



**camphill  
village  
trust**

# **Easy read annual report and financial summary**

**31 March 2020**

Company registration number: 00539694  
Registered charity number: 232402





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



# WHAT IS CAMPHILL VILLAGE TRUST HERE FOR?

- Camphill Village Trust exists to help other people. Our ruling document allows us to do lots of different things to support people with a disability
- The Trust works in line with the principles of Dr Rudolf Steiner in providing care, support and opportunities through communities





# Trustees' report

## Vision, mission and values

### Our vision

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



### Our mission

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

### Our values



#### Building connections

Camphill Village Trust offers a sense of belonging and community. That means we create opportunities for friendship, connecting people to build a community so they can feel valued rather than isolated.



#### Enabling potential

Camphill Village Trust enables people to develop, grow and be heard. This means we build confidence and the voice of the people we support informs what we do, at every level.



#### Promoting purpose

Camphill Village Trust promotes meaningful, healthy living. This means the people we support live an active life and can contribute to the wider community on an equal basis.



#### Environmental respect

Camphill Village Trust values and cares for the environment. This means that we see a connection between the environment we live in and our well-being and promote living sustainably, in harmony with the natural world.



#### Social impact

Camphill Village Trust believes our people and resources should make a positive contribution to society. This means we support and develop initiatives to challenge issues faced by vulnerable members of society, which enable the people we support to achieve greater integration into the wider community.

## A message from our Chair of Trustees and Chief Executive



- It is the Trust's 65<sup>th</sup> anniversary in 2020. The Covid-19 pandemic has unfortunately restricted our celebrations and fundraising opportunities
- We have responded to this challenge
- We are committed to investing in technology, investing in homes, strengthening our quality culture and co-production values
- This will be achieved by a development fund
  - Realistic plans to grow by:
    - Upgrading existing homes and adding some new innovative housing designs
    - Looking at who we support in the future
- Due to coronavirus the Trust has had to quickly change its plans and do things differently
  - We needed to ensure the wellbeing and safety of people supported, their families/ carers and all our colleagues
  - It has been great to see how people have dealt with Covid-19. The people we support, and colleagues in all roles have shown the Trust values of friendship and a strong sense of community
- We applied innovative solutions and responses and have so far met all challenges faced by the pandemic
- There are still long term challenges to be met despite additional government funding
  - We need to look at ways we can make sure care and support gets funded
  - We need to make sure we continue to recruit the right people to work for the charity
- We need to ensure that the importance of social care is recognised by everyone



# TACKLE HEALTH INEQUALITIES

V O D

#TakeActionTackleHealthInequ



## Trustees' report

# How has Covid affected us?

- Covid-19 has impacted everyone across the charity.
- We have responded to the challenges and learnt a lot about ourselves.
- Because we had invested in technology we were able to quickly adapt.
- The information from the Government didn't always make sense to what we do but we worked hard to interpret this for everyone across the Trust.
- There were lots of problems in getting PPE (Personal Protective Equipment) at the start of the pandemic but operations worked hard to make sure everyone had what they needed and continue to.
- Covid-19 has had a big impact on the social care sector and country. We are fortunate at Camphill Village Trust that Covid-19 has not had a severe personal effect on the people we support, colleagues and volunteers that many other organisations have felt.

## Management of our response

- Throughout the pandemic a group of staff met daily to make sure we have an overview of the situation. This team made sure we managed our response to the pandemic and kept people safe.

## Support services

- We had to stop all Day Support services as the pandemic grew.
- Opportunity TV was established daily with live activities to help the people we support to stay connected and active.

- The Workshop Teams moved into the houses to help deliver support.

## Keeping in touch

- We have made sure that all community houses have access to technology and support so people can keep in touch with family and friends.

## Financial

- For a period of time Local Authorities did continue with funding levels for people we support despite the closure of Day Opportunities.
- The LA also helped with funding towards PPE
- We expect the financial challenges to continue into 2021 and concerns around the future funding of the Social Care sector, which is already underfunded, remain.

## Fundraising

- Many charities have predicted a significant drop in donations.
- We have engaged with our supporters in new ways and we are grateful that they have continued to donate.

## Road map for the future

- We have produced a road map to help services continue to deliver a life of opportunity to the people we support
- We are working to re-open our services and continue with plans for the future.







## What have we achieved this year?

### **Our support is consistently high quality**

- Over the past 12 months, there has been an increased focus on driving up quality.
- We have invested in an electronic care and support system.

### **People we support live healthy, active lives and have friends**

- The pandemic led to the introduction of daily, Trust-wide and community Zoom sessions, covering a variety of topics and activities. People we support have engaged in conversation about their lives and aspirations, to which we are committed.
- With the onset of Covid-19, we focussed on the mental health and well-being of our colleagues and people we support.

### **The voice of the people we support informs what we do**

- The Board of Trustees supported our proposal that Quality of Life reviewers will be paid for their work. Progress in setting up this new structure has been delayed by Covid-19 but should be in place in the coming year.
- Our Co-production team has been re-structured to increase the number of hours dedicated to developing co-production in each of our communities, helping more people supported to set community agendas and achieve the changes they want in their lives.

### **We make a difference to people's lives**

- We introduced an easy read response to the annual 'My Life' survey which looks at how we support people to have a life of opportunity. The easy read provides a summary of the points raised in this survey which set out how we will improve people's lives.

- Families, people we support and staff have worked together to develop an innovative training film to ensure colleagues have a better understanding of the important role that families play in the lives of people we support.

### **How we support people to achieve more in their communities**

- Botton Village's Community Catalyst project is broadening our community integration in the local area with integrated projects, relationships and opportunities. The Community Champions group is a key part of the project.
- We continue to be committed to adapting our properties to ensure that these are fit for purpose, which means we can continue to support people with more complex needs now and in the future.



## What have we achieved this year? (continued)

### How we help to look after the environment

- A plan to improve the site at Ashfield Gardens, Stourbridge, is in the process of being implemented. This includes improving facilities for people with physical disabilities, the establishment of a new petting farm provision and development of our existing activities. In addition, we are extending our services to the wider community, so that we can support a more diverse client group.
- Plans are being developed for 10 new single occupancy flats at Delrow Community. The Longwoods development curves around the mature trees, maintains their integrity, and incorporates use of

natural light and communal spaces for socialising. We recognise that the built environment impacts on our mental well-being and believe that Longwoods meets this commitment.

### Our colleagues are happy and well equipped to do a great job

- As part of our wider investment in technology we have implemented a new recruitment system, which went live in July 2020, making it easier to continue to recruit great colleagues.
- We continue to listen to colleagues through staff surveys, and the employee forum.

### How we manage the money the charity receives

- We continue to talk to Local Authorities, who are responsible for services such as social care, to make sure we get enough money to provide support to people who need it
- Because of Covid-19 some of the investments we have made did not make any money, but we did not need to spend our investment money so this hasn't had a negative impact on the charity so far





## STRATEGIC FOCUS

### **Our support is consistently high quality**

Helping people to pursue their own interests helps to ensure we deliver person-centred care and support.

*The Camphill Village Trust Easy Read Annual Report and Financial Summary 2019/20*



# The people we support live healthy, active lives and have friends.

### A shared goal

Weeks of dedication, hard work, (and a few blisters) bonded our team from Botton Village as they prepared for the Middlesbrough 10k on the 1<sup>st</sup> September 2019. And their passion paid off.

### Preparation is the key

Community members and colleagues were researching ways to raise funds for the new Lego Mindstorms workshop; they decided to take part in the Middlesbrough 10k - drumming up sponsors and developing a training plan - they all got stuck in.

General Manager, Wayne, started a Boot Camp for the group to improve their fitness levels. Ian, who is supported by the team at Botton Village, and recently moved into his own home just outside the village, said:

'We all trained every single week for the race. It was hard work, but we were a very good team.'

### Reaping the rewards

And all that hard work clearly paid off, Wayne said: 'Everyone recorded really good race times but most importantly, we had a cracking day together.'

The Lego workshop is now up and running at Botton Village and it was well worth all the hard work. With people we support involved in leading the workshop, it provides a great environment to try a new skill and spend time together as friends.

And even though they reached their goal they haven't stopped training - virtual Boot Camp has helped people to keep fit, even through lockdown.





# The voice of the people we support informs what we do

## Art imitates life

**By tapping into her artistic talents, Christina has found a new and creative way of undertaking her role as a Quality of Life Reviewer (QoL).**

As a reviewer, Christina undertook training to develop her questioning, listening and observational skills. Christina now spends several days a year at different communities, immersing herself in the life of someone from that community. The aim is to discover what is important to them, look at how they are supported and, where appropriate, make recommendations that aim to enhance the quality of life enjoyed by all community members.

explain what she had experienced on her visit, Christina decided to communicate her report using illustrations.

## A picture speaks a thousand words

'I drew a picture of a support worker knocking on the bedroom door of someone who lives at Larchfield Community. When I saw this it showed me they respected the person's privacy and private space,' says Christina. 'I also drew a picture of someone who told me they felt comfortable talking to staff if they feel worried about something.'

Interpreting her findings using illustrations had a great impact. 'The trustees could understand clearly what I had seen on my visit. I can express people's emotions and feelings better in drawings, so it worked really well,' explained Christina.

Christina and Co-Production Lead Jenny, visited Larchfield Community for a QoL review. On returning home, Christina reviewed her notes and prepared for her meeting in Birmingham, to feedback on her findings, with trustees and Co-Production Leads. To better







## STRATEGIC FOCUS

**We make a difference in people's lives.**

Our person-centred support enables people to grow in independence and achieve their full potential, just like Emily:

*'I used to hide behind my mum, but I'm definitely not the girl I used to be. Now I'm a poet and want to be a public speaker.'*

*The Camphill Village Trust Easy Read Annual Report and Financial Summary 2019/20*





## STRATEGIC FOCUS

### **How we support people to achieve more in their communities**

In our 65<sup>th</sup> anniversary year, we made the long-term commitment to provide 65 new places for people who will benefit from our unique support. People will join us in new houses or for day support. The new developments will offer a variety of housing, meeting people's needs, helping people to move in or move on. Just like Sandra who now has the key to her own front door.



# How we help to look after the environment

### Farming with nature

With the expansion of our social farms and gardens, embracing new technology for greener energy and signing up to initiatives such as the Countryside Stewardship Agreement, we are continuously working to ensure our environmental values are put into practice.



In summer 2019, we embarked on a new conservation and restoration project with the North York Moors National Park (NYMNP). Esk Water Environment Group Project focuses on farming with nature and the conservation of the River Esk.

### Sustaining wildlife habitats

The project aims to achieve connectivity of wildlife habitat found along the riverbanks with those on the land; aid water retention and filtration; prevent and diffuse pollution; and separate clean and dirty water, including rainwater recycling.

Our work will help protect species found in the River Esk, specifically the critically endangered freshwater pearl mussel, Atlantic salmon, and sea trout.



### NYMNP has provided funding to support us in:

- Installing over 900 metres of livestock fencing
- Reducing field sizes to create a buffer zone between the field and the stream to prevent soil erosion and animals walking in the watercourse
- Buying a solar powered water pump to continue providing water to the cows
- Planting 800 native trees creating a wildlife strip between the fields and river.

Robin Asquith, Care Farm Manager, said: 'We're committed to enhancing the environments we care for. Our social farms are a great environment for community members to experience different activities - we're excited for people to get involved in the tree planting which will start later this year.'





## STRATEGIC FOCUS

**Our colleagues are happy and well equipped to do a great job.**

Listening to feedback from the 2019 staff survey we have implemented improved pay and conditions benefits.

We've also focused on health and wellbeing for all colleagues with additional support being made available throughout the year and in particular as we entered the Covid-19 pandemic.





# Fundraising update

**Donations are an essential part of Camphill Village Trust.**

**Whilst statutory income covers the care and support costs for people supported, it is the gifts, retail income and donations that make a real impact on people's lives.**

**A very special thank you to all who support us throughout the year either with single donations or by making gifts regularly.**

**People's donations helped to refurbish the Croft House in Malton, secure an extension to our art studio in St Albans and helped fund a new development of six flats in Stourbridge.**

We recruited a Community Fundraiser for the three northern communities, who has made good links with local organisations.

Our online shop was launched in August 2019. The shop has helped us to sell many of the craft and food items made by people in the workshops.

We launched our 65th anniversary campaign at Christmas 2019. Sadly, many of our planned activities for the year have had to be cancelled due to Covid-19.

The changes we made to our new logo and how we look have helped to ask more people to give donations to our work.

## Our approach to fundraising

Fundraising at Camphill Village Trust has always been based on a sense of family. We promise our donors that:

- Gifts will be put to the best possible use to support adults with learning disabilities to lead a life of opportunity.
- Written reports on fundraising activities are provided to the Board of Trustees every quarter. We are registered with the Fundraising Regulator and our fundraising activities follow the regulations and guidelines set down. The Fundraising and Marketing Director is a member of the Chartered Institute of Fundraising.

## Adults at risk

Our fundraising team understands that some of our supporters are likely to be vulnerable adults.

We do not put people under pressure to give to the charity if they do not want to.

We follow all of the rules about how you can and can't fundraise.

We are a member of the Fundraising Preference Service, which helps people to stop getting letters from charities if they don't want to receive them.

## Complaints and requests

We welcome all compliments and will respond to complaints as they act as a learning tool for all of us to help improve our service to you.



## Strategic report

### The year in numbers



# 567

People supported  
across the Trust

House  
renovations  
**£507,000**



Housing occupancy levels:  
2020 target 90%, 2020 actual 87%

# £665,000

Renovating  
and extending  
workshop facilities



# 282

People we support  
completed the  
annual My Life survey

# £183,000

Social Farms  
and farming  
equipment



# 47

Papers presented  
to the Board  
of Trustees



# 237

Staff recruited in the year



Agency costs as a % of direct salaries:  
2020 target less than 10%, 2020 actual 12%



# 450

People  
attended  
Regional Forums

Quality of Life  
Reviewers spent  
time with **98** people



Co-produced **17** QoL review reports  
Resulting in over **85** positive changes



# 21,025

Number of  
individuals and  
organisations who  
made a donation

Fundraised income  
(excluding legacies):  
2020 target £2.6m,  
2020 actual £2.6m



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

