resigned from the Charity this year, and we have welcomed three more.

Trustee Induction and Training

Prospective Trustees are invited to visit the School, where they can meet key employees, the children and other Trustees. Prospective Trustees are provided with information about the philosophy of the Charity along with details about the accredited training that is delivered nationally and promotes the philosophy and approaches of the Charity.

The Trustees have on-going training, and receive additional information which is circulated as available from the Charity Commission. Trustees are invited to attend training delivered by Loddon Training - the external training division of the charity. Those who do attend find these sessions most useful.

Trustees meet each year with the whole senior team to engage in the annual Strategic Planning process.

Organisation

The Board of Trustees, which must comprise of a minimum of 3 members, administers the Charity meet at least four times a year. The Trustees fulfil the role of the Proprietorial Body for the School and are subject to registration by Ofsted.

The Board of Trustees have had in place four subcommittees to facilitate their ongoing work. These subcommittees, along with their key responsibilities are:

Finance, HR, Estates and IT

- Ensure that budgets are developed and monitored;
- Approve investment proposals;
- Monitor the facilities programs and Health and Safety;
- Ensure that the Charity effectively manages and rewards staff; and
- Advise on developing the IT strategy for the school.

Philosophy, Education, Care and Training

- Ensure that the Charity maintains its focus on the underlying philosophy of positive approaches;
- Monitor the curricula used within the Charity to ensure that they are aligned to the philosophy and approaches of PROACT-SCIPr-UK®; and
- Ensuring the School keeps the students within its care safe and complies with the relevant safeguarding Legislation

Loddon Training (LT) / Training and Outreach

- Provide Strategic direction to Loddon Training such that the Philosophies of the school, the PLLUSS ® curriculum and practical application of PROACT-SCIPr-UK® is spread as widely throughout the UK as possible; and
- Oversee the running of the Outreach programme which supports teachers and schools who specialise in special education needs in the UK.

Governance and Quality Management

- Recruitment, training and monitoring of Trustees;
- Review of governance documents to ensure that they are up to date;
- Review of the schools' Quality Management System and ensure compliance with ISO 9001; and
- Maintain the Trustees Risk Register.

The Trustees work closely with the Charity Leadership Team, via the subcommittees, to ensure that the aims and objectives of the Charity, as agreed by the Trustees, are implemented through the organisation.

The Charity Leadership Team currently comprises the Loddon School Principal, the Director of Loddon Training, Vice Principal (Registered Care Manager), Head of Finance and Company Secretary and the Director of Human Resources.

The remaining staff are employed in the School to provide care, education, training, support or as trainers for Loddon Training. The Loddon Foundation is not dependent upon the service of unpaid volunteers.

The Charity Leadership Team formally report to the Trustees at the regular Trustees' meetings but also meet with smaller groups of Trustees to discuss on-going matters and to share information, as needed.

The Trustees attend events during the year in which children and parents from the School take part, and visit the School between meetings. They attend some of the training events presented by Loddon Training along with the annual conference.

Remuneration of Key Management Personnel

The Trustees set the remuneration of the Charity Leadership team by reference to remuneration in the local employment market and those employed in Special Schools. Responsibility for remuneration elsewhere in the charity is delegated to the Charity leadership team who apply the same principles. All appointments and pay increases for those earning over £35,000 per annum are approved by the Finance and HR committee on behalf of the trustees.

Related Party Relationships

The charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the charity.

PROACT-SCIPr-UK® is the registered trademark of Mrs M Cornick MBE. The Charity uses this trademark under licence. The Charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The Board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the Charity.

Qualifying Third Party Indemnity Provisions

The charitable company has made qualifying third-party indemnity provisions (directors and officers insurance) for the benefit of its Trustees during the period. These provisions remain in force at the reporting date.

STRATEGIC REPORT

Objectives and Activities

Our Aims

The objects of the Charity are the education, treatment and care of persons with learning disabilities. In addition, the Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The Charity achieves these through two principal activities: A School which provides education and care for 30 children and the provision of training courses for other schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors who support children and/or adults, through Loddon Training. The Charity also provides Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

Our Approach

The Loddon Foundation Ltd continues to provide specialist education and high quality residential care for children with autism, profound and complex learning disabilities and severe challenging behaviour. The School is committed to enabling children to participate in the life of the community wherever possible and with whatever support is needed. The children all demonstrate behaviours of concern which have severely restricted their opportunities compared with children in main-stream schools and therefore need a 24-hour curriculum to provide maximum support to them and their families.

The Loddon Foundation bases its approach in 'Positive Behaviour Support' and 'non-aversive' approaches to behaviour support within the philosophy and practice of PROACT-SCIPr-UK® and the PLLUSS® curriculum both developed by the Charity and implemented within the School and disseminated through Loddon Training. These approaches are understood and recognised by Ofsted and local authorities (who pay fees for children to be pupils in the School).

Using PROACT-SCIPr-UK® and PLLUSS® as the philosophy and approach, the School bases its practice in personalised education and care to ensure each child's programme supports the needs of that child. The education of the child is both individualised and personalised, enabling learning programmes to occur in the natural settings rather than classrooms. For example, learning to dress and undress is learnt in the child's bedroom or swimming pool complex and activities are selected to ensure preparation for adult life with a focus on communication skills, choice, social skills and behaviour support. Transition planning plays an important part in the education of pupils when they reach 14+.

The Loddon Foundation provides to external organisations training which is certificated by Bild ACT (British Institute of Learning Disabilities Association of Certified Training) and known as PROACT-SCIPr-UK® through Loddon Training. This is a specialist programme providing a 'whole approach' to enable staff to actively support individuals who demonstrate behaviours of concern and as far as is reasonably possible ensures the safety of staff.

Loddon Training delivers this training to organisations throughout the UK and there are in the region of 200 organisations and 800 Instructors trained to deliver PROACT-SCIPr-UK® courses to staff within their service and implement the approach in schools, residential, day services and supporting living settings. In addition, advice and support is offered to parents, families and other schools and care homes on a regular basis.

Subsidised courses and additional advice and support are provided through Outreach to parents and family carers to enable them to use both PROACT-SCIPr-UK® and PLLUSS® within their own homes. This enables children and adults to stay longer in the family home reducing the need for them to be supported in residential care.

Loddon Training uses off-site training facilities at Field House Barn, a training facility providing for the increasing number of courses without reducing the use of space at the School.

The PROACT-SCIPr-UK® acronym stands for 'Positive Range of Options to Avoid Crisis and use Therapy. Strategies for Crisis Intervention and Prevention'. Whilst PLLUSS® means 'Personalised Learning for Life Using Supportive Strategies.' These curricular approaches include ways of educating children who find the regular classroom prohibitive to learning. These programmes are delivered to ensure a culture of understanding of the philosophy of positive approaches and behaviour support as a 'whole approach' to enable learning to take place for all in a person-centred way.

Our Objectives

Achievements and Performance

During the year the following progress was made against the objectives set in last year's annual report:

Objectives Set Last Year

Further develop our outreach work, offering professional advice and support alongside training.

To facilitate positive outcomes for individuals with challenging behaviour by growing our local and national networks in order to promote least restrictive approaches.

Expand our work with well-being for both staff and students.

To promote the importance of using trauma informed approaches in the provision of good quality support through the PROACT -SCIPr-UK @ curriculum.

To host an Autumn Conference

To further develop resources for parents, carers, and the local community.

Achievements

Loddon Training is providing formal professional advice and support alongside training. Parents and carers coffee mornings for those in the locality are well received by those who have attended and provide an opportunity for support and debrief.

Loddon Training have an increased presence in local networks within Hampshire and surrounding areas, joining the Hampshire Parent and Carer Network, and becoming autism ambassadors. National network membership extends to influencing practice through APPG and being members of the National trauma network, Bild and the RRN.

The importance of maintaining personal well-being is a CPD topic for PROACT-SCIPr-UK® Instructors and Principal Instructors. Loddon Training are also represented on the Loddon Foundation well-being forum which focuses on ways to improve staff well-being.

Specialist trainers are members of the National Trauma Network which ensures that they can access the most current research and information. This is then developed within the PROACT-SCIPr- UK® and includes focussed sessions for instructors through their CPD.

Loddon Training hosted another successful autumn conference. The theme being on the very relevant topic of capable environments. This event provided a balance of speakers from education, care and those with 'lived experience'. Feedback shows that this was well received by all who attended.

Resources have been developed to make available for parent attending the coffee mornings.

Development of the Charity (Trustees)

- Following a strategy day held with the Trustees and leadership team we have agreed focus groups to enhance our outreach support in the local community. We hope to help and assist parents and schools with children with autism and increase our marketing presence. Work Streams to deliver these objectives will be further developed in the next year.
- Following a strategic review the trustees have approved phase 2 of a rebuilding program which is fully funded by the building fund established in last years accounts and this years surplus. This will build 3 new houses called 'Maple Grove'. This project commenced in October 2024 and is due to be completed January 2025.
- The Trustees reviewed the viability of keeping Field House Barn as a training centre now that we no longer have a tenant to share the costs. It was decided that the best option is to sell and relocate Loddon Training in a more appropriate sized facility.

The School

The School is inspected as a Children's Home once a year and as a School every three years. The School was recognised as "outstanding" for its provision in social care and Outstanding in education during the last Ofsted inspections. There were many achievements in the School during the year which included:

- The school has been working with our project managers to continue to phase 2 of the building project with the development of Maple Grove, three new bungalows and a village green this is due to be completed in January 2025.
- Achieved Gold whole school well-being award.
- One of our young persons was awarded an achievement award from the Mayor of Basingstoke.
- A successful transition of a young person returning home to the Falkland Islands with 2 members of our School team to train the care staff that will continue to look after him into adulthood.
- We have established regular Green Week Therapy fun days for our young people and to support staff understanding by modelling strategies and resources.
- We have recruited a full Therapy team including two highly skilled and experienced therapist, a speech and language therapist and occupational therapist who has taken on Clinical Lead responsibilities. Their work is having a positive impact across the school.
- A generous donation of equipment has enabled us to convert one of our rooms into a soft play area being used by the Occupational Therapist to support our young persons sensory needs.
- We continue to have links with schools in the wider community to work with us at Loddon to help in the grounds and in return we have received many wonderful donations to stock up our school shop.
- An area of focus this last year has been to define and embed a positive wellbeing culture within the school and gain external recognition for this. Achievements include successful completion of the Raising Attainment with Wellbeing Gold Award and Wellbeing Pioneer School status, becoming the first special needs school in the country to achieve this. The wellbeing forum is now well established, and a range of wellbeing events have been offered to staff with consistent take-up. We have created a Childrens Wellbeing Manager role to further enhance the rigour of monitoring and implementation for children's wellbeing.

Loddon Training

Loddon Training continues to adapt to an ever changing market place maintaining its online courses and 'face to face' offerings.

- Loddon Training have completed a review of its courses and amended the PROACT-SCIPr-UK® curriculum ensuring that all courses remain appropriate, dynamic, and reflect current guidance.
- Trainers continue to develop their skills in all aspects of the PROACT-SCIPr-UK® curriculum, taking responsibility for specific topics to ensure a dynamic approach to delivery, such topics include Applied Behaviour Analysis, Trauma Informed Care, co-production and Autism.
- Loddon Training continues to be included in various procurement directories to increase the awareness of its offerings and promote 'the PROACT-SCIPr-UK whole approach curriculum' within several publications.
- The marketing strategy continues to focus on the development of 'key messages and the promotion of training services and the PROACT-SCIPr-UK brand through the website and our social media channels.
- Loddon Training increased the number of Affiliate Organisations under the Bild ACT certification for PROACT-SCIPr-UK®. This increases the marketability of the training with certification being mandatory for services where there is a health funded component or for those inspected by CQC.

The demand for consultancy work continues to increase with the addition of requests to provide support for parents and family carers in order to enable the person to remain in either the family home or their existing placement and achieve a better quality of life.

Outreach

- Advice and support is provided 'face to face' to a wider audience to include parents and families enabling the person to maintain a better quality of life.
- Social Media is used as a mechanism for disseminating information and raising the profile.

International Work

- We continue to support Zambia through donations and provide access to online resources so that they are able to open their own school for children with special educational needs.

Public Benefit

The Trustees confirm that they have regard to the Charity Commission's guidance on public benefit and this is shown in the reporting of the Charity's objectives and achievements. These are summarised below:

- The School provides fully residential places for up to 30 children who need education care and support and all are fully funded by local authorities, with no private placements.
- Loddon Training provides training to schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors. The training is important and is in great demand and benefits children and adults with a wide range of needs and difficulties.
- The Charity provides support to parents and professionals needing advice and support.
- Loddon Training provides subsidised courses for parents and family carers.
- Staff contribute freely to national conferences and consultations.
- The School invites the local community to share in events and observe the work.
- The Charity provides employment and training leading to national qualifications.
- The Charity shares its advanced knowledge of autism, learning disabilities and challenging behaviour with other professionals e.g. the SHIP PBS network group and other online forums.
- The Charity shares its expertise with local disability forums, and other charities.
- The Charity supports parents and families and other charities with training.

Financial Review

The charity has generated an increase in its unrestricted reserves of £184,913. The surplus was mainly generated by the investments £319,276 and Loddon Training £177,405 unfortunately a deficit in school operations of (£319,473) which is due to the increase in wages and salaries.

The surplus for the year plus depreciation have been transferred to a designated building fund which the Trustees have established as a contribution towards funding the restoration and refurbishment of the main house on the school site, which we aim to complete in the next few years. After careful consideration the trustees approved capital spending of £35,000 to install solar panels on the swimming pool which has a payback of 6 years.

The principal source of income this year is investments, the majority of which is from interest received. We are not dependent on donations which is less than 1% of our total income for the year. The school fee income has been applied to provide residential care and education for the pupils in the School.

We increased school fees by 5.52% for existing students plus a 8% increase on new students, therefore an increase in our school fee income, overall our income has marginally increased by 2% which is a result of a reduction in student numbers from 29.8 in 2022-23 to 29 in 2023-24.

**Report of the Trustees
for the Year Ended 31st March 2024**

Staff wages and salaries account for 75% of the costs of running the foundation. Wages and salaries have increased from last year by £1,010k however agency costs has also decreased by £689k. This is a result of the care vacancies reducing by 50% from 2022-23. Our staff benefited from a 5% payrise for employees earning less than £32K and 3% for employees earning over £32k. This averaged out as 4% pay increase overall. The charity has been acutely aware of the pressure to increase salary to remain competitive and reduce or care vacancy deficit which has proved successful in 2023-24.

During the year the Charity has spent £33,770k on capital investment. The capital expenditures included:

- Cisco Switches (£5,854)
- Ride on Mower (£3,477)
- Extractor Fan (£2,596)
- Induction oven (£4,802)
- Kitchen oven (£6,672)
- Sunken Trampoline (£8,308)

Reserves and Financial Health

The Trustees regularly review the finances, budgets and spend against budget as part of the effective governance of the charity.

The Charity budgets to ensure the School is self funded but it is supported by the return on its investments and the surplus generate by Loddon Training to replace and renew the facilities the charity requires to pursue its charitable aims.

The level of school fees are reviewed annually by the Trustees in liaison with the Charity Leadership Team. Fee invoices are raised quarterly in advance which contributes to healthy cash balances at the beginning of each quarter. In the normal course of events therefore the Trustees do not foresee difficulties in the Charity's cash flow position.

The Trustees consider the greatest financial risk to the charity is the local authority austerity programme which has resulted in councils delaying payments and contesting inflationary increases in fees.

The Trustees consider it prudent to have a surplus to enable the School and LTC to continue operating during a period of reduced income or increased expenditure. A reserve equivalent to at least three months average expenditure is held.

The Trustee's will continue with the building project that has been established and will once again transfer the surplus made this year after capital expenditure into the separate Main House Building Fund reserve. The surplus made in 2023-24 will be held in the building project reserves as a contribution towards the restoration and refurbishment of the main house in preparation of this becoming offices for support services and training once the students have moved into Maple Grove. This project is set to commence in the next few years.

	2023-24	2022-23
Total Funds	£14,819,556	£14,634,628
Less:		
Invested in fixed assets	£9,335,121	£8,823,033
	£5,484,435	£5,811,595
	£5,484,435	£5,811,595
Reserves of 3 months	£1,969,723	£1,984,595
Designated horticultural fund	£0	£0
Designated building fund	£3,025,787	£3,800,000
Designated main house fund	£445,925	£0
Capital expenditure	£43,000	£27,000
Funds available for charitable purposes	£0	£0

The Trustees will continue to review its reserves policy in the light of the economic climate to ensure they continue to be set at a realistic level.

Investment Policy and Performance

The Trustees, having regard to the liquidity requirement of operating the Loddon Foundation and to the reserves policy, have formally operated a policy of keeping two thirds of the funds in Deposit accounts and one third in Equities and Bonds. At the year end the charity had cash deposits of £6,006,657 and £1,588,781 invested in the Cazenove charity multi-asset fund. The £6m held in cash represents: £3.2m held to fund phase 2 of the school building project and £2m held as a 3 month cost reserve with the balance representing the school fees paid in advance by the local authorities. Whilst currently more is held in deposits than the policy states, it has been left as cash reserves as it will be spent in the coming year on the new school buildings.

The investments in the Cazenove charity multi-asset fund has increased by £153,220. The trustees take a long-term view to investment and are pleased the initial investment of £1,000,000 made in January 2015 has increased to £1,588,781 over nine years.

The investment policy is continually reviewed in conjunction with the reserves policy.

Plans for Future Periods

Key objectives for the coming year have been agreed between the Board of Trustees and the Charity Leadership Team.

The continued focus of the Charity is to:

- To expand the repertoire of consultancy services to incorporate requests for support around specific challenges and include additional training where appropriate.
- To enhance the support packages for families and young people with ASD.
- Extend our reach and positive reputation by continuing to support other schools and local networks to develop their own wellbeing through successfully coaching partner schools to complete the RAW programme and through conference speaking and webinars.
- Continue to enhance the learning environment and offering more new opportunities both on site and in the local community.
- To facilitate positive outcomes for individuals with challenging behaviour by growing our local and national networks in order to promote least restrictive approaches.
- To continue to enhance the provision of knowledge and skills relating to the provision of trauma informed approaches in the provision of good quality support through the PROACT-SCIPr-UK® curriculum.
- To increase the accessibility to the PROACT-SCIPr-UK® approach for education and health and social care sectors.
- To provide supportive content to promote the successful organisational implementation of the PROACT-SCIPr-UK® whole approach.
- To review and enhance key PROACT-SCIPr-UK® curriculum topics to include autism, co-production, positive behaviour support, and keeping safe
- To continue to provide support for parents and carers through the provision of informal coffee mornings/ 'open sessions'.

Risk Management

**Report of the Trustees
for the Year Ended 31st March 2024**

The Trustees have a risk management strategy and a Risk register which has been developed in partnership with the Charity Leadership Team. This is reviewed annually to highlight:

- Current and future risks that the Charity may face.
- The establishment of systems and procedures to limit those risks and mitigate any losses suffered.
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key area that the Trustees review each year is the impact of possible conflicts of interest within the Board, especially in relation to Liaise Loddon Ltd. The Board feel that this area is well understood and managed especially now the number of current Trustees has increased.

At the operational level the Key risks facing the charity are:

- Reputational risk arising from a safeguarding incident. The school has extensive safeguarding policies which include safe recruitment at the time of appointment, extensive induction training which is regularly re-enforced and check procedures which are implemented at the first suggestion of any issue arising.
- Local authority funding from Central government is being cut back and this may eventually reduce the willingness of the local authorities to pay for the level of care provided by the school. The school holds the equivalent of three months of charity running costs back in reserves.
- The School must ensure it can continue to meet the changing standards required by Ofsted. To do this it employs a School improvement consultant and trains its staff at induction and re-enforces annually their safeguarding obligations.
- The recruiting of a full team of care staff has been difficult during the last four years and the risk has been mitigated by hiring agency staff.
- The difficulty the school has in recruiting care staff. The school is now applying to the government to recruit staff again from the European union which we hope will fill many of the outstanding vacancies.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Key management remuneration

The total remuneration of the employees, who are considered to be the key management personnel of the Charity, was £393,152 (2023: £373,074) including employer's national insurance of £38,802 (2023: £34,926).

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

02448785 (England and Wales)

Registered Charity number

802188

Registered office

The Loddon School Wildmoor Lane
Sherfield-On-Loddon
Hook
Hampshire
RG27 0JD

The Loddon Foundation Ltd

Report of the Trustees for the Year Ended 31st March 2024

Trustees

S J Corbett Senior Pbs Clinician
S Fussey Retired Company Director
R E Jones Retired School Assistant Principal (resigned 16.10.23)
M R Lakin Retired
R W Lycett Retired
J A Wake Retired Registered Care Manager
C I Wells Retired Chartered Accountant (resigned 7.2.24)
R Avis (appointed 1.11.23)
G Day Retired (appointed 4.8.23)
S A Swanson Retired (appointed 4.8.23)

Auditors

Sheen Stickland
Chartered Accountants
Statutory Auditors
2 Oriel Court
Omega Park
Alton
Hampshire
GU34 2YT

Investment Advisers and Managers

Schroder & Co. Limited
1 London Wall Place
London
EC2Y 5AU

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Loddon Foundation Ltd for the purposes of company law) are responsible for preparing the Report of the Trustees 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

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

The Loddon Foundation Ltd

**Report of the Trustees
for the Year Ended 31st March 2024**

AUDITORS

The Auditors, Sheen Stickland will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors,
on 23/3/2024..... and signed on the board's behalf by:


.....
G Day - Trustee

Report of the Independent Auditors to the Members of The Loddon Foundation Ltd

Opinion

We have audited the financial statements of The Loddon Foundation Ltd (the 'charitable company') for the year ended 31st March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 31st March 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.

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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our responsibilities for the audit of the 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.

We ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.

The laws and regulations applicable to the charity were identified through discussions with the trustees and other management, also from our commercial knowledge and experience of the incorporated charity. Of these laws and regulations, we focused on those that we considered may have a direct material effect on the financial statements or the operations of the company, including but not limited to The Companies Act 2006, taxation legislation, data protection, anti-bribery, anti-money-laundering, employment, environmental and health and safety legislation.

The extent of compliance with these laws and regulations identified above was assessed through making enquiries of management and inspecting legal expenditure and correspondence. The identified laws and regulations were communicated within the audit team, 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 as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;

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

- tested journal entries to identify unusual transactions;
- performed analytical procedures to identify any unusual or unexpected relationships; assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- and 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;
- and reviewing correspondence relevant regulators and the charity's legal advisors.

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 for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**Report of the Independent Auditors to the Members of
The Loddon Foundation Ltd**

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 auditors' 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.



David Sanders FCA (Senior Statutory Auditor)
for and on behalf of Sheen Stickland
Chartered Accountants
Statutory Auditors
2 Oriel Court
Omega Park
Alton
Hampshire
GU34 2YT

Date: 21/08/2024

The Loddon Foundation Ltd

**Statement of Financial Activities
for the Year Ended 31st March 2024**

	Notes	Unrestricted funds £	Restricted fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations	4	6,107	27,015	33,122	34,335
Charitable activities					
Operations of the school	6	8,146,592	-	8,146,592	7,917,128
Training and workshops		703,847	-	703,847	726,251
Investment income	5	166,056	-	166,056	79,650
Other income	7	1,598	-	1,598	2,300
Total		<u>9,024,200</u>	<u>27,015</u>	<u>9,051,215</u>	<u>8,759,664</u>
EXPENDITURE ON					
Charitable activities					
Operations of the school	8	8,466,010	27,055	8,493,065	7,707,374
Training and workshops		526,442	-	526,442	686,847
Total		<u>8,992,452</u>	<u>27,055</u>	<u>9,019,507</u>	<u>8,394,221</u>
Net gains/(losses) on investments		<u>153,220</u>	<u>-</u>	<u>153,220</u>	<u>(64,374)</u>
NET INCOME/(EXPENDITURE)		<u>184,968</u>	<u>(40)</u>	<u>184,928</u>	<u>301,069</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>14,634,493</u>	<u>135</u>	<u>14,634,628</u>	<u>14,333,559</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>14,819,461</u></u>	<u><u>95</u></u>	<u><u>14,819,556</u></u>	<u><u>14,634,628</u></u>

The notes form part of these financial statements

The Loddon Foundation Ltd

Balance Sheet
31st March 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	14	7,746,340	7,387,472
Investments	15	1,588,781	1,435,561
		<u>9,335,121</u>	<u>8,823,033</u>
CURRENT ASSETS			
Debtors	16	2,214,625	1,999,945
Investments	17	412,310	505,003
Cash at bank and in hand		5,594,347	5,773,315
		<u>8,221,282</u>	<u>8,278,263</u>
CREDITORS			
Amounts falling due within one year	18	(2,736,847)	(2,466,668)
		<u>5,484,435</u>	<u>5,811,595</u>
NET CURRENT ASSETS			
		<u>14,819,556</u>	<u>14,634,628</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>14,819,556</u>	<u>14,634,628</u>
NET ASSETS			
FUNDS			
	21		
Unrestricted funds		14,819,461	14,634,493
Restricted funds		95	135
		<u>14,819,556</u>	<u>14,634,628</u>
TOTAL FUNDS			

The financial statements were approved by the Board of Trustees and authorised for issue on 23/7/2024 and were signed on its behalf by:


.....
G Day - Trustee

The Loddon Foundation Ltd

**Cash Flow Statement
for the Year Ended 31st March 2024**

	Notes	2024 £	2023 £
Cash flows from operating activities			
Cash generated from operations	1	229,945	657,084
Net cash provided by operating activities		<u>229,945</u>	<u>657,084</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(620,067)	(224,179)
Sale of tangible fixed assets		1,800	2,300
Current asset investment movement		92,693	(19)
Interest received		116,661	22,920
Net cash used in investing activities		<u>(408,913)</u>	<u>(198,978)</u>
Change in cash and cash equivalents in the reporting period			
		(178,968)	458,106
Cash and cash equivalents at the beginning of the reporting period		<u>5,773,315</u>	<u>5,315,209</u>
Cash and cash equivalents at the end of the reporting period		<u>5,594,347</u>	<u>5,773,315</u>

The notes form part of these financial statements

Notes to the Cash Flow Statement
for the Year Ended 31st March 2024

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	184,928	301,069
Adjustments for:		
Depreciation charges	260,997	262,539
(Gain)/losses on investments	(153,220)	64,374
Profit on disposal of fixed assets	(1,598)	(2,300)
Interest received	(116,661)	(22,920)
Increase in debtors	(214,680)	(39,640)
Increase in creditors	270,179	93,962
Net cash provided by operations	<u>229,945</u>	<u>657,084</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.23	Cash flow	At 31.3.24
	£	£	£
Net cash			
Cash at bank and in hand	5,773,315	(178,968)	5,594,347
	<u>5,773,315</u>	<u>(178,968)</u>	<u>5,594,347</u>
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	505,003	(92,693)	412,310
	<u>505,003</u>	<u>(92,693)</u>	<u>412,310</u>
Total	<u>6,278,318</u>	<u>(271,661)</u>	<u>6,006,657</u>

The notes form part of these financial statements

1. GENERAL INFORMATION

The Loddon Foundation Ltd a private company limited by guarantee incorporated in England and Wales. The registered office and principle place of business is The Loddon School, Wildmoor Lane, Sherfield-on-Loddon, Hook, Hampshire, RG27 0JD.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest pound.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity 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.

Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

School fees, training and workshop fees and other income are recognised in the Statement of Financial Activities in the period in which the service is provided. Fees are invoiced quarterly in advance, and training and workshops are invoiced in advance to the course being provided. Income received in advance is recognised as deferred income.

Cash donations are recognised on receipt. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. The irrecoverable VAT is included with the item of expense to which it relates.

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Overheads have been allocated on the basis of actual spend by activity.

Governance costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs include external audit, legal advice and indemnity insurance for the Trustees, trustee meeting costs, and preparation of statutory accounts and meeting statutory requirements.

Government grants

Government grants are recognised in the Statement of Financial Activities when there is reasonable assurance that the conditions of the grant will be met, and grants will be received. Grants received before the recognition criteria are met are included as a liability. Government grants are recognised at fair value.

2. ACCOUNTING POLICIES - continued

Charitable activities

The Charity undertakes two principle activities: a School which provides education and care for 30 (2023: 30) children. The charity also provides training courses for a number of organisations through Loddon Training & Consultancy, including Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, which is provided in equal annual instalments over the estimated useful lives of the assets, and any provision for impairment. Individual assets over a cost of £1,000 are capitalised.

Assets in the course of construction cost includes professional fees and other directly attributable costs necessary to bring the asset into use. Depreciation commences when the assets are ready for their intended use.

Any gain or loss on disposal of an item of fixtures and fittings are determined by comparing the proceeds from disposal with the carrying amount of fixtures and fittings, and is recognised within other income/expenses in profit or loss.

The rates of depreciation applied to assets are as follows:

Freehold buildings - over 50 years

Property improvements - over 7 years

Motor vehicles - 25% reducing balance basis

Fixtures, fittings and general equipment - 15% straight line basis

Furniture, carpets, computers and high risk equipment - 33.3% straight line basis

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a personal pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. The charitable company also operates a Teachers' Pensions Scheme, details can be found in note 19.

Employee benefits

Short-term employee benefits costs are recognised as a liability and an expense. Redundancy payments are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination

Fixed asset investments

Fixed asset investments are initially measured at their transaction value and are subsequently measured at fair value at each reporting date. Realised or unrealised gains and losses on disposals, or on revaluation, are recognised in the Statement of Financial Activities.

Realised and unrealised gains and losses

2. ACCOUNTING POLICIES - continued

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening fair value (purchase date if later). Unrealised gains and losses are calculated as the difference between the fair value at the year end and opening fair value (or purchase date if later). Realised and unrealised gains are not separated in the Statement of Financial Activities.

Cash and cash equivalents & current asset investments

Cash and cash equivalents include cash in hand, cash at bank and other short-term liquid investments with original maturities of three months or less. Current asset investments represent short-term investments with original maturities of more than three months.

Debtors

Short term debtors are stated at the settlement amount due after any trade discount offered. Appropriate allowances for estimated irrecoverable amounts are recognised in the Statement of Financial Activities when there is objective evidence that the asset is impaired.

Creditors

Creditors and provisions are measured at their settlement value.

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical accounting estimates and assumptions

Fixed asset investments

Fixed asset investments are classified as such after consideration is given for their intended purpose. The trustees have given consideration as to how the investments will be used in the future. The resources are considered to be in long term use.

4. DONATIONS

	2024	2023
	£	£
Donations	33,122	34,335

Donations of £27,015 (2023:£28,055) are restricted whilst donations of £6,107 (2023:£6,281) are unrestricted.

Notes to the Financial Statements - continued
for the Year Ended 31st March 2024

5. INVESTMENT INCOME	2024	2023	
	£	£	
Rents received	49,395	56,730	
Deposit account interest	116,661	22,920	
	<u>166,056</u>	<u>79,650</u>	
6. INCOME FROM CHARITABLE ACTIVITIES	2024	2023	
	£	£	
Income analysed by class of business:			
Charitable activities			
Operations of the School	8,146,592	7,917,127	
Training and workshops	703,847	726,251	
	<u>8,850,439</u>	<u>8,643,378</u>	
7. OTHER INCOME	2024	2023	
	£	£	
Gain on sale of tangible fixed assets	<u>1,598</u>	<u>2,300</u>	
8. CHARITABLE ACTIVITIES COSTS	Direct Costs £	Support costs (see note 9) £	Totals £
Operations of the school	8,282,834	210,231	8,493,065
Training and workshops	507,399	19,043	526,442
	<u>8,790,233</u>	<u>229,274</u>	<u>9,019,507</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2024

9. SUPPORT COSTS

	Finance £	Other £	Governance costs £	Totals £
Operations of the school	15,564	113,023	81,644	210,231
Training and workshops	-	2,871	16,172	19,043
	<u>15,564</u>	<u>115,894</u>	<u>97,816</u>	<u>229,274</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024 £	2023 £
Auditors' remuneration	20,803	19,458
Depreciation - owned assets	260,996	262,539
Hire of plant and machinery	233,381	227,239
Other operating leases	15,564	12,927
Surplus on disposal of fixed assets	(1,598)	(2,300)
	<u>6,802,682</u>	<u>6,442,381</u>

Included in the Auditors remuneration is costs for other services; £3,690 for the accounts preparation (2023: £3,540) teachers pension audit £1,210 (2023: £1,100).

11. TRUSTEES' REMUNERATION AND BENEFITS

The Trustees did not receive any remuneration during the year ended 31st March 2024 (2023: £Nil). Gifts were made to one trustee totalling £100 (2023: £40).

Trustees' expenses

Expenses relating to travel and meetings totalling £556 were reimbursed to two Trustees (2023: £316 to two Trustees).

12. STAFF COSTS

	2024 £	2023 £
Wages and salaries	6,093,041	5,852,493
Social security costs	453,379	370,624
Other pension costs	256,262	219,264
	<u>6,802,682</u>	<u>6,442,381</u>

Agency costs of £1,343,302 (2023: £2,302,419) were paid during the year and are included in the wages and salaries cost shown above.

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

	2024	2023
School	162	145
Training and workshops	8	8
	<u>170</u>	<u>153</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2024

12. STAFF COSTS - continued

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

	2024	2023
£60,001 - £70,000	2	1
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
	<u>3</u>	<u>2</u>

Pension contributions of £38,064 (2023: £29,816) were made in respect of the above employees.

13. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations	6,280	28,055	34,335
Charitable activities			
Operations of the school	7,917,128	-	7,917,128
Training and workshops	726,251	-	726,251
Investment income	79,650	-	79,650
Other income	2,300	-	2,300
Total	<u>8,731,609</u>	<u>28,055</u>	<u>8,759,664</u>
EXPENDITURE ON			
Charitable activities			
Operations of the school	7,679,374	28,000	7,707,374
Training and workshops	686,847	-	686,847
Total	<u>8,366,221</u>	<u>28,000</u>	<u>8,394,221</u>
Net gains/(losses) on investments	(64,374)	-	(64,374)
NET INCOME	<u>301,014</u>	<u>55</u>	<u>301,069</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	14,333,479	80	14,333,559
TOTAL FUNDS CARRIED FORWARD	<u>14,634,493</u>	<u>135</u>	<u>14,634,628</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2024

14. TANGIBLE FIXED ASSETS

	Freehold property £	Assets in the course of constr uction £	Fixtures and fittings £	Motor vehicles £	Totals £
COST					
At 1st April 2023	9,824,484	198,915	212,203	200,424	10,436,026
Additions	15,946	575,297	21,645	7,179	620,067
Disposals	-	-	-	(18,355)	(18,355)
At 31st March 2024	9,840,430	774,212	233,848	189,248	11,037,738
DEPRECIATION					
At 1st April 2023	2,728,313	-	180,818	139,423	3,048,554
Charge for year	233,045	-	11,572	16,379	260,996
Eliminated on disposal	-	-	-	(18,152)	(18,152)
At 31st March 2024	2,961,358	-	192,390	137,650	3,291,398
NET BOOK VALUE					
At 31st March 2024	6,879,072	774,212	41,458	51,598	7,746,340
At 31st March 2023	7,096,171	198,915	31,385	61,001	7,387,472

15. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1st April 2023	1,435,561
Gain/(loss) on investment	153,220
At 31st March 2024	1,588,781
NET BOOK VALUE	
At 31st March 2024	1,588,781
At 31st March 2023	1,435,561

There were no investment assets located outside the UK.

Cost or valuation at 31st March 2024 is represented by:

	Listed investments £
Valuation in 2024	1,588,781

Notes to the Financial Statements - continued
for the Year Ended 31st March 2024

16. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade debtors	2,054,530	1,858,314
Other debtors	21,956	20,636
Prepayments and accrued income	138,139	120,995
	<u>2,214,625</u>	<u>1,999,945</u>

17. CURRENT ASSET INVESTMENTS

	2024	2023
	£	£
Unlisted investments	<u>412,310</u>	<u>505,003</u>

Current asset investments relate to short term bonds with maturities of more than 6 months but less than 12.

18. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	348,784	270,632
Other creditors	69,681	62,644
Accruals and deferred income	2,318,382	2,133,392
	<u>2,736,847</u>	<u>2,466,668</u>

At the year end pension contributions of £29,284 (2023: £22,517) were outstanding and included in creditors.

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2024	2023
	£	£
Within one year	26,763	15,751
Between one and five years	104,338	20,186
	<u>131,101</u>	<u>35,937</u>

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted fund	2024 Total funds	2023 Total funds
	£	£	£	£
Fixed assets	7,746,340	-	7,746,340	7,387,472
Investments	1,588,781	-	1,588,781	1,435,561
Current assets	8,221,187	95	8,221,282	8,278,263
Current liabilities	(2,736,847)	-	(2,736,847)	(2,466,668)
	<u>14,819,461</u>	<u>95</u>	<u>14,819,556</u>	<u>14,634,628</u>

21. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	10,834,493	381,061	132,195	11,347,749
Designated fund - Building development fund	3,800,000	(196,093)	(578,120)	3,025,787
Designated fund - Main house building project	-	-	445,925	445,925
	<u>14,634,493</u>	<u>184,968</u>	<u>-</u>	<u>14,819,461</u>
Restricted funds				
Zambia fund	135	(40)	-	95
TOTAL FUNDS	<u><u>14,634,628</u></u>	<u><u>184,928</u></u>	<u><u>-</u></u>	<u><u>14,819,556</u></u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	9,024,199	(8,796,358)	153,220	381,061
Designated fund - Building development fund	1	(196,094)	-	(196,093)
	<u>9,024,200</u>	<u>(8,992,452)</u>	<u>153,220</u>	<u>184,968</u>
Restricted funds				
Zambia fund	27,015	(27,055)	-	(40)
TOTAL FUNDS	<u><u>9,051,215</u></u>	<u><u>(9,019,507)</u></u>	<u><u>153,220</u></u>	<u><u>184,928</u></u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	11,063,167	853,117	(1,081,791)	10,834,493
Designated fund - Building development fund	3,262,342	(552,103)	1,089,761	3,800,000
Designated fund - Horticultural project fund	7,970	-	(7,970)	-
	<u>14,333,479</u>	<u>301,014</u>	<u>-</u>	<u>14,634,493</u>
Restricted funds				
Zambia fund	80	55	-	135
TOTAL FUNDS	<u><u>14,333,559</u></u>	<u><u>301,069</u></u>	<u><u>-</u></u>	<u><u>14,634,628</u></u>

21. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	8,731,609	(7,814,118)	(64,374)	853,117
Designated fund - Building development fund	-	(552,103)	-	(552,103)
	8,731,609	(8,366,221)	(64,374)	301,014
Restricted funds				
Zambia fund	28,055	(28,000)	-	55
TOTAL FUNDS	<u>8,759,664</u>	<u>(8,394,221)</u>	<u>(64,374)</u>	<u>301,069</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	11,063,167	1,234,178	(949,596)	11,347,749
Designated fund - Building development fund	3,262,342	(748,196)	511,641	3,025,787
Designated fund - Horticultural project fund	7,970	-	(7,970)	-
Designated fund - Main house building project	-	-	445,925	445,925
	14,333,479	485,982	-	14,819,461
Restricted funds				
Zambia fund	80	15	-	95
TOTAL FUNDS	<u>14,333,559</u>	<u>485,997</u>	<u>-</u>	<u>14,819,556</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	17,755,808	(16,610,476)	88,846	1,234,178
Designated fund - Building development fund	1	(748,197)	-	(748,196)
	17,755,809	(17,358,673)	88,846	485,982
Restricted funds				
Zambia fund	55,070	(55,055)	-	15
TOTAL FUNDS	<u>17,810,879</u>	<u>(17,413,728)</u>	<u>88,846</u>	<u>485,997</u>

21. MOVEMENT IN FUNDS - continued

Designated fund - Building Development Fund

The School has set up a designated fund to demonstrate to third parties (local authorities) the need to generate a surplus each year in order to modernise our facilities.

Designated fund - Main House Building Project Fund

The School has set up a designated fund to demonstrate to third parties (local authorities) the need to generate a surplus each year in order to restore and refurbish the main house on the school site.

Designated fund - Horticultural Project Fund

The School had received a donation from Drayton Manor which was used for the new outdoor classroom.

Restricted Fund - Zambia Fund

The School has received specific donations for its activities in Zambia. Where funds are donated for a specific purpose they are held in restricted funds until they are spent for the purpose the donor intended.

22. EMPLOYEE BENEFIT OBLIGATIONS

The charity participates in the Teachers' Pension Scheme (TPS) for its teaching staff.

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is on an opt out basis for teachers in the charity.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute a percentage of their salary to the scheme. Contributions from members and the employer are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The pension charge for the year includes contributions payable to the TPS of £71,000 (2023: £64,800).

The Charity also makes contributions to personal pension arrangements in respect of all staff. Contributions to these schemes for the year were £186,000 (2023: £154,000).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Charity has accounted for its contributions to the scheme as if it were a defined contribution scheme.

All pension contributions and liabilities are allocated to unrestricted funding, as all staff costs relate to the general operation of the School.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury (HMT) every four years. The aim of the review is to specify the level of contributions members are to make. The latest valuation was published on 18 September 2023.

The latest actuarial valuation of the TPS was carried out as at 31 March 2020. The valuation report was published by the Department for Education on 18 September 2023. The key elements of the valuation and subsequent consultation are:

Employer contribution rates are set to increase by 5% from 23.7% to 28.7% from 1st April 2024 of pensionable pay (inclusive of a 0.08% employer administration Levy).

Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) to the effective date of the valuation of £262 billion. and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £222.2 billion giving a notional past service deficit of £26 billion.

22. EMPLOYEE BENEFIT OBLIGATIONS - continued

The Superannuation Contributions Adjusted for Past Experience (SCAPE) discount rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI, on 1st April 2024 this will change to 1.7% above the rate of CPI.. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

A copy of the valuation report and supporting documentation is available on the Teachers' Pension website.

23. CAPITAL COMMITMENTS

	2024	2023
	£	£
Contracted but not provided for in the financial statements	<u>3,068,787</u>	<u>3,827,000</u>

The capital commitment is the development cost for the Maple Grove property - phase 2 works, solar panels and Wifi access points.

24. RELATED PARTY DISCLOSURES

As at 31st March 2024 no amounts were owed by related parties (2023: £Nil).

Total donations received from Trustees amounted to £Nil (2023: £29,000).

The Loddon Foundation Ltd

**Detailed Statement of Financial Activities
for the Year Ended 31st March 2024**

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations		
Donations	33,122	34,335
Investment income		
Rents received	49,395	56,730
Deposit account interest	116,661	22,920
	<u>166,056</u>	<u>79,650</u>
Charitable activities		
Operations of the School	8,146,592	7,917,128
Training and Workshops	703,847	726,251
	<u>8,850,439</u>	<u>8,643,379</u>
Other income		
Gain on sale of tangible fixed assets	1,598	2,300
	<u>1,598</u>	<u>2,300</u>
Total incoming resources	9,051,215	8,759,664
EXPENDITURE		
Charitable activities		
Wages	6,093,041	5,852,493
Social security	453,379	370,624
Pensions	256,262	219,264
Catering	233,381	227,239
Rates and water	33,735	26,938
Insurance	74,192	73,435
Light and heat	215,500	147,551
Telephone	30,094	39,683
Postage and stationery	39,501	38,058
Advertising	40,477	34,455
Sundries	107,402	109,351
Cleaning	173,055	174,252
Repairs and renewals	287,615	206,742
Subscriptions	10,148	8,237
Travel and subsistence	41,290	19,572
Staff training	56,035	44,210
Recruitment	125,699	66,115
Bank charges	1,665	1,879
Computer costs	123,022	153,580
Clothing	14,301	10,058
Resources	79,637	80,780
Motor expenses	39,809	34,397
Carried forward	8,529,240	7,938,913

This page does not form part of the statutory financial statements

The Loddon Foundation Ltd

**Detailed Statement of Financial Activities
for the Year Ended 31st March 2024**

	2024 £	2023 £
Charitable activities		
Brought forward	8,529,240	7,938,913
Depreciation of freehold property	160,078	161,777
Depreciation of improvements to property	72,965	72,965
Depreciation of fixtures & fittings	2,853	2,331
Depreciation of motor vehicles	16,379	16,849
Depreciation of computer equipment	8,718	8,617
	<u>8,790,233</u>	<u>8,201,452</u>
Support costs		
Finance		
Other operating leases	15,564	12,927
Other		
Consultancy	70,826	45,962
Staff benefits	45,068	49,535
	<u>115,894</u>	<u>95,497</u>
Governance costs		
Auditors' remuneration	20,803	19,458
Legal fees	77,013	64,887
	<u>97,816</u>	<u>84,345</u>
Total resources expended	<u>9,019,507</u>	<u>8,394,221</u>
Net income before gains and losses	31,708	365,443
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	153,220	(64,374)
Net income	<u>184,928</u>	<u>301,069</u>

This page does not form part of the statutory financial statements

THE LODDON FOUNDATION LTD

England & Wales - Charity number 802188

Accounts

REGISTERED COMPANY NUMBER: 02448785 (England and Wales)
REGISTERED CHARITY NUMBER: 802188

Report of the Trustees and
Financial Statements for the Year Ended 31st March 2023
for
The Loddon Foundation Ltd

The Loddon Foundation Ltd

**Contents of the Financial Statements
for the Year Ended 31st March 2023**

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 11
Report of the Independent Auditors	12 to 14
Statement of Financial Activities	15
Balance Sheet	16
Cash Flow Statement	17
Notes to the Cash Flow Statement	18
Notes to the Financial Statements	19 to 31
Detailed Statement of Financial Activities	32 to 33

The Loddon Foundation Ltd

**Reference and Administrative Details
for the Year Ended 31st March 2023**

TRUSTEES

Ms S J Corbett Senior Pbs Clinician
Mr S Fussey Retired Company Director
Ms R E Jones Retired School Assistant Principal
Mr M R Lakin Retired
Dr R W Lycett Retired
Ms J A Wake Retired Registered Care Manager
Mr C I Wells Retired Chartered Accountant
Ms M L Cornick (resigned 16.12.22)

REGISTERED OFFICE

The Loddon School Wildmoor Lane
Sherfield-On-Loddon
Hook
Hampshire
RG27 0JD

**REGISTERED COMPANY
NUMBER**

02448785 (England and Wales)

**REGISTERED CHARITY
NUMBER**

802188

AUDITORS

Sheen Stickland
Chartered Accountants
Statutory Auditors
2 Oriel Court
Omega Park
Alton
Hampshire
GU34 2YT

The Loddon Foundation Ltd

Report of the Trustees for the Year Ended 31st March 2023

The Trustees of The Loddon Foundation Ltd present their annual report and audited accounts for the year ended 31 March 2023 and confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of Recommended Practice (SORP) (FRS102) 2019.

Structure, Governance and Management

Governing Document

The Loddon Foundation is a company limited by guarantee and governed by its Memorandum and Articles of Association dated 4 December 1989, as amended on 8 June 2013. It is registered as a Charity with the Charity Commissioners. The members have agreed to contribute a maximum of £100 each in the event of the company winding up. The number of members is unlimited. The Company Directors are also Trustees of the Charity and Governors of the school.

Appointment of Trustees

It has always been the policy that all members are both Trustees, Directors and Governors of the school. There are no other Directors, Trustees or Governors. All the Directors, Trustees and Governors henceforth referred to as Trustees, as detailed on the reference and administrative details, served throughout the year unless otherwise stated. The Board has power to appoint additional Trustees if it considers fit to do so.

New Trustees are selected based on their specialist knowledge e.g. teaching, care, financial, legal, IT, medical expertise, experience with children and adults with severe challenging behaviour and learning difficulties. Trustees are recruited through networking of current Trustees and the interactions the Charity has with the local community. One trustee has resigned from the Charity this year.

Trustee Induction and Training

Prospective Trustees are invited to visit the School, where they can meet key employees, the children and other Trustees. Prospective Trustees are provided with information about the philosophy of the Charity along with details about the accredited training that is delivered nationally and promotes the philosophy and approaches of the Charity.

The Trustees have on-going training, and receive additional information which is circulated as available from the Charity Commission. Trustees are invited to attend training delivered by Loddon Training- the external training division of the charity. Those who do attend find these sessions most useful.

Trustees meet each year with the whole senior team to engage in the annual Strategic Planning process.

Organisation

The Board of Trustees, which must comprise of a minimum of 3 members, administers the Charity meet at least four times a year. The Trustees fulfil the role of the Proprietorial Body for the School and are subject to registration by Ofsted.

The Board of Trustees have had in place four subcommittees to facilitate their ongoing work. These subcommittees, along with their key responsibilities are:

Finance, HR, Estates and IT

- Ensure that budgets are developed and monitored;
- Approve investment proposals;
- Monitor the facilities programs and Health and Safety;
- Ensure that the Charity effectively manages and rewards staff; and
- Advise on developing the IT strategy for the school.

Philosophy, Education, Well-being and Training

- Ensure that the Charity maintains its focus on the underlying philosophy of positive approaches;
- Monitor the curricula used within the Charity to ensure that they are aligned to the philosophy and approaches of PROACT-SCIPr-UK®; and

- Ensuring the School keeps the students within its care safe and complies with the relevant safeguarding Legislation

Loddon Training (LT) / Training and Outreach

- Provide Strategic direction to Loddon Training such that the Philosophies of the school, the PLLUSS ® curriculum and practical application of PROACT-SCIPr-UK® is spread as widely throughout the UK as possible; and
- Oversee the running of the Outreach programme which supports teachers and schools who specialise in special education needs in the UK.

Governance and Quality Management

- Recruitment, training and monitoring of Trustees;
- Review of governance documents to ensure that they are up to date;
- Review of the schools' Quality Management System and ensure compliance with ISO 9001; and
- Maintain the Trustees Risk Register.

The Trustees work closely with the Charity Leadership Team, via the subcommittees, to ensure that the aims and objective of the Charity, as agreed by the Trustees, are implemented through the organisation.

The Charity Leadership Team currently comprises the Loddon School Principal, the Director of Loddon Training, Vice Principal (Registered Care Manager), Head of Finance and Company Secretary and the Director of Human Resources.

The remaining staff are employed in the School to provide care, education, training, support or as trainers for Loddon Training. The Loddon Foundation is not dependent upon the service of unpaid volunteers.

The Charity Leadership Team formally report to the Trustees at the regular Trustees' meetings but also meet with smaller groups of Trustees to discuss on-going matters and to share information, as needed.

The Trustees attend events during the year in which children and parents from the School take part, and visit the School between meetings. They attend some of the training events presented by Loddon Training along with the annual conference.

Remuneration of Key Management Personnel

The Trustees set the remuneration of the Charity Leadership team by reference to remuneration in the local employment market and those employed in Special Schools. Responsibility for remuneration elsewhere in the charity is delegated to the Charity leadership team who apply the same principles. All appointments and pay increases for those earning over £35,000 per annum are approved by the Finance and HR committee on behalf of the trustees.

Related Party Relationships

The charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the charity.

PROACT-SCIPr-UK® is the registered trademark of Mrs M Cornick MBE. The Charity uses this trademark under licence. The Charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The Board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the Charity.

Qualifying Third Party Indemnity Provisions

The charitable company has made qualifying third-party indemnity provisions (directors and officers insurance) for the benefit of its Trustees during the period. These provisions remain in force at the reporting date.

STRATEGIC REPORT

Objectives and Activities

Our Aims

The objects of the Charity are the education, treatment and care of persons with learning disabilities. In addition, the Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The Charity achieves these through two principal activities: A School which provides education and care for 30 children and the provision of training courses for other schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors who support children and/or adults, through Loddon Training. The Charity also provides Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

Our Approach

The Loddon Foundation Ltd continues to provide specialist education and high quality residential care for children with autism, profound and complex learning disabilities and severe challenging behaviour. The School is committed to enabling children to participate in the life of the community wherever possible and with whatever support is needed. The children all demonstrate behaviours of concern which have severely restricted their opportunities compared with children in main-stream schools and therefore need a 24-hour curriculum to provide maximum support to them and their families.

The Loddon Foundation bases its approach in 'Positive Behaviour Support' and 'non-aversive' approaches to behaviour support within the philosophy and practice of PROACT-SCIPr-UK® and the PLLUSS® curriculum both developed by the Charity and implemented within the School and disseminated through Loddon Training. These approaches are understood and recognised by Ofsted and local authorities (who pay fees for children to be pupils in the School).

Using PROACT-SCIPr-UK® and PLLUSS® as the philosophy and approach, the School bases its practice in personalised education and care to ensure each child's programme supports the needs of that child. The education of the child is both individualised and personalised, enabling learning programmes to occur in the natural settings rather than classrooms. For example, learning to dress and undress is learnt in the child's bedroom or swimming pool complex and activities are selected to ensure preparation for adult life with a focus on communication skills, choice, social skills and behaviour support. Transition planning plays an important part in the education of pupils when they reach 14+.

The Loddon Foundation provides to external organisations training which is certificated by Bild ACT (British Institute of Learning Disabilities Association of Certified Training) and known as PROACT-SCIPr-UK® through Loddon Training. This is a specialist programme providing a 'whole approach' to enable staff to actively support individuals who demonstrate behaviours of concern and as far as is reasonably possible ensures the safety of staff.

Loddon Training delivers this training to organisations throughout the UK and there are in the region of 170 organisations and 800 Instructors trained to deliver PROACT-SCIPr-UK® courses to staff within their service and implement the approach in schools, residential, day services and supporting living settings. In addition, advice and support is offered to parents, families and other schools and care homes on a regular basis.

Subsidised courses and additional advice and support are provided through Outreach to parents and family carers to enable them to use both PROACT-SCIPr-UK® and PLLUSS® within their own homes. This enables children and adults to stay longer in the family home reducing the need for them to be supported in residential care.

Loddon Training uses off-site training facilities at Field House Barn, a training facility providing for the increasing number of courses without reducing the use of space at the School.

The PROACT-SCIPr-UK® acronym stands for 'Positive Range of Options to Avoid Crisis and use Therapy, Strategies for Crisis Intervention and Prevention'. Whilst PLLUSS® means 'Personalised Learning for Life Using Supportive Strategies.' These curricular approaches include ways of educating children who find the regular classroom prohibitive to learning. These programmes are delivered to ensure a culture of understanding of the philosophy of positive approaches and behaviour support as a 'whole approach' to enable learning to take place for all in a person-centred way.

Our Objectives

Achievements and Performance

During the year the following progress was made against the objectives set in last year's annual report:

Objectives Set Last Year

Maintain the occupancy of the school at an average of 30 pupils for the coming year to generate a surplus to support the future phases of the building development programme.

To reduce care staff vacancies, the School will invest an additional £10,000 into the recruitment budget for marketing of the School to entice new recruits.

Develop additional materials to support organisations with the implementation of PROACT-SCIPr-UK and facilitate compliance with the RRN standards.

Deliver the PLLUSS curriculum to a wider audience

To add to research knowledge within the education and care of young people with autism.

Produce a series of online resources for parents, carers and the local community.

Achievements

Achieved, stable student numbers throughout the year and this has enabled funds to be generated to support the building project phase two Maple Grove.

Recruitment has improved, the school also gained a sponsorship licence for employing skilled overseas staff but the majority of new staff are still recruited from within the UK.

Documentation to support organisations with the implementation of PROACT-SCIPr-UK® and facilitate RRN Compliance has been produced. This has been well received.

Have supported a school in Uxbridge with the further development of their PLLUSS curriculum and offered support to a school in Christchurch.

Article published in Parliamentary review in relation to recruitment and retention of staff. Research and article written about the teaching of reading to children with highly complex needs and who are non-verbal.

Blogs and recently podcasts have been produced to support parents and local training session run for parents. There are an increasing number of resources available for parents, carers and the local community. These can be sourced upon request and are also available through our 'Open Sessions'.

Development of the Charity (Trustees)

- Following a strategy day held with the Trustees and leadership team we have agreed focus groups to enhance our outreach support in the local community. We hope to help and assist parents and schools with children with autism and increase our marketing presence. Work Streams to deliver these objectives will be further developed in the next year.
- Following a strategic review the trustees have approved phase 2 of a rebuilding program which is fully funded by the building fund established in last years accounts and this years surplus. This will build 3 new houses called 'Maple Grove'.
- The Trustees reviewed the viability of keeping Field House Barn as a training centre now that we no longer have a tenant to share the costs. It was decided that the best option is to sell and relocate Loddon Training in a more appropriate sized facility.

The School

The School is inspected as a Children's Home once a year and as a School every three years. The School was recognised as "outstanding" for its provision in social care and Outstanding in education during the last Ofsted inspections. There were many achievements in the School during the year which included:

- The school has been working with our project managers to continue to phase 2 of the building project with the development of Maple Grove, three new bungalows and a village green
- Many specialist days held throughout the year meeting the cultural needs of the children and linking up with national day events.
- School continues to build on its expertise with special yoga.
- We have created a number of films this year with the children and have entered the Shakespeare Schools Festival and Unique arts awards.
- We have gained gold awards from the Unique arts award group, Gold Green Tree Award and gained the national Well-being Pioneer Schools award - one of only a few schools to be awarded this.
- Training for staff continues to be varied. Two teachers achieved their level 5 apprenticeship award in leadership, and many staff have achieved the level 3 Residential Child Care award and the level 2 Team leading award.
- We are providing a number of professional placements for trainee teachers, psychologists and LD nurses working with a number of different universities.
- In this year Mayor awards one student gained a life time achievement award and the Principal was awarded a services to the community award.
- We work with a number of local special schools and independent schools offering weekly work experience and forest schools work.

Loddon Training

Loddon Training has continued to adapt to a changing environment maintaining its online courses and reintroducing its 'face to face' offerings.

- Loddon Training have reviewed and amended the PROACT-SCIPr-UK® curriculum and the associated courses ranging from one to two day Introductory and Foundation Courses to 'train the trainer' -Instructor Training Courses ensure that they remain appropriate, dynamic, and reflect current guidance.
- Trainers continue to develop their skills in all aspects of the PROACT-SCIPr-UK® curriculum, taking responsibility for specific topics to ensure a dynamic approach to delivery, such topics include Applied Behaviour Analysis, Trauma Informed Care and Wellbeing Approaches.
- Loddon Training continues to be included in various procurement directories to increase the awareness of its offerings and promote 'the PROACT-SCIPr-UK whole approach curriculum' within several publications.
- The marketing strategy has focused on the development of 'key messages and the promotion of training services and the PROACT-SCIPr-UK brand through the website and our social media channels.
- Loddon Training have successfully increased the number of Affiliate Organisations under the Bild ACT certification for PROACT-SCIPr-UK® after receiving an excellent accreditation at the end of the year. This increases the marketability of the training with certification being mandatory for services where The Loddon Foundation Ltd Report of the Trustees for the Year Ended 31st March 2023 there is a health funded component or for those inspected by CQC.

The demand for consultancy work continues to increase with the addition of requests to provide support for parents and family carers in order to enable the person to remain in either the family home or their existing placement and achieve a better quality of life.

Outreach

- Advice and support is provided through video conferencing or 'face to face' to a wider audience to include parents and families enabling the person to maintain a better quality of life.
- Social Media has been introduced as a means for disseminating information and raising the profile. Specific advice, support and training is provided for.

International Work

- We continue to support Zambia through donations so that they are able to open their own school for children with special educational needs.

Public Benefit

The Trustees confirm that they have regard to the Charity Commission's guidance on public benefit and this is shown in the reporting of the Charity's objectives and achievements. These are summarised below:

- The School provides fully residential places for up to 30 children who need education care and support and all are fully funded by local authorities, with no private placements.
- Loddon Training provides training to schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors. The training is important and is in great demand and benefits children and adults with a wide range of needs and difficulties.
- The Charity provides support to parents and professionals needing advice and support.
- Loddon Training provides subsidised courses for parents and family carers.
- Staff contribute freely to national conferences and consultations.
- The School invites the local community to share in events and observe the work.
- The Charity provides employment and training leading to national qualifications.
- The Charity shares its advanced knowledge of autism, learning disabilities and challenging behaviour with other professionals e.g. the SHIP PBS network group and other online forums.
- The Charity shares its expertise with local disability forums, and other charities.
- The Charity supports parents and families and other charities with training.

Financial Review

The charity has generated an increase in its unrestricted reserves of £301,069. The surplus was generated by the school operations £244,033, the investments £17,576 and Loddon Training £39,404.

The surplus for the year plus depreciation have been transferred to a designated building fund which the Trustees have established to fund new buildings .

The principal source of income is school fees, accounting for 90% of the incoming revenues. We are not dependent on donations which is less than 1% of our total income for the year. The school fee income has been applied to provide residential care and education for the pupils in the School.

Even though we increased school fees by 1.9% for existing students plus a 4% increase on new students, therefore an increase in our school fee income, overall our income has marginally reduced by 1% which is a result of the sale of one of our houses therefore a loss of rental income.

Staff wages and salaries account for 75% of the costs of running the foundation. Wages and salaries has decreased from last year by £302k due to vacancy increase of 15%. Our staff benefited from a 4.5% payrise across the board and bonuses were given on a scale of £600 to staff earning less than £25k, £300 for staff earning between £25,001 - £35,000 and £200 for staff earning between £35,001 - £45,000 depending to help with cost of living pressures. With the increase in care vacancies our agency cost has exceeded £1m again this year. The charity is acutely aware of the pressure to increase salary to remain competitive and reduce or care vacancy deficit therefore in we increased salaries in January rather than April by the national living wage to prevent any of our staff leaving to our competitors. In 2023-24 staff will receive 5% pay increase for anyone earning under £32,000 and 3% for anyone earning over £32k.

The Loddon Foundation Ltd

Report of the Trustees for the Year Ended 31st March 2023

The recruitment of care staff continues to be a significant issue confronting the Charity and we have seen an increase in care vacancies of 57% over the past year. The charity has decided once again to recruit from abroad as this has worked well in prior years.

During the year the Charity has spent £64,220 on capital investment. The capital expenditures included:

- Fire doors in Nowy Dom (£16,572)
- Piano (£618)
- St Michaels Additional Parking (£6,802)
- Willow Green installation of Fire alarm system (£6,154)
- Ford Transit Minibus (£31,359)
- ICT: Smart board (£2,715)

Reserves and Financial Health

The Trustees regularly review the finances, budgets and spend against budget as part of the effective governance of the charity.

The Charity budgets to ensure the School is self funded but it is supported by the return on its investments and the surplus generate by LT to replace and renew the facilities the charity requires to pursue its charitable aims.

The level of school fees is reviewed annually by the Trustees in liaison with the Charity Leadership Team. Fee invoices are raised quarterly in advance which contributes to healthy cash balances at the beginning of each quarter. In the normal course of events therefore the Trustees do not foresee difficulties in the Charity's cash flow position.

The Trustees consider the greatest financial risk to the charity is the local authority austerity programme which has resulted in councils delaying payments and contesting inflationary increases in fees.

The Trustees consider it prudent to have a surplus to enable the School and LTC to continue operating during a period of reduced income or increased expenditure. A reserve equivalent to at least three months average expenditure is held.

The Trustee's will continue with the building project that has been established and will once again transfer the surplus made this year after capital expenditure into the separate Building Fund reserve.

	2022-23	2021-22
Total Funds	£14,634,628	£14,333,559
Less:		
Invested in fixed assets	£8,823,033	£8,925,767
	<hr/> £5,811,595	<hr/> £5,407,792
Reserves of 3 months	£5,811,595	£5,407,792
Designated horticultural fund	£1,984,595	£2,090,000
	£0	£7,970
Designated building fund	£3,800,000	£3,267,822
Capital expenditure	£27,000	£42,000
Funds available for charitable purposes	£0	£0

The Trustees will continue to review its reserves policy in the light of the economic climate to ensure they continue to be set at a realistic level.

Investment Policy and Performance

The Trustees, having regard to the liquidity requirement of operating the Loddon Foundation and to the reserves policy, have formally operated a policy of keeping two thirds of the funds in Deposit accounts and one third in Equities and Bonds. At the year end the charity had cash deposits of £6,278,318 and £1,435,561 invested in the Cazenove charity multi-asset fund. The £6.3m held in cash represents: £3.8m held to fund phase 2 of the school building project and £2m held as a 3 month cost reserve with the balance representing the school fees paid in advance by the local authorities. Whilst currently more is held in deposits than the policy states, it has been left as cash reserves as it will be spent in the coming year on the new school buildings .

The investments in the Cazenove charity multi-asset fund has reduced by £64,374. The trustees take a long-term view to investment and are pleased the initial investment of £1,000,000 made in January 2015 has increased to £1,435,561 over eight years.

The investment policy is continually reviewed in conjunction with the reserves policy.

Plans for Future Periods

Key objectives for the coming year have been agreed between the Board of Trustees and the Charity Leadership Team.

The continued focus of the Charity is to:

- Further develop our outreach work offering professional advice and support alongside training.
- Continue to improve the support we can give to local families and young people with ASD.
- Continue to enhance the professional offer for staff to maintain progress in retention.
- Expand our work with well-being for both staff and students.
- Continue to enhance the learning environment and offering more new opportunities both on site and in the local community.
- To facilitate positive outcomes for individuals with challenging behaviour by growing our local and national networks in order to promote least restrictive approaches.
- To promote the importance of using trauma informed approaches in the provision of good quality support through the PROACT-SCIPr-UK® curriculum.
- To further develop the PROACT-SCIPr-UK® curriculum to include reference to current trends.
- Provide support for parents and carers through the provision of informal coffee mornings / 'open sessions'.
- To further develop resources for parents, carers and the local community
- To host an Autumn Conference

Risk Management

The Trustees have a risk management strategy and a Risk register which has been developed in partnership with the Charity Leadership Team. This is reviewed annually to highlight:

- Current and future risks that the Charity may face.
- The establishment of systems and procedures to limit those risks and mitigate any losses suffered.
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key area that the Trustees review each year is the impact of possible conflicts of interest within the Board. The Board feel that this area is well understood and managed especially now the number of current Trustees has increased.

At the operational level the Key risks facing the charity are:

- Reputational risk arising from a safeguarding incident. The school has extensive safeguarding policies which include safe recruitment at the time of appointment, extensive induction training which is regularly re-enforced and check procedures which are implemented at the first suggestion of any issue arising.
- Local authority funding from Central government is being cut back and this may eventually reduce the willingness of the local authorities to pay for the level of care provided by the school. The school holds the equivalent of three months of charity running costs back in reserves.
- The School must ensure it can continue to meet the changing standards required by Ofsted. To do this it employs a School improvement consultant and trains its staff at induction and re-enforces annually their safeguarding obligations.
- The recruiting of a full team of care staff has been difficult during the last four years and the risk has been mitigated by hiring agency staff.
- The difficulty the school has in recruiting care staff. The school is now applying to the government to recruit staff again from the European union which we hope will fill many of the outstanding vacancies.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Key management remuneration

The total remuneration of the employees, who are considered to be the key management personnel of the Charity, was £393,152 (2022: £373,074) including employer's national insurance of £38,802 (2022: £34,926).

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The Loddon Foundation Ltd for the purposes of company law) are responsible for preparing the Report of the Trustees 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 those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards 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 proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Report of the Trustees
for the Year Ended 31st March 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued


In so far as the trustees are aware:

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

AUDITORS

The Auditors, Sheen Stickland will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 26/03/2023 and signed on the board's behalf by:



.....
Mr S Fussey - Trustee

Opinion

We have audited the financial statements of The Loddon Foundation Ltd (the 'charitable company') for the year ended 31st March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (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 31st March 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.

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 Auditors' 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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, 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.

Our 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 a Report of the Independent Auditors 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:

- Enquiry of management, those charged with governance and the entity's solicitors (or in-house legal team) around actual and potential litigation and claims.
- Reviewing minutes of meetings of those charged with governance.
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

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

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

**Report of the Independent Auditors to the Members of
The Loddon Foundation Ltd**

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 auditors' 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.



David Sanders FCA (Senior Statutory Auditor)
for and on behalf of Sheen Stickland
Chartered Accountants
Statutory Auditors
2 Oriel Court
Omega Park
Alton
Hampshire
GU34 2YT

Date: 06/08/2023

The Loddon Foundation Ltd

**Statement of Financial Activities
for the Year Ended 31st March 2023**

	Notes	Unrestricted funds £	Restricted fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	4	8,649,659	28,055	8,677,714	8,647,508
Investment income	5	79,650	-	79,650	136,340
Other income		2,300	-	2,300	636,548
Total		<u>8,731,609</u>	<u>28,055</u>	<u>8,759,664</u>	<u>9,420,396</u>
EXPENDITURE ON					
Charitable activities	6				
Operations of the school		7,679,374	28,000	7,707,374	7,248,164
Training and workshops		686,847	-	686,847	546,118
Total		<u>8,366,221</u>	<u>28,000</u>	<u>8,394,221</u>	<u>7,794,282</u>
Net gains/(losses) on investments		<u>(64,374)</u>	<u>-</u>	<u>(64,374)</u>	<u>104,365</u>
NET INCOME		301,014	55	301,069	1,730,479
RECONCILIATION OF FUNDS					
Total funds brought forward		14,333,479	80	14,333,559	12,603,080
TOTAL FUNDS CARRIED FORWARD		<u><u>14,634,493</u></u>	<u><u>135</u></u>	<u><u>14,634,628</u></u>	<u><u>14,333,559</u></u>

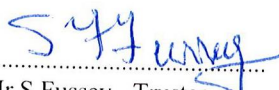
The notes form part of these financial statements

The Loddon Foundation Ltd

**Balance Sheet
31st March 2023**

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	12	7,387,472	7,425,832
Investments	13	1,435,561	1,499,935
		<u>8,823,033</u>	<u>8,925,767</u>
CURRENT ASSETS			
Debtors	14	1,999,945	1,960,305
Investments	15	505,003	504,984
Cash at bank and in hand		5,773,315	5,315,209
		<u>8,278,263</u>	<u>7,780,498</u>
CREDITORS			
Amounts falling due within one year	16	(2,466,668)	(2,372,706)
NET CURRENT ASSETS		<u>5,811,595</u>	<u>5,407,792</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		14,634,628	14,333,559
NET ASSETS		<u>14,634,628</u>	<u>14,333,559</u>
FUNDS	19		
Unrestricted funds		14,634,493	14,333,479
Restricted funds		135	80
TOTAL FUNDS		<u>14,634,628</u>	<u>14,333,559</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 26/03/2023 and were signed on its behalf by:


Mr S Fussey - Trustee

The Loddon Foundation Ltd

Cash Flow Statement
for the Year Ended 31st March 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Cash generated from operations	1	657,084	937,992
Net cash provided by operating activities		<u>657,084</u>	<u>937,992</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(224,179)	(302,182)
Sale of tangible fixed assets		2,300	1,048,470
Current asset investment movement		(19)	(19)
Interest received		22,920	9,594
Net cash (used in)/provided by investing activities		<u>(198,978)</u>	<u>755,863</u>
Change in cash and cash equivalents in the reporting period		<u>458,106</u>	<u>1,693,855</u>
Cash and cash equivalents at the beginning of the reporting period		<u>5,315,209</u>	<u>3,621,354</u>
Cash and cash equivalents at the end of the reporting period		<u><u>5,773,315</u></u>	<u><u>5,315,209</u></u>

The notes form part of these financial statements

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	2023	2022
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	301,069	1,730,479
Adjustments for:		
Depreciation charges	262,539	266,970
Losses/(gain) on investments	64,374	(104,365)
Profit on disposal of fixed assets	(2,300)	(635,493)
Interest received	(22,920)	(9,594)
Increase in debtors	(39,640)	(125,210)
Increase/(decrease) in creditors	93,962	(184,795)
Net cash provided by operations	<u>657,084</u>	<u>937,992</u>

2. ANALYSIS OF CHANGES IN NET FUNDS	At 1.4.22	Cash flow	At 31.3.23
	£	£	£
Net cash			
Cash at bank and in hand	5,315,209	458,106	5,773,315
	<u>5,315,209</u>	<u>458,106</u>	<u>5,773,315</u>
Liquid resources			
Deposits included in cash	-	-	-
Current asset investments	504,984	19	505,003
	<u>504,984</u>	<u>19</u>	<u>505,003</u>
Total	<u>5,820,193</u>	<u>458,125</u>	<u>6,278,318</u>

1. GENERAL INFORMATION

The Loddon Foundation Ltd a private company limited by guarantee incorporated in England and Wales. The registered office and principle place of business is The Loddon School, Wildmoor Lane, Sherfield-on-Loddon, Hook, Hampshire, RG27 0JD.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, as modified by the revaluation of certain assets.

The objectives of the charity are the education, treatment and care of persons with learning disabilities. The Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest pound.

The financial statements have been prepared in compliance with FRS 102 as it applied to the financial statements for the year ended 31st March 2023.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity 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.

Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

School fees and other income are recognised in the Statement of Financial Activities in the period in which the service is provided. Fees are invoiced quarterly in advance, and training and workshops are invoiced in advance to the course being provided. Income received in advance is recognised as deferred income.

Cash donations are recognised on receipt. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. The irrecoverable VAT is included with the item of expense to which it relates.

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the Charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Overheads have been allocated on the basis of actual spend by activity.

2. ACCOUNTING POLICIES - continued

Expenditure

Governance costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs include external audit, legal advice and indemnity insurance for the Trustees, trustee meeting costs, and preparation of statutory accounts and meeting statutory requirements.

Government grants

Government grants are recognised in the Statement of Financial Activities when there is reasonable assurance that the conditions of the grant will be met, and grants will be received. Grants received before the recognition criteria are met are included as a liability. Government grants are recognised at fair value.

Charitable activities

The Charity undertakes two principle activities: a School which provides education and care for 30 (2022: 30) children. The charity also provides training courses for a number of organisations through Loddon Training & Consultancy, including Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, which is provided in equal annual instalments over the estimated useful lives of the assets, and any provision for impairment. Individual assets over a cost of £1,000 are capitalised.

Assets in the course of construction cost includes professional fees and other directly attributable costs necessary to bring the asset into use. Depreciation commences when the assets are ready for their intended use.

The rates of depreciation applied to assets are as follows:

Freehold buildings - over 50 years

Property improvements - over 7 years

Motor vehicles - 25% reducing balance basis

Fixtures, fittings and general equipment - 15% straight line basis

Furniture, carpets, computers and high risk equipment - 33.3% straight line basis

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a personal pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate. The charitable company also operates a Teachers' Pensions Scheme, details can be found in note 19.

Employee benefits

Short-term employee benefits costs are recognised as a liability and an expense. Redundancy payments are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination

2. ACCOUNTING POLICIES - continued

Fixed asset investments

Fixed asset investments are initially measured at their transaction value and are subsequently measured at fair value at each reporting date. Realised or unrealised gains and losses on disposals, or on revaluation, are recognised in the Statement of Financial Activities.

Realised and unrealised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening fair value (purchase date if later). Unrealised gains and losses are calculated as the difference between the fair value at the year end and opening fair value (or purchase date if later). Realised and unrealised gains are not separated in the Statement of Financial Activities.

Cash and cash equivalents & current asset investments

Cash and cash equivalents include cash in hand, cash at bank and other short-term liquid investments with original maturities of three months or less. Current asset investments represent short-term investments with original maturities of more than three months.

Debtors

Short term debtors are stated at the settlement amount due after any trade discount offered. Appropriate allowances for estimated irrecoverable amounts are recognised in the Statement of Financial Activities when there is objective evidence that the asset is impaired.

Creditors

Creditors and provisions are measured at their settlement value.

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Critical accounting estimates and assumptions

Fixed asset investments

Fixed asset investments are classified as such after consideration is given for their intended purpose. The trustees have given consideration as to how the investments will be used in the future. The resources are considered to be in long term use.

4. CHARITABLE ACTIVITIES

Income analysed by class of business:	2023 £	2022 £
Charitable activities		
Operations of the School	7,917,127	7,828,650
Training and workshops	726,251	740,715
Donations	34,336	78,143
Investment income	79,650	136,340
Gain on sale of tangible fixed assets	2,300	636,548
	<u>8,759,664</u>	<u>9,420,396</u>

Income of £28,055 (2022: £45,555) is restricted and £8,731,609 (2022: £9,374,841) is unrestricted income.

Charitable activities income includes government grant income of £Nil (2022: £51,960) in respect of the Teachers Pension Grant and COVID catch-up premium funding available to the School.

5. INVESTMENT INCOME

	2023 £	2022 £
Rents received	56,730	126,746
Deposit account interest	22,920	9,594
	<u>79,650</u>	<u>136,340</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 7) £	Totals £
Operations of the school	7,514,605	192,769	7,707,374
Training and workshops	686,847	-	686,847
	<u>8,201,452</u>	<u>192,769</u>	<u>8,394,221</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

7. SUPPORT COSTS

	Finance £	Other £	Governance costs £	Totals £
Operations of the school	<u>12,927</u>	<u>95,497</u>	<u>84,345</u>	<u>192,769</u>

8. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023 £	2022 £
Auditors' remuneration	19,458	21,156
Depreciation - owned assets	262,539	266,970
Hire of plant and machinery	227,239	206,210
Other operating leases	12,927	13,009
Surplus on disposal of fixed assets	<u>(2,300)</u>	<u>(636,548)</u>

Included in the Auditors remuneration is costs for other services; £3,540 for the accounts preparation (2022: £3,090) teachers pension audit £1,320 (2022: £1,122). The costs that relate to 2023 audit is £12,900.

9. TRUSTEES' REMUNERATION AND BENEFITS

The Trustees did not receive any remuneration during the year ended 31st March 2023 (2022: £Nil). Gifts were made to one trustee totalling £40 (2022: £80).

Trustees' expenses

Expenses relating to travel and meetings totalling £316 were reimbursed to two Trustees (2022: £221 to one Trustee).

10. STAFF COSTS

	2023 £	2022 £
Wages and salaries	5,852,493	5,309,654
Social security costs	370,624	377,949
Other pension costs	219,264	221,246
	<u>6,442,381</u>	<u>5,908,849</u>

Agency costs of £2,302,419 (2022: £1,197,320) were paid during the year and are included in the wages and salaries cost shown above.

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

	2023	2022
School	145	159
Training and workshops	8	8
	<u>153</u>	<u>167</u>

10. STAFF COSTS - continued

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

	2023	2022
£60,001 - £70,000	1	1
£70,001 - £80,000	1	1
	<u>2</u>	<u>2</u>

Pension contributions of £29,816 (2022: £24,615) were made in respect of the above employees.

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities	8,601,953	45,555	8,647,508
Investment income	136,340	-	136,340
Other income	636,548	-	636,548
Total	<u>9,374,841</u>	<u>45,555</u>	<u>9,420,396</u>
EXPENDITURE ON			
Charitable activities			
Operations of the school	7,202,664	45,500	7,248,164
Training and workshops	546,118	-	546,118
Total	<u>7,748,782</u>	<u>45,500</u>	<u>7,794,282</u>
Net gains on investments	104,365	-	104,365
NET INCOME	1,730,424	55	1,730,479
RECONCILIATION OF FUNDS			
Total funds brought forward	12,603,055	25	12,603,080
TOTAL FUNDS CARRIED FORWARD	<u>14,333,479</u>	<u>80</u>	<u>14,333,559</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

12. TANGIBLE FIXED ASSETS

	Freehold property £	Assets in the course of constr uction £	Fixtures and fittings £	Motor vehicles £	Totals £
COST					
At 1st April 2022	9,811,529	38,955	192,298	187,023	10,229,805
Additions	12,955	159,960	19,905	31,359	224,179
Disposals	-	-	-	(17,958)	(17,958)
At 31st March 2023	9,824,484	198,915	212,203	200,424	10,436,026
DEPRECIATION					
At 1st April 2022	2,493,571	-	169,870	140,532	2,803,973
Charge for year	234,742	-	10,948	16,849	262,539
Eliminated on disposal	-	-	-	(17,958)	(17,958)
At 31st March 2023	2,728,313	-	180,818	139,423	3,048,554
NET BOOK VALUE					
At 31st March 2023	7,096,171	198,915	31,385	61,001	7,387,472
At 31st March 2022	7,317,958	38,955	22,428	46,491	7,425,832

13. FIXED ASSET INVESTMENTS

	Listed investments £
MARKET VALUE	
At 1st April 2022	1,499,935
Gain/(loss) on investment	(64,374)
At 31st March 2023	1,435,561
NET BOOK VALUE	
At 31st March 2023	1,435,561
At 31st March 2022	1,499,935

There were no investment assets located outside the UK.

Cost or valuation at 31st March 2023 is represented by:

Valuation in 2023	Listed investments £ 1,435,561
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14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	1,858,314	1,821,385
Other debtors	20,636	10,493
Prepayments and accrued income	120,995	128,427
	<u>1,999,945</u>	<u>1,960,305</u>

15. CURRENT ASSET INVESTMENTS

	2023	2022
	£	£
Unlisted investments	<u>505,003</u>	<u>504,984</u>

Current asset investments relate to short term bonds with maturities of more than 6 months but less than 12.

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	270,632	153,977
Other creditors	62,644	92,301
Accruals and deferred income	2,133,392	2,126,428
	<u>2,466,668</u>	<u>2,372,706</u>

At the year end pension contributions of £22,517 (2022: £21,356) were outstanding and included in creditors.

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023	2022
	£	£
Within one year	15,751	6,556
Between one and five years	20,186	15,721
	<u>35,937</u>	<u>22,277</u>

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted fund £	2023 Total funds £	2022 Total funds £
Fixed assets	7,387,472	-	7,387,472	7,425,832
Investments	1,435,561	-	1,435,561	1,499,935
Current assets	8,278,128	135	8,278,263	7,780,498
Current liabilities	(2,466,668)	-	(2,466,668)	(2,372,706)
	<u>14,634,493</u>	<u>135</u>	<u>14,634,628</u>	<u>14,333,559</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

19. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	11,063,167	853,117	(1,081,791)	10,834,493
Designated fund - Building development fund	3,262,342	(552,103)	1,089,761	3,800,000
Designated fund - Horticultural project fund	7,970	-	(7,970)	-
	<u>14,333,479</u>	<u>301,014</u>	<u>-</u>	<u>14,634,493</u>
Restricted funds				
Zambia fund	80	55	-	135
	<u>14,333,559</u>	<u>301,069</u>	<u>-</u>	<u>14,634,628</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	8,731,609	(7,814,118)	(64,374)	853,117
Designated fund - Building development fund	-	(552,103)	-	(552,103)
	<u>8,731,609</u>	<u>(8,366,221)</u>	<u>(64,374)</u>	<u>301,014</u>
Restricted funds				
Zambia fund	28,055	(28,000)	-	55
	<u>8,759,664</u>	<u>(8,394,221)</u>	<u>(64,374)</u>	<u>301,069</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	11,063,167	1,738,615	(1,738,615)	11,063,167
Designated fund - Building development fund	1,523,727	-	1,738,615	3,262,342
Designated fund - Horticultural project fund	16,161	(8,191)	-	7,970
	<u>12,603,055</u>	<u>1,730,424</u>	<u>-</u>	<u>14,333,479</u>
Restricted funds				
Zambia fund	25	55	-	80
	<u>12,603,080</u>	<u>1,730,479</u>	<u>-</u>	<u>14,333,559</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	9,374,841	(7,740,591)	104,365	1,738,615
Designated fund - Horticultural project fund	-	(8,191)	-	(8,191)
	<u>9,374,841</u>	<u>(7,748,782)</u>	<u>104,365</u>	<u>1,730,424</u>
Restricted funds				
Zambia fund	45,555	(45,500)	-	55
	<u>9,420,396</u>	<u>(7,794,282)</u>	<u>104,365</u>	<u>1,730,479</u>

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

19. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.23 £
Unrestricted funds				
General fund	11,063,167	2,591,732	(2,820,406)	10,834,493
Designated fund - Building development fund	1,523,727	(552,103)	2,828,376	3,800,000
Designated fund - Horticultural project fund	16,161	(8,191)	(7,970)	-
	<u>12,603,055</u>	<u>2,031,438</u>	<u>-</u>	<u>14,634,493</u>
Restricted funds				
Zambia fund	25	110	-	135
	<u>12,603,080</u>	<u>2,031,548</u>	<u>-</u>	<u>14,634,628</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	18,106,450	(15,554,709)	39,991	2,591,732
Designated fund - Building development fund	-	(552,103)	-	(552,103)
Designated fund - Horticultural project fund	-	(8,191)	-	(8,191)
	<u>18,106,450</u>	<u>(16,115,003)</u>	<u>39,991</u>	<u>2,031,438</u>
Restricted funds				
Zambia fund	73,610	(73,500)	-	110
	<u>18,180,060</u>	<u>(16,188,503)</u>	<u>39,991</u>	<u>2,031,548</u>

Designated fund - Building Development Fund

The School has set up a designated fund to demonstrate to third parties (local authorities) the need to generate a surplus each year in order to modernise our facilities.

Designated fund - Horticultural Project Fund

The School had received a donation from Drayton Manor which was used for the new outdoor classroom.

Restricted Fund - Zambia Fund

The School has received specific donations for its activities in Zambia. Where funds are donated for a specific purpose they are held in restricted funds until they are spent for the purpose the donor intended.

20. EMPLOYEE BENEFIT OBLIGATIONS

The charity participates in the Teachers' Pension Scheme (TPS) for its teaching staff.

The TPS is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is on an opt out basis for teachers in the charity.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute a percentage of their salary to the scheme. Contributions from members and the employer are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The pension charge for the year includes contributions payable to the TPS of £64,824 (2022: £56,423).

The Charity also makes contributions to personal pension arrangements in respect of all staff. Contributions to these schemes for the year were £154,440 (2022: £160,216).

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Charity has accounted for its contributions to the scheme as if it were a defined contribution scheme.

All pension contributions and liabilities are allocated to unrestricted funding, as all staff costs relate to the general operation of the School.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury (HMT) every four years. The aim of the review is to specify the level of contributions members are to make. The latest valuation was published on 5 March 2019.

The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019. The key elements of the valuation and subsequent consultation are:

Employer contribution rates set at 23.68% of pensionable pay (inclusive of a 0.08% employer administration Levy).

Total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) to the effective date of the valuation of £218,100 million. and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million giving a notional past service deficit of £22,000 million.

The Superannuation Contributions Adjusted for Past Experience (SCAPE) discount rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. The assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return is 4.45%.

The next valuation result is due to be implemented from 1 April 2024.

A copy of the valuation report and supporting documentation is available on the Teachers' Pension website.

Notes to the Financial Statements - continued
for the Year Ended 31st March 2023

21. CAPITAL COMMITMENTS

	2023	2022
	£	£
Contracted but not provided for in the financial statements	<u>3,827,000</u>	<u>-</u>

The capital commitment is the development cost for the Maple Grove property - phase 2 works.

22. RELATED PARTY DISCLOSURES

As at 31st March 2023 no amounts were owed by related parties (2022: £Nil).

Total donations received from Trustees amounted to £29,000 (2022: £48,340).

The Loddon Foundation Ltd

**Detailed Statement of Financial Activities
for the Year Ended 31st March 2023**

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Charitable activities		
Operations of the School	7,917,127	7,828,650
Training and workshops	726,251	740,715
Donations	34,336	78,143
	<u>8,677,714</u>	<u>8,647,508</u>
Investment income		
Rents received	56,730	126,746
Deposit account interest	22,920	9,594
	<u>79,650</u>	<u>136,340</u>
Other income		
Gain on sale of tangible fixed assets	2,300	636,548
	<u>2,300</u>	<u>636,548</u>
Total incoming resources	<u>8,759,664</u>	<u>9,420,396</u>
EXPENDITURE		
Charitable activities		
Wages	5,852,493	5,309,654
Social security	370,624	377,949
Pensions	219,264	221,246
Catering	227,239	206,210
Rates and water	26,938	17,142
Insurance	73,435	66,175
Light and heat	147,551	134,262
Telephone	39,683	35,789
Postage and stationery	38,058	45,117
Advertising	34,455	18,979
Sundries	109,351	91,865
Cleaning	174,252	123,339
Repairs and renewals	206,742	276,505
Subscriptions	8,237	10,909
Travel and subsistence	19,572	13,858
Staff training	44,210	44,868
Recruitment	66,115	57,050
Bank charges	1,879	1,805
Computer costs	153,580	169,935
Clothing	10,058	10,896
Resources	80,780	80,796
Motor expenses	34,397	23,939
Depreciation of freehold property	161,777	169,221
Depreciation of improvements to property	72,965	68,362
Carried forward	8,173,655	7,575,871

This page does not form part of the statutory financial statements

The Loddon Foundation Ltd

**Detailed Statement of Financial Activities
for the Year Ended 31st March 2023**

	2023	2022
	£	£
Charitable activities		
Brought forward	8,173,655	7,575,871
Depreciation of fixtures & fittings	2,331	4,754
Depreciation of motor vehicles	16,849	14,451
Depreciation of computer equipment	8,617	10,182
	<u>8,201,452</u>	<u>7,605,258</u>
Support costs		
Finance		
Other operating leases	12,927	13,009
Other		
Consultancy	45,962	41,296
Staff benefits	49,535	36,695
	<u>95,497</u>	<u>77,991</u>
Governance costs		
Auditors' remuneration	19,458	21,156
Legal fees	64,887	76,868
	<u>84,345</u>	<u>98,024</u>
Total resources expended	<u>8,394,221</u>	<u>7,794,282</u>
Net income before gains and losses	365,443	1,626,114
Realised recognised gains and losses		
Realised gains/(losses) on fixed asset investments	(64,374)	104,365
Net income	<u><u>301,069</u></u>	<u><u>1,730,479</u></u>

This page does not form part of the statutory financial statements

THE LODDON FOUNDATION LTD

England & Wales - Charity number 802188

Accounts

The Loddon Foundation Ltd
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

for the year ended

31 March 2022

Company Registration Number 02448785
Charity Number 802188

The Loddon Foundation Ltd

REFERENCE AND ADMINISTRATIVE DETAILS

DIRECTORS (TRUSTEES)	Mrs M L Cornick MBE (Founder) Mr S Fussey (Chair) Ms J Wright – Deputy Chair – Resigned 29/10/21 Mr J Beebee – Resigned 29/04/21 Dr R W Lycett – Deputy Chair Mr M R Lakin Mrs J A Wake Mrs R E Jones Mr C I Wells Miss S J Corbett – Appointed 28/04/21
PRINCIPAL	Dr G Barrett
DIRECTOR OF LODDON TRAINING AND CONSULTANCY	Ms J Bromley
COMPANY SECRETARY	Mrs E A Fairhead
PRINCIPAL AND REGISTERED OFFICE	The Loddon School Wildmoor Lane Sherfield-on-Loddon Hook Hampshire RG27 0JD
COMPANY REGISTRATION NUMBER	02448785
REGISTERED CHARITY NUMBER	802188
AUDITOR	RSM UK Audit LLP Davidson House Forbury Square Reading Berkshire RG1 3EU
BANK	NatWest Bank PLC Chatham RCSC Western Avenue Waterside Court Chatham Maritime Chatham Kent ME4 4RT
SOLICITORS	Lamb Brooks LLP Victoria House 39 Winchester Street Basingstoke RG21 7EQ
INSURANCE BROKER	Innovation Broking 20 St Dunstan's Hill London EC3R 8HL

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES

The Trustees of The Loddon Foundation Ltd present their annual report and audited accounts for the year ended 31 March 2022 and confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of Recommended Practice (SORP) (FRS 102) 2019.

Structure, Governance and Management

Governing Document

The Loddon Foundation is a company limited by guarantee and governed by its Memorandum and Articles of Association dated 4 December 1989, as amended on 8 June 2013. It is registered as a Charity with the Charity Commissioners. The members have agreed to contribute a maximum of £100 each in the event of the company winding up. The number of members is unlimited. The Company Directors are also Trustees of the Charity and Governors of the School.

Appointment of Trustees

It has always been the policy that all members are Trustees, Directors and Governors of the School. There are no other Directors, Trustees or Governors. All the Directors, Trustees and governors henceforth referred to as Trustees, as detailed on the reference and administrative details, served throughout the year unless otherwise stated. The Board has power to appoint additional Trustees if it considers fit to do so.

New Trustees are selected based on their specialist knowledge e.g. teaching, care, financial, legal, IT, medical expertise, experience with children and adults with severe challenging behaviour and learning difficulties. Trustees are recruited through networking of current Trustees and the interactions the Charity has with the local community. One trustee resigned from the Charity during the financial year and one resigned after the year end. Both were replaced by Trustees with similar expertise.

Trustee Induction and Training

Prospective Trustees are invited to visit the School, where they can meet key employees, the children and other Trustees. Prospective Trustees are provided with information about the philosophy of the Charity along with details about the accredited training that is delivered nationally and promotes the philosophy and approaches of the Charity.

The Trustees have on-going training, and receive additional information which is circulated as available from the Charity Commission. Trustees are invited to attend training delivered by Loddon Training – the external training division of the Charity.

Trustees meet each year with the whole senior team to engage in the annual Strategic Planning process.

Organisation

The Board of Trustees, which must comprise of a minimum of 3 members, administers the Charity meet at least four times a year. The Trustees fulfil the role of the Proprietorial Body for the School and are subject to registration by Ofsted.

The Board of Trustees have had in place four subcommittees to facilitate their ongoing work. These subcommittees, along with their key responsibilities are:

- Finance, HR, Estates and IT
 - Ensure that budgets are developed and monitored;
 - Approve investment proposals;
 - Monitor the facilities programs and Health and Safety;
 - Ensure that the Charity effectively manages and rewards staff; and
 - Advise on developing the IT strategy for the School.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

- Philosophy, Education, Well-being and Training.
 - Ensure that the Charity maintains its focus on the underlying philosophy of positive approaches;
 - Monitor the curricula used within the Charity to ensure that they are aligned to the philosophy and approaches of PROACT-SCIPr-UK®; and
 - Ensuring the School keeps the students within its care safe and complies with the relevant safeguarding legislation.

- Loddon Training (LT) / Training and Outreach
 - Provide Strategic direction to Loddon Training such that the Philosophies of the school, the PLLUSS® curriculum and practical application of PROACT-SCIPr-UK® is spread as widely throughout the UK as possible; and
 - Oversee the running of the Outreach programme which supports teachers and schools who specialise in special educational needs in the UK.

- Governance and Quality Management
 - Recruitment, training, ensuring the board has an appropriate mix of skills;
 - Review of governance documents to ensure that they are up to date;
 - Review of the Schools' Quality Management System and ensure compliance with ISO 9001; and
 - Maintain the Trustees Risk Register.

The Trustees work closely with the Charity Leadership Team, via the subcommittees, to ensure that the aims and objective of the Charity, as agreed by the Trustees, are implemented through the organisation.

The Charity Leadership Team currently comprises the Loddon School Principal, the Director of Loddon Training, Vice Principal (Registered Care Manager), Head of Finance and Company Secretary and the Director of Human Resources.

The remaining staff are employed in the School to provide care, education, training, support or as trainers for Loddon Training. The Loddon Foundation is not dependent upon the service of unpaid volunteers.

The Charity Leadership Team formally report to the Trustees at the regular Trustees' meetings but also meet with smaller groups of Trustees to discuss on-going matters and to share information, as needed.

The Trustees attend events during the year in which children and parents from the School take part, and visit the School between meetings. They attend some of the training events presented by Loddon Training along with the annual conference.

Remuneration of Key Management Personnel

The Trustees set the remuneration of the Charity Leadership team by reference to remuneration in the local employment market and those employed in Special Schools. Responsibility for remuneration elsewhere in the Charity is delegated to the Charity leadership team who apply the same principles. All appointments and pay increases for those earning over £30,000 per annum are approved by the Finance and HR committee on behalf of the Trustees.

Related Party Relationships

The charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the charity.

PROACT-SCIPr-UK® is the registered trademark of Mrs M Cornick MBE, the charities founder. The Charity uses this trademark under licence. The Charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The Board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the Charity.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Qualifying Third Party Indemnity Provisions

The charitable company has made qualifying third-party indemnity provisions (directors and officers insurance) for the benefit of its Trustees during the period. These provisions remain in force at the reporting date.

STRATEGIC REPORT

Objectives and Activities

Our Aims

The objectives of the Charity are the education, treatment and care of persons with learning disabilities. In addition, the Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The Charity achieves these through two principal activities: A School which provides education and care for 30 children and the provision of training courses for other schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors who support children and/or adults, through Loddon Training. The Charity also provides Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

Our Approach

The Loddon Foundation Ltd continues to provide specialist education and high quality residential care for children with autism, profound and complex learning disabilities and severe challenging behaviour. The School is committed to enabling children to participate in the life of the community wherever possible and with whatever support is needed. The children all demonstrate behaviours of concern which have severely restricted their opportunities compared with children in main-stream schools and therefore need a 24-hour curriculum to provide maximum support to them and their families.

The Loddon Foundation bases its approach in 'Positive Behaviour Support' and 'non-aversive' approaches to behaviour support within the philosophy and practice of PROACT-SCIPr-UK® and the PLLUSS® curriculum both developed by the Charity and implemented within the School and disseminated through Loddon Training. These approaches are understood and recognised by Ofsted and local authorities (who pay fees for children to be pupils in the School).

Using PROACT-SCIPr-UK® and PLLUSS® as the philosophy and approach, the School bases its practice in personalised education and care to ensure each child's programme supports the needs of that child. The education of the child is both individualised and personalised, enabling learning programmes to occur in the natural settings rather than classrooms. For example, learning to dress and undress is learnt in the child's bedroom or swimming pool complex and activities are selected to ensure preparation for adult life with a focus on communication skills, choice, social skills and behaviour support. Transition planning plays an important part in the education of pupils when they reach 14+.

The Loddon Foundation provides external organisations training which is certificated by Bild ACT (British Institute of Learning Disabilities Association of Certified Training) and known as PROACT-SCIPr-UK® through Loddon Training. This is a specialist programme providing a 'whole approach' to enable staff to actively support individuals who demonstrate behaviours of concern and as far as is reasonably possible ensures the safety of staff.

Loddon Training delivers this training to organisations throughout the UK and there are in the region of 170 organisations and 800 Instructors trained to deliver PROACT-SCIPr-UK® courses to staff within their service and implement the approach in schools, residential, day services and supporting living settings. In addition, advice and support is offered to parents, families, other schools and care homes on a regular basis.

Subsidised courses and additional advice and support are provided through Outreach to parents and family carers to enable them to use both PROACT-SCIPr-UK® and PLLUSS® within their own homes. This enables children and adults to stay longer in the family home reducing the need for them to be supported in residential care.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Loddon Training uses off-site training facilities at Field House Barn, a training facility providing for the increasing number of courses without reducing the use of space at the School.

The PROACT-SCIPr-UK[®] acronym stands for ‘Positive Range of Options to Avoid Crisis and use Therapy, Strategies for Crisis Intervention and Prevention’, whilst PLLUSS[®] means ‘Personalised Learning for Life Using Supportive Strategies.’ These curricular approaches include ways of educating children who find the regular classroom prohibitive to learning. These programmes are delivered to ensure a culture of understanding of the philosophy of positive approaches and behaviour support as a ‘whole approach’ to enable learning to take place for all in a person-centred way.

Our Objectives

Achievements and Performance

During the year the following progress was made against the objectives set in last year’s annual report:

Objectives Set Last Year	Achievements
Improvement of the environment – as we have completed phase I of our building project, we move therapies into willow green and develop a specialist therapy centre close to the swimming pool. The vision of the village green in the heart of the school surrounded by living accommodation and free from cars will continue to move forward.	Two new bungalows have been built and ten children have moved into these new homes. Willow Green has been fully refurbished and the therapy department have moved in with newly updated sensory room, OT activity room and a massage room. In the courtyard a new school shop has been built as the first stage of learning for independence skill development with shopping.
To introduce a fully integrated management system to support the business function of Loddon Training.	A system has been procured to support the business function of Loddon Training. A programme for it’s implementation is being rolled out.
To promote the Loddon whole approach curriculum by implementating a revised marketing strategy.	The Loddon Foundation has recruited a Marketing Team who have developed a Marketing Strategy for The Loddon School and Loddon Training which is being implemented to raise the profile of The Loddon Foundation by promoting the Loddon Whole Approach on a new website and through its social media channels.
To increase the range of courses offered by adding to those available on our online learning platform and add additional allied courses for example first aid to our repertoire.	The new refreshed websites are now live. A continuous programme for the development of online training courses is in place. The PROACT-SCIPr-UK [®] Awareness Course is proving very successful to support the induction of employees in PROACT-SCIPr-UK [®] organisations.
To add to research knowledge within the education and care of young people with autism.	Research continues with papers related to the teaching of Reading and the development of the ‘Student Voice’ for those children who are non-verbal.
To develop and implement a strategy to extend the training provision and promote Loddon as a centre of excellence in the delivery and implementation of the ‘whole approach’ curriculum to parents, carers, and professionals throughout the UK.	A forum has been initiated to support organisations with the implementation of PROACT-SCIPr-UK [®] and comply with the Restraint Reduction Standards (RRN). This initial work has been to support compliance and the use of Agency Staff and Lived Experience. In addition course materials now include a separate newly developed section on Human Rights which is designed for PROACT-SCIPr-UK [®] Instructors An online conference on Lived Experience was run in the Autumn which was very well received.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Development of the Charity (Trustees)

- Following a strategy day held with the Trustees and leadership team we have agreed focus groups to enhance our outreach support in the local community. We hope to help and assist parents and schools with children with autism and increase our marketing presence. Work Streams to deliver these objectives will be further developed in the next year.
- Following a strategic review the trustees have approved phase 2 of a rebuilding program which is fully funded by the building fund established in last years accounts and this years surplus. This will build 3 new houses called 'Maple Grove'.
- The Trustees reviewed the viability of keeping Field House Barn as a training centre now that we no longer have a tenant to share the costs. It was decided that the best option is to sell and relocate Loddon Training in a more appropriate sized facility.

The School

The School is inspected as a Children's Home once a year and as a School every three years. The School was recognised as "outstanding" for its provision in social care and "outstanding" in education during the last Ofsted inspections. There were many achievements in the School during the year which included:

- Phase one of our building project has been completed. The two specially designed bungalows which as home and teaching base have had a superb impact on the lives of the children and engagement in so many more learning opportunities. We move ahead with phase 2 in September 2022.
- The school has participated in a number of national days. We were delighted to host the BBC Berkshire morning radio programme live from our school on the morning of Children in Need Day.
- We have made a national link with Cosmic Kids a yoga Youtube channel, who have asked us to work with them to help make their product more accessible to children with special needs.
- The school was selected as top three in Britain for Shakespeare Film 2022 by interfilm.
- The school has two creative arts pieces in the national Unique Arts Awards and have been invited to the awards ceremony in London in September.
- We have been pleased once again to invite back visiting artists and musicians back into school. The work they inspire and create with the children is superb.
- A number of staff have completed level 5 Leadership and Management awards, and the National Professional Qualification in middle leadership. Ofsted praised the school for its very high engagement and pass rate for the level 3 Diploma in Residential Childcare.
- The Principal is working as a school improvement partner with a special school in Christchurch. We have strong working partnerships with Addington School, Daneshill School and Dove House. Special links here are with our outdoor learning.
- Two members of the leadership team again attended The Leaders Council gala evening at Mansion house, London in March. We continue to have strong links with the council attending hosted and online events.
- The newly built Pirate Ship, and the mud kitchen both designed and built by the site team have been a great success with the children. With the building of the Phase two of the building project we will be creating a new sensory water park.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Loddon Training

Loddon Training has continued to adapt to a changing environment maintaining its online courses and reintroducing its 'face to face' offerings.

- Loddon Training has retained its accreditation by Bild Association of Certificated Training (ACT) against the Restraint Reduction Network Standards (RRN) for the provision of PROACT-SCIPr-UK[®] training in the 'whole approach curriculum' for a wide range of courses ranging from one to two day Introductory and Foundation Courses to 'train the trainer' – Instructor Training Courses.
- A new online PROACT-SCIPr-UK[®] Awareness course to support staff induction for employees working in PROACT-SCIPr-UK[®] organisations has been developed and is proving successful
- Trainers continue to develop their skills in developing online courses using bespoke course development software to ensure they are of the highest quality.
- Loddon Training are included in various procurement directorics to increase the awareness of its offerings and promote 'the PROACT-SCIPr-UK whole approach curriculum' within several publications.
- The marketing strategy has focused on the consolidation of the brands and promoting the 'whole approach curriculum' – PROACT-SCIPr-UK through the website and our social media channels.
- Loddon Training were one of the first training providers to acquire certification against the RRN Training Standards through Bild ACT and have successfully completed the interim reviews. This increases the marketability of the training with certification being mandatory for services where there is a health funded component or for those inspected by CQC.
- The demand for consultancy work continues to increase with the addition of requests to provide support for parents and family carers in order to enable the person to remain in either the family home or their existing placement and achieve a better quality of life.

Outreach

- Advice and support is provided through video conferencing or 'face to face' to a wider audience to include parents and families enabling the person to maintain a better quality of life.
- Social Media has been introduced as a means for disseminating information and raising the profile. Specific advice, support and training is provided for.

International Work

We continue to support Zambia through donations so that they are able to open their own school for children with special educational needs.

Public Benefit

The Trustees confirm that they have regard to the Charity Commission's guidance on public benefit and this is shown in the reporting of the Charity's objectives and achievements. These are summarised below:

- The School provides fully residential places for up to 30 children who need education care and support and all are fully funded by local authorities, with no private placements.
- Loddon Training provides training to schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors. The training is important and is in great demand and benefits children and adults with a wide range of needs and difficulties.
- The Charity provides support to parents and professionals needing advice and support.
- Loddon Training provides subsidised courses for parents and family carers.
- Staff contribute freely to national conferences and consultations.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

- The School invites the local community to share in events and observe the work.
- The Charity provides employment and training leading to national qualifications.
- The Charity shares its advanced knowledge of autism, learning disabilities and challenging behaviour with other professionals e.g. the SHIP PBS network group and other online forums.
- The Charity shares its expertise with local disability forums, and other charities.
- The Charity supports parents and families and other charities with training.

Financial Review

The Charity has generated an increase in its unrestricted reserves of £1,730,424. The surplus was generated by the School £658,574, the investments £240,705 and Loddon Training and consultancy £194,597 and £636,548 from the sale of properties.

The surplus for the year plus depreciation have been transferred to a designated building fund which the Trustees have established to fund new buildings .

The principal source of income is school fees, accounting for 59% of the incoming revenues not including the sale of properties. This year our Schroders investment has made a generous return and continues to grow despite the turbulent market . The school fee income has been applied to provide residential care and education for the pupils in the School.

The income generated by the charity excluding the sale of properties has increased by 5% which is a result of an increase on existing students fees of 2.46% plus a 4% increase on new students within the year. We have also seen a rise in Loddon Trainings income due to the changes in RRN standards in adult social care which has meant we have seen an increased uptake in instructor courses.

Staff wages and salaries account for 70% of the costs of running the foundation. Wages and salaries have increased by £210k as staff had a 2% payrise across the board and bonuses were given on a scale to £30k depending on salary to help with cost of living pressures. With the increase in care vacancies our agency cost has exceeded £1m for the first time. The charity is acutely aware of the pressure to increase salary to remain competitive and reduce or care vacancy deficit therefore in 2022-23 a 4.5% pay increase will be given across the board.

The recruitment of care staff continues to be a significant issue confronting the Charity and we have seen an increase in care vacancies of 57% over the past year. The charity has decided once again to recruit from abroad as this has worked well in prior years.

During the year the Charity has spent £263,227 on capital investment. The capital expenditures included:

- Fire alarm upgrade (£49,272)
- Car parking bays (£38,984)
- Maintenance van (£8,995)
- ICT: Server (£15,858)
- ICT: Cabling in new houses (£4,076)
- ICT: Smart board (£2,589)
- Excavation of Japanese knotweed (£16,361)
- Forest Oak property (£127,092)

Reserves and Financial Health

The Trustees regularly review the finances, budgets and spend against budget as part of the effective governance of the charity.

The Charity budgets to ensure the School is self funding but it is supported by the return on its investments and the surplus generate by LT to replace and renew the facilities the charity requires to pursue its charitable aims.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

The level of school fees is reviewed annually by the Trustees in liaison with the Charity Leadership Team. Fee invoices are raised quarterly in advance which contributes to healthy cash balances at the beginning of each quarter. In the normal course of events therefore the Trustees do not foresee difficulties in the Charity's cash flow position.

The Trustees consider the greatest financial risk to the charity is the local authority austerity programme which has resulted in councils delaying payments and contesting inflationary increases in fees.

The Trustees consider it prudent to have a surplus to enable the School and LTC to continue operating during a period of reduced income or increased expenditure. A reserve equivalent to at least three months average expenditure is held.

The Trustee's will continue with the building project that has been established and will once again transfer the surplus made this year after capital expenditure into the separate Building Fund reserve.

	<u>2021/22</u>	<u>2020/2021</u>
	£	£
Total Funds	14,333,559	12,603,080
Less money:		
Invested in Fixed Assets	<u>8,925,767</u>	<u>9,199,167</u>
	5,407,792	3,403,913
Reserves:	5,402,392	3,364,913
Three months expenditure	2,090,000	1,825,000
Designated horticultural project	7,970	16,161
Designated building fund	3,262,342	1,523,727
Restricted Zambia fund	80	25
Capital expenditure	42,000	39,000
Money available for other charitable capital investment/activities	<u>5,400</u>	<u>-</u>

The Trustees will continue to review its reserves policy in the light of the economic climate to ensure they continue to be set at a realistic level.

Investment Policy and Performance

The Trustees, having regard to the liquidity requirement of operating the Loddon Foundation and to the reserves policy, have formally operated a policy of keeping two thirds of the funds in Deposit accounts and one third in Equities and Bonds. At the year end the charity had cash deposits of £5,820,194 and £1,499,935 invested in the Cazenove charity multi-asset fund. The £5.8m held in cash represents: £3.2m held to fund phase 2 of the school building project and £2m held as a 3 month cost reserve with the balance representing the school fees paid in advance by the local authorities. Whilst currently more is held in deposits than the policy states, it has been left as cash reserves as it will be spent in the coming year on the new school buildings.

The investments in the Cazenove charity multi-asset fund has increased by £104,365. The trustees take a long-term view to investment and are pleased the initial investment of £1,000,000 made in January 2015 has increased to £1,499,935 over seven years.

The investment policy is continually reviewed in conjunction with the reserves policy.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Plans for Future Periods

Key objectives for the coming year have been agreed between the Board of Trustees and the Charity Leadership Team.

The continued focus of the Charity is to:

- Maintain the occupancy of the school at an average of 30 pupils for the coming year to generate a surplus to support the future phases of the building development programme.
- The Trustees will continue to work with consultants and the charity leadership team as the building strategy is applied to improve the facilities for the children over the next 5 years.
- Continue to invest in marketing through the implementation of the Marketing Strategy in order to increase the hit rate on both LT and school websites, raise awareness of the brands, promote LT courses and promote contact with the school.
- Deliver the PLLUSS® curriculum to a wider audience.
- Produce a series of online resources for parents, carers and the local community
- Develop additional materials to support organisations with the implementation of PROACT-SCIPr-UK® and facilitate compliance with the RRN Standards
- To host an Autumn Conference
- To reduce care staff vacancies, the School will invest an additional £10,000 into the recruitment budget for marketing of the School to entice new recruits.
- To add to research knowledge within the education and care of young people with autism.

Risk Management

The Trustees have a risk management strategy and a Risk register which has been developed in partnership with the Charity Leadership Team. This is reviewed annually to highlight:

- Current and future risks that the Charity may face.
- The establishment of systems and procedures to limit those risks and mitigate any losses suffered.
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key area that the Trustees review each year is the impact of possible conflicts of interest within the Board, especially in relation to Liaise Loddon Ltd. The Board feel that this area is well understood and managed especially now the number of current Trustees has increased.

At the operational level the Key risks facing the charity are:

- Reputational risk arising from a safeguarding incident. The school has extensive safeguarding policies which include safe recruitment at the time of appointment, extensive induction training which is regularly re-enforced and check procedures which are implemented at the first suggestion of any issue arising.
- Local authority funding from Central government is being cut back and this may eventually reduce the willingness of the local authorities to pay for the level of care provided by the school. The school holds the equivalent of three months of charity running costs back in reserves.
- The School must ensure it can continue to meet the changing standards required by Ofsted. To do this it employs a School improvement consultant and trains its staff at induction and re-enforces annually their safeguarding obligations.
- The recruiting of a full team of care staff has been difficult during the last four years and the risk has been mitigated by hiring agency staff.
- The difficulty the school has in recruiting care staff. The school is now applying to the government to recruit staff again from the European union which we hope will fill many of the outstanding vacancies.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The Trustees (who are also directors of The Loddon Foundation Ltd 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:

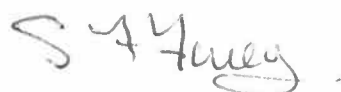
- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures 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.

So far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware. Additionally, the Trustees have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

The Report of the Directors and Trustees and incorporated Strategic Report was approved by

Mr S Fussey



Director & Chair of the Board of Trustees

Date: 27/7/22..... 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON FOUNDATION LTD

Opinion

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

In our opinion the financial statements:

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

Basis of opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON FOUNDATION LTD

Opinion on other matter 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 Directors' Report and the Strategic Report prepared for the purpose of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the Strategic 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 any material misstatements in the Trustees' Report or the Strategic Report, included within the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 10, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON FOUNDATION LTD

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), and the Companies Act 2006. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing financial statements including the Trustees' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents and reviewing the financial statement disclosures.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to Keeping Children Safe in Education under the Education Act 2002 and data protection. We performed audit procedures to inquire of management whether the charitable company is in compliance with these law and regulations and inspected correspondence.

The audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging any judgements and estimates applied by management.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON
FOUNDATION LTD

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.

Kerry Gallagher

KERRY GALLAGHER (Senior Statutory Auditor)
For and on behalf of RSM UK Audit LLP, Statutory Auditor
Chartered Accountants
Davidson House
Forbury Square
Reading
Berkshire, RG1 3EU

Date: 17 August 2022

The Loddon Foundation Ltd

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2022

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
INCOME FROM:					
Charitable activities					
Operations of the School		7,828,650	-	7,828,650	7,512,401
Training and workshops		740,715	-	740,715	469,944
Donations		32,588	45,555	78,143	82,974
Investments	2	136,340	-	136,340	62,094
Gain on sale of property		636,548	-	636,548	-
Total income		9,374,841	45,555	9,420,396	8,127,413
EXPENDITURE ON:					
Charitable activities					
Operations of the School	3	7,202,664	45,500	7,248,164	6,912,139
Training and workshops	3	546,118	-	546,118	439,225
Total expenditure	3	7,748,782	45,500	7,794,282	7,351,364
Net income before net gain on investments		1,626,059	55	1,626,114	776,049
Net gain on investments	9	104,365	-	104,365	277,384
NET MOVEMENT IN FUNDS		1,730,424	55	1,730,479	1,053,433
FUNDS BROUGHT FORWARD AT 1 APRIL	15	12,603,055	25	12,603,080	11,549,647
FUNDS CARRIED FORWARD AT 31 MARCH	15	14,333,479	80	14,333,559	12,603,080

All amounts derive from continuing activities.

All gains and losses for the year are included in the Statement of Financial Activities.

The Loddon Foundation Ltd

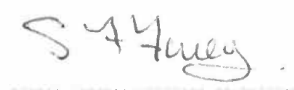
BALANCE SHEET

As at 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
FIXED ASSETS					
Tangible assets	7		7,425,832		7,375,551
Investment properties	8		-		428,046
Investments	9		1,499,935		1,395,570
			<u>8,925,767</u>		<u>9,199,167</u>
CURRENT ASSETS					
Debtors	10	1,960,305		1,835,096	
Current asset investments	11	504,984		504,963	
Cash at bank and in hand		5,315,209		3,621,354	
		<u>7,780,498</u>		<u>5,961,413</u>	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR					
	12	<u>(2,372,706)</u>		<u>(2,557,500)</u>	
NET CURRENT ASSETS					
			5,407,792		3,403,913
TOTAL ASSETS LESS CURRENT LIABILITIES					
			<u>14,333,559</u>		<u>12,603,080</u>
NET ASSETS					
			<u>14,333,559</u>		<u>12,603,080</u>
UNRESTRICTED FUNDS					
General fund	15	11,063,167		11,063,167	
Designated funds	15	<u>3,270,312</u>		<u>1,539,888</u>	
			14,333,479		12,603,055
RESTRICTED FUNDS					
Zambia fund	15	<u>80</u>		<u>25</u>	
			80		25
TOTAL FUNDS					
			<u>14,333,559</u>		<u>12,603,080</u>

The financial statements on pages 15 to 31 were approved by the Trustees/Directors and authorised for issue on

27/1/22 and are signed on their behalf by:



Mr S Fussey
Chair

The Loddon Foundation Ltd

STATEMENT OF CASHFLOWS

For the year ended 31 March 2022

	Notes	2022 £	2021 £
CASH FLOWS FROM OPERATING ACTIVITIES:			
Net cash provided by operating activities	17	937,994	1,497,620
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of tangible fixed assets		(302,182)	(1,985,582)
Interest received		9,594	9,077
Proceeds on sale of tangible assets		1,048,470	-
Net cash generated from/(used in) investing activities		755,882	(1,976,505)
CHANGE IN CASH AND CASH EQUIVALENTS DURING THE YEAR		1,693,876	(478,885)
CASH AND CASH EQUIVALENTS AT 1 APRIL		4,126,317	4,605,202
CASH AND CASH EQUIVALENTS AT 31 MARCH	18	5,820,193	4,126,317

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2022

GENERAL INFORMATION

The Loddon Foundation Ltd is a private company limited by guarantee and incorporated in England and Wales. The address of the charitable company's registered office and principal place of business is The Loddon School, Wildmoor Lane, Sherfield-on-Loddon, Hook, Hampshire, RG27 0JD.

The objects of the Charity are the education, treatment and care of persons with learning disabilities. In addition, the Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The Charity achieves these through two principal activities: a School which provides education and care for 30 (2021: 30) children and the provision of training courses for other schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors who support children and/or adults, through Loddon Training & Consultancy. The Charity also provides Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

BASIS OF ACCOUNTING

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") under the historical cost convention, modified to include certain assets at fair value, in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP) (as amended for accounting periods commencing from 1 January 2019) and the requirements of the Companies Act 2006, including the provisions of the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £1, except where otherwise indicated.

The Loddon Foundation Ltd meets the definition of a public benefit entity under FRS102.

GOING CONCERN

The Trustees have reviewed the financial forecasts for the Charity and have in particular considered its anticipated income and expenditure commitments for a period of twelve months from the date of approval of these financial statements.

No material uncertainties that may cast significant doubt about the ability of the charitable company to continue as a going concern have been identified by the Trustees. The Charity has not been significantly impacted by COVID-19 as it is a residential care home and school which will continue to be supported by the relevant councils. Therefore, the financial statements have been prepared on a going concern basis.

INCOME

Fees receivable and other income are accounted for in the period in which the service is provided. Pupils' fees are invoiced quarterly in advance. Training and workshop invoices are issued in advance of the course being provided. Such fees and income invoiced in advance are included on the Balance Sheet as deferred income.

Donations received for the general purposes of the Charity are credited to unrestricted funds. Donations for purposes restricted by the wishes of the donor are taken to restricted funds. The Loddon Foundation Ltd does not enter into activities specifically for the purpose of raising additional funds or donations.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

GOVERNMENT GRANTS

Government grants are recognised at the fair value of the assets received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or are receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

EXPENDITURE

Expenditure is accounted for on an accruals basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the Charity, including external audit, any legal advice and indemnity insurance for the Trustees, costs of trustee meetings, and preparation of statutory accounts and attending to statutory requirements.

TANGIBLE FIXED ASSETS

Tangible fixed assets costing more than £1,000 are capitalised and are stated at cost less depreciation and any provision for impairment. Depreciation is calculated to write off the cost of tangible fixed assets over their estimate useful lives as follows:

Freehold buildings	over 50 years
Property improvements	over 7 years
Motor vehicles	25% reducing balance basis
Fixtures, fittings and general equipment	15% straight line basis
Furniture, carpets, computers and high risk equipment	33.3% straight line basis

Assets in the course of construction are carried at cost, less any identified impairment loss. Cost includes professional fees and other directly attributable costs that are necessary to bring the asset to its operating condition. Depreciation commences when the assets are ready for their intended use.

INVESTMENT PROPERTY

Investment property, which is property held to earn rentals and/or for capital appreciation, is measured using the fair value model and stated at its fair value as at the reporting end date. The surplus or deficit on revaluation is recognised in the Statement of Financial Activities.

FIXED ASSET INVESTMENTS

Listed investments are initially recognised at their transaction value and subsequently included in the balance sheet at fair value. Realised and unrealised gains and losses on disposals of investments, or on revaluation, are credited/charged to the Statement of Financial Activities.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

REALISED AND UNREALISED GAINS AND LOSSES

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening fair value (purchase date if later). Unrealised gains and losses are calculated as the difference between the fair value at the year end and opening fair value (or purchase date if later). Realised and unrealised gains are not separated in the Statement of Financial Activities.

CASH AND CASH EQUIVALENTS & CURRENT ASSET INVESTMENTS

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Current asset investments represent short-term investments with original maturities of more than three months.

OPERATING LEASES

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

PENSION SCHEME ARRANGEMENTS

Defined contribution plans

The Charity makes contributions to personal pension arrangements in respect of all staff. The annual contributions payable are charged to the Statement of Financial Activities. The Charity also has a small number of employees that participate in the Teachers' Pensions Scheme a final salary scheme – details can be found in note 21.

FUNDS

Restricted income funds are used to account for situations where the donor requires that funds must be spent on a particular purpose. All other funds are unrestricted income funds.

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 listed investments which are subsequently measured at fair value.

FINANCIAL ASSETS

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

A provision for impairment of trade debtors is established when there is objective evidence that the amounts due will not be collected according to the original terms of the contract. Impairment losses are recognised in income and expenditure for the excess of the carrying value of the trade debtor over the present value of the future cash flows discounted using the original effective interest rate. Subsequent reversals of an impairment loss that objectively relate to an event occurring after the impairment loss was recognised, are recognised immediately in income or expenditure.

FINANCIAL LIABILITIES

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

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

CORPORATION TAX

No provision for taxation, deferred or otherwise, has been made in the financial statements of the Charity, as The Loddon Foundation Ltd is a charity in accordance with the Charities Act 2011 and is exempt from taxation.

EMPLOYEE BENEFITS

The costs of short-term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Redundancy payments are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

The charitable company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

There are no estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

1 INCOME

	2022	2021
Income analysed by class of business:	£	£
Charitable activities	8,569,365	7,982,345
Donations	78,143	82,974
Investment income (see note 2)	136,340	62,094
Gain on sale of property	636,548	-
	<u>9,420,396</u>	<u>8,127,413</u>

Income of £45,555 (2021: £43,960) is restricted and £9,374,841 (2021: £8,083,453) is unrestricted income.

Charitable activities income includes government grant income of £51,960 (2021: £2,721) in respect of the Teachers Pension Grant and COVID catch-up premium funding available to the School.

Included in donations income is an amount of £Nil (2021: £34,731) which the School has allocated to the building development fund and included in designated funds. Further details of the designated funds are provided in note 15.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

2 INVESTMENT INCOME

	2022 £	2021 £
Bank interest receivable	9,594	9,077
Rental income	(13,254)	53,017
Lease surrender	140,000	-
	136,340	62,094

In both the current and prior year, all investment income was unrestricted.

3 EXPENDITURE

	Basis of allocation	Operation of the School	Training and workshop costs	2022 total £	2021 total £
Staff costs	Direct	5,700,602	339,947	6,040,549	5,808,766
Direct costs	Direct	409,114	97,751	506,865	457,093
Overheads	Direct	331,926	104,900	436,826	367,779
Recruitment costs	Direct	57,050	-	57,050	54,354
Premises costs	Direct	460,783	3,354	464,137	414,101
Depreciation	Direct	266,805	166	266,971	229,518
Governance	Direct	21,884	-	21,884	19,753
		7,248,164	546,118	7,794,282	7,351,364

Expenditure of £45,500 (2021: £44,000) is from restricted funds and £7,748,782 (2021: £7,307,364) is from unrestricted funds.

4 NET MOVEMENT IN FUNDS

	2022 £	2021 £
Net movement in funds is stated after charging/(crediting):		
Auditor's remuneration		
- Audit	15,245	15,245
- Teachers pension audit	1,120	1,120
- Other services	3,090	3,090
Depreciation	266,970	229,518
(Gain)/loss on disposal of tangible fixed assets:		
- Property	(636,548)	-
- Motor vehicles	1,055	-
Operating lease rentals	8,901	19,288

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

5 STAFF COSTS

	2022	2021
	£	£
Staff costs during the year were:		
Wages and salaries	4,112,333	4,123,305
Social security costs	377,949	378,147
Pension costs	221,246	214,672
Agency costs	1,197,320	982,380
	<hr/>	<hr/>
	5,908,848	5,698,504
	<hr/>	<hr/>

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

	2022	2021
	No	No
School	159	169
Training and workshops	8	8
	<hr/>	<hr/>
	167	177
	<hr/>	<hr/>

The number of employees, included in the above, emoluments, excluding pension contributions, fell within the following ranges were:

	2022	2021
	No	No
£60,001 - £70,000	1	1
£70,001 - £80,000	1	-
£80,001 - £90,000	-	1
	<hr/>	<hr/>

Pension contributions of £24,615 (2021: £24,239) were made in respect of the above employees.

6 TRUSTEES' REMUNERATION AND EXPENSES

The Trustees did not receive any remuneration during the year ended 31 March 2022 (2021: £Nil). Expenses relating to travel and meetings totalling £221 were reimbursed to two Trustees (2021: £64 to one Trustee). Gifts were also made to one trustee totalling £80 (2021: £35).

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

7 TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Assets in the course of construction £	Motor vehicles £	Fixtures fittings and equipment £	Total £
Cost					
At 1 April 2021	7,626,926	2,206,415	182,278	169,775	10,185,394
Additions	231,709	38,955	8,995	22,523	302,182
Disposals	(681,567)	-	(4,250)	-	(685,817)
Transfers	2,634,461	(2,206,415)	-	-	428,046
31 March 2022	9,811,529	38,955	187,023	192,298	10,229,805
Depreciation					
At 1 April 2021	2,525,806	-	129,103	154,934	2,809,843
Charged in the year	237,583	-	14,451	14,936	266,970
Eliminated on disposal	(269,818)	-	(3,022)	-	(272,840)
31 March 2022	2,493,571	-	140,532	169,870	2,803,973
Net book value 31 March 2022	7,317,958	38,955	46,491	22,428	7,425,832
Net book value 31 March 2021	5,101,120	2,206,415	53,175	14,841	7,375,551

8 INVESTMENT PROPERTY

	£
Fair value	
At 1 April 2021	428,046
Transfers	(428,046)
At 31 March 2022	-

The fair value of the investment property has been arrived at on the basis of a valuation carried out in January 2015 by Wadham and Isherwood, who are not connected to the company.

During the current year, the lease was surrendered and the investment property was transferred to tangible fixed assets. The Trustees deemed that there was no change to the value of the investment property prior to its transfer to tangible fixed assets.

The Loddon Foundation Ltd
 NOTES TO THE FINANCIAL STATEMENTS (continued)
 For the year ended 31 March 2022

9	FIXED ASSET INVESTMENTS	Listed investments £	
	Market value at 1 April 2021		1,395,570
	Gain on investment		104,365
			<hr/>
	Market value at 31 March 2022		1,499,935
			<hr/>
	Investments at market value comprised:		
		2022	2021
		£	£
	UK Equities and investment funds	1,499,935	1,395,570
		<hr/>	<hr/>
	Market value at 31 March	1,499,935	1,395,570
		<hr/>	<hr/>
10	DEBTORS	2022	2021
		£	£
	Trade debtors	1,821,385	1,754,447
	Prepayments and accrued income	128,427	74,537
	Other debtors	10,493	6,112
		<hr/>	<hr/>
		1,960,305	1,835,096
		<hr/>	<hr/>
11	CURRENT ASSET INVESTMENT	2022	2021
		£	£
	Unlisted investments	504,984	504,963
		<hr/>	<hr/>

Current asset investments relate to short term bonds with maturities of more than 3 months but less than 12.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

12	CREDITORS: Amounts falling due within one year	2022 £	2021 £
	Trade creditors	153,977	110,458
	Other creditors	92,301	70,849
	Accruals and deferred income	2,126,428	2,376,193
		<u>2,372,706</u>	<u>2,557,500</u>

At the year end pension contributions of £21,356 (2021: £23,088) were outstanding and included in creditors.

13 DEFERRED INCOME

Deferred income relates to termly School fees and training course fees invoiced in advance. All fees will be released to the Statement of Financial Activities within 12 months of the Balance Sheet date.

	2022 £	2021 £
Balance brought forward	2,142,105	1,868,722
Amounts released to income	(2,142,105)	(1,868,722)
Amounts deferred in the year	2,043,748	2,142,105
	<u>2,043,748</u>	<u>2,142,105</u>

14 FINANCIAL INSTRUMENTS

CARRYING AMOUNT OF FINANCIAL ASSETS
Instruments measured at fair value through profit or loss

	2022 £	2021 £
	<u>1,499,935</u>	<u>1,395,570</u>

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

15 FUNDS

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
RESTRICTED FUNDS					
Zambia fund	25	45,555	(45,500)	-	80
TOTAL RESTRICTED FUNDS	25	45,555	(45,500)	-	80
UNRESTRICTED FUNDS					
General fund	11,063,167	9,479,206	(7,740,591)	(1,738,615)	11,063,167
Designated fund – Building development fund	1,523,727	-	-	1,738,615	3,262,342
Designated fund – Horticultural project fund	16,161	-	(8,191)	-	7,970
TOTAL UNRESTRICTED FUNDS	12,603,055	9,479,206	(7,748,782)	-	14,333,479
TOTAL FUNDS	12,603,080	9,524,761	(7,794,282)	-	14,333,559
RESTRICTED FUNDS					
Zambia fund	65	43,960	(44,000)	-	25
TOTAL RESTRICTED FUNDS	65	43,960	(44,000)	-	25
UNRESTRICTED FUNDS					
General fund	9,053,217	8,326,106	(7,307,364)	991,208	11,063,167
Designated fund – Building development fund	2,470,204	34,731	-	(981,208)	1,523,727
Designated fund – Horticultural project fund	26,161	-	-	(10,000)	16,161
TOTAL UNRESTRICTED FUNDS	11,549,582	8,360,837	(7,307,364)	-	12,603,055
TOTAL FUNDS	11,549,647	8,404,797	(7,351,364)	-	12,603,080

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

15 FUNDS (continued)

Designated fund – Building Development Fund

The School has set up a designated fund to demonstrate to third parties (local authorities) the need to generate a surplus each year in order to modernise our facilities.

Designated fund - Horticultural project fund

The School has received a donation from Drayton Manor which is being used for the new outdoor classroom.

Restricted fund – Zambia fund

The School has received specific donations for its activities in Zambia. Where funds are donated for a specific purpose they are held in restricted funds until they are spent for the purpose the donor intended.

16 ANALYSIS OF NET ASSETS BETWEEN FUNDS AT 31 MARCH 2022	Unrestricted funds £	Restricted general funds £	Total funds £
Tangible fixed assets	7,425,832	-	7,425,832
Investments	1,499,935	-	1,499,935
Cash at bank and in hand	5,315,209	-	5,315,209
Other net current assets	2,465,209	80	2,465,289
Net current liabilities	(2,372,706)	-	(2,372,706)
TOTAL NET ASSETS AT 31 MARCH 2022	14,333,479	80	14,333,559

ANALYSIS OF NET ASSETS BETWEEN FUNDS AT 31 MARCH 2021	Unrestricted funds £	Restricted general funds £	Total funds £
Tangible fixed assets	7,375,551	-	7,375,551
Investment properties	428,046	-	428,046
Investments	1,395,570	-	1,395,570
Cash at bank and in hand	3,621,354	-	3,621,354
Other net current assets	2,340,034	25	2,340,059
Net current liabilities	(2,557,500)	-	(2,557,500)
TOTAL NET ASSETS AT 31 MARCH 2021	12,603,055	25	12,603,080

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

17 RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES	2022 £	2021 £
Net income	1,730,479	1,053,433
Depreciation	266,970	229,518
Gain on investments	(104,365)	(277,384)
Interest receivable	(9,594)	(9,077)
(Increase)/decrease in debtors	(125,209)	5,781
(Decrease)/increase in creditors	(184,794)	495,349
Gain on disposal of assets	(635,493)	-
	<hr/>	<hr/>
NET CASH INFLOW FROM OPERATING ACTIVITIES	937,994	1,497,620
	<hr/>	<hr/>

18 ANALYSIS OF NET DEBT

	1 April 2021 £	Cash flows £	Other non- cash changes £	31 March 2022 £
Cash in hand, at bank	3,621,354	1,693,875	-	5,315,209
Current asset investments	504,963	21	-	504,984
	<hr/>	<hr/>	<hr/>	<hr/>
NET FUNDS	4,126,317	1,693,896	-	5,820,193
	<hr/>	<hr/>	<hr/>	<hr/>

19 RELATED PARTY TRANSACTIONS

As at 31 March 2022 no amounts were owed by related parties (2021: £Nil).

Total donations received from Trustees amounted to £48,340 (2021: £43,830).

20 KEY MANAGEMENT PERSONNEL

The total remuneration of the employees, who are considered to be the key management personnel of the Charity, was £373,074 (2021: £376,030) including employer's national insurance of £34,926 (2021: £35,524).

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

21 PENSION AND SIMILAR OBLIGATIONS

The School participates in the Teachers' Pension Scheme ("England and Wales") ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £56,423 (2021: £50,077).

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

There is insufficient information to account for the scheme as a defined benefit plan so it is accounted for as a defined contribution plan.

The Charity also makes contributions to personal pension arrangements in respect of all staff. Contributions to these schemes for the year were £160,216 (2021: £164,595).

All pension contributions and liabilities are allocated to unrestricted funding, as all staff costs relate to the general operation of the School.

Valuation of the Teachers' Pension Scheme

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2022

21 PENSION AND SIMILAR OBLIGATIONS (continued)

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

22 OTHER FINANCIAL COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022	2021
	£	£
Leases which expire:		
Within one year	6,556	5,377
In two to five years	15,721	3,099
	<hr/>	<hr/>
	22,277	8,476
	<hr/>	<hr/>

23 CAPITAL COMMITMENTS

Amounts committed to be paid but not provided in the financial statements for the construction of new buildings amounted to £Nil (2021: £80,000).

THE LODDON FOUNDATION LTD

England & Wales - Charity number 802188

Accounts

The Loddon Foundation Ltd
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

for the year ended

31 March 2021

Company Registration Number 02448785
Charity Number 802188

The Loddon Foundation Ltd

REFERENCE AND ADMINISTRATIVE DETAILS

DIRECTORS (TRUSTEES)	Mrs M L Cornick MBE (Founder) Mr S Fussey (Chair) Mrs J Lewendon – Resigned 16/09/20 Ms J Wright – Deputy Chair Mr J Beebee – Resigned 29/04/21 Dr R W Lycett – Deputy Chair Mr M R Lakin Mrs J A Wake Mrs R E Jones Mr C I Wells Miss S J Corbett – Appointed 28/04/21
PRINCIPAL	Dr G Barrett
DIRECTOR OF LODDON TRAINING AND CONSULTANCY	Ms J Bromley
COMPANY SECRETARY	Mrs E A Fairhead
PRINCIPAL AND REGISTERED OFFICE	The Loddon School Wildmoor Lane Sherfield-on-Loddon Hook Hampshire RG27 0JD
COMPANY REGISTRATION NUMBER	02448785
REGISTERED CHARITY NUMBER	802188
AUDITOR	RSM UK Audit LLP Davidson House Forbury Square Reading Berkshire RG1 3EU
BANK	NatWest Bank PLC Chatham RCSC Western Avenue Waterside Court Chatham Maritime Chatham Kent ME4 4RT
SOLICITORS	Lamb Brooks LLP Victoria House 39 Winchester Street Basingstoke RG21 7EQ
INSURANCE BROKER	Innovation Broking 20 St Dunstan's Hill London EC3R 8HL

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES

The Trustees of The Loddon Foundation Ltd present their annual report and audited accounts for the year ended 31 March 2021 and confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of Recommended Practice (SORP) (FRS 102) 2019.

Structure, Governance and Management

Governing Document

The Loddon Foundation is a company limited by guarantee and governed by its Memorandum and Articles of Association dated 4 December 1989, as amended on 8 June 2013. It is registered as a Charity with the Charity Commissioners. The members have agreed to contribute a maximum of £100 each in the event of the company winding up. The number of members is unlimited. The Company Directors are also Trustees of the Charity and Governors of the School.

Appointment of Trustees

It has always been the policy that all members are both Trustees, Directors and Governors of the School. There are no other Directors, Trustees or Governors. All the Directors, Trustees and Governors henceforth referred to as Trustees, as detailed on the reference and administrative details, served throughout the year unless otherwise stated. The Board has power to appoint additional Trustees if it considers fit to do so.

New Trustees are selected based on their specialist knowledge e.g. teaching, care, financial, legal, IT, medical expertise, experience with children and adults with severe challenging behaviour and learning difficulties. Trustees are recruited through networking of current Trustees and the interactions the Charity has with the local community. One trustee has resigned from the Charity this year and we have replaced this Trustee with one with similar expertise.

Trustee Induction and Training

Prospective Trustees are invited to visit the School, where they can meet key employees, the children and other Trustees. Prospective Trustees are provided with information about the philosophy of the Charity along with details about the accredited training that is delivered nationally and promotes the philosophy and approaches of the Charity.

The Trustees have on-going training, and receive additional information which is circulated as available from the Charity Commission. Trustees are invited to attend training delivered by Loddon Training & Consultancy – the external training division of the Charity.

Trustees meet each year with the whole senior team to engage in the annual Strategic Planning process.

Organisation

The Board of Trustees, which must comprise of a minimum of 3 members, administers the Charity meet at least four times a year. The Trustees fulfil the role of the Proprietorial Body for the School and are subject to registration by Ofsted.

The Board of Trustees have had in place four subcommittees to facilitate their ongoing work. These subcommittees, along with their key responsibilities are:

- Finance, HR, Estates and IT
 - Ensure that budgets are developed and monitored;
 - Approve investment proposals;
 - Monitor the facilities programs and Health and Safety;
 - Ensure that the Charity effectively manages and rewards staff; and
 - Advise on developing the IT strategy for the School.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

- Philosophy, Education, Well-being and Training.
 - Ensure that the Charity maintains its focus on the underlying philosophy of positive approaches;
 - Monitor the curricula used within the Charity to ensure that they are aligned to the philosophy and approaches of PROACT-SCIPr-UK®; and
 - Ensuring the School keeps the students within its care safe and complies with the relevant safeguarding legislation.

- LTC / Training and Outreach
 - Provide Strategic direction to the Loddon Training and Consultancy such that the Philosophies of the school, the PLLUSS® curriculum and practical application of PROACT-SCIPr-UK® is spread as widely throughout the UK as possible; and
 - Oversee the running of the Outreach programme which is supporting teachers and school who specialise in special educational needs in the UK .

- Governance and Quality Management
 - Recruitment, training, ensuring the board has an appropriate mix of skills;
 - Review of governance documents to ensure that they are up to date;
 - Review of the Schools' Quality Management System and ensure compliance with ISO 9001; and
 - Maintain the Trustees Risk Register.

The Trustees work closely with the Charity Leadership Team, via the subcommittees, to ensure that the aims and objective of the Charity, as agreed by the Trustees, are implemented through the organisation.

The Charity Leadership Team currently comprises the Loddon School Principal, the Director of Loddon Training & Consultancy, Vice Principal (Registered Care Manager), Head of Finance and Company Secretary and the Director of Human Resources.

The remaining staff are employed in the School to provide care, education, training, support or as trainers for Loddon Training & Consultancy. The Loddon Foundation is not dependent upon the service of unpaid volunteers.

The Charity Leadership Team formally report to the Trustees at the regular Trustees' meetings but also meet with smaller groups of Trustees to discuss on-going matters and to share information, as needed.

The Trustees attend events during the year in which children and parents from the School take part, and visit the School between meetings. They attend some of the training events presented by Loddon Training & Consultancy along with the annual conference.

Remuneration of Key Management Personnel

The Trustees set the remuneration of the Charity Leadership team by reference to remuneration in the local employment market and those employed in Special Schools. Responsibility for remuneration elsewhere in the Charity is delegated to the Charity leadership team who apply the same principles. All appointments and pay increases for those earning over £30,000 per annum are approved by the Finance and HR committee on behalf of the trustees.

Related Party Relationships

PROACT-SCIPr-UK® is the registered trademark of Mrs M Cornick MBE, the charities founder. The Charity uses this trademark under licence. The Charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The Board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the Charity.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Qualifying Third Party Indemnity Provisions

The charitable company has made qualifying third-party indemnity provisions (directors and officers insurance) for the benefit of its Trustees during the period. These provisions remain in force at the reporting date.

STRATEGIC REPORT

Objectives and Activities

Our Aims

The objectives of the Charity are the education, treatment and care of persons with learning disabilities. In addition, the Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The Charity achieves these through two principal activities: A School which provides education and care for 30 children and the provision of training courses for other schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors who support children and/or adults, through Loddon Training & Consultancy. The Charity also provides Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

Our Approach

The Loddon Foundation Ltd continues to provide specialist education and high quality residential care for children with autism, profound and complex learning disabilities and severe challenging behaviour. The School is committed to enabling children to participate in the life of the community wherever possible and with whatever support is needed. The children all demonstrate behaviours of concern which have severely restricted their opportunities compared with children in main-stream schools and therefore need a 24-hour curriculum to provide maximum support to them and their families.

The Loddon Foundation bases its approach in 'Positive Behaviour Support' and 'non-aversive' approaches to behaviour support within the philosophy and practice of PROACT-SCIPr-UK® and the PLLUSS® curriculum both developed by the Charity and implemented within the School and disseminated through Loddon Training & Consultancy. These approaches are understood and recognised by Ofsted and local authorities (who pay fees for children to be pupils in the School).

Using PROACT-SCIPr-UK® and PLLUSS® as the philosophy and approach, the School bases its practice in personalised education and care to ensure each child's programme supports the needs of that child. The education of the child is both individualised and personalised, enabling learning programmes to occur in the natural settings rather than classrooms. For example, learning to dress and undress is learnt in the child's bedroom or swimming pool complex and activities are selected to ensure preparation for adult life with a focus on communication skills, choice, social skills and behaviour support. Transition planning plays an important part in the education of pupils when they reach 14+.

The Loddon Foundation provides external organisations training which is accredited by BILD (British Institute of Learning Disabilities) and known as PROACT-SCIPr-UK® through Loddon Training & Consultancy. This is a specialist programme providing a 'whole approach' to enable staff to actively support individuals who demonstrate behaviours of concern and as far as is reasonably possible ensures the safety of staff.

Loddon Training & Consultancy delivers this training to organisations throughout the UK and there are in the region of 800 Instructors trained to deliver PROACT-SCIPr-UK® courses to staff within their service and implement the approach in schools, residential, day services and supporting living settings. In addition, advice and support is offered to other schools and care homes on a regular basis.

Subsidised courses and additional advice and support are provided through Outreach to parents and family carers to enable them to use both PROACT-SCIPr-UK® and PLLUSS® within their own homes. This enables children and adults to stay longer in the family home reducing the need for them to be supported in residential care.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Loddon Training & Consultancy uses off-site training facilities at Field House Barn, a training facility providing for the increasing number of courses and without reducing the use of space at the School.

The PROACT-SCIPr-UK® acronym stands for ‘Positive Range of Options to Avoid Crisis and use Therapy, Strategies for Crisis Intervention and Prevention’. Whilst PLLUSS® means ‘Personalised Learning for Life Using Supportive Strategies.’ These curricular approaches include ways of educating children who find the regular classroom prohibitive to learning. These programmes are delivered to ensure a culture of understanding of the philosophy of positive approaches and behaviour support to enable learning to take place for all in a person-centred way.

Our Objectives

Achievements and Performance

During the year the following progress was made against the objectives and key performance indicators set in last year’s annual report:

Objectives Set Last Year	Achievements
Maintain the occupancy of the School at an average of 28 students to generate a surplus to support the future phases of the development program.	The average student numbers for the last financial year are 29.8. Maintaining a full cohort of 30 students for the majority of the year has enabled the School to generate money towards the building project. Phase one is now completed and paid for.
The Trustees will continue to work with consultants and the Charity leadership team as the building strategy is applied to improve the facilities for the children over the next 5 years.	The working party has continued to meet on a regular basis, and we have now submitted the planning request for phase 2 of the project. Work continues to raise the final elements of money required before hopefully starting to build again in summer 2022.
To reduce care staff vacancies, the School will invest £30,000 into the recruitment budget for marketing of the School to entice new recruits.	A radio campaign was launched and in full flow just before the start of the national Lockdown. This had a positive effect on the linked recruitment activities. A new approach to marketing the School and our outward facing work is being developed to aid local and regional recruitment. Agency staff were block booked throughout the pandemic in order to prevent the circulation of staff between other providers and our School.
To review and develop our information systems to support business growth.	A review of our current system has been completed and we continue to work on the development phase to enable us to achieve a sustainable integrated system to support the business need.
To develop the e-learning platform to facilitate additional courses for the LD/autism sector.	The online e-learning platform is developed and has proven invaluable. Our PROACT-SCIPr-UK® courses were added in the first instance to ensure continuity of business by enabling us to provide a blended learning approach and fulfil our customer requirements throughout the Covid-19 pandemic. Additional Courses continue to be developed.
To add to the research knowledge within the education and care of young people with autism.	Several papers have been published this year written by the Principal in Insight journal for Optimus Education related to the teaching of children with SEND and autism. Head of Training completed her master’s degree on staff well-being of staff working in a residential setting. The School also aid the research of the Human Rights Commission with work on restraint in schools, emphasising our positive proactive approach.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Development of the Charity (Trustees)

- Following a strategic review the trustees have submitted the planning request for phase 2 of the building project. The trustees are looking to sell two of the foundation properties to help fund the development and seeking support of donations externally so that they can commence the project as early as possible.
- The Trustees are reviewing the viability of keeping Field house barn now the tenant who shared the building with us has now left. Due to the glut of office buildings in the Basingstoke area it is difficult to relet the premises. The trustees are exploring the possibility of selling the barn for residential development. LTC would be located to a smaller and more appropriately sized facility.
- The chairman of the trustees is leading a strategic review of the external training provided by LTC and looking to review the organisation and find new ways of training to spread the learning of the School's pioneering methods.

The School

The School is inspected as a Children's Home once a year and as a School every three years. The School was recognised as "outstanding" for its provision in social care and Outstanding in education during the last Ofsted inspections. There were many achievements in the School during the year which included:

- The year has been dominated by a Global Pandemic and national lockdown. While other schools were closed or offering a reduced service the Loddon School remained fully open and delivered a full service to all 30 students throughout the year. This has been achieved through an amazing team effort, the integrated approach to our work showing its true benefits in these extreme conditions.
- Several articles have been written and published by the Principal this year and the School has work published in Optimus Education journal, The Parliamentary Review, and the editorial section for the Good SEN school guide.
- Our reputation for knowledge, innovational practice and training has grown and we have been approached by several national organisations to assist other schools and special provisions with strategies for behaviour or curriculum delivery.
- The School has been awarded the provider status for Forest Schools, Trailblazer status for outdoor learning, Level 5 Silver award by the Royal Horticultural society and the Sleep Right mark.
- The School continued to take part in the National Schools Shakespeare Festival. This year it was held virtually, and a film of A Midsummer Night's Dream was created. The film allowed a larger number of children to be involved rather than the usual live theatre production. We are pleased to see that in future the SSF is going to combine the film and theatre elements.
- The School has been very creative in its approach this year as lockdown prevented shopping trips and other community leisure facilities to be visited. We have created our own shop which includes a small post office, and a tuck shop. At Christmas we extended the shop into the courtyard for an outdoor market.
- Replacing the annual winter concert all parents received an feature film showing similar performances as those normally shown but enhanced by green screen production, our own musical rock band and a newly composed School song which can be easily sung by all.
- Throughout the lockdown period we have watched the building of two large bungalows which will replace two of our old houses and provide purpose designed specialist accommodation and learning environment within the main site.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Training & Consultancy

LTC responded rapidly to the changing requirements caused by the Covid-19 pandemic, adapting its approach to the delivery of training and consultancy to maintain a responsive approach to fulfilling customer requirements.

- LTC successfully gained accreditation by Bild Association of Certificated Training (ACT) against the Restraint Reduction Network Standards (RRN) for the provision of PROACT-SCIPr-UK® training in the 'whole approach curriculum' for a wide range of courses ranging from one to two day Introductory and Foundation Courses to 'train the trainer' – Instructor Training Courses.
- PROACT-SCIPr-UK® courses have been transferred to our online learning platform to facilitate a blended learning experience for the learner and to ensure continued training delivery and services for the customer.
- Trainers have developed skills in the creation and delivery of courses and provision of consultancy services online using video conferencing.
- Requirements for consultancy services has increased with a greater emphasis on organisation specific support around individuals with complex needs.

Outreach

- Requests for advice and support has been offered through video conferencing to a wide audience to include parents and families.
- Introduction of Social Media as a mechanism to circulate hints and tips and provide support for parents and carers during lockdown

International Work

- We continue to support Zambia through donations so that they are able to open their own school for children with special educational needs.

Public Benefit

The Trustees confirm that they have regard to the Charity Commission's guidance on public benefit and this is shown in the reporting of the Charity's objectives and achievements. These are summarised below:

- The School provides fully residential places for up to 30 children who need education care and support and all are fully funded by local authorities, with no private placements.
- Loddon Training & Consultancy provides training to schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors. The training is important and is in great demand and benefits children and adults with a wide range of needs and difficulties.
- The Charity provides support to parents and professionals needing advice and support.
- LTC provides subsidised courses for parents and family carers.
- Staff contribute freely to national conferences and consultations.
- The School invites the local community to share in events and observe the work.
- The Charity provides employment and training leading to national qualifications.
- The Charity shares its advanced knowledge of autism, learning disabilities and challenging behaviour with other professionals e.g. the SHIP PBS network group.
- The Charity shares its expertise with local disability forums, and other charities.
- The Charity supports charities internationally with training.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Financial Review

The Charity has generated an increase in its unrestricted reserves of £1,053,473. The surplus was generated by the School £683,276, the investments £339,478. and Loddon Training and consultancy £30,719.

The surplus for the year plus depreciation plus funds have been transferred to a designated building fund which the Trustees have established to fund new buildings.

The principal source of income is school fees, accounting for 64% of the incoming revenues. This year our Schroders investment has made a generous return and recovered last year's deficit. The school fee income has been applied to provide residential care and education for the students within the School.

The income generated by the Charity has increased by 5% due to an increase in the average number of Students within the year plus we have increased our existing student fees by 2.32% and raised new student fees by 4%. Overheads in general were lower this year as a result of the pandemic restricting the students leisure activities and unable to allow external therapists on site.

Staff wages and salaries account for 71% of the costs of running the foundation. The total cost of staffing increased from last year and cost the foundation approximately £300k over the cost of full staffing. This is a result of having to block book agency staff since March 2020 to ensure that we had sufficient levels of staffing to remain open during the pandemic. Wages and salaries have increased by £402k as staff received a 2% pay rise across the board and care staff and domestics were given a £125 bonus and the Charity leadership team were given a £1,000 bonus as a thank you from the Trustees for coping with the pressures of working through Covid -19.

The recruitment of care staff continues to be a significant issue confronting the Charity because of the nature of the job and finding the correct person for the role. This year we have been unable to attend job fairs and have instead attended them online and recruited through radio advertising.

During the year the Charity has spent £45,259 on capital investment. The capital expenditures included:

- School Vehicle (£33,977)
- ICT: Back up storage (£3,192)
- In ground trampoline (£4,181)
- Coffee Machine (£1,831)
- Frieght container (£2,078)

Reserves and Financial Health

The Trustees regularly review the finances, budgets and spend against budget as part of the effective governance of the Charity.

The Charity budgets to ensure the School is self funding but it is supported by the return on its investments and the surplus generate by LTC to replace and renew the facilities the Charity requires to pursue its charitable aims.

The level of school fees is reviewed annually by the Trustees in liaison with the Charity Leadership Team. Fee invoices are raised quarterly in advance which contributes to healthy cash balances at the beginning of each quarter. In the normal course of events therefore the Trustees do not foresee difficulties in the Charity's cash flow position.

The Trustees consider the greatest financial risk to the Charity is the local authority austerity programme which has resulted in councils delaying payments and contesting inflationary increases in fees.

The Trustees consider it prudent to have a surplus to enable the School and LTC to continue operating during a period of reduced income or increased expenditure. A reserve equivalent of three months average expenditure is held.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

The funds available this year will continue to be transferred over for phase 2 of the building project that has been established. Phase 2 of the building project is estimated to be a cost to the charity of £3.4 million of which we are £1.1 million short with the funds available to be transferred over included.

	<u>2020/21</u>	<u>2019/2020</u>
	£	£
Total Funds	12,603,080	11,549,647
Less money :		
Invested in Fixed Assets	<u>9,199,167</u>	<u>7,165,719</u>
	3,403,913	4,383,928
Reserves:	3,364,913	4,318,430
Three months expenditure	1,825,000	1,822,000
Designated horticultural project	16,161	26,161
Designated building fund	1,523,727	2,470,204
Restricted Zambia fund	25	65
Capital expenditure	39,000	-
Money available for other charitable capital investment/activities	<u>-</u>	<u>65,498</u>

The Trustees will continue to review its reserves policy in the light of the economic climate to ensure they continue to be set at a realistic level.

Investment Policy and Performance

The Trustees, having regard to the liquidity requirement of operating the Loddon Foundation and to the reserves policy, have formally operated a policy of keeping two thirds of the funds in Deposit accounts and one third in Equities and Bonds. At the year end the charity had cash deposits of £4,126,317 and £1,395,570 invested in the Cazenove charity multi-asset fund. Whilst currently more is held in deposits than the policy states, it has been left as cash reserves as it will be spent in the coming year on the new school buildings .

The investments in the Cazenove charity multi-asset fund has increased by £277,384. The trustees take a long-term view to investment and are pleased the initial investment of £1,000,000 made in January 2015 has increased to £1,395,570 over six years.

The investment policy is continually reviewed in conjunction with the reserves policy.

Plans for Future Periods

Key objectives for the coming year have been agreed between the Board of Trustees and the Charity Leadership Team.

The continued focus of the Charity is to:

- Improvement of the environment – as we have completed phase one of our building project, we move Therapies into Willow Green and develop a specialist therapy centre close to the swimming pool. The vision of the village green in the heart of the School surrounded by living accommodation and free from cars will continue to move forward.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

- Development of our outreach and community involvement - develop more local community projects for people with learning disabilities, families with children and adults with autism.
These will include: Yoga, sensory circuit sessions, Family play therapy, Listen and Tell – speech and Language sessions, music therapy, drama therapy and drop-in consultations. We are also providing a wider range of training– First Aid at Work, Emotional Health First Aid, Education and training, Leadership.
- Further develop opportunities for career development and recruitment of high-quality staff. Re-structure of the Care teams and working day to give better working conditions and more opportunity for career progression within the School.
- To add to research knowledge within the education and care of young people with autism.
- To develop and implement a strategy to extend the training provision and promote Loddon as a Centre of Excellence in the delivery and implementation of the ‘whole approach’ curriculum to parents, carers and professionals throughout the UK
- To increase the range of courses offered by adding to those available on our online learning platform and add additional allied courses for example First Aid to our repertoire.
- To promote the Loddon Whole Approach Curriculum by implementing a revised marketing strategy
- To introduce a fully integrated management system to support the business function of LTC.

Risk Management

The Trustees have a risk management strategy and a Risk register which has been developed in partnership with the Charity Leadership Team. This is reviewed annually to highlight:

- Current and future risks that the Charity may face.
- The establishment of systems and procedures to limit those risks and mitigate any losses suffered.
- The implementation of procedures designed to minimise any potential impact on the Charity should those risks materialise.

At the operational level the Key risks facing the Charity are:

- Reputational risk arising from a safeguarding incident. The School has extensive safeguarding policies which include safe recruitment at the time of appointment, extensive induction training which is regularly re-enforced and check procedures which are implemented at the first suggestion of any issue arising.
- Local authority funding from Central government is being cut back and this may eventually reduce the willingness of the local authorities to pay for the level of care provided by the School. The School holds the equivalent of three months of charity running costs back in reserves.
- The School must ensure it can continue to meet the changing standards required by Ofsted. To do this it employs a School improvement consultant and trains its staff at induction and re-enforces annually their safeguarding obligations.
- The recruiting of a full team of care staff has been difficult during the last four years and the risk has been mitigated by hiring agency staff.
- The staffing levels of the School during the Pandemic. We have mitigated this throughout the year by blockbooking agency to ensure we have sufficient levels of staffing and to the lower the risk of transmission to staff and students as they will not be working at other care sites.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The Trustees (who are also Directors of The Loddon Foundation Ltd 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 judgements 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.

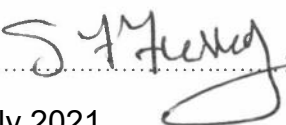
The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

So far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware. Additionally, the Trustees have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

The Report of the Directors and Trustees and incorporated Strategic Report was approved by

Mr S Fussey

Director & Chair of the Board of Trustees

Date:  2021

28 July 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON FOUNDATION LTD

Opinion

We have audited the financial statements of The Loddon Foundation (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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.

Basis of opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON FOUNDATION LTD

Opinion on other matter 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 Directors' Report and the Strategic Report prepared for the purpose of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the Strategic 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 any material misstatements in the Trustees' Report or the Strategic Report, included within the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON FOUNDATION LTD

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), and the Companies Act 2006. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing financial statements including the Trustees' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents and reviewing the financial statement disclosures.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to Keeping Children Safe in Education under the Education Act 2002 and data protection. We performed audit procedures to inquire of management whether the charitable company is in compliance with these law and regulations and inspected correspondence.

The audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging any judgements and estimates applied by management.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON
FOUNDATION LTD

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.

RSM UK Audit LLP

KERRY GALLAGHER (Senior Statutory Auditor)
For and on behalf of RSM UK Audit LLP, Statutory Auditor
Chartered Accountants
Davidson House
Forbury Square
Reading
Berkshire, RG1 3EU

Date: 12 August 2021

The Loddon Foundation Ltd

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
INCOME FROM:					
Charitable activities					
Operations of the School		7,512,401	-	7,512,401	6,936,926
Training and workshops		469,944	-	469,944	577,450
Donations		39,014	43,960	82,974	110,847
Investments	2	62,094	-	62,094	82,121
Total income		8,083,453	43,960	8,127,413	7,707,344
EXPENDITURE ON:					
Charitable activities					
Operations of the School	3	6,868,139	44,000	6,912,139	6,477,709
Training and workshops	3	439,225	-	439,225	524,737
Total expenditure	3	7,307,364	44,000	7,351,364	7,002,446
Net income/(expenditure) before net gain/(loss) on investments		776,089	(40)	776,049	704,898
Net gain/(loss) on investments	9	277,384	-	277,384	(91,776)
NET MOVEMENT IN FUNDS		1,053,473	(40)	1,053,433	613,122
FUNDS BROUGHT FORWARD AT 1 APRIL	15	11,549,582	65	11,549,647	10,936,525
FUNDS CARRIED FORWARD AT 31 MARCH	15	12,603,055	25	12,603,080	11,549,647

All amounts derive from continuing activities.

All gains and losses for the year are included in the Statement of Financial Activities.

The Loddon Foundation Ltd

BALANCE SHEET

As at 31 March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS					
Tangible assets	7		7,375,551		5,619,487
Investment properties	8		428,046		428,046
Investments	9		1,395,570		1,118,186
			<u>9,199,167</u>		<u>7,165,719</u>
CURRENT ASSETS					
Debtors	10	1,835,096		1,840,877	
Current asset investments	11	504,963		504,957	
Cash at bank and in hand		3,621,354		4,100,245	
		<u>5,961,413</u>		<u>6,446,079</u>	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR					
	12	<u>(2,557,500)</u>		<u>(2,062,151)</u>	
NET CURRENT ASSETS					
			3,403,913		4,383,928
TOTAL ASSETS LESS CURRENT LIABILITIES					
			<u>12,603,080</u>		<u>11,549,647</u>
NET ASSETS					
			<u>12,603,080</u>		<u>11,549,647</u>
UNRESTRICTED FUNDS					
General fund	15	11,063,167		9,053,217	
Designated funds	15	<u>1,539,888</u>		<u>2,496,365</u>	
			12,603,055		11,549,582
RESTRICTED FUNDS					
Zambia fund	15	<u>25</u>		<u>65</u>	
			25		65
TOTAL FUNDS					
			<u>12,603,080</u>		<u>11,549,647</u>

The financial statements on pages 15 to 31 were approved by the Trustees/Directors and authorised for issue on **28 July 2021** and are signed on their behalf by:


 Mr S Fussey
 Chair

The Loddon Foundation Ltd
 STATEMENT OF CASHFLOWS
 For the year ended 31 March 2021

	Notes	2021 £	2020 £
CASH FLOWS FROM OPERATING ACTIVITIES:			
Net cash provided by operating activities	17	1,497,620	609,370
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of tangible fixed assets		(1,985,582)	(272,595)
Interest received		9,077	26,098
Proceeds on sale of tangible assets		-	-
Net cash used in investing activities		(1,976,505)	(246,497)
CHANGE IN CASH AND CASH EQUIVALENTS DURING THE YEAR		(478,885)	362,873
CASH AND CASH EQUIVALENTS AT 1 APRIL		4,605,202	4,242,329
CASH AND CASH EQUIVALENTS AT 31 MARCH	18	4,126,317	4,605,202

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

GENERAL INFORMATION

The Loddon Foundation Ltd is a private company limited by guarantee and incorporated in England and Wales. The address of the charitable company's registered office and principal place of business is The Loddon School, Wildmoor Lane, Sherfield-on-Loddon, Hook, Hampshire, RG27 0JD.

The objects of the Charity are the education, treatment and care of persons with learning disabilities. In addition, the Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The Charity achieves these through two principal activities: a School which provides education and care for 30 (2020: 28) children and the provision of training courses for other schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors who support children and/or adults, through Loddon Training & Consultancy. The Charity also provides Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

BASIS OF ACCOUNTING

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") under the historical cost convention, modified to include certain assets at fair value, in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP) (as amended for accounting periods commencing from 1 January 2019) and the requirements of the Companies Act 2006, including the provisions of the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £1, except where otherwise indicated.

The Loddon Foundation Ltd meets the definition of a public benefit entity under FRS102.

GOING CONCERN

The Trustees have reviewed the financial forecasts for the Charity and have in particular considered its anticipated income and expenditure commitments for a period of twelve months from the date of approval of these financial statements.

No material uncertainties that may cast significant doubt about the ability of the charitable company to continue as a going concern have been identified by the Trustees. The Charity has not been significantly impacted by COVID-19 as it is a residential care home and school which will continue to be supported by the relevant councils. Therefore, the financial statements have been prepared on a going concern basis.

INCOME

Fees receivable and other income are accounted for in the period in which the service is provided. Pupils' fees are invoiced quarterly in advance. Training and workshop invoices are issued in advance of the course being provided. Such fees and income invoiced in advance are included on the Balance Sheet as deferred income.

Donations received for the general purposes of the Charity are credited to unrestricted funds. Donations for purposes restricted by the wishes of the donor are taken to restricted funds. The Loddon Foundation Ltd does not enter into activities specifically for the purpose of raising additional funds or donations.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

GOVERNMENT GRANTS

Government grants are recognised at the fair value of the assets received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or are receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

EXPENDITURE

Expenditure is accounted for on an accruals basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the Charity, including external audit, any legal advice and indemnity insurance for the Trustees, costs of Trustee meetings, and preparation of statutory accounts and attending to statutory requirements.

TANGIBLE FIXED ASSETS

Tangible fixed assets costing more than £1,000 are capitalised and are stated at cost less depreciation and any provision for impairment. Depreciation is calculated to write off the cost of tangible fixed assets over their estimate useful lives as follows:

Freehold buildings	over 50 years
Property improvements	over 7 years
Motor vehicles	25% reducing balance basis
Fixtures, fittings and general equipment	15% straight line basis
Furniture, carpets, computers and high risk equipment	33.3% straight line basis

Assets in the course of construction are carried at cost, less any identified impairment loss. Cost includes professional fees and other directly attributable costs that are necessary to bring the asset to its operating condition. Depreciation commences when the assets are ready for their intended use.

INVESTMENT PROPERTY

Investment property, which is property held to earn rentals and/or for capital appreciation, is measured using the fair value model and stated at its fair value as at the reporting end date. The surplus or deficit on revaluation is recognised in the Statement of Financial Activities.

FIXED ASSET INVESTMENTS

Listed investments are initially recognised at their transaction value and subsequently included in the balance sheet at fair value. Realised and unrealised gains and losses on disposals of investments, or on revaluation, are credited/charged to the Statement of Financial Activities.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

REALISED AND UNREALISED GAINS AND LOSSES

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening fair value (purchase date if later). Unrealised gains and losses are calculated as the difference between the fair value at the year end and opening fair value (or purchase date if later). Realised and unrealised gains are not separated in the Statement of Financial Activities.

CASH AND CASH EQUIVALENTS & CURRENT ASSET INVESTMENTS

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Current asset investments represent short-term investments with original maturities of more than three months.

OPERATING LEASES

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

PENSION SCHEME ARRANGEMENTS

Defined contribution plans

The Charity makes contributions to personal pension arrangements in respect of all staff. The annual contributions payable are charged to the Statement of Financial Activities. The Charity also has a small number of employees that participate in the Teachers' Pensions Scheme a final salary scheme – details can be found in note 21.

FUNDS

Restricted income funds are used to account for situations where the donor requires that funds must be spent on a particular purpose. All other funds are unrestricted income funds.

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 listed investments which are subsequently measured at fair value.

FINANCIAL ASSETS

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

A provision for impairment of trade debtors is established when there is objective evidence that the amounts due will not be collected according to the original terms of the contract. Impairment losses are recognised in income and expenditure for the excess of the carrying value of the trade debtor over the present value of the future cash flows discounted using the original effective interest rate. Subsequent reversals of an impairment loss that objectively relate to an event occurring after the impairment loss was recognised, are recognised immediately in income or expenditure.

FINANCIAL LIABILITIES

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

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

CORPORATION TAX

No provision for taxation, deferred or otherwise, has been made in the financial statements of the Charity, as The Loddon Foundation Ltd is a charity in accordance with the Charities Act 2011 and is exempt from taxation.

EMPLOYEE BENEFITS

The costs of short-term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Redundancy payments are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

The charitable company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

There are no estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

1 INCOME

	2021	2020
	£	£
Income analysed by class of business:		
Charitable activities	7,982,345	7,514,376
Donations	82,974	110,847
Interest	9,077	26,098
Rental income	53,017	56,023
	<hr/>	<hr/>
	8,127,413	7,707,344
	<hr/>	<hr/>

Income of £43,960 (2020: £4,815) is restricted and £8,083,453 (2020: £7,702,529) is unrestricted income.

Charitable activities income includes government grant income of £2,721 (2020: £7,921) in respect of the Teachers Pension Grant and COVID catch-up premium funding available to the School.

Included in donations income is an amount of £34,731 (2020: £100,000) which the School has allocated to the building development fund and included in designated funds. Further details of the designated funds are provided in note 15.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

2 INVESTMENT INCOME

	2021 £	2020 £
Bank interest receivable	9,077	26,098
Rental income	53,017	56,023
	62,094	82,121

In both the current and prior year, all investment income was unrestricted.

3 EXPENDITURE

	Basis of allocation	Operation of the School	Training and workshop costs	2021 total £	2020 total £
Staff costs	Direct	5,487,875	320,891	5,808,766	5,450,813
Direct costs	Direct	401,295	55,798	457,093	472,309
Overheads	Direct	308,796	58,983	367,779	350,575
Recruitment costs	Direct	54,354	-	54,354	50,314
Premises costs	Direct	410,747	3,354	414,101	435,037
Depreciation	Direct	229,319	199	229,518	226,840
Governance	Direct	19,753	-	19,753	16,558
		6,912,139	439,225	7,351,364	7,002,446

Expenditure of £44,000 (2020: £4,750) is from restricted funds and £7,307,364 (2020: £6,997,696) is from unrestricted funds.

4 NET MOVEMENT IN FUNDS

Net movement in funds is stated after charging:		2021 £	2020 £
Auditor's remuneration			
-	Audit	15,245	13,860
-	Teachers pension audit	1,120	1,020
-	Other services	3,090	2,940
Depreciation		229,518	226,840
Operating lease rentals		19,288	18,774

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

5 STAFF COSTS

	2021	2020
	£	£
Staff costs during the year were:		
Wages and salaries	4,123,305	3,896,996
Social security costs	378,147	351,745
Pension costs	214,672	190,180
Agency costs	982,380	857,420
	<hr/>	<hr/>
	5,698,504	5,296,341
	<hr/>	<hr/>

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

	2021	2020
	No	No
School	169	156
Training and workshops	8	7
	<hr/>	<hr/>
	177	163
	<hr/>	<hr/>

The number of employees, included in the above, emoluments, excluding pension contributions, fell within the following ranges were:

	2021	2020
	No	No
£60,001 - £70,000	1	-
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
	<hr/>	<hr/>

Pension contributions of £24,239 (2020: £15,519) were made in respect of the above employees.

6 TRUSTEES' REMUNERATION AND EXPENSES

The Trustees did not receive any remuneration during the year ended 31 March 2021 (2020: £nil). Expenses relating to travel and meetings totalling £64 were reimbursed to one Trustee (2020: £430 to three Trustees).

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

7 TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Assets in the course of construction £	Motor vehicles £	Fixtures fittings and equipment £	Total £
Cost					
At 1 April 2020	7,620,667	266,092	148,301	164,752	8,199,812
Additions	6,259	1,940,323	33,977	5,023	1,985,582
31 March 2021	7,626,926	2,206,415	182,278	169,775	10,185,394
Depreciation					
At 1 April 2020	2,328,246	-	115,164	136,915	2,580,325
Charged in the year	197,560	-	13,939	18,019	229,518
31 March 2021	2,525,806	-	129,103	154,934	2,809,843
Net book value 31 March 2021	5,101,120	2,206,415	53,175	14,841	7,375,551
Net book value 31 March 2020	5,292,421	266,092	33,137	27,837	5,619,487

8 INVESTMENT PROPERTY

Fair value	£
At 1 April 2020 and 31 March 2021	428,046

The fair value of the investment property has been arrived at on the basis of a valuation carried out in January 2015 by Wadham and Isherwood, who are not connected to the company.

The Trustees have reviewed the current rental yields provided by London Clancy and deem that there is no change to investment property valuation as at 31 March 2021.

Subsequent to the reporting date, the lease was surrendered and the investment property was transferred to tangible fixed assets.

The Loddon Foundation Ltd
 NOTES TO THE FINANCIAL STATEMENTS (continued)
 For the year ended 31 March 2021

9	FIXED ASSET INVESTMENTS		Listed investments £
	Market value at 1 April 2020		1,118,186
	Gain on investment		277,384
			<hr/>
	Market value at 31 March 2021		1,395,570
			<hr/>
	Investments at market value comprised:		
		2021 £	2020 £
	UK Equities and investment funds	1,395,570	1,118,186
		<hr/>	<hr/>
	Market value at 31 March	1,395,570	1,118,186
		<hr/>	<hr/>
10	DEBTORS	2021 £	2020 £
	Trade debtors	1,754,447	1,761,388
	Prepayments and accrued income	74,537	72,274
	Other debtors	6,112	7,215
		<hr/>	<hr/>
		1,835,096	1,840,877
		<hr/>	<hr/>
11	CURRENT ASSET INVESTMENT	2021 £	2020 £
	Unlisted investments	504,963	504,957
		<hr/>	<hr/>
		504,963	504,957
		<hr/>	<hr/>

Current asset investments relate to short term bonds with maturities of more than 3 months but less than 12.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

12	CREDITORS: Amounts falling due within one year	2021 £	2020 £
	Trade creditors	110,458	85,370
	Other creditors	70,849	56,601
	Accruals and deferred income	2,376,193	1,920,180
		<hr/>	<hr/>
		2,557,500	2,062,151
		<hr/>	<hr/>

At the year end pension contributions of £23,088 (2020: £21,869) were outstanding and included in creditors.

13 DEFERRED INCOME

Deferred income relates to termly School fees and training course fees invoiced in advance. All fees will be released to the Statement of Financial Activities within 12 months of the Balance Sheet date.

	2021 £	2020 £
Balance brought forward	1,868,722	1,614,279
Amounts released to income	(1,868,722)	(1,614,279)
Amounts deferred in the year	2,142,105	1,868,722
	<hr/>	<hr/>
Balance carried forward	2,142,105	1,868,722
	<hr/>	<hr/>

14 FINANCIAL INSTRUMENTS

CARRYING AMOUNT OF FINANCIAL ASSETS
Instruments measured at fair value through profit or loss

	2021 £	2020 £
	1,395,570	1,118,186
	<hr/>	<hr/>

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

15 FUNDS

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
RESTRICTED FUNDS					
Zambia fund	65	43,960	(44,000)	-	25
TOTAL RESTRICTED FUNDS	65	43,960	(44,000)	-	25
UNRESTRICTED FUNDS					
General fund	9,053,217	8,326,106	(7,307,364)	991,208	11,063,167
Designated fund – Building development fund	2,470,204	34,731	-	(981,208)	1,523,727
Designated fund – Horticultural project fund	26,161	-	-	(10,000)	16,161
TOTAL UNRESTRICTED FUNDS	11,549,582	8,360,837	(7,307,364)	-	12,603,055
TOTAL FUNDS	11,549,647	8,404,797	(7,351,364)	-	12,603,080
	At 1 April 2019 £	Income £	Expenditure £	Transfers £	At 31 March 2020 £
RESTRICTED FUNDS					
Zambia fund	-	4,815	(4,750)	-	65
TOTAL RESTRICTED FUNDS	-	4,815	(4,750)	-	65
UNRESTRICTED FUNDS					
General fund	8,972,118	7,602,529	(7,086,377)	(435,053)	9,053,217
Designated fund – Building development fund	1,903,651	100,000	-	466,553	2,470,204
Designated fund – Horticultural project fund	60,756	-	(3,095)	(31,500)	26,161
TOTAL UNRESTRICTED FUNDS	10,936,525	7,702,529	(7,089,472)	-	11,549,582
TOTAL FUNDS	10,936,525	7,707,344	(7,094,222)	-	11,549,647

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

15 FUNDS (continued)

Designated fund – Building Development Fund

The School has set up a designated fund to demonstrate to third parties (local authorities) the need to generate a surplus each year in order to modernise our facilities.

Designated fund - Horticultural project fund

The School has received a donation from Drayton Manor which is being used for the new outdoor classroom.

Restricted fund – Zambia fund

The School has received specific donations for its activities in Zambia. Where funds are donated for a specific purpose they are held in restricted funds until they are spent for the purpose the donor intended.

16 ANALYSIS OF NET ASSETS BETWEEN FUNDS AT 31 MARCH 2021	Unrestricted funds £	Restricted general funds £	Total funds £
Tangible fixed assets	7,375,551	-	7,375,551
Investment properties	428,046	-	428,046
Investments	1,395,570	-	1,395,570
Cash at bank and in hand	3,621,354	-	3,621,354
Other net current assets	2,340,034	25	2,340,059
Net current liabilities	(2,557,500)	-	(2,557,500)
TOTAL NET ASSETS AT 31 MARCH 2021	12,603,055	25	12,603,080
ANALYSIS OF NET ASSETS BETWEEN FUNDS AT 31 MARCH 2020	Unrestricted funds £	Restricted general funds £	Total funds £
Tangible fixed assets	5,619,487	-	5,619,487
Investment properties	428,046	-	428,046
Investments	1,118,186	-	1,118,186
Cash at bank and in hand	4,100,245	-	4,100,245
Other net current assets	2,345,769	65	2,345,834
Net current liabilities	(2,062,151)	-	(2,062,151)
TOTAL NET ASSETS AT 31 MARCH 2020	11,549,582	65	11,549,647

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

17 RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES	2021 £	2020 £
Net income	1,053,433	613,122
Depreciation	229,518	226,840
(Gain)/loss on investments	(277,384)	91,776
Interest receivable	(9,077)	(26,098)
Decrease/(increase) in debtors	5,781	(542,793)
Increase in creditors	495,349	246,523
	<hr/>	<hr/>
NET CASH INFLOW FROM OPERATING ACTIVITIES	1,497,620	609,370
	<hr/>	<hr/>

18 ANALYSIS OF NET DEBT

	1 April 2020 £	Cash flows £	Other non- cash changes £	31 March 2021 £
Cash in hand, at bank	4,100,245	(478,891)	-	3,621,354
Current asset investments	504,957	6	-	504,963
	<hr/>	<hr/>	<hr/>	<hr/>
NET FUNDS	4,605,202	(478,885)	-	4,126,317
	<hr/>	<hr/>	<hr/>	<hr/>

19 RELATED PARTY TRANSACTIONS

In the comparative year, prior to 13 December 2019, the Loddon Foundation Ltd entered into the following transactions with related parties by virtue of common directors:

The Loddon Foundation charged £41,791 to Liaise Loddon Limited for rent and services supplied. The Loddon Foundation Ltd was charged £46 by Liaise Loddon Limited for services supplied. Following the sale of Liaise Loddon Limited to Sequence Care Limited on 13 December 2019, Liaise Loddon Limited is no longer considered a related party.

As at 31 March 2021 no amounts were owed by related parties (2020: £nil).

Total donations received from Trustees amounted to £43,830 (2020: £104,750).

All related party transactions were carried out on an arms length basis.

20 KEY MANAGEMENT PERSONNEL

The total remuneration of the employees, who are considered to be the key management personnel of the Charity, was £376,030 (2020: £344,897) including employer's national insurance of £35,524 (2020: £32,273).

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

21 PENSION AND SIMILAR OBLIGATIONS

The School participates in the Teachers' Pension Scheme ("England and Wales") ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £50,077 (2020: £39,894).

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

There is insufficient information to account for the scheme as a defined benefit plan so it is accounted for as a defined contribution plan.

The Charity also makes contributions to personal pension arrangements in respect of all staff. Contributions to these schemes for the year were £164,595 (2020: £150,286).

All pension contributions and liabilities are allocated to unrestricted funding, as all staff costs relate to the general operation of the School.

Valuation of the Teachers' Pension Scheme

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

21 PENSION AND SIMILAR OBLIGATIONS (continued)

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

22 OTHER FINANCIAL COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Leases which expire:		
Within one year	5,377	19,288
In two to five years	3,099	12,767
	<hr/>	<hr/>
	8,476	32,055
	<hr/>	<hr/>

23 CAPITAL COMMITMENTS

Amounts committed to be paid but not provided in the financial statements for the construction of new buildings amounted to £80,000 (2020: £2,064,485).

The Loddon Foundation Ltd
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

for the year ended

31 March 2021

Company Registration Number 02448785
Charity Number 802188

The Loddon Foundation Ltd

REFERENCE AND ADMINISTRATIVE DETAILS

DIRECTORS (TRUSTEES)	Mrs M L Cornick MBE (Founder) Mr S Fussey (Chair) Mrs J Lewendon – Resigned 16/09/20 Ms J Wright – Deputy Chair Mr J Beebee – Resigned 29/04/21 Dr R W Lycett – Deputy Chair Mr M R Lakin Mrs J A Wake Mrs R E Jones Mr C I Wells Miss S J Corbett – Appointed 28/04/21
PRINCIPAL	Dr G Barrett
DIRECTOR OF LODDON TRAINING AND CONSULTANCY	Ms J Bromley
COMPANY SECRETARY	Mrs E A Fairhead
PRINCIPAL AND REGISTERED OFFICE	The Loddon School Wildmoor Lane Sherfield-on-Loddon Hook Hampshire RG27 0JD
COMPANY REGISTRATION NUMBER	02448785
REGISTERED CHARITY NUMBER	802188
AUDITOR	RSM UK Audit LLP Davidson House Forbury Square Reading Berkshire RG1 3EU
BANK	NatWest Bank PLC Chatham RCSC Western Avenue Waterside Court Chatham Maritime Chatham Kent ME4 4RT
SOLICITORS	Lamb Brooks LLP Victoria House 39 Winchester Street Basingstoke RG21 7EQ
INSURANCE BROKER	Innovation Broking 20 St Dunstan's Hill London EC3R 8HL

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES

The Trustees of The Loddon Foundation Ltd present their annual report and audited accounts for the year ended 31 March 2021 and confirm that they comply with the requirements of the Charities Act 2011, as amended by the Companies Act 2006, the Memorandum and Articles of Association and the Charities Statement of Recommended Practice (SORP) (FRS 102) 2019.

Structure, Governance and Management

Governing Document

The Loddon Foundation is a company limited by guarantee and governed by its Memorandum and Articles of Association dated 4 December 1989, as amended on 8 June 2013. It is registered as a Charity with the Charity Commissioners. The members have agreed to contribute a maximum of £100 each in the event of the company winding up. The number of members is unlimited. The Company Directors are also Trustees of the Charity and Governors of the School.

Appointment of Trustees

It has always been the policy that all members are both Trustees, Directors and Governors of the School. There are no other Directors, Trustees or Governors. All the Directors, Trustees and Governors henceforth referred to as Trustees, as detailed on the reference and administrative details, served throughout the year unless otherwise stated. The Board has power to appoint additional Trustees if it considers fit to do so.

New Trustees are selected based on their specialist knowledge e.g. teaching, care, financial, legal, IT, medical expertise, experience with children and adults with severe challenging behaviour and learning difficulties. Trustees are recruited through networking of current Trustees and the interactions the Charity has with the local community. One trustee has resigned from the Charity this year and we have replaced this Trustee with one with similar expertise.

Trustee Induction and Training

Prospective Trustees are invited to visit the School, where they can meet key employees, the children and other Trustees. Prospective Trustees are provided with information about the philosophy of the Charity along with details about the accredited training that is delivered nationally and promotes the philosophy and approaches of the Charity.

The Trustees have on-going training, and receive additional information which is circulated as available from the Charity Commission. Trustees are invited to attend training delivered by Loddon Training & Consultancy – the external training division of the Charity.

Trustees meet each year with the whole senior team to engage in the annual Strategic Planning process.

Organisation

The Board of Trustees, which must comprise of a minimum of 3 members, administers the Charity meet at least four times a year. The Trustees fulfil the role of the Proprietorial Body for the School and are subject to registration by Ofsted.

The Board of Trustees have had in place four subcommittees to facilitate their ongoing work. These subcommittees, along with their key responsibilities are:

- Finance, HR, Estates and IT
 - Ensure that budgets are developed and monitored;
 - Approve investment proposals;
 - Monitor the facilities programs and Health and Safety;
 - Ensure that the Charity effectively manages and rewards staff; and
 - Advise on developing the IT strategy for the School.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

- Philosophy, Education, Well-being and Training.
 - Ensure that the Charity maintains its focus on the underlying philosophy of positive approaches;
 - Monitor the curricula used within the Charity to ensure that they are aligned to the philosophy and approaches of PROACT-SCIPr-UK®; and
 - Ensuring the School keeps the students within its care safe and complies with the relevant safeguarding legislation.

- LTC / Training and Outreach
 - Provide Strategic direction to the Loddon Training and Consultancy such that the Philosophies of the school, the PLLUSS® curriculum and practical application of PROACT-SCIPr-UK® is spread as widely throughout the UK as possible; and
 - Oversee the running of the Outreach programme which is supporting teachers and school who specialise in special educational needs in the UK .

- Governance and Quality Management
 - Recruitment, training, ensuring the board has an appropriate mix of skills;
 - Review of governance documents to ensure that they are up to date;
 - Review of the Schools' Quality Management System and ensure compliance with ISO 9001; and
 - Maintain the Trustees Risk Register.

The Trustees work closely with the Charity Leadership Team, via the subcommittees, to ensure that the aims and objective of the Charity, as agreed by the Trustees, are implemented through the organisation.

The Charity Leadership Team currently comprises the Loddon School Principal, the Director of Loddon Training & Consultancy, Vice Principal (Registered Care Manager), Head of Finance and Company Secretary and the Director of Human Resources.

The remaining staff are employed in the School to provide care, education, training, support or as trainers for Loddon Training & Consultancy. The Loddon Foundation is not dependent upon the service of unpaid volunteers.

The Charity Leadership Team formally report to the Trustees at the regular Trustees' meetings but also meet with smaller groups of Trustees to discuss on-going matters and to share information, as needed.

The Trustees attend events during the year in which children and parents from the School take part, and visit the School between meetings. They attend some of the training events presented by Loddon Training & Consultancy along with the annual conference.

Remuneration of Key Management Personnel

The Trustees set the remuneration of the Charity Leadership team by reference to remuneration in the local employment market and those employed in Special Schools. Responsibility for remuneration elsewhere in the Charity is delegated to the Charity leadership team who apply the same principles. All appointments and pay increases for those earning over £30,000 per annum are approved by the Finance and HR committee on behalf of the trustees.

Related Party Relationships

PROACT-SCIPr-UK® is the registered trademark of Mrs M Cornick MBE, the charities founder. The Charity uses this trademark under licence. The Charity covers all the costs associated with the trademarking and Mrs M Cornick MBE receives no payment for the use of the trademark. The Board of Trustees have reviewed this arrangement and are confident that this continues to be in the best interests of the Charity.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Qualifying Third Party Indemnity Provisions

The charitable company has made qualifying third-party indemnity provisions (directors and officers insurance) for the benefit of its Trustees during the period. These provisions remain in force at the reporting date.

STRATEGIC REPORT

Objectives and Activities

Our Aims

The objectives of the Charity are the education, treatment and care of persons with learning disabilities. In addition, the Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The Charity achieves these through two principal activities: A School which provides education and care for 30 children and the provision of training courses for other schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors who support children and/or adults, through Loddon Training & Consultancy. The Charity also provides Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

Our Approach

The Loddon Foundation Ltd continues to provide specialist education and high quality residential care for children with autism, profound and complex learning disabilities and severe challenging behaviour. The School is committed to enabling children to participate in the life of the community wherever possible and with whatever support is needed. The children all demonstrate behaviours of concern which have severely restricted their opportunities compared with children in main-stream schools and therefore need a 24-hour curriculum to provide maximum support to them and their families.

The Loddon Foundation bases its approach in 'Positive Behaviour Support' and 'non-aversive' approaches to behaviour support within the philosophy and practice of PROACT-SCIPr-UK® and the PLLUSS® curriculum both developed by the Charity and implemented within the School and disseminated through Loddon Training & Consultancy. These approaches are understood and recognised by Ofsted and local authorities (who pay fees for children to be pupils in the School).

Using PROACT-SCIPr-UK® and PLLUSS® as the philosophy and approach, the School bases its practice in personalised education and care to ensure each child's programme supports the needs of that child. The education of the child is both individualised and personalised, enabling learning programmes to occur in the natural settings rather than classrooms. For example, learning to dress and undress is learnt in the child's bedroom or swimming pool complex and activities are selected to ensure preparation for adult life with a focus on communication skills, choice, social skills and behaviour support. Transition planning plays an important part in the education of pupils when they reach 14+.

The Loddon Foundation provides external organisations training which is accredited by BILD (British Institute of Learning Disabilities) and known as PROACT-SCIPr-UK® through Loddon Training & Consultancy. This is a specialist programme providing a 'whole approach' to enable staff to actively support individuals who demonstrate behaviours of concern and as far as is reasonably possible ensures the safety of staff.

Loddon Training & Consultancy delivers this training to organisations throughout the UK and there are in the region of 800 Instructors trained to deliver PROACT-SCIPr-UK® courses to staff within their service and implement the approach in schools, residential, day services and supporting living settings. In addition, advice and support is offered to other schools and care homes on a regular basis.

Subsidised courses and additional advice and support are provided through Outreach to parents and family carers to enable them to use both PROACT-SCIPr-UK® and PLLUSS® within their own homes. This enables children and adults to stay longer in the family home reducing the need for them to be supported in residential care.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Loddon Training & Consultancy uses off-site training facilities at Field House Barn, a training facility providing for the increasing number of courses and without reducing the use of space at the School.

The PROACT-SCIPr-UK® acronym stands for ‘Positive Range of Options to Avoid Crisis and use Therapy, Strategies for Crisis Intervention and Prevention’. Whilst PLLUSS® means ‘Personalised Learning for Life Using Supportive Strategies.’ These curricular approaches include ways of educating children who find the regular classroom prohibitive to learning. These programmes are delivered to ensure a culture of understanding of the philosophy of positive approaches and behaviour support to enable learning to take place for all in a person-centred way.

Our Objectives

Achievements and Performance

During the year the following progress was made against the objectives and key performance indicators set in last year’s annual report:

Objectives Set Last Year	Achievements
Maintain the occupancy of the School at an average of 28 students to generate a surplus to support the future phases of the development program.	The average student numbers for the last financial year are 29.8. Maintaining a full cohort of 30 students for the majority of the year has enabled the School to generate money towards the building project. Phase one is now completed and paid for.
The Trustees will continue to work with consultants and the Charity leadership team as the building strategy is applied to improve the facilities for the children over the next 5 years.	The working party has continued to meet on a regular basis, and we have now submitted the planning request for phase 2 of the project. Work continues to raise the final elements of money required before hopefully starting to build again in summer 2022.
To reduce care staff vacancies, the School will invest £30,000 into the recruitment budget for marketing of the School to entice new recruits.	A radio campaign was launched and in full flow just before the start of the national Lockdown. This had a positive effect on the linked recruitment activities. A new approach to marketing the School and our outward facing work is being developed to aid local and regional recruitment. Agency staff were block booked throughout the pandemic in order to prevent the circulation of staff between other providers and our School.
To review and develop our information systems to support business growth.	A review of our current system has been completed and we continue to work on the development phase to enable us to achieve a sustainable integrated system to support the business need.
To develop the e-learning platform to facilitate additional courses for the LD/autism sector.	The online e-learning platform is developed and has proven invaluable. Our PROACT-SCIPr-UK® courses were added in the first instance to ensure continuity of business by enabling us to provide a blended learning approach and fulfil our customer requirements throughout the Covid-19 pandemic. Additional Courses continue to be developed.
To add to the research knowledge within the education and care of young people with autism.	Several papers have been published this year written by the Principal in Insight journal for Optimus Education related to the teaching of children with SEND and autism. Head of Training completed her master’s degree on staff well-being of staff working in a residential setting. The School also aid the research of the Human Rights Commission with work on restraint in schools, emphasising our positive proactive approach.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Development of the Charity (Trustees)

- Following a strategic review the trustees have submitted the planning request for phase 2 of the building project. The trustees are looking to sell two of the foundation properties to help fund the development and seeking support of donations externally so that they can commence the project as early as possible.
- The Trustees are reviewing the viability of keeping Field house barn now the tenant who shared the building with us has now left. Due to the glut of office buildings in the Basingstoke area it is difficult to relet the premises. The trustees are exploring the possibility of selling the barn for residential development. LTC would be located to a smaller and more appropriately sized facility.
- The chairman of the trustees is leading a strategic review of the external training provided by LTC and looking to review the organisation and find new ways of training to spread the learning of the School's pioneering methods.

The School

The School is inspected as a Children's Home once a year and as a School every three years. The School was recognised as "outstanding" for its provision in social care and Outstanding in education during the last Ofsted inspections. There were many achievements in the School during the year which included:

- The year has been dominated by a Global Pandemic and national lockdown. While other schools were closed or offering a reduced service the Loddon School remained fully open and delivered a full service to all 30 students throughout the year. This has been achieved through an amazing team effort, the integrated approach to our work showing its true benefits in these extreme conditions.
- Several articles have been written and published by the Principal this year and the School has work published in Optimus Education journal, The Parliamentary Review, and the editorial section for the Good SEN school guide.
- Our reputation for knowledge, innovational practice and training has grown and we have been approached by several national organisations to assist other schools and special provisions with strategies for behaviour or curriculum delivery.
- The School has been awarded the provider status for Forest Schools, Trailblazer status for outdoor learning, Level 5 Silver award by the Royal Horticultural society and the Sleep Right mark.
- The School continued to take part in the National Schools Shakespeare Festival. This year it was held virtually, and a film of A Midsummer Night's Dream was created. The film allowed a larger number of children to be involved rather than the usual live theatre production. We are pleased to see that in future the SSF is going to combine the film and theatre elements.
- The School has been very creative in its approach this year as lockdown prevented shopping trips and other community leisure facilities to be visited. We have created our own shop which includes a small post office, and a tuck shop. At Christmas we extended the shop into the courtyard for an outdoor market.
- Replacing the annual winter concert all parents received an feature film showing similar performances as those normally shown but enhanced by green screen production, our own musical rock band and a newly composed School song which can be easily sung by all.
- Throughout the lockdown period we have watched the building of two large bungalows which will replace two of our old houses and provide purpose designed specialist accommodation and learning environment within the main site.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Training & Consultancy

LTC responded rapidly to the changing requirements caused by the Covid-19 pandemic, adapting its approach to the delivery of training and consultancy to maintain a responsive approach to fulfilling customer requirements.

- LTC successfully gained accreditation by Bild Association of Certificated Training (ACT) against the Restraint Reduction Network Standards (RRN) for the provision of PROACT-SCIPr-UK® training in the 'whole approach curriculum' for a wide range of courses ranging from one to two day Introductory and Foundation Courses to 'train the trainer' – Instructor Training Courses.
- PROACT-SCIPr-UK® courses have been transferred to our online learning platform to facilitate a blended learning experience for the learner and to ensure continued training delivery and services for the customer.
- Trainers have developed skills in the creation and delivery of courses and provision of consultancy services online using video conferencing.
- Requirements for consultancy services has increased with a greater emphasis on organisation specific support around individuals with complex needs.

Outreach

- Requests for advice and support has been offered through video conferencing to a wide audience to include parents and families.
- Introduction of Social Media as a mechanism to circulate hints and tips and provide support for parents and carers during lockdown

International Work

- We continue to support Zambia through donations so that they are able to open their own school for children with special educational needs.

Public Benefit

The Trustees confirm that they have regard to the Charity Commission's guidance on public benefit and this is shown in the reporting of the Charity's objectives and achievements. These are summarised below:

- The School provides fully residential places for up to 30 children who need education care and support and all are fully funded by local authorities, with no private placements.
- Loddon Training & Consultancy provides training to schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors. The training is important and is in great demand and benefits children and adults with a wide range of needs and difficulties.
- The Charity provides support to parents and professionals needing advice and support.
- LTC provides subsidised courses for parents and family carers.
- Staff contribute freely to national conferences and consultations.
- The School invites the local community to share in events and observe the work.
- The Charity provides employment and training leading to national qualifications.
- The Charity shares its advanced knowledge of autism, learning disabilities and challenging behaviour with other professionals e.g. the SHIP PBS network group.
- The Charity shares its expertise with local disability forums, and other charities.
- The Charity supports charities internationally with training.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

Financial Review

The Charity has generated an increase in its unrestricted reserves of £1,053,473. The surplus was generated by the School £683,276, the investments £339,478. and Loddon Training and consultancy £30,719.

The surplus for the year plus depreciation plus funds have been transferred to a designated building fund which the Trustees have established to fund new buildings.

The principal source of income is school fees, accounting for 64% of the incoming revenues. This year our Schroders investment has made a generous return and recovered last year's deficit. The school fee income has been applied to provide residential care and education for the students within the School.

The income generated by the Charity has increased by 5% due to an increase in the average number of Students within the year plus we have increased our existing student fees by 2.32% and raised new student fees by 4%. Overheads in general were lower this year as a result of the pandemic restricting the students leisure activities and unable to allow external therapists on site.

Staff wages and salaries account for 71% of the costs of running the foundation. The total cost of staffing increased from last year and cost the foundation approximately £300k over the cost of full staffing. This is a result of having to block book agency staff since March 2020 to ensure that we had sufficient levels of staffing to remain open during the pandemic. Wages and salaries have increased by £402k as staff received a 2% pay rise across the board and care staff and domestics were given a £125 bonus and the Charity leadership team were given a £1,000 bonus as a thank you from the Trustees for coping with the pressures of working through Covid -19.

The recruitment of care staff continues to be a significant issue confronting the Charity because of the nature of the job and finding the correct person for the role. This year we have been unable to attend job fairs and have instead attended them online and recruited through radio advertising.

During the year the Charity has spent £45,259 on capital investment. The capital expenditures included:

- School Vehicle (£33,977)
- ICT: Back up storage (£3,192)
- In ground trampoline (£4,181)
- Coffee Machine (£1,831)
- Frieght container (£2,078)

Reserves and Financial Health

The Trustees regularly review the finances, budgets and spend against budget as part of the effective governance of the Charity.

The Charity budgets to ensure the School is self funding but it is supported by the return on its investments and the surplus generate by LTC to replace and renew the facilities the Charity requires to pursue its charitable aims.

The level of school fees is reviewed annually by the Trustees in liaison with the Charity Leadership Team. Fee invoices are raised quarterly in advance which contributes to healthy cash balances at the beginning of each quarter. In the normal course of events therefore the Trustees do not foresee difficulties in the Charity's cash flow position.

The Trustees consider the greatest financial risk to the Charity is the local authority austerity programme which has resulted in councils delaying payments and contesting inflationary increases in fees.

The Trustees consider it prudent to have a surplus to enable the School and LTC to continue operating during a period of reduced income or increased expenditure. A reserve equivalent of three months average expenditure is held.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

The funds available this year will continue to be transferred over for phase 2 of the building project that has been established. Phase 2 of the building project is estimated to be a cost to the charity of £3.4 million of which we are £1.1 million short with the funds available to be transferred over included.

	<u>2020/21</u>	<u>2019/2020</u>
	£	£
Total Funds	12,603,080	11,549,647
Less money :		
Invested in Fixed Assets	<u>9,199,167</u>	<u>7,165,719</u>
	3,403,913	4,383,928
Reserves:	3,364,913	4,318,430
Three months expenditure	1,825,000	1,822,000
Designated horticultural project	16,161	26,161
Designated building fund	1,523,727	2,470,204
Restricted Zambia fund	25	65
Capital expenditure	39,000	-
Money available for other charitable capital investment/activities	<u>-</u>	<u>65,498</u>

The Trustees will continue to review its reserves policy in the light of the economic climate to ensure they continue to be set at a realistic level.

Investment Policy and Performance

The Trustees, having regard to the liquidity requirement of operating the Loddon Foundation and to the reserves policy, have formally operated a policy of keeping two thirds of the funds in Deposit accounts and one third in Equities and Bonds. At the year end the charity had cash deposits of £4,126,317 and £1,395,570 invested in the Cazenove charity multi-asset fund. Whilst currently more is held in deposits than the policy states, it has been left as cash reserves as it will be spent in the coming year on the new school buildings .

The investments in the Cazenove charity multi-asset fund has increased by £277,384. The trustees take a long-term view to investment and are pleased the initial investment of £1,000,000 made in January 2015 has increased to £1,395,570 over six years.

The investment policy is continually reviewed in conjunction with the reserves policy.

Plans for Future Periods

Key objectives for the coming year have been agreed between the Board of Trustees and the Charity Leadership Team.

The continued focus of the Charity is to:

- Improvement of the environment – as we have completed phase one of our building project, we move Therapies into Willow Green and develop a specialist therapy centre close to the swimming pool. The vision of the village green in the heart of the School surrounded by living accommodation and free from cars will continue to move forward.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

- Development of our outreach and community involvement - develop more local community projects for people with learning disabilities, families with children and adults with autism.
These will include: Yoga, sensory circuit sessions, Family play therapy, Listen and Tell – speech and Language sessions, music therapy, drama therapy and drop-in consultations. We are also providing a wider range of training– First Aid at Work, Emotional Health First Aid, Education and training, Leadership.
- Further develop opportunities for career development and recruitment of high-quality staff. Re-structure of the Care teams and working day to give better working conditions and more opportunity for career progression within the School.
- To add to research knowledge within the education and care of young people with autism.
- To develop and implement a strategy to extend the training provision and promote Loddon as a Centre of Excellence in the delivery and implementation of the ‘whole approach’ curriculum to parents, carers and professionals throughout the UK
- To increase the range of courses offered by adding to those available on our online learning platform and add additional allied courses for example First Aid to our repertoire.
- To promote the Loddon Whole Approach Curriculum by implementing a revised marketing strategy
- To introduce a fully integrated management system to support the business function of LTC.

Risk Management

The Trustees have a risk management strategy and a Risk register which has been developed in partnership with the Charity Leadership Team. This is reviewed annually to highlight:

- Current and future risks that the Charity may face.
- The establishment of systems and procedures to limit those risks and mitigate any losses suffered.
- The implementation of procedures designed to minimise any potential impact on the Charity should those risks materialise.

At the operational level the Key risks facing the Charity are:

- Reputational risk arising from a safeguarding incident. The School has extensive safeguarding policies which include safe recruitment at the time of appointment, extensive induction training which is regularly re-enforced and check procedures which are implemented at the first suggestion of any issue arising.
- Local authority funding from Central government is being cut back and this may eventually reduce the willingness of the local authorities to pay for the level of care provided by the School. The School holds the equivalent of three months of charity running costs back in reserves.
- The School must ensure it can continue to meet the changing standards required by Ofsted. To do this it employs a School improvement consultant and trains its staff at induction and re-enforces annually their safeguarding obligations.
- The recruiting of a full team of care staff has been difficult during the last four years and the risk has been mitigated by hiring agency staff.
- The staffing levels of the School during the Pandemic. We have mitigated this throughout the year by blockbooking agency to ensure we have sufficient levels of staffing and to the lower the risk of transmission to staff and students as they will not be working at other care sites.

The Loddon Foundation Ltd

REPORT OF THE TRUSTEES (continued)

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The Trustees (who are also Directors of The Loddon Foundation Ltd 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 judgements 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.

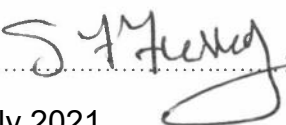
The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

So far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware. Additionally, the Trustees have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditors are aware of that information.

The Report of the Directors and Trustees and incorporated Strategic Report was approved by

Mr S Fussey

Director & Chair of the Board of Trustees

Date:  2021

28 July 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON FOUNDATION LTD

Opinion

We have audited the financial statements of The Loddon Foundation (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cashflows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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.

Basis of opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the 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 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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON FOUNDATION LTD

Opinion on other matter 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 Directors' Report and the Strategic Report prepared for the purpose of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the Strategic 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 any material misstatements in the Trustees' Report or the Strategic Report, included within the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON FOUNDATION LTD

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the industry and sector, including the legal and regulatory framework that the company operates in and how the company is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), and the Companies Act 2006. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing financial statements including the Trustees' Report, remaining alert to new or unusual transactions which may not be in accordance with the governing documents and reviewing the financial statement disclosures.

The most significant laws and regulations that have an indirect impact on the financial statements are those in relation to Keeping Children Safe in Education under the Education Act 2002 and data protection. We performed audit procedures to inquire of management whether the charitable company is in compliance with these law and regulations and inspected correspondence.

The audit engagement team identified the risk of management override of controls as the area where the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments and evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging any judgements and estimates applied by management.

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE LODDON
FOUNDATION LTD

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.

RSM UK Audit LLP

KERRY GALLAGHER (Senior Statutory Auditor)
For and on behalf of RSM UK Audit LLP, Statutory Auditor
Chartered Accountants
Davidson House
Forbury Square
Reading
Berkshire, RG1 3EU

Date: 12 August 2021

The Loddon Foundation Ltd

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

For the year ended 31 March 2021

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
INCOME FROM:					
Charitable activities					
Operations of the School		7,512,401	-	7,512,401	6,936,926
Training and workshops		469,944	-	469,944	577,450
Donations		39,014	43,960	82,974	110,847
Investments	2	62,094	-	62,094	82,121
Total income		8,083,453	43,960	8,127,413	7,707,344
EXPENDITURE ON:					
Charitable activities					
Operations of the School	3	6,868,139	44,000	6,912,139	6,477,709
Training and workshops	3	439,225	-	439,225	524,737
Total expenditure	3	7,307,364	44,000	7,351,364	7,002,446
Net income/(expenditure) before net gain/(loss) on investments		776,089	(40)	776,049	704,898
Net gain/(loss) on investments	9	277,384	-	277,384	(91,776)
NET MOVEMENT IN FUNDS		1,053,473	(40)	1,053,433	613,122
FUNDS BROUGHT FORWARD AT 1 APRIL	15	11,549,582	65	11,549,647	10,936,525
FUNDS CARRIED FORWARD AT 31 MARCH	15	12,603,055	25	12,603,080	11,549,647

All amounts derive from continuing activities.

All gains and losses for the year are included in the Statement of Financial Activities.

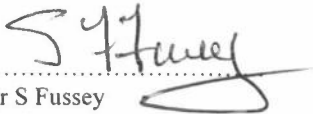
The Loddon Foundation Ltd

BALANCE SHEET

As at 31 March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
FIXED ASSETS					
Tangible assets	7		7,375,551		5,619,487
Investment properties	8		428,046		428,046
Investments	9		1,395,570		1,118,186
			<u>9,199,167</u>		<u>7,165,719</u>
CURRENT ASSETS					
Debtors	10	1,835,096		1,840,877	
Current asset investments	11	504,963		504,957	
Cash at bank and in hand		3,621,354		4,100,245	
		<u>5,961,413</u>		<u>6,446,079</u>	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR					
	12	<u>(2,557,500)</u>		<u>(2,062,151)</u>	
NET CURRENT ASSETS					
			3,403,913		4,383,928
TOTAL ASSETS LESS CURRENT LIABILITIES					
			<u>12,603,080</u>		<u>11,549,647</u>
NET ASSETS					
			<u>12,603,080</u>		<u>11,549,647</u>
UNRESTRICTED FUNDS					
General fund	15	11,063,167		9,053,217	
Designated funds	15	<u>1,539,888</u>		<u>2,496,365</u>	
			12,603,055		11,549,582
RESTRICTED FUNDS					
Zambia fund	15	<u>25</u>		<u>65</u>	
			25		65
TOTAL FUNDS					
			<u>12,603,080</u>		<u>11,549,647</u>

The financial statements on pages 15 to 31 were approved by the Trustees/Directors and authorised for issue on **28 July 2021** and are signed on their behalf by:


 Mr S Fussey
 Chair

The Loddon Foundation Ltd
 STATEMENT OF CASHFLOWS
 For the year ended 31 March 2021

	Notes	2021 £	2020 £
CASH FLOWS FROM OPERATING ACTIVITIES:			
Net cash provided by operating activities	17	1,497,620	609,370
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of tangible fixed assets		(1,985,582)	(272,595)
Interest received		9,077	26,098
Proceeds on sale of tangible assets		-	-
Net cash used in investing activities		(1,976,505)	(246,497)
CHANGE IN CASH AND CASH EQUIVALENTS DURING THE YEAR		(478,885)	362,873
CASH AND CASH EQUIVALENTS AT 1 APRIL		4,605,202	4,242,329
CASH AND CASH EQUIVALENTS AT 31 MARCH	18	4,126,317	4,605,202

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2021

GENERAL INFORMATION

The Loddon Foundation Ltd is a private company limited by guarantee and incorporated in England and Wales. The address of the charitable company's registered office and principal place of business is The Loddon School, Wildmoor Lane, Sherfield-on-Loddon, Hook, Hampshire, RG27 0JD.

The objects of the Charity are the education, treatment and care of persons with learning disabilities. In addition, the Charity has a range of powers which include dissemination of good practice and to provide training, lectures and conferences both nationally and internationally.

The Charity achieves these through two principal activities: a School which provides education and care for 30 (2020: 28) children and the provision of training courses for other schools, residential, day services and supporting living settings from the statutory, private or voluntary sectors who support children and/or adults, through Loddon Training & Consultancy. The Charity also provides Outreach services within the UK and internationally through the provision of training and support to include a small on-going programme in Zambia.

BASIS OF ACCOUNTING

These financial statements have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") under the historical cost convention, modified to include certain assets at fair value, in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (SORP) (as amended for accounting periods commencing from 1 January 2019) and the requirements of the Companies Act 2006, including the provisions of the Large and Medium-sized Companies and Groups (Accounts and Reports) Regulations 2008.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £1, except where otherwise indicated.

The Loddon Foundation Ltd meets the definition of a public benefit entity under FRS102.

GOING CONCERN

The Trustees have reviewed the financial forecasts for the Charity and have in particular considered its anticipated income and expenditure commitments for a period of twelve months from the date of approval of these financial statements.

No material uncertainties that may cast significant doubt about the ability of the charitable company to continue as a going concern have been identified by the Trustees. The Charity has not been significantly impacted by COVID-19 as it is a residential care home and school which will continue to be supported by the relevant councils. Therefore, the financial statements have been prepared on a going concern basis.

INCOME

Fees receivable and other income are accounted for in the period in which the service is provided. Pupils' fees are invoiced quarterly in advance. Training and workshop invoices are issued in advance of the course being provided. Such fees and income invoiced in advance are included on the Balance Sheet as deferred income.

Donations received for the general purposes of the Charity are credited to unrestricted funds. Donations for purposes restricted by the wishes of the donor are taken to restricted funds. The Loddon Foundation Ltd does not enter into activities specifically for the purpose of raising additional funds or donations.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

GOVERNMENT GRANTS

Government grants are recognised at the fair value of the assets received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or are receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

EXPENDITURE

Expenditure is accounted for on an accruals basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the Charity, including external audit, any legal advice and indemnity insurance for the Trustees, costs of Trustee meetings, and preparation of statutory accounts and attending to statutory requirements.

TANGIBLE FIXED ASSETS

Tangible fixed assets costing more than £1,000 are capitalised and are stated at cost less depreciation and any provision for impairment. Depreciation is calculated to write off the cost of tangible fixed assets over their estimate useful lives as follows:

Freehold buildings	over 50 years
Property improvements	over 7 years
Motor vehicles	25% reducing balance basis
Fixtures, fittings and general equipment	15% straight line basis
Furniture, carpets, computers and high risk equipment	33.3% straight line basis

Assets in the course of construction are carried at cost, less any identified impairment loss. Cost includes professional fees and other directly attributable costs that are necessary to bring the asset to its operating condition. Depreciation commences when the assets are ready for their intended use.

INVESTMENT PROPERTY

Investment property, which is property held to earn rentals and/or for capital appreciation, is measured using the fair value model and stated at its fair value as at the reporting end date. The surplus or deficit on revaluation is recognised in the Statement of Financial Activities.

FIXED ASSET INVESTMENTS

Listed investments are initially recognised at their transaction value and subsequently included in the balance sheet at fair value. Realised and unrealised gains and losses on disposals of investments, or on revaluation, are credited/charged to the Statement of Financial Activities.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

REALISED AND UNREALISED GAINS AND LOSSES

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and opening fair value (purchase date if later). Unrealised gains and losses are calculated as the difference between the fair value at the year end and opening fair value (or purchase date if later). Realised and unrealised gains are not separated in the Statement of Financial Activities.

CASH AND CASH EQUIVALENTS & CURRENT ASSET INVESTMENTS

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

Current asset investments represent short-term investments with original maturities of more than three months.

OPERATING LEASES

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

PENSION SCHEME ARRANGEMENTS

Defined contribution plans

The Charity makes contributions to personal pension arrangements in respect of all staff. The annual contributions payable are charged to the Statement of Financial Activities. The Charity also has a small number of employees that participate in the Teachers' Pensions Scheme a final salary scheme – details can be found in note 21.

FUNDS

Restricted income funds are used to account for situations where the donor requires that funds must be spent on a particular purpose. All other funds are unrestricted income funds.

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 listed investments which are subsequently measured at fair value.

FINANCIAL ASSETS

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

A provision for impairment of trade debtors is established when there is objective evidence that the amounts due will not be collected according to the original terms of the contract. Impairment losses are recognised in income and expenditure for the excess of the carrying value of the trade debtor over the present value of the future cash flows discounted using the original effective interest rate. Subsequent reversals of an impairment loss that objectively relate to an event occurring after the impairment loss was recognised, are recognised immediately in income or expenditure.

FINANCIAL LIABILITIES

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

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

CORPORATION TAX

No provision for taxation, deferred or otherwise, has been made in the financial statements of the Charity, as The Loddon Foundation Ltd is a charity in accordance with the Charities Act 2011 and is exempt from taxation.

EMPLOYEE BENEFITS

The costs of short-term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Redundancy payments are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGEMENT

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions

The charitable company makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results.

There are no estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities.

1 INCOME

	2021	2020
	£	£
Income analysed by class of business:		
Charitable activities	7,982,345	7,514,376
Donations	82,974	110,847
Interest	9,077	26,098
Rental income	53,017	56,023
	<hr/>	<hr/>
	8,127,413	7,707,344
	<hr/>	<hr/>

Income of £43,960 (2020: £4,815) is restricted and £8,083,453 (2020: £7,702,529) is unrestricted income.

Charitable activities income includes government grant income of £2,721 (2020: £7,921) in respect of the Teachers Pension Grant and COVID catch-up premium funding available to the School.

Included in donations income is an amount of £34,731 (2020: £100,000) which the School has allocated to the building development fund and included in designated funds. Further details of the designated funds are provided in note 15.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

2 INVESTMENT INCOME

	2021 £	2020 £
Bank interest receivable	9,077	26,098
Rental income	53,017	56,023
	62,094	82,121

In both the current and prior year, all investment income was unrestricted.

3 EXPENDITURE

	Basis of allocation	Operation of the School	Training and workshop costs	2021 total £	2020 total £
Staff costs	Direct	5,487,875	320,891	5,808,766	5,450,813
Direct costs	Direct	401,295	55,798	457,093	472,309
Overheads	Direct	308,796	58,983	367,779	350,575
Recruitment costs	Direct	54,354	-	54,354	50,314
Premises costs	Direct	410,747	3,354	414,101	435,037
Depreciation	Direct	229,319	199	229,518	226,840
Governance	Direct	19,753	-	19,753	16,558
		6,912,139	439,225	7,351,364	7,002,446

Expenditure of £44,000 (2020: £4,750) is from restricted funds and £7,307,364 (2020: £6,997,696) is from unrestricted funds.

4 NET MOVEMENT IN FUNDS

Net movement in funds is stated after charging:		2021 £	2020 £
Auditor's remuneration			
-	Audit	15,245	13,860
-	Teachers pension audit	1,120	1,020
-	Other services	3,090	2,940
Depreciation		229,518	226,840
Operating lease rentals		19,288	18,774

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

5 STAFF COSTS

	2021	2020
	£	£
Staff costs during the year were:		
Wages and salaries	4,123,305	3,896,996
Social security costs	378,147	351,745
Pension costs	214,672	190,180
Agency costs	982,380	857,420
	<hr/>	<hr/>
	5,698,504	5,296,341
	<hr/>	<hr/>

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

	2021	2020
	No	No
School	169	156
Training and workshops	8	7
	<hr/>	<hr/>
	177	163
	<hr/>	<hr/>

The number of employees, included in the above, emoluments, excluding pension contributions, fell within the following ranges were:

	2021	2020
	No	No
£60,001 - £70,000	1	-
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
	<hr/>	<hr/>

Pension contributions of £24,239 (2020: £15,519) were made in respect of the above employees.

6 TRUSTEES' REMUNERATION AND EXPENSES

The Trustees did not receive any remuneration during the year ended 31 March 2021 (2020: £nil). Expenses relating to travel and meetings totalling £64 were reimbursed to one Trustee (2020: £430 to three Trustees).

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

7 TANGIBLE FIXED ASSETS

	Freehold land and buildings £	Assets in the course of construction £	Motor vehicles £	Fixtures fittings and equipment £	Total £
Cost					
At 1 April 2020	7,620,667	266,092	148,301	164,752	8,199,812
Additions	6,259	1,940,323	33,977	5,023	1,985,582
31 March 2021	7,626,926	2,206,415	182,278	169,775	10,185,394
Depreciation					
At 1 April 2020	2,328,246	-	115,164	136,915	2,580,325
Charged in the year	197,560	-	13,939	18,019	229,518
31 March 2021	2,525,806	-	129,103	154,934	2,809,843
Net book value 31 March 2021	5,101,120	2,206,415	53,175	14,841	7,375,551
Net book value 31 March 2020	5,292,421	266,092	33,137	27,837	5,619,487

8 INVESTMENT PROPERTY

Fair value	£
At 1 April 2020 and 31 March 2021	428,046

The fair value of the investment property has been arrived at on the basis of a valuation carried out in January 2015 by Wadham and Isherwood, who are not connected to the company.

The Trustees have reviewed the current rental yields provided by London Clancy and deem that there is no change to investment property valuation as at 31 March 2021.

Subsequent to the reporting date, the lease was surrendered and the investment property was transferred to tangible fixed assets.

The Loddon Foundation Ltd
 NOTES TO THE FINANCIAL STATEMENTS (continued)
 For the year ended 31 March 2021

9	FIXED ASSET INVESTMENTS		Listed investments £
	Market value at 1 April 2020		1,118,186
	Gain on investment		277,384
			<hr/>
	Market value at 31 March 2021		1,395,570
			<hr/>
	Investments at market value comprised:		
		2021 £	2020 £
	UK Equities and investment funds	1,395,570	1,118,186
		<hr/>	<hr/>
	Market value at 31 March	1,395,570	1,118,186
		<hr/>	<hr/>
10	DEBTORS	2021 £	2020 £
	Trade debtors	1,754,447	1,761,388
	Prepayments and accrued income	74,537	72,274
	Other debtors	6,112	7,215
		<hr/>	<hr/>
		1,835,096	1,840,877
		<hr/>	<hr/>
11	CURRENT ASSET INVESTMENT	2021 £	2020 £
	Unlisted investments	504,963	504,957
		<hr/>	<hr/>
		504,963	504,957
		<hr/>	<hr/>

Current asset investments relate to short term bonds with maturities of more than 3 months but less than 12.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

12	CREDITORS: Amounts falling due within one year	2021 £	2020 £
	Trade creditors	110,458	85,370
	Other creditors	70,849	56,601
	Accruals and deferred income	2,376,193	1,920,180
		<hr/>	<hr/>
		2,557,500	2,062,151
		<hr/>	<hr/>

At the year end pension contributions of £23,088 (2020: £21,869) were outstanding and included in creditors.

13 DEFERRED INCOME

Deferred income relates to termly School fees and training course fees invoiced in advance. All fees will be released to the Statement of Financial Activities within 12 months of the Balance Sheet date.

	2021 £	2020 £
Balance brought forward	1,868,722	1,614,279
Amounts released to income	(1,868,722)	(1,614,279)
Amounts deferred in the year	2,142,105	1,868,722
	<hr/>	<hr/>
Balance carried forward	2,142,105	1,868,722
	<hr/>	<hr/>

14 FINANCIAL INSTRUMENTS

CARRYING AMOUNT OF FINANCIAL ASSETS
Instruments measured at fair value through profit or loss

	2021 £	2020 £
	1,395,570	1,118,186
	<hr/>	<hr/>

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

15 FUNDS

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
RESTRICTED FUNDS					
Zambia fund	65	43,960	(44,000)	-	25
TOTAL RESTRICTED FUNDS	65	43,960	(44,000)	-	25
UNRESTRICTED FUNDS					
General fund	9,053,217	8,326,106	(7,307,364)	991,208	11,063,167
Designated fund – Building development fund	2,470,204	34,731	-	(981,208)	1,523,727
Designated fund – Horticultural project fund	26,161	-	-	(10,000)	16,161
TOTAL UNRESTRICTED FUNDS	11,549,582	8,360,837	(7,307,364)	-	12,603,055
TOTAL FUNDS	11,549,647	8,404,797	(7,351,364)	-	12,603,080
RESTRICTED FUNDS					
Zambia fund	-	4,815	(4,750)	-	65
TOTAL RESTRICTED FUNDS	-	4,815	(4,750)	-	65
UNRESTRICTED FUNDS					
General fund	8,972,118	7,602,529	(7,086,377)	(435,053)	9,053,217
Designated fund – Building development fund	1,903,651	100,000	-	466,553	2,470,204
Designated fund – Horticultural project fund	60,756	-	(3,095)	(31,500)	26,161
TOTAL UNRESTRICTED FUNDS	10,936,525	7,702,529	(7,089,472)	-	11,549,582
TOTAL FUNDS	10,936,525	7,707,344	(7,094,222)	-	11,549,647

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

15 FUNDS (continued)

Designated fund – Building Development Fund

The School has set up a designated fund to demonstrate to third parties (local authorities) the need to generate a surplus each year in order to modernise our facilities.

Designated fund - Horticultural project fund

The School has received a donation from Drayton Manor which is being used for the new outdoor classroom.

Restricted fund – Zambia fund

The School has received specific donations for its activities in Zambia. Where funds are donated for a specific purpose they are held in restricted funds until they are spent for the purpose the donor intended.

16 ANALYSIS OF NET ASSETS BETWEEN FUNDS AT 31 MARCH 2021	Unrestricted funds £	Restricted general funds £	Total funds £
Tangible fixed assets	7,375,551	-	7,375,551
Investment properties	428,046	-	428,046
Investments	1,395,570	-	1,395,570
Cash at bank and in hand	3,621,354	-	3,621,354
Other net current assets	2,340,034	25	2,340,059
Net current liabilities	(2,557,500)	-	(2,557,500)
TOTAL NET ASSETS AT 31 MARCH 2021	12,603,055	25	12,603,080

ANALYSIS OF NET ASSETS BETWEEN FUNDS AT 31 MARCH 2020	Unrestricted funds £	Restricted general funds £	Total funds £
Tangible fixed assets	5,619,487	-	5,619,487
Investment properties	428,046	-	428,046
Investments	1,118,186	-	1,118,186
Cash at bank and in hand	4,100,245	-	4,100,245
Other net current assets	2,345,769	65	2,345,834
Net current liabilities	(2,062,151)	-	(2,062,151)
TOTAL NET ASSETS AT 31 MARCH 2020	11,549,582	65	11,549,647

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

17 RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES	2021 £	2020 £
Net income	1,053,433	613,122
Depreciation	229,518	226,840
(Gain)/loss on investments	(277,384)	91,776
Interest receivable	(9,077)	(26,098)
Decrease/(increase) in debtors	5,781	(542,793)
Increase in creditors	495,349	246,523
	<hr/>	<hr/>
NET CASH INFLOW FROM OPERATING ACTIVITIES	1,497,620	609,370
	<hr/>	<hr/>

18 ANALYSIS OF NET DEBT

	1 April 2020 £	Cash flows £	Other non- cash changes £	31 March 2021 £
Cash in hand, at bank	4,100,245	(478,891)	-	3,621,354
Current asset investments	504,957	6	-	504,963
	<hr/>	<hr/>	<hr/>	<hr/>
NET FUNDS	4,605,202	(478,885)	-	4,126,317
	<hr/>	<hr/>	<hr/>	<hr/>

19 RELATED PARTY TRANSACTIONS

In the comparative year, prior to 13 December 2019, the Loddon Foundation Ltd entered into the following transactions with related parties by virtue of common directors:

The Loddon Foundation charged £41,791 to Liaise Loddon Limited for rent and services supplied. The Loddon Foundation Ltd was charged £46 by Liaise Loddon Limited for services supplied. Following the sale of Liaise Loddon Limited to Sequence Care Limited on 13 December 2019, Liaise Loddon Limited is no longer considered a related party.

As at 31 March 2021 no amounts were owed by related parties (2020: £nil).

Total donations received from Trustees amounted to £43,830 (2020: £104,750).

All related party transactions were carried out on an arms length basis.

20 KEY MANAGEMENT PERSONNEL

The total remuneration of the employees, who are considered to be the key management personnel of the Charity, was £376,030 (2020: £344,897) including employer's national insurance of £35,524 (2020: £32,273).

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

21 PENSION AND SIMILAR OBLIGATIONS

The School participates in the Teachers' Pension Scheme ("England and Wales") ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £50,077 (2020: £39,894).

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

There is insufficient information to account for the scheme as a defined benefit plan so it is accounted for as a defined contribution plan.

The Charity also makes contributions to personal pension arrangements in respect of all staff. Contributions to these schemes for the year were £164,595 (2020: £150,286).

All pension contributions and liabilities are allocated to unrestricted funding, as all staff costs relate to the general operation of the School.

Valuation of the Teachers' Pension Scheme

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

The Loddon Foundation Ltd

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 March 2021

21 PENSION AND SIMILAR OBLIGATIONS (continued)

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

22 OTHER FINANCIAL COMMITMENTS

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 £
Leases which expire:		
Within one year	5,377	19,288
In two to five years	3,099	12,767
	<hr/>	<hr/>
	8,476	32,055
	<hr/>	<hr/>

23 CAPITAL COMMITMENTS

Amounts committed to be paid but not provided in the financial statements for the construction of new buildings amounted to £80,000 (2020: £2,064,485).

The Loddon Foundation

Audit findings report
year ended 31 March 2021

1 July 2021



Contents

Executive Summary 3

Risks identified at the planning stage 5

Recommendations on controls 6

Other matters to be reported 8

Update on matters communicated at the planning stage 10

Appendix 11

Executive Summary

This report summarises our key findings in connection with the audit of the financial statements of The Loddon Foundation in respect of the year ended 31 March 2021.

The scope of our work was communicated to you via our Audit Plan document. We believe that the audit approach adopted will provide those charged with governance with the required confidence that a thorough and robust audit has been carried out.

Our audit work is substantially complete and subject to the successful resolution of outstanding matters, we anticipate issuing an unmodified audit opinion on the group's financial statements in line with the agreed timetable.

Outstanding items to be resolved:

- Classification of donations
- Update on outstanding debtors

Risks and approach

We have carried out testing as planned on the risks identified during planning and draw your attention to the following key points for discussion:

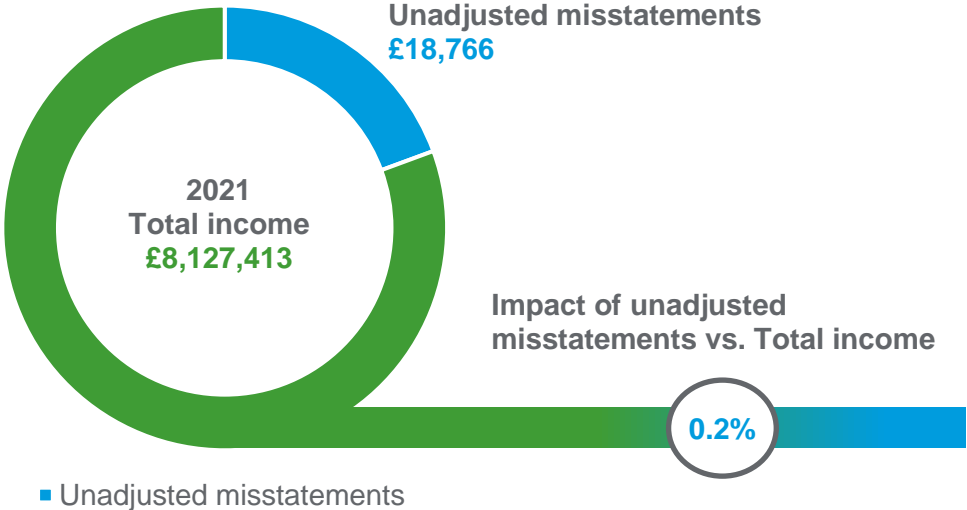
- Going concern

Final materiality

Materiality was determined based on a percentage of total income for the year. There has been no change to our materiality from what was previously disclosed to you.

Unadjusted audit misstatements

We have identified potential audit misstatements of £18,766 which would have a 0.2% impact on the total income for the year as highlighted below. A list of the unadjusted misstatements is included in the Appendix.



Risks identified at the planning stage

Risk	Description	Response	Findings
Management override	<ul style="list-style-type: none"> With any control system, there is the risk that control systems can be by-passed by those senior members of the management team with the ability to initiate an execute transactions and accounting entries without the need to follow the established control systems and procedures. 	<p>As part of our review, we plan to test the appropriateness of journal entries recorded in the accounting ledgers. This review will include a detailed examination of a sample of individual journal postings, in addition to reviewing the nature and frequency of journal activity.</p> <p>Should any significant novel or contentious transactions, that arise outside of the normal course of business come to our attention during the audit; we will obtain a full understanding for the business rationale underpinning the transaction and report our findings in our audit findings report accordingly.</p>	<p>Our work was conducted in line with the approach described to the right.</p> <p>We have reviewed a sample of journal entries recorded in the general ledger and have identified no unusual entries outside the normal course of the business or outside our understanding of the business and its operations. We have noted no accounting estimates that could result in material misstatement due to fraud and we have identified no potential indicators of management override of internal controls during the course of our audit.</p> <p>Accounting estimates and significant transactions have been reviewed and have been deemed appropriate for the nature of the entity and in line with our understanding of the charity and its environment.</p>
Going concern	<p>There is significant economic uncertainty surrounding the impact that Covid-19 will have and now long the impact will go on for. As such this creates uncertainty around the ability of the charity to continue as a going concern.</p> <p>In addition, the implementation of ISA 570 (UK) Revised Going Concern has resulted in enhanced risk assessment and greater challenge and work effort to be performed by us, when evaluating management's assessment in relation to going concern. Further details of the changes to the standard can be found here.</p> <p>We shall build sufficient time to perform this review as part of our audit engagement. We shall notify you in good time if it is necessary for you to defer your reporting deadlines to ensure our quality audit is not compromised and to allow management time to reassess any judgements and estimates as necessary.</p>	<p>As part of our audit we will consider:</p> <ul style="list-style-type: none"> The forward-looking assumptions used by management in their assessment relating to going concern. Management's sensitivity analysis to reasonably possible changes in their assumptions, including downsides. Management's scenario analysis and contingency plans. Supporting evidence provided by management for their assumptions, and related disclosures, and challenge where necessary. Appropriateness of related disclosures in the financial statements, depending on the degree of sensitivity to changes in assumptions and whether there is a significant risk of causing a material adjustment to the carrying amount of assets and liabilities. Implications, if any, for our audit report. <p>We will seek written representations from management about their plans for the future and the feasibility of their plans.</p>	<p>We obtained forecasts from management which covered a period until July 2022 which is at least 12 months from our anticipated sign off date.</p> <p>We obtained supporting documentation where appropriate to support the numbers in the forecasts.</p> <p>We reviewed the adequacy of the disclosures in the financial statements, specifically the going concern accounting policy and the strategic report and can confirm that these disclosures are adequate.</p> <p>We sensitised the forecasts based on a fall in pupil numbers, and given the significant amount of cash and investments that the charity has, pupil numbers would have to fall significantly for the charity to start to run out of cash. Therefore we can conclude that there is no material uncertainty in respect of going concern.</p>

Recommendations on controls

We have set out below recommendations on internal controls which came to our attention during the course of our audit work. This does not constitute a comprehensive statement of all internal control matters or of all improvements which may be made and has addressed only those matters which have come to our attention as a result of the audit procedures performed. An audit is not designed to identify all matters that may be relevant to you and accordingly the audit does not ordinarily identify all such matters.

Assessment	Issue and risk
●	<ul style="list-style-type: none"> Donations posted to reserves It was identified that some donation income was posted straight to reserves rather than through restricted income in the year. This is a risk as it could lead to misstated financial statements at the year end. <p>Recommendations</p> <ul style="list-style-type: none"> It is recommended that any donations are posted through the system as donation income, and the restrictions on the donation are monitored. This will ensure correct treatment in the year end financial statements. <p>Management Response</p> <ul style="list-style-type: none"> Management response outstanding
●	<ul style="list-style-type: none"> Misstated LTC income and deferred income It was identified that some LTC income was incorrectly recognised at the year end, as the course took place post year end and should have been deferred, as a result of a miscommunication between finance and training. <p>Recommendations</p> <ul style="list-style-type: none"> It is recommended that going forward better communication is made with finance so they know what courses are taking place post year end and therefore what should be deferred. <p>Management Response</p> <ul style="list-style-type: none"> Management response outstanding
●	<ul style="list-style-type: none"> Understated fixed asset additions From our post year end invoice review, we identified £190k for fixed asset work that related to the period ended 31 March 2021 which wasn't recognised in the financial statements. <p>Recommendations</p> <ul style="list-style-type: none"> It is recommended that invoices are reviewed in more detail around the year end to determine what period they relate to and therefore whether they should be accrued for. <p>Management Response</p> <ul style="list-style-type: none"> Management response outstanding
●	<ul style="list-style-type: none"> Treatment of pupil premium account From our testing, it appeared that these transactions don't go through the SOFA which isn't inline with the Charity SORP. <p>Recommendations</p> <ul style="list-style-type: none"> Whilst the value of income and expenditure in the current year only equated to £4k that wasn't shown in the SOFA, we would recommend going forward that these transactions are posted as income and expenditure in the SOFA, and that the remaining balance at the year end is journalled to deferred income. <p>Management Response</p> <ul style="list-style-type: none"> Management response outstanding

Assessment

- Significant control recommendation
- Other control recommendations

Other matters to be reported

Significant qualitative aspects of the entity's accounting practices

Accounting policies

Fair value of investment property

Investment properties are measured at fair value through the profit or loss account. This fair value estimate should be re-assessed at each year-end to ensure any gains/losses are appropriately recorded.

The accounts currently disclose that there is no change to the fair value of the investment property at the year end compared to the prior year. To support this, we reviewed property price index movements which showed that the prices for similar properties in the area had increased by c£30k. This is immaterial and confirms that the fair value of the investment property is correct at the year end. It also provided comfort that the investment property was not impaired at the year end.

Management judgements and accounting estimates

The following areas are considered to be the principal accounting estimates. The graphic below visually represents the impact (lower or higher) on the financial statements of a change in management's estimate. In overview, a reasonably possible change in estimate that has a low impact means that such a change will have limited impact on the financial statements. Conversely a reasonably possible change that has a higher impact, means that such a change can have a significant impact.

Estimates	Low impact	High impact
Useful economic lives of tangible assets		●

Significant matters discussed, or subject to correspondence with management

No significant delays were encountered during the course of the audit which we wish to report to the Trustees. We would like to thank Elizabeth Fairhead and the management team for their assistance in the completion of the audit work.

Representations requested

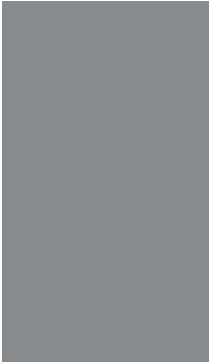
In addition to those representation which we request on all audit assignments (<http://www.rsmuk.com/standard-representations>) we will be seeking specific representations from the Board on the following matters:

- We acknowledge that we have considered the potential impact on the going concern assumption used in the preparing the financial statements of the Coronavirus pandemic. As part of this assessment, Trustees have prepared cashflow forecasts and detailed their considerations which have been provided to RSM UK Audit LLP. Having taken all relevant factors and actions into consideration, the Trustees consider that the charity is a going concern and accordingly, have prepared the financial statements for the year ended 31 March 2021 on this basis. The Trustees have included appropriate disclosures in the financial statements with respect to the going concern basis and the impact of COVID-19.

Update on matters communicated at the planning stage

Matter communicated	Update
Fees	We confirm that the fees charged during the year in respect of services performed are consistent with those contained within our Audit Plan submitted to you
Independence	In accordance with International Standard on Auditing (UK) 260 “Communication with those charged with governance”, there are no changes to the details of relationships between RSM UK Audit LLP including its related entities and persons in a position to influence the conduct or outcome of the audit and The Loddon Foundation and its connected parties that may reasonably be thought to bear on our independence, integrity and objectivity and the related safeguards from those disclosed in the Audit Plan.

This report has been prepared for the sole use of The Loddon Foundation and must not be disclosed to any third party, or quoted or referred to, without our written consent. No responsibility is assumed to any other person in respect of this report.



Unadjusted accounting misstatements

A summary of the unadjusted misstatements identified during the course of our work is set out below, analysed between misstatements of fact and differences in judgement.

We have not disclosed below those items that we consider to be “clearly trivial” in the context of our audit. For this purpose, we consider “clearly trivial” to be any matter less than £10,000.

We advised management of all these misstatements on 24 June 2021 and requested management to correct them.

The Loddon Foundation – adjusted misstatements

Adjustment	Type	Classification	Code	Account	SOFA £	Balance sheet £	Description
1	Adjusted	Misstatements (Factual)	211500	Accruals	-	(190,292)	To recognise the works on Forest Oak up to the year end
1	Adjusted	Misstatements (Factual)	ABA008	Forest Oak - New Build Additions	-	190,292	
					-	-	

The Loddon Foundation – unadjusted misstatements

Adjustment	Type	Classification	Code	Account	SOFA £	Balance sheet £	Description
1	Unadjusted	Misstatements (Factual)	212001	Deferred Income - W/shop SCIP	-	(18,766)	To correct LTC income in FY21 for the training carried out post year end, as a result of a mis-communication between finance and LTC.
1	Unadjusted	Misstatements (Factual)	401000	LTC- SCIP Instructor	18,766	-	
2	Unadjusted	Reclassification	110022	Pupil Premium Control	-	19,772	Due to the pupil premium account being characteristic of deferred income.
2	Unadjusted	Reclassification	AUD001	Deferred Income - Pupil Premium Account	-	(19,772)	
3	Unadjusted	Reclassification	110000	Debtors Control Account	-	23,902	To reclassify credit balances from trade debtors to other creditors
3	Unadjusted	Reclassification	RSM005	Other creditors	-	(23,902)	
					18,766	(18,766)	

Communication of audit matters to those charged with governance

Our communication plan

	Audit plan	Audit findings
Respective responsibilities of auditor and management/those charged with governance	●	
Overview of the planned scope and timing of the audit, form, timing, materiality and expected general content of communications including significant risks and key audit matters	●	
Confirmation of independence and objectivity	●	●
Significant matters in relation to going concern (if any)		●
Views about significant qualitative aspects of accounting practices including accounting policies, accounting estimates and financial statement disclosures (if any)		●
Significant findings from the audit		●
Significant matters and issues arising during the audit and written representations that have been sought		●
Significant difficulties encountered during the audit (if any)		●
Unadjusted accounting misstatements and material financial statement disclosure omissions		●
Expected modifications to the auditor's report, or emphasis of matter (if any)		●

ISA (UK) 260, as well as other ISAs (UK), prescribes matters which we are required to communicate with those charged with governance, and which we set out in the table here.

The Audit Plan outlined our audit strategy and plan to deliver the audit, while the Audit Findings presents key issues, findings and other matters arising from the audit, together with an explanation as to how these have been resolved.

Respective responsibilities

As auditor we are responsible for performing the audit in accordance with ISAs (UK), which is directed towards forming and expressing an opinion on the financial statements that have been prepared by management with the oversight of those charged with governance.

The audit of the financial statements does not relieve management or those charged with governance of their responsibilities.

Financial statement disclosures

During the course of our audit, we reviewed the adequacy of the disclosures contained within the financial statements and their compliance with both relevant accounting standards and the requirements of the Companies Act 2006 and Statement of Recommended Practice 2015.

We have not identified any disclosure matters to bring to your attention.

Financial reporting updates

Important updates

The following financial reporting updates have been issued since we presented our audit plan which will be relevant to you.

A full list of financial reporting updates can be found by clicking the link below:



Keep up to date on the latest news and legislation changes by signing up to receive our alerts and newsletters.



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Our Report is prepared solely for the confidential use of The Loddon Foundation and solely for the purpose of explaining the scope of the audit, our proposed audit approach, and to highlight the key risks that we will be focusing our audit work upon, forming part of the ongoing communications we are required to make under International Standard on Auditing (UK and Ireland) 260 – Communication of audit matters with those charged with governance. Therefore, the report may not, without our express written permission, be relied upon by The Loddon Foundation for any other purpose whatsoever, be referred to in whole or in part in any other external document or made available (in whole or in part) or communicated to any other party. RSM UK Audit LLP neither owes nor accepts any duty to any other party who may receive our Report and specifically disclaims any liability for any loss, damage or expense of whatsoever nature, which is caused by their reliance on our Report.

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