



camphill  
village  
trust

# Annual Report and Financial Statements

(Year ending 31<sup>st</sup> 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.



# OUR OBJECTS

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





## 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.

# Reflections from our Chair and Chief Executive



**In 2020 the Trust celebrates its 65<sup>th</sup> anniversary. To mark this major milestone an exciting programme of celebration was in place, which unfortunately were replaced by the biggest challenge we have faced - the Covid-19 pandemic. Our platform to share our progress on providing 'a life of opportunity' was curtailed and much needed fundraising opportunities reduced.**

However, our response to this year's challenge has shone a light on our resilience, innovation and strength.

The establishment of a focused Innovation and Development Fund, to help deliver our 2019-2021 Trust strategy, provided a platform for real optimism at the start of the year. We are using this Fund to continue our commitment and investment in technology; launch an improvement and new build programme across our buildings/homes portfolio; strengthen our quality culture; and further embed our co-productive values across the organisation.

The above initiatives represented realistic and organic growth plans for the Trust, both in terms of the people who live with us and those we support through day opportunities. A review of the wider changing demographics of the people we support and new referrals helped shape our plans for the important upgrading of specific existing houses /homes and some emergent exciting new build designs.



Against a sector environment of repressed funding/income levels and challenged resources, the Trust continued its ongoing commitment to drive up quality in all areas and it was positive to consolidate our CQC ratings of Good with some aspects of Outstanding across the Trust's portfolio.

In addition, our partnership project with Community Catalysts continues to develop new opportunities and relationships and we worked with new partners to acknowledge the challenges faced by our more remote rural communities.

Despite the continued financial, recruitment and retention pressures faced by the wider social care sector, early progress was made in all the above areas - but our ability to sustain Trust momentum has been compromised by the considerable impact of the Covid-19 crisis.

Like many social care providers, the Trust had to quickly adapt to the emergent and changing priorities and redirect resources from our strategic ambitions to an operational focus and our primary objective of ensuring the immediate safety and wellbeing of people we support and all our colleagues.

Against this sobering backdrop, the human response to Covid-19 across the Trust has been overwhelmingly positive and inspiring, with the

people we support and colleagues in all roles actively demonstrating the values of the Trust through friendship, contribution and a strong sense of community.

Our co-productive culture facilitated the people we support, our colleagues and families working more closely than ever to apply innovative solutions and responses to the challenges presented by the pandemic - whether it was around core care and support, communications or keeping up levels of well-being - both physically and mentally.

Despite additional Government funding for the social care sector during the start of the pandemic, the additional operational costs and required changes faced by the Trust to keep the people we support and colleagues safe and well, bring further long term challenges to a sector already underfunded and exposed by the lack of a national long term plan. Uncertainty about the impact of Brexit, new immigration rules and the media's presentation of a high risk, low paid career may well compound the challenge of recruiting quality people to the sector.

The crisis has also reinforced established sector concerns that the value, impact and contribution of quality adult social care and people with disabilities to wider society is misunderstood, and that the need to reframe our relevance and importance to a changing society is required.

In the face of the present challenges, the Trust is now positively engaged in exploring how many of the positives around improved communications and wider stakeholder involvement can help shape the way we adapt and evolve our care and support into the future.





TACKLE HEALTH  
INEQUALITIES

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#TakeActionTackleHealthInequ

## Trustees' report

# Covid-19 impact summary

**Covid-19 has impacted on the Trust at every level - operational, strategic and cultural - and affected each person connected to our charity, the people we support, colleagues, families, our partner organisations, commissioners and regulators. During the pandemic we have responded to many challenges and learnt much about ourselves and how we will adapt for the future.**

Our previous investment in cloud-based technology enabled us to swiftly adapt our leadership, decision making and communication systems, and our existing flexible home working culture was beneficial.

Interpreting changing, and often contradictory, government and regulatory guidelines to ensure the Trust is operationally safe and working to best practice standards, continues to be an organisational resource drain.

In the initial months, the challenge in obtaining sufficient and relevant PPE for our front-line colleagues required us to divert major valuable resources and focus to this singular issue. Whilst the situation has improved it is apparent that the cost and resource impact to maintain appropriate PPE supplies will be long term.

Colleagues across the Trust were responsive and supportive; changing work practice and developing new ways to support people with their physical and mental wellbeing. Traditional day activities were replaced with innovative household-based activities and the Trust quickly developed a virtual online programme of social, educational and therapeutic activities, which were open to people we support and their families. Supporting people through lockdown and balancing people's health and human rights has required careful planning and operational application.

It was important to further resource our established wellbeing support programme through developing our in house provision and accessing external specialists to provide both the people we support, colleagues and families with the opportunity to work through concerns and worries via both confidential and group sessions.

The Trust accessed the Government's furlough scheme appropriately for a small number of staff, other colleagues worked from home where appropriate and we provided support to those who were shielding following health guidance. We developed an individual based risk assessment framework for all the people we support and relevant colleagues to ensure we could mitigate all controllable risks, and have established processes around Government track and trace facilities to ensure we maintain vigilance and are prepared for future challenges.

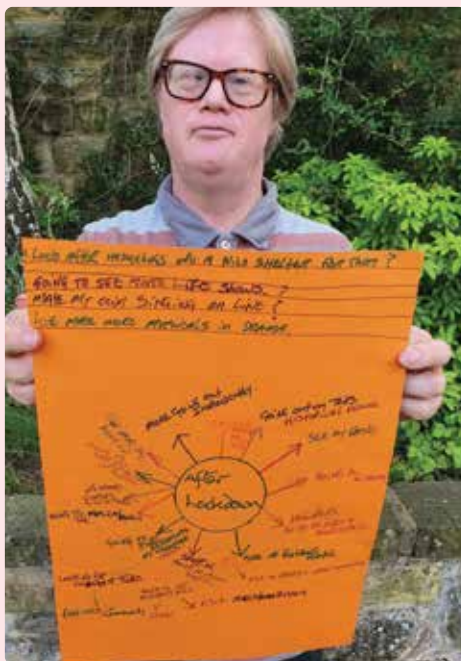
A small central team was created to lead and co-ordinate the Trust Covid response and a comprehensive programme of ongoing communication and guidance was developed to update and support all our stakeholders - with easy read and accessible context for the people we support, briefings for colleagues and newsletters for family members.

It was important that the Trust remained fully integrated across the social care sector during this challenging time - sharing good practice, raising concerns and maintaining positive relationships with our commissioners and regulators. Our membership of sector bodies such as Voluntary Organisations Disability Group and Learning Disability England were invaluable.

The learning from all of the above will support our future developments and plans as we adapt to the changing social care landscape.







# Progress update against our strategic plan

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

- Over the past 12 months, there has been an increased focus on driving up quality. This has included the introduction of a new suite of key performance indicators which have recently been reviewed and adapted to ensure this builds on existing practice and reporting to our Quality Committee.
- We have invested in an electronic care and support system, which will give consistency of approach to quality of care. The new system will enable effective analysis of data, in addition to giving staff the autonomy to update and input support and care information through handheld devices, reducing paperwork and increasing time for providing direct support.

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

- The pandemic led to the introduction of daily, Trust-wide 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. We strengthened our employee assistance programme and counselling services, developed a programme of emotional resilience and stress awareness webinars, and delivered mindfulness Zoom sessions and apps to help reduce the impact of Covid-19 on individuals stress and anxiety.

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

- The Board of Trustees supported our proposal that Quality of Life auditors 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.

### **We support more people and respond to changing needs and expectations in more integrated environments**

- 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. The group is made up of people we support at Botton Village with partners from the wider Esk Valley community who work together to address local issues, such as loneliness and isolation, transport issues and lack of amenities.
- 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.



# Progress update against our strategic plan (continued)

### We demonstrate our environmental values in practice

- 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, which will sympathetically and unobtrusively sit within the wooded environment 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. The system will transform our ability to analyse our recruitment and staffing and gain insights into our workforce.
- We continue to listen to colleagues through staff surveys, and the employee forum. Disappointingly, our end of year event for colleagues had to be indefinitely postponed this year, due to Covid-19. Our internal communications, such as our internal newsletter, In-Brief, an updated intranet system, and a new weekly CEO update, mean that staff have opportunities to keep themselves informed of the latest developments within the Trust.

### We remain financially stable despite the pressures of the sector

- We continue to work with our commissioners on reviewing our costs of delivery for both care and housing, and challenge the levels of funding received from these commissioners.
- Although our investments declined significantly at the end of the year, as the Covid-19 pandemic broke, we have not needed to realise these and so the reduction did not materially impact on the Trust, at this time.





## 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 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 IOk 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 IOk - 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.

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 feed back on her findings, with trustees and Co-Production Leads. To better explain what she had experienced on her visit, Christina decided to communicate her report using illustrations.

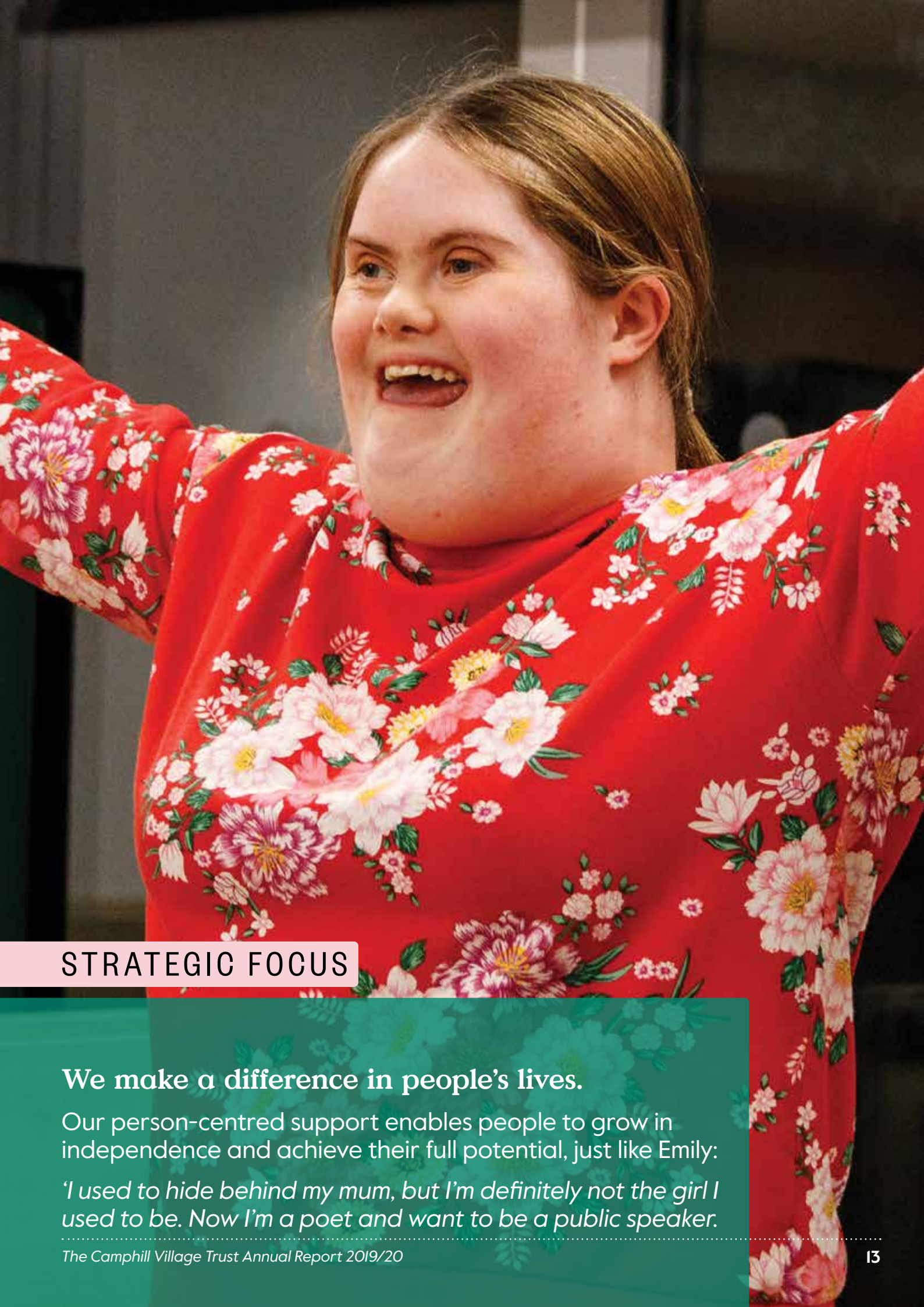
## A picture speaks a thousand words

'I also 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.







## 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 Annual Report 2019/20*





## STRATEGIC FOCUS

**We support more people, respond to changing needs and expectations in more integrated environments.**

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.



# We demonstrate our environmental values in practice

### 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

**Voluntary income is an essential element of the structure at Camphill Village Trust. Fundraising is carried out by a small in-house fundraising team. We do not use any professional fundraising services. Whilst the statutory income we receive covers the everyday element of support and care costs, it is the gifts, donations, sponsorship, and retail income that we receive which ensure that people's lives are full of opportunity. Thank you to everyone who supported us during the year.**

During the year, our voluntary income helped to renovate and refurbish Croft House in Malton; secure the final piece of the funding jigsaw to the extension to the Art Studio for our St Albans Community and helped to fund a new development of six flats in Stourbridge.

Our key-stone Christmas appeal saw the launch of our 65<sup>th</sup> anniversary campaign, which is running throughout 2021. However, by spring, it became clear that our fundraising focus for the year would need to be on the essentials of securing voluntary income to support the charity to survive the Covid-19 pandemic rather than fundraise for our expansion and growth, as had been planned during the 65<sup>th</sup> anniversary year. The majority of our fundraising income comes from supporters making gifts to our four annual appeals, either in the form of one off or regular donations.

Within the north east, our links with our local communities have developed as our Community Fundraiser, who joined the team in early 2020, has made contact with a wide variety of groups, schools and individuals who are all motivated to support people with learning disabilities. Many have visited their local community. Our plan to extend our community fundraising and introduce a similar role covering our communities in the south east is on hold until community and corporate fundraising is re-established following the end of the pandemic.

Our income from retail has grown with the launch of our online shop in August 2019. The shop is an important building block in our strategic approach to increasing public awareness of Camphill Village Trust.

The work undertaken in the previous year to develop a new identity for the charity, combined with the opportunity to expand our fundraising activities puts voluntary income in a good position for the coming year.

## **Our approach to fundraising**

Fundraising at Camphill Village Trust has always been based on a sense of family. Treating our supporters in a way which we, as individuals, would want our family members to be treated.

## **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.
- We offer our supporters choice as to how frequently they hear from us. This is something we have done from our earliest days.
- Supporters requests are respected. If a supporter decides that they don't want to hear from us they will be removed from our mailing list and we will not get in touch again.
- We are transparent and honest. We keep our supporters informed about how their gifts and how personal data is used.

The Board of Trustees has oversight of our fundraising activities. Written reports on fundraising activities are provided to the Board of Trustees every quarter and the Fundraising and Marketing Director attends Board meetings to answer any queries and give updates, as required. The trustee-led Fundraising Forum meets quarterly and provides an arena for new developments, plans and results to be drilled into by those trustees who are members of the Forum.

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.

## **Vulnerable adults**

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

Whilst we welcome all financial gifts, our fundraising team is mindful that our supporters must not be placed under undue pressure to donate and that vulnerable adults may be particularly susceptible to requests for support. We are considerate of the number of times supporters are contacted each year. We are alert to any unusual giving patterns amongst supporters.

On every fundraising communication, supporters are informed how they can opt out of receiving further information from the charity. We are signed up to the Fundraising Preference Service, which enables individuals to opt out of receiving fundraising communication from us.

## **Complaints and requests**

During the year we received one complaint, this related to an item of produce which did not meet our normal high standards. We had six requests via the Fundraising Preference Service to stop mailing people and we received two requests relating to the 'right to be forgotten' from supporters.



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

## Strategic report

# Financial review

## Our overall result for the year

The financial statements show Camphill Village Trust having a net loss of £1.16m (2019: £2.05m surplus). This regression of £3.21m on prior year, is as a result of the impact of Covid-19 on our investment portfolio which has seen a decline of £1.82m in the market value and a decline in legacies income of £2.01m compared to unusually high amount received in the prior year. The charity continues to face the challenges of providing day services within a model of care and support that is not fully funded by local authority commissioners, and which is a significant contribution to the operating deficit identified in the table.

## Operating results

The table opposite shows a marginal improvement in the operating result compared to the prior year, from a deficit of £5.64m for the prior year to a deficit of £5.41 for the year ended 31 March 2020.

The operating deficit results are a consequence of the continued social sector challenges in respect of funding which is not covering our cost for delivering of care. The operating result has been impacted by the national minimum wage increase of over 6%, without the equivalent uplifts from commissioners. Camphill Village Trust will not compromise on delivery of quality care and continue to work with the Local Authorities in addressing this issue of underfunded services.

As in previous years, the fundraised income and legacy donations contribute to meeting the operational deficit.

	2020 £m	2019 £m
Total income from charitable activities	19.23	17.46
Investment income	0.54	0.47
Total operating income	19.77	17.93
Expenditure on charitable activities	(25.18)	(23.57)
Net operating deficit	(5.41)	(5.64)
Fundraising donations (net of costs)	2.00	2.12
Legacy donations	2.56	4.57
Other income	1.51	0.47
Surplus/(deficit) before net investment gains	0.66	1.52
Net gains/(losses) on investments	(1.82)	0.53
Net movement in funds per SOFA	(1.16)	2.05



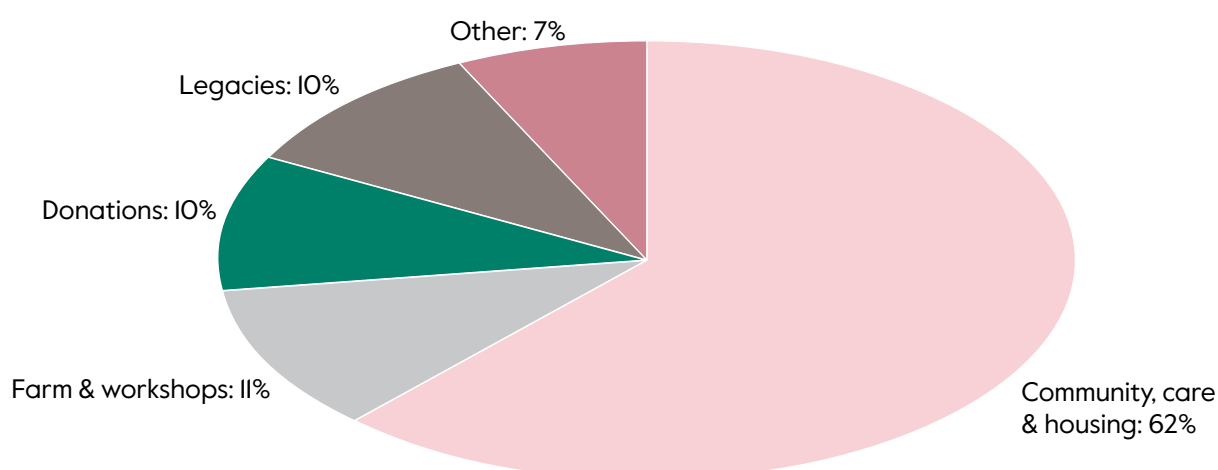


## Strategic report

# Financial review (continued)

An analysis of our income by type together with the comparable information from the prior year.

Income by type	2020 £m	2019 £m
Community, care & housing	16.3	14.8
Farm, land & workshop production	2.9	2.7
Donations	2.6	2.6
Legacies	2.6	4.6
Other	2.0	0.98



### Expenditure by activity

- £25.19m on charitable activities (2019: £23.57m)
- £0.60m on fundraising and Trust marketing activities (2019: £0.58m)
- £0.09m on governance costs (2019: £0.19m)

Income from charitable activities has increased by 10% compared to prior year whereas expenditure from charitable activities has increased by 7%, showing an improvement in operational results. The increase in expenditure of £1.6m compared to prior year is, in the main, attributable to an £0.8m increase in staff costs as a result of increase in national minimum wage and salary review. Expenditure for 2020 included a full year impact of shared lives care costs which was commissioned in prior year.

# Strategic report

## Achievement and performance

### Balance sheet

Tangible assets have decreased by £1.0m to £83.8m as a result of sale of properties £1.7m / depreciation charge in the year of £1.7m offset by £2.2m capital additions. The major additions in the year included property refurbishments of £1.2m and investment within plant and machinery and fixtures and fittings of £1.0m.

Investments have decreased by £1.3m from £15.7m in 2019 to £14.4m for the year, as a result of the impact of Covid-19 on the investments market. The decline in market value of investments of £1.8m was offset by cash reinvestment of £0.5m.

### Key performance indicators

The Board use the annual budgets as their key method of monitoring financial performance, and the key outcomes are outlined in the financial review and earlier in this report. Key performance indicators have been developed, (KPIs), which are specifically monitored and scrutinised by the Audit and Finance Committee and the Board.

### Energy and carbon reporting

The UK Government's Streamlined Energy and Carbon Reporting (SECR) policy was implemented on 1 April 2019, when the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force. Camphill Village Trust meet SECR qualification criteria in the UK.

The reporting period for the compliance is 1st April 2019 - 31st March 2020. Included within that are Scope 1 & 2 emissions. The GHG Protocol Corporate Accounting & Reporting Standard and UK Government's GHG Conversion Factors for Company Reporting have been used as part of carbon emissions calculation.

The results show that Camphill Village Trust total energy use and total gross Green House Gas (GHG) emissions amounted to 4,536,470kWh and 1,025 tonnes of CO2 emissions respectively in the 2019/20 financial year in the UK.

The Trust are in the process of devising an environment strategy which will include a programme of energy efficiency measures across all communities, designed to reduce energy consumption and improve energy efficiency.





# Strategic report

## Reserves policy

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

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

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

The trustees believe that the current level of general reserves of £10.7m (2019: £11.4m), are at an appropriate level necessary. Movement in funds compared to prior year are detailed in note 25.

### Funds

#### Restricted funds

Restricted funds total £0.10m (2019: £0.11m). They principally comprise historic donations or legacies where the donor has specified the money is to be spent in a particular community or on a particular project.

#### Designated funds

Designated funds at 31 March 2020 stand at £94.3m (2019: £94.8m). The key designations are set out in note 25 to the financial statements.

#### Free reserves

Free reserves constitute 100% of general funds, at March 2020 these stood at £10.7m (2019: £11.4m)

This is illustrated in the tables below:

### Investment policy

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

The charity's investments at 31 March 2020 totalled £14.35m (2019: £15.68m). These investments are managed by HSBC Global Management (£9.91m) and Sarasin Partners (£4.44m). The performance of these investments managers is overseen by the Audit and Finance Committee, which reports to the Board of Trustees.

The charity has a statement of investments principles, as recommended by the Charity Commission. Established in line with their guidance, this sets out an appropriate risk approach to managing the investments. The trustees consider that a medium to long term investment policy, which aims to preserve the capital value of the assets invested while trying to achieve a real return on them, remains appropriate. The charity's investment managers have general instructions to ensure they apply certain ethical guidelines in selecting investments, these include no direct investment in tobacco, armaments stocks, gambling, pornography and alcohol.

Derivation of general reserves	2020 £m	2019 £m
Total reserves	105.11	106.26
Less restricted funds	(0.10)	(0.11)
Less designated funds	(94.32)	(94.76)
General reserves (all free)	10.69	11.39

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# Principal risks and uncertainties facing the charity

## Risks

The principal risks identified as significant are:

Risks and Uncertainties	Mitigation
Impact of Covid-19 on our workshop activities. Lack of funding to deliver sustainable day opportunities.	Financial impact assessments to be undertaken, taking into consideration the capacity in workshops under Covid-19 guidance.  Review alternative options of delivering workshops/day activities, including building upon/further developing recent virtual support programmes.  Negotiation with commissioners on potential revised funding model.
Failure to further reduce costs leads to continued operational deficits draining free reserves. Specifically, inability to reduce the underlying deficit at Botton Village and Oaklands Park/Grange Village primarily as a result of underfunded care activities.	A project group has been set up to review and refocus workshop activities to improve strategic relevance and financial performance. The review will also include the impact of Covid-19 on delivery of the activities within workshops.  Focused project groups and regional plans developed to address additional challenges and financial realities of our rural communities.
Inability to recruit and retain right calibre and quantity of care staff.	Increase in HR resources including recruitment of a focused Head of HR role.  Implementation of a new recruitment system for a more efficient recruitment and induction process.  Annual review of salaries including review against sector.
Inability to develop new services and grow additional business to offset natural attrition and changing demands from commissioners and referrals.	Innovation and Development Fund of £3m agreed for investment in new services and development opportunities.  Reviews underway for our communities at Gloucestershire and Botton Village.  Review of our approach and resourcing of business development opportunities.
Reduction in social care funding.	More robust negotiations with Local Authorities in respect of local commissioned rates.  Ongoing evaluation of best value.  Investment in new IT system will provide much needed data and context to confidently challenge existing funding levels.  Active membership and contribution to sector bodies such as VODG to apply sector wide pressure for a viable and sustainable long term social care financial model.

# Principal risks and uncertainties facing the charity

(continued)

**The social care and charitable sectors in which the Trust operates continue to be under significant scrutiny and significant downward pressure on funding streams and longer term stability. Covid-19 has compounded some of these challenges.**

Key issues and change that create a range of uncertainties for the charity include:

- Sector wide concern regarding the ongoing delays the Government's Green Paper on the future of Social Care Sector - viewed by many as the key to establishing a long-term financial viability for the sector.
- Concern that Covid-19 will deliver a 'crisis-driven' short term sector solution not long term, measured review.
- Regardless of additional short term Covid-19 funding, Local Authorities are highlighting a worsening budget situation which may impact upon social care funding and support.
- Impact of the above on commissioning direction and an unwelcomed focus on more economical, institutional, and less person-centred care models.
- Limited funding leading to re-assessments of the people we currently support, leading to a reduction in support packages.
- Unresolved Brexit uncertainty in relation to financial stability and staffing challenges.
- Covid-19 highlighting the demands and relative low pay within social care which further challenges recruitment and retention of quality support colleagues.
- Continued uncertainty around Supreme Court sleep ins judgement and application of National Minimum Wage (NMW), on which we are still awaiting judgement.





# Principal risks and uncertainties facing the charity (continued)

### Risk management and internal controls

The charity continues to carry out and monitor a comprehensive risk-management assessment process. This has identified and addressed the major financial, operational, governance, reputational and regulatory risks which might affect its ability to meet its objectives.

Our corporate risk register records the charity's exposure to major risks and uses a scoring mechanism based on impact and likelihood. It takes into account existing controls and the steps taken to mitigate the risks. It then identifies the residual risk to understand whether it is within the acceptable risk framework, which underpins the process, based on clearly defined appetite to risk protocols, agreed by trustees. Where risks appear to be outside the agreed comfort zone there is a clear focus on actions needed to ensure it is within the risk appetite. The senior management team (SMT) and Board of Trustees, via its Audit and Finance Committee, have kept the risks under review during the period.

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

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

### Going concern

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

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

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

### Remuneration policy for key management personnel

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

The charity, led by its trustees, aims to ensure that its key personnel are of suitable quality and have the necessary commitment to manage the affairs of this complex and high-profile charity to a high standard. With these objectives in mind, the trustees accept that the charity needs to offer a remuneration package that will attract and retain suitably skilled senior managers.

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



# Strategic report

## Structure, governance and management

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

The charity delivers care, through a model of community living that embraces the principles of Anthroposophy.

### The Board of Trustees

The Board of Trustees (the members of which are also directors of the charitable company, under company law), comprises nine members, being the maximum permitted by the Memorandum and Articles. Full details of the trustees who held office during the period are set out on page 59 of this report.

All new trustees and board committee members undertake an induction programme including a structured introduction to the charity, its founding philosophy as well as visits to communities. Training and development sessions in key areas are also facilitated.

The present Chair has introduced a structured annual appraisal approach to review individual trustee contribution and wider board effectiveness.

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

Four formal board sub-committees were in place during the year ended 31 March 2018.

### Audit and finance committee

Provides focus and oversight in respect of the financial reporting processes, planning and budgeting compliance, corporate risk, property investment and investment management.

### Appointments and remuneration committee

Responsible for reviewing and setting senior management pay and benefits. It also has responsibility for considering and recruiting prospective trustee candidates.

### Ruth fund committee

Advises the board on matters of retirement provision in respect of the charity's former co-workers. It has delegated responsibility to administer the financial distributions approved by the board on a discretionary basis. Two trustees are involved in this group.

### Quality committee

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





### Other key advisory groups

In order to discharge its duties, the Board has set up a number of other working or advisory groups which provide either administrative or specialist support to the charity, or act as conduits for two-way communication.

### Fundraising forum

Chaired by a trustee with specialist fundraising knowledge, the Forum provides a space for fundraising strategy to be drilled into by the trustees. It meets every quarter.

### Employee forum

The Employee forum convenes four times a year, providing an opportunity for experiences to be shared and queries or concerns to be raised.

### Regional forums

Each year, three Regional forums take place in each of our central and south west; south east and northern regions. They provide an opportunity for co-produced activity, celebration, and planning for the future as well as a social occasion with people meeting up with friends from other communities.

### Trustee duties

The trustees undertake the duties laid down in the charity's governing documents. As trustees, they fully acknowledge they are ultimately responsible for the governance of the charity and the protection of its assets. The board takes ultimate responsibility for the implementation of equal opportunities and health and safety within the Trust.

In order to discharge these responsibilities, the formal board met regularly during the year, as well as holding additional, externally facilitated governance and strategy workshops. Meetings of the various board committees and other advisory groups, in which trustees lead and participate, were held regularly throughout the year, at intervals commensurate with business needs.

### How the charity makes decisions

The board retain and accept full responsibility for decision making by the charity. These decisions vary in size, scope and consequence from relevant operational decisions to more fundamental and major strategic decisions. In arriving at these decisions, as non-executive directors, the board is mindful that it delegates responsibility for the operational management and leadership of the Trust to the Chief Executive, who is supported by an SMT.

This ensures that smaller and relevant decisions can be expedited promptly and efficiently. The SMT and the communities are supported by a small central team of managers and support staff.

The nature and scope of delegation by trustees to its committees and the SMT is set out in a scheme of delegation protocols which detail matters which are reserved solely for the board, matters which can be authorised by board sub-committees and those which are within the decision making scope of the executive management, under the direction of the SMT.

The specific matter and authority limits across the various areas of activity and functional responsibility are set out in an agreed matrix form.

Trustees record minutes of the relevant board or committee meetings, particularly for all key decisions, where they are required to have direct involvement as set out in the scheme. It is the trustee board's policy to ensure the SMT provide detailed papers for trustees in order to ensure that the key matters needed for consideration in arriving at such decisions are fully documented. Where required or relevant, trustees request one of more board committees to carry out further enquiry or scrutiny before a final decision is made.

### Public benefit

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

Pages 8 to 17 of this report demonstrate how our activities impact and fulfil our public benefit objectives.





# Structure, governance and management (continued)

### Disabilities in the workplace

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

### Equality, diversity and inclusion

The Trust is committed to providing an environment in which the people we support and colleagues can thrive, regardless of their personal circumstances. The Board of Trustees, with support from the SMT, is looking at how to improve equality, diversity and inclusion across the charity.

### Membership policy

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

As such, membership is not an automatic entitlement; and any decision regarding the acceptance of a membership application ultimately lies with Camphill Village Trust's trustees. Decisions are made in accordance with the Trust's governing document (its Memorandum and Articles of Association) and any rules made by the charity trustees in accordance with the governing document, on the basis of what is in the best interests of the charity.

At 31 March 2020, the charity had 497 (2019: 510), members. All members have full voting rights under the charity's Articles of Association. Each member guarantees to contribute an amount not exceeding £1 to the assets of the charitable company in the event of a winding up.

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

The Trust continues to promote membership of the Trust to all eligible parties, in line with the current membership policy.

### Employee engagement

It is important to the Trust that our colleagues are engaged with the charity and that their views are heard. With a workforce spread over nine different locations it is challenging to keep in touch with colleagues and to ensure that staff feel connected to the charity. We work hard at achieving this.

We have had an employee forum in place for a number of years, which is a platform for staff to share their views. We also undertake regular employee surveys which highlight both strengths and areas of improvement. The results are shared with the Board with mitigating actions, where appropriate.

The Board reviews and makes the decision on annual salary increase and employee benefits. Trustees also receive regular updates on health & safety, safeguarding issues, other significant employment matters and complaints. We have a formal grievance and whistle-blowing policy for our staff.

Our Human Resources team has been strengthened over the last year. A head of HR has been engaged and further resources have been added to the team. This, along with the development of a new HR IT system, enables the Trust to have better knowledge and understanding of our workforce.

Our monthly internal newsletter 'In brief' is used to ensure staff are kept informed of the latest developments. Colleagues are encouraged to follow our latest news through our social media platforms and through our intranet. During Covid-19 we have ensured staff are kept informed with regular briefings and weekly email messages from the CEO.

Our annual Trust convention for staff was cancelled this year due to Covid-19. However, staff have used Microsoft Teams to keep in touch with each other.

### Business relationships with our suppliers and customers

Having good business relationships helps to ensure the smooth running of the charity and we are committed to working to a fair working practice with our suppliers, whilst delivering best value for the beneficiaries of the charity.

The Board and senior management team regularly discuss nature of relationships with key stakeholders and have clear engagement processes with suppliers and customers. We agree payment terms with all our business partners.

We recognise that sometimes things go wrong and the Trust has established a complaints policy and a process for ensuring all complaints are reviewed and addressed appropriately.

## Strategic report

# Statement of responsibility of Trustees

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

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

In so far as the trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2019 was 510 (2018: 466). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

### Auditor

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

The trustees' annual report which includes the strategic report has been approved by the trustees on 6 October 2020 and signed on their behalf by



**Brian M Walsh OBE**  
Chair





# Independent auditor's report

## For the year ending 31 March 2020

### Opinion

We have audited the financial statements of Camphill Village Trust (the 'charitable company') for the year ended 31 March 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least 12 months from the date when the financial statements are authorised for issue.

### Other information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

# Independent auditor's report (continued)

## For the year ending 31 March 2020

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

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

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

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

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

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

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

### Responsibilities of trustees

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

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

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

Our objectives are to obtain reasonable assurance about whether the financial statements 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 (continued)

## For the year ending 31 March 2020

**As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:**

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material

uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### Use of our report

This report is made solely to charitable company's members as a body, in accordance with Chapter 3 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 any responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden  
(Senior statutory auditor)

21<sup>st</sup> October 2020

for and on behalf of  
Sayer Vincent LLP,  
Statutory Auditor  
Invicta House, 108-114 Golden Lane,  
LONDON, EC1Y 0TL

## Financial statements

For the year ending 31 March 2020

### Statement of financial activities

(incorporating an income and expenditure account)

	Note	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	2020 £'000	2019 £'000
<b>INCOME FROM</b>						
Donations & legacies	3	3,927	316	921	<b>5,164</b>	7,259
Renewable heat income		283	-	-	<b>283</b>	344
Profit on sale of fixed assets		1,227	-	-	<b>1,227</b>	134
<b>CHARITABLE ACTIVITIES</b>						
Community, care & housing	4	16,316	-	-	<b>16,316</b>	14,756
Farm, land, workshop production	4	2,918	-	-	<b>2,918</b>	2,699
Investments	5	536	-	-	<b>536</b>	469
<b>TOTAL INCOME</b>		<b>25,207</b>	<b>316</b>	<b>921</b>	<b>26,444</b>	25,661
<b>EXPENDITURE ON</b>						
Raising funds	6	586	11	-	<b>597</b>	578
<b>CHARITABLE ACTIVITIES</b>						
Community, care & housing	6	17,226	2,404	928	<b>20,558</b>	18,812
Farm, land, workshop production	6	4,327	301	-	<b>4,628</b>	4,758
<b>TOTAL EXPENDITURE</b>		<b>22,139</b>	<b>2,716</b>	<b>928</b>	<b>25,783</b>	24,148
Net income/(expenditure) before net gains (losses) on investments		3,068	(2,400)	(7)	<b>661</b>	1,513
Net (losses)/gains on investments		(1,816)	-	-	<b>(1,816)</b>	538
Net income/(expenditure) for the year	8	1,252	(2,400)	(7)	<b>(1,155)</b>	2,051
Transfers between funds		(1,959)	1,959	-	<b>-</b>	-
Net movement in funds		(707)	(441)	(7)	<b>(1,155)</b>	2,051
<b>RECONCILIATION OF FUNDS:</b>						
Total funds brought forward		11,393	94,763	109	<b>106,265</b>	104,214
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>10,686</b>	<b>94,322</b>	<b>102</b>	<b>105,110</b>	106,265

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 25 to the financial statements.



# Financial statements

## As at 31 March 2020

### Balance sheet

	Note	2020		2019	
		£'000	£'000	£'000	£'000
<b>FIXED ASSETS</b>					
Tangible assets	15		<b>83,782</b>		84,866
Investments	16		<b>14,346</b>		15,685
			<b>98,128</b>		100,551
<b>CURRENT ASSETS</b>					
Stock	17	<b>472</b>		466	
Debtors	18	<b>2,431</b>		2,548	
Cash at bank and in hand		<b>7,091</b>		5,461	
		<b>9,994</b>		8,475	
<b>CURRENT LIABILITIES</b>					
Creditors: Amounts falling due within one year	19	<b>2,946</b>		2,645	
<b>NET CURRENT ASSETS</b>			<b>7,048</b>		5,830
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>105,176</b>		106,381
<b>LONG TERM LIABILITIES</b>					
Creditors: Amounts falling due greater than one year	20		<b>66</b>		116
<b>TOTAL NET ASSETS</b>			<b>105,110</b>		106,265
<b>The funds of the charity:</b>	25				
Restricted income funds			<b>102</b>		109
Unrestricted income funds:					
Designated funds		<b>94,322</b>		94,763	
General funds		<b>10,686</b>		11,393	
<b>Total unrestricted funds</b>			<b>105,008</b>		106,156
<b>TOTAL CHARITY FUNDS</b>			<b>105,110</b>		106,265

Approved by the trustees on 6 October 2020 and signed on their behalf by:



**Brian M Walsh OBE**  
Chair

Company Number: 00539694  
Charity Number: 232402

## Financial statements

For the year ending 31 March 2020

### Statement of cash flows

	Note	2020		2019	
		£'000	£'000	£'000	£'000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>					
Net cash used in operating activities	27		<b>1,321</b>		3,809
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>					
Investment income		<b>515</b>		467	
Interest received		<b>21</b>		2	
Interest paid		<b>(16)</b>		(11)	
Proceeds from the sale of fixed assets		<b>2,460</b>		405	
Purchase of fixed assets		<b>(2,194)</b>		(1,192)	
Proceeds from sale of investments		<b>5,802</b>		5,672	
Purchase of investments (including cash movement)		<b>(6,279)</b>		(6,086)	
Net cash used in investment activities			<b>309</b>		(743)
Change in cash and cash equivalents in the year			<b>1,630</b>		3,066
Cash and cash equivalents at the beginning of the year			<b>5,461</b>		2,395
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>	28		<b>7,091</b>		5,461







# Financial statements

For the year ending 31 March 2020

## Notes to the financial statements

### 1. Accounting policies

#### Statutory information

Camphill Village Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom (England and Wales). The registered office address is: The Kingfisher Offices, 9 Saville Street, Malton, North Yorkshire, YO17 7LL. Operational locations for communities are detailed on page 59.

#### Basis of preparation

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

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

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

estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

#### Going concern and key judgements

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

#### Public benefit entity

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

### Income

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

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

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

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



# Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### Interest receivable

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

### Fund accounting

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

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

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

### Expenditure and irrecoverable VAT

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

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

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

### Allocation of support and governance costs

Support costs are those costs incurred directly in the support of the objects of the charity. Premises overheads relating to depreciation

have been allocated on the basis of headcount, all other overheads have been apportioned in relation to income received.

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

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

### Operating Leases

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



## Financial statements

For the year ending 31 March 2020

# Notes to the financial statements (continued)

### Tangible fixed assets

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

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet. Tangible fixed assets were restated at fair value as at 1<sup>st</sup> April 2014 in accordance with FRS 102. These values have been used as deemed cost from 1<sup>st</sup> April 2014.

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

### Listed investments

Investments are a form of non-basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

### Stocks

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

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

Land	-	not depreciated
Freehold buildings		
Structure	-	over 75 years
Roof	-	over 35 years
Windows and doors	-	over 20 years
Kitchen	-	over 15 years
Bathroom	-	over 15 years
Boiler/heating system	-	over 15 years
Lifts/access	-	over 20 years
Leasehold buildings	-	over the term of the lease
Infrastructure	-	over 10 years
IT infrastructure	-	over 10 years
Biomass boiler	-	over 20 years
Plant and machinery	-	over 5 years
Motor vehicles	-	over 5 years
Computer equipment	-	over 5 years
Fixtures and fittings	-	over 5 years

### Debtors

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

### Cash at bank and in hand

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

### Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

### Financial instruments

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

### Pensions

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



## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

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

	Note	Unrestricted Funds £'000	Designated Funds £'000	Restricted Funds £'000	2019 £'000
INCOME FROM					
Donations & legacies	3	6,070	270	919	<b>7,259</b>
Renewable heat income		344	-	-	<b>344</b>
Profit on sale of fixed assets		134	-	-	<b>134</b>
CHARITABLE ACTIVITIES					
Community, care & housing	4	14,756	-	-	<b>14,756</b>
Farm, land, workshop production	4	2,699	-	-	<b>2,699</b>
Investments	5	469	-	-	<b>469</b>
TOTAL INCOME		<u>24,472</u>	<u>270</u>	<u>919</u>	<b><u>25,661</u></b>
EXPENDITURE ON					
Raising funds	7	567	11	-	<b>578</b>
CHARITABLE ACTIVITIES					
Community, care & housing	7	16,085	1,807	920	<b>18,812</b>
Farm, land, workshop production	7	4,365	393	-	<b>4,758</b>
TOTAL EXPENDITURE		<u>21,017</u>	<u>2,211</u>	<u>920</u>	<b><u>24,148</u></b>
Net income/(expenditure) before net gains (losses) on investments		3,455	(1,941)	(1)	<b>1,513</b>
Net gains/(losses) on investments		538	-	-	<b>538</b>
Net income/(expenditure) for the year	8	<u>3,993</u>	<u>(1,941)</u>	<u>(1)</u>	<b><u>2,051</u></b>
Transfers between funds		<u>(4,348)</u>	<u>4,348</u>	<u>-</u>	<b><u>-</u></b>
Net movement in funds		(355)	2,407	(1)	<b>2,051</b>
RECONCILIATION OF FUNDS:					
Total funds brought forward		11,748	92,356	110	<b>104,214</b>
TOTAL FUNDS CARRIED FORWARD		<u>11,393</u>	<u>94,763</u>	<u>109</u>	<b><u>106,265</u></b>

## Financial statement

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 3a. Income from donations and legacies

	Unrestricted & Designated £'000	Restricted £'000	2020 Total £'000
Donations	2,577	24	2,601
Legacies	1,666	897	2,563
	<u>4,243</u>	<u>921</u>	<u>5,164</u>

With unrestricted funds £316k relates to designated funds.

### 3b. Income from donations and legacies (prior year)

	Unrestricted & Designated £'000	Restricted £'000	2019 Total £'000
Donations	2,654	38	2,692
Legacies	3,686	881	4,567
	<u>6,340</u>	<u>919</u>	<u>7,259</u>

With unrestricted funds £270k relates to designated funds.



## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 4. Income from charitable activities

	2020 Total £'000	2019 Total £'000
Supporting people grant	117	285
Local authority payments	11,517	10,101
Residents' contributions	585	707
Housing benefits	3,141	2,798
Private fees	478	379
Rent receivable	473	480
Other	5	6
	<hr/>	<hr/>
Sub-total for community, care and housing	16,316	14,756
The Single Payment Scheme (Farm Subsidy)	92	109
Local authority payments for day activities	1,215	1,023
Private fees	302	240
External sales of goods	1,123	1,139
Rent	101	101
Other	85	87
	<hr/>	<hr/>
Sub-total for farm, land, workshop production	2,918	2,699
	<hr/>	<hr/>
Total income from charitable activities	19,234	17,455

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

### 5. Income from investments

	2020 Total £'000	2019 Total £'000
Dividends from investments	515	467
Bank interest receivable	21	2
	<hr/>	<hr/>
	536	469

All income from investments is unrestricted.

## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 6. Expenditure on charitable activities

	Cost of raising funds £'000	Community care & housing £'000	Farm, land, workshop production £'000	Governance costs £'000	Support costs £'000	2020 Total £'000	2019 Total £'000
Fundraising office	202	-	-	-	-	202	215
Investment managers' fees	-	40	-	-	-	40	66
Community expense	-	253	103	-	71	427	413
Transition support & Ruth Fund	-	324	-	-	-	324	286
Salaries & agency fees	341	10,036	2,349	-	2,460	15,186	14,373
Staff expenses & other costs	19	141	10	-	289	459	458
Food	-	184	-	-	-	184	133
Household expenditure	-	53	17	-	-	70	61
Light, heating & fuel	-	943	89	-	12	1,044	1,083
Repairs/renewals & general maintenance	-	1,525	327	-	41	1,893	1,629
Rent, rates & water	-	658	63	-	66	787	698
Insurance	-	-	-	-	205	205	208
Training	-	86	8	-	44	138	186
Bad debts provision	-	43	-	-	-	43	68
Workshop/production materials & expenses	-	-	678	-	-	678	883
Depreciation:							
Freehold buildings	11	957	207	-	-	1,175	1,169
Plant and machinery	-	319	69	-	-	388	365
Fixtures & fittings	-	88	19	-	-	107	99
Motor vehicles	-	13	3	-	-	16	16
Leasehold buildings	-	16	3	-	-	19	19
Loss on disposal of fixed assets	-	339	1	-	-	340	54
Bank charges	-	-	-	-	34	34	44
Office & administration costs	-	229	52	-	656	937	916
Legal & professional	3	231	9	7	135	385	232
Trustee meetings	-	-	-	12	-	12	44
Audit & accountancy	-	-	-	75	-	75	145
Shared lives carer fees	-	610	-	-	-	610	281
Donations	5	-	-	-	-	5	4
	581	17,088	4,007	94	4,013	25,783	24,148
Support costs	-	3,404	609	-	(4,013)	-	-
Governance costs	16	66	12	(94)	-	-	-
Total expenditure 2020	597	20,558	4,628	-	-	25,783	24,148
Total expenditure 2019	578	18,812	4,758	-	-	24,148	22,400



## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 7. Expenditure on charitable activities (prior year)

	Cost of raising funds £'000	Community care & housing £'000	Farm, land, workshop production £'000	Governance costs £'000	Support costs £'000	2019 Total £'000	2018 Total £'000
Fundraising office	215	-	-	-	-	215	217
Investment managers' fees	-	66	-	-	-	66	31
Community expense	-	244	103	-	66	413	387
Transition support & Ruth Fund	-	286	-	-	-	286	292
Salaries & agency fees	275	9,519	2,197	-	2,382	14,373	13,963
Staff expenses & other costs	21	108	11	-	318	458	595
Food	-	133	-	-	-	133	346
Household expenditure	-	60	1	-	-	61	92
Light, heating & fuel	-	978	94	-	11	1,083	749
Repairs/renewals & general maintenance	-	1,278	277	-	74	1,629	1,412
Rent, rates & water	-	601	51	-	46	698	506
Insurance	-	-	-	-	208	208	154
Training	-	80	4	-	102	186	76
Bad debts provision	-	68	-	-	-	68	(136)
Workshop/production materials & expenses	-	-	883	-	-	883	836
Depreciation:							
Freehold buildings	11	883	275	-	-	1,169	1,147
Plant and machinery	-	279	86	-	-	365	272
Fixtures & fittings	-	75	24	-	-	99	75
Motor vehicles	-	12	4	-	-	16	24
Leasehold buildings	-	14	5	-	-	19	21
Loss on disposal of fixed assets	-	55	(1)	-	-	54	(108)
Bank charges	-	-	4	-	40	44	31
Office & administration costs	-	98	74	-	744	916	698
Legal & professional	-	133	14	4	81	232	441
Trustee meetings	-	-	-	44	-	44	21
Audit & accountancy	1	-	-	144	-	145	148
Shared lives carer fees	-	281	-	-	-	281	-
Donations	4	-	-	-	-	4	110
	527	15,117	4,106	192	4,072	24,148	22,400
Support costs	-	3,442	630	-	(4,072)	-	-
Governance costs	51	119	22	192	-	-	-
Total expenditure 2019	578	18,812	4,758	-	-	24,148	22,400
Total expenditure 2018	601	17,395	4,404	-	-	22,400	20,829

## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

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

	2020 £'000	2019 £'000
This is stated after charging/crediting:		
Depreciation	1,705	1,666
Loss or (profit) on disposal of fixed assets	(887)	(80)
Operating lease rentals:		
Property	355	286
Other	203	168
Auditor's remuneration (excluding VAT):		
Audit	<u>38</u>	<u>75</u>

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

	2020 £'000	2019 £'000
Salaries & wages	12,720	12,079
Redundancy & termination costs	61	108
Social security costs	1,038	996
Employer's contribution to defined contribution pension schemes	283	209
	<u>14,102</u>	<u>13,392</u>
Agency fee	1,084	981
	<u>15,186</u>	<u>14,373</u>

Redundancy and termination costs of £61k (2019: £108k) were either paid or accrued during the year and related to compensation for loss of office.

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

	2020 Number	2019 Number
£60,000 - £69,999	2	2
£70,000 - £79,999	2	2
£80,000 - £89,999	1	1
£90,000 - £99,999	-	-
£100,000 - £109,000	<u>1</u>	<u>1</u>



## Financial statements

For the year ending 31 March 2020

### Notes to the financial statements (continued)

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

The total remuneration including employer's pension and national insurance of key management (who are the Chief Executive, Finance Director, Operations Director, Fundraising Director and Director of Care and Support and HR Director) was £496k (2019: £453k) as set out below:

	Employees (excluding Chief Executive)		Chief Executive	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Salary	325	286	107	107
Employer's national insurance	39	35	14	14
Employer's pension contribution	10	10	1	1
	<u>374</u>	<u>331</u>	<u>122</u>	<u>122</u>

The ratio of the Chief Executive's emoluments to the lowest paid employee is 6.8:1.

#### Trustees' remuneration and expenses

The Board members, who are directors for Companies Act purposes and trustees for the Charities Act purposes, comprise independent directors. None of the directors receive any remuneration from the charity in respect of their duties as trustees. Under the powers vested in the trustees by the Memorandum of Association under the paragraphs supporting limitation on private benefits, no trustee may receive any remuneration or other benefit in money or money's worth from the charity, except for reasonable travel and subsistence expenses for attending Board, subcommittee meetings and other Trust business. The total expenses in the year was £6k (2019: 10k) to 9 trustees (2019:9).

#### 10. Staff numbers

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

	2020 Number	2019 Number
Raising funds	9	6
Charitable activities	594	565
Support	<u>67</u>	<u>67</u>
	<u>670</u>	<u>638</u>

#### 11. Population figures

	2020 Number	2019 Number
In addition to the staff numbers above, the residents of the communities at year end can be analysed as follows:		
Residents we support who live in our communities	385	390
Day activity support only	137	120
People we support who live outside our communities	<u>45</u>	<u>53</u>
	<u>567</u>	<u>563</u>

## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 12. Pension scheme

The charity pays contributions on behalf of certain employees into a defined contribution pension scheme. The charge for the year amounted to £283k (2019: £209k). There are no material unfunded pension commitments. At 31 March 2020, there was £109k outstanding pension contributions (2019: £45k)

### 13. Related party transactions

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

### 14. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

The charity is operating a partial VAT scheme and is unable to claim 100% of its VAT.

### 15. Fixed assets

	Freehold property £'000	Leasehold land & buildings £,000	Plant & machinery & IT £'000	Motor vehicles £'000	Fixtures & fittings £'000	Total £'000
<b>COST</b>						
At the start of the year	86,028	902	5,103	182	1,255	93,470
Additions in year	1,230	-	436	-	528	2,194
Disposals in year	(1,680)	-	(11)	-	(19)	(1,170)
At the end of the year	85,578	902	5,528	182	1,764	93,954
<b>DEPRECIATION</b>						
At the start of the year	5,454	525	1,605	144	876	8,604
Charge for the year	1,174	20	388	15	108	1,705
Eliminated on disposal	(115)	-	(11)	-	(11)	(137)
At the end of the year	6,513	545	1,982	159	973	10,172
<b>NET BOOK VALUE</b>						
<b>At the end of the year</b>	<b>79,065</b>	<b>357</b>	<b>3,546</b>	<b>23</b>	<b>791</b>	<b>83,782</b>
At the start of the year	80,574	377	3,498	38	379	84,866

Land with a value of £43,343k (2019: £44,369k) is included within freehold property and not depreciated. All of the above assets are used or their intended use is for charitable purposes.



## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 16. Listed investments

	2020 £'000	2019 £'000
Fair value at the start of the year	15,685	14,733
Additions at cost	6,253	5,817
Disposal proceeds	(5,802)	(5,672)
Net gain/(loss) on change in fair value	(1,816)	538
Cash movement	26	269
Fair value at the end of the year	14,346	15,685
	2020 £'000	2019 £'000
Listed investments held at fair value	14,022	15,387
Cash and cash equivalents	324	298
	14,346	15,685

### 17. Stock

	2020 £'000	2019 £'000
Raw materials and consumables	57	65
Work in progress	149	98
Finished goods and goods for resale	266	303
	472	466

### 18. Debtors

	2020 £'000	2019 £'000
Trade debtors	1,055	991
Other debtors	277	145
Prepayments and accrued income	1,099	1,412
	2,431	2,548

## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

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

	2020 £'000	2019 £'000
Loan	428	428
Trade creditors	595	787
Taxation and social security	258	242
Other creditors	259	143
Accruals and deferred income	1,406	1,045
	<u>2,946</u>	<u>2,645</u>

The loans are secured by specific charges on the Charity's investments and fixed assets with repayment terms varying from on demand and 2.25 years, at a rate of interest between 2% and 3.1%.

### 20. Creditors: Amounts falling due greater than one year

	2020 £'000	2019 £'000
Loan	<u>66</u>	<u>116</u>

The loan is secured by specific charges on the Charity's fixed assets with 2.25 years of loan repayment remaining, at a rate of interest of 3.1%

### 21. Deferred income

	2020 £'000	2019 £'000
Balance at the beginning of the year	40	17
Amount released to income in the year	(40)	(17)
Amount deferred in the year	172	40
	<u>172</u>	<u>40</u>
Balance at the end of the year		

## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 22. Financial instruments

	2020 £'000	2019 £'000
<b>Financial assets measured at fair value through profit and loss</b>		
Listed investments	<u>14,022</u>	<u>15,387</u>
<b>Financial liabilities measured at fair value through profit and loss</b>		
Loan	<u>494</u>	<u>544</u>

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

	General unrestricted £'000	Designated £'000	Restricted £'000	Total funds £'000
Tangible fixed assets	-	83,782	-	<b>83,782</b>
Investments	10,679	3,667	-	<b>14,346</b>
Net current assets	7	6,939	102	<b>7,048</b>
Long term liabilities	-	(66)	-	<b>(66)</b>
<b>Net assets at 31 March 2020</b>	<u><b>10,686</b></u>	<u><b>94,322</b></u>	<u><b>102</b></u>	<u><b>105,110</b></u>

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

	General unrestricted £'000	Designated £'000	Restricted £'000	Total funds £'000
Tangible fixed assets	-	84,866	-	<b>84,866</b>
Investments	11,185	4,500	-	<b>15,685</b>
Net current assets	208	5,513	109	<b>5,830</b>
Long term liabilities	-	(116)	-	<b>(116)</b>
<b>Net assets at 31 March 2019</b>	<u><b>11,393</b></u>	<u><b>94,763</b></u>	<u><b>109</b></u>	<u><b>106,265</b></u>



## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 25. Movement in funds (current year)

	At 1 April 2019 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2020 £'000
<b>RESTRICTED FUNDS:</b>					
<b>BOTTON VILLAGE</b>					
St Martin Fund	5	-	-	-	5
Village store	35	-	-	-	35
Inner garden	1	-	(1)	-	-
General donations	-	5	(5)	-	-
General legacies	-	897	(897)	-	-
<b>DELROW COMMUNITY</b>					
Richard Platt Fund	9	5	(8)	-	6
Thomas Williams	8	-	-	-	8
Thornton Trust	42	-	(3)	-	39
General donations	-	2	(2)	-	-
<b>ST ALBANS</b>					
General donation	-	5	(5)	-	-
<b>OAKLANDS PARK</b>					
Residents' Fund	9	-	-	-	9
<b>STOURBRIDGE</b>					
General donations	-	1	(1)	-	-
<b>LARCHFIELD COMMUNITY</b>					
General donations	-	3	(3)	-	-
<b>CROFT COMMUNITY</b>					
General donations	-	3	(3)	-	-
<b>Total restricted funds</b>	<b>109</b>	<b>921</b>	<b>(928)</b>	<b>-</b>	<b>102</b>
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS:</b>					
Building Fund	2,189	314	-	(162)	2,341
Social Farm	611	2	(262)	-	351
Citizenship	105	-	(105)	-	-
Innovation & development	3,000	-	(319)	1,500	4,181
Ruth Fund	3,992	-	(325)	-	3,667
Camphill Fixed Assets Fund	84,866	-	(1,705)	621	83,782
<b>Total designated funds</b>	<b>94,763</b>	<b>316</b>	<b>(2,716)</b>	<b>1,959</b>	<b>94,322</b>
<b>General funds</b>	<b>11,393</b>	<b>25,207</b>	<b>(23,955)</b>	<b>(1,959)</b>	<b>10,686</b>
<b>Total unrestricted funds</b>	<b>106,156</b>	<b>25,523</b>	<b>(26,671)</b>	<b>-</b>	<b>105,008</b>
<b>Total funds at 31 March 2020</b>	<b>106,265</b>	<b>26,444</b>	<b>(27,599)</b>	<b>-</b>	<b>105,110</b>

## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 26. Movement in funds (prior year)

	At 1 April 2018 £'000	Income & gains £'000	Expenditure & losses £'000	Transfers £'000	At 31 March 2019 £'000
<b>RESTRICTED FUNDS:</b>					
<b>BOTTON VILLAGE</b>					
Sensory room	1	-	(1)	-	-
St Martin Fund	4	1	-	-	5
Village store	35	-	-	-	35
Coffee bar	5	-	(5)	-	-
Mountain bike	1	-	(1)	-	-
Memorial in garden	1	-	(1)	-	-
Inner garden	1	-	-	-	1
General donations	-	6	(6)	-	-
General legacies	-	881	(881)	-	-
<b>DELROW COMMUNITY</b>					
Richard Platt Fund	6	5	(2)	-	9
Thomas Williams	8	-	-	-	8
Thornton Trust	39	3	-	-	42
General donations	-	2	(2)	-	-
<b>OAKLANDS PARK</b>					
Residents' Fund	9	-	-	-	9
General donations	-	2	(2)	-	-
<b>LARCHFIELD COMMUNITY</b>					
General donations	-	6	(6)	-	-
<b>CROFT COMMUNITY</b>					
General donations	-	13	(13)	-	-
<b>Total restricted funds</b>	<b>110</b>	<b>919</b>	<b>(920)</b>	<b>-</b>	<b>109</b>
<b>UNRESTRICTED FUNDS:</b>					
<b>DESIGNATED FUNDS:</b>					
Building Fund	2,424	140	(55)	(320)	2,189
Social Farm	-	25	(204)	790	611
Citizenship	-	105	-	-	105
Innovation & development	-	-	-	3,000	3,000
Ruth Fund	4,278	-	(286)	-	3,992
Camphill Fixed Assets Fund	85,654	-	(1,666)	878	84,866
<b>Total designated funds</b>	<b>92,356</b>	<b>270</b>	<b>(2,211)</b>	<b>4,348</b>	<b>94,763</b>
<b>General funds</b>	<b>11,748</b>	<b>24,876</b>	<b>(20,883)</b>	<b>(4,348)</b>	<b>11,393</b>
<b>Total unrestricted funds</b>	<b>104,104</b>	<b>25,146</b>	<b>(23,094)</b>	<b>-</b>	<b>106,156</b>
<b>Total funds at 31 March 2019</b>	<b>104,214</b>	<b>26,065</b>	<b>(24,014)</b>	<b>-</b>	<b>106,265</b>

## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 26. Movements in funds (continued)

#### Purpose of restricted funds

Restricted funds relate to grants and donations within the individual centres where there is a restricted element to the donation.

#### Purpose of designated funds

The Building fund recognises the funds raised, authorised and committed by the Board for the charity's on-going building programme. The movements in the year represent further funds designated to meet the charity's forthcoming building projects less transfers to the Camphill Fixed Asset Fund.

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

The citizenship fund represents funds raised to help provide the people we support the development and training opportunities as well as the support they need to be safe, responsible and confident citizens within the wider community.

In the past Camphill Village Trust co-workers received no remuneration and were therefore not in a position to make provision for their old age or exceptional needs during their working lives. The charity therefore established the Ruth Fund to implement the charity's policy on helping to provide discretionary financial support, as necessary, towards meeting the needs of co-worker and ex-co-workers who have reached old age and financial need.

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

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

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

	2020 £'000	2019 £'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	661	1,513
Depreciation charges	1,705	1,666
Dividends and interest	(520)	(469)
(Profit)/loss on the disposal of fixed assets	(887)	(80)
(Increase)/decrease in stocks	(6)	12
Decrease/(increase) in debtors	117	239
Increase/(decrease) in creditors	251	928
Net cash provided by/(used in) operating activities	1,321	3,809



## Financial statements

For the year ending 31 March 2020

## Notes to the financial statements (continued)

### 28. Analysis of cash and cash equivalents

	At 1 April 2019 £'000	Cash flows £'000	Other changes £'000	At 31 March 2020 £'000
Cash at bank & in hand	5,461	1,630	-	7,091
<b>Total cash &amp; cash equivalents</b>	<b>5,461</b>	<b>1,630</b>	<b>-</b>	<b>7,091</b>

### 29. Analysis of changes in net debt

	At 1 April 2019 £'000	Cash flows £'000	Other non changes £'000	At 31 March 2020 £'000
Loans falling within one year	428	(50)	50	428
Loans falling greater than one year	116	-	(50)	66
<b>Total loans</b>	<b>544</b>	<b>(50)</b>	<b>-</b>	<b>494</b>

### 30. Operating lease commitments

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

	Property		Equipment	
	2020 £'000	2019 £'000	2020 £'000	2019 £'000
Less than one year	313	341	192	227
One to five years	356	175	200	456
Over five years	1,051	1,011	-	-
	<b>1,720</b>	<b>1,527</b>	<b>392</b>	<b>683</b>

### 31. Capital commitments

At the balance sheet date, the charity had committed to £3,282k (2019: £2,189k) in respect of capital works:

	2020 £'000	2019 £'000
Contracted	995	744
Authorised but not contracted for	2,287	1,445

## Financial statements

For the year ending 31 March 2020

# Notes to the financial statements (continued)

### 32. Company status and members' liability

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

### 33. Contingent liability

In 2016 HMRC commenced a review of the charity's national minimum wage compliance. The charity had submitted significant information to HMRC including explaining the use of daily average agreements in respect of sleep-ins. HMRC did not provide an outcome to these investigations to Camphill Village Trust before the investigation was paused by HMRC in July 2017 as a result of a national pause on enforcement activity relating to sleep ins.

In 2016 and 2017, Employment Tribunal judgements ruled that a care worker should have been paid full national minimum wage during sleep in shifts. However, in July 2018, the Court of Appeal reversed this decision and found that for shifts where it was intended that workers should be asleep could be remunerated by way of an allowance, with time spent awake attracting additional pay. This view has been challenged by the care worker and will be heard in the Supreme Court in early 2020 with a decision expected in 2020.

Camphill Village Trust joined the HMRC Social Care Compliance Scheme in December 2017 and submitted a nil return in December 2018 which has been acknowledged by HMRC. As the charity believes that there are no current specific challenges to our best practice it is not possible to quantify any contingent liability in the event any such challenge was to arise.

# Reference and administrative details

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**Company number** 00539694

**Charity number** 232402

**Country of Incorporation**

United Kingdom

**Country of Registration**

England and Wales

**Registered office:**

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

**Trustees**

The charity's members elect all trustees including those appointed by the trustees to fill any interim vacancies, in accordance with the charity's Articles of Association. In such cases, those trustees are required to offer themselves for re-election at the next following AGM. Since the AGM, the trustees have made three such appointments. As indicated below.

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Tim Bishop  
Felicity Chadwick-Histed  
Jean Henderson  
Stephen Godwin  
Karen Walker  
Brian M Walsh OBE  
Lindsey Wishart  
Jeremy Young  
Nana Banton (appointed 8 October 2019, resigned 20 August 2020)  
Chris Cook (resigned 16 April 2019)  
Nigel Harley (appointed 16 April, resigned 29 April 2019)

**Chief Executive**

Huw John

**Company secretary**

Balbinder Lally  
(appointed 23 July 2019)  
Frances Wright  
(resigned 23 July 2019)

**Key management team**

Annabel Arkless, Fundraising and Marketing Director  
Mark Denny, Operations Director  
Balbinder Lally, Finance Director  
Janine Moorcroft, Director of Care and Support  
Frances Wright, Director of HR & Governance (resigned 31 July 2019)

**Principal bankers**

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

**Insurance broker**

Blufin  
Stephenson House,  
7-10 The Grove,  
Gravesend, DAI2 IDU

**Investment managers**

HSBC - Global Investment Management  
78 St James Street  
London, SW1A 1HL

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

**Legal advisors**

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

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

Grindeys LLP  
Glebe Court,  
Stoke-on-Trent, ST4 1ET

**Corporate partnerships**

Community Catalysts CIC  
Cophall Bridge House,  
Station Bridge  
Harrogate, HG1 1SP

**Auditor**

Sayer Vincent LLP  
Chartered Accountant and Statutory Auditor  
Invicta House,  
108-114 Golden Lane,  
LONDON, EC1Y 0TL

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## Operational locations

**Botton Village** - Danby, North Yorkshire [www.camphillvillagetrust.org.uk/locations/botton-village/](http://www.camphillvillagetrust.org.uk/locations/botton-village/)

**Croft Community** - Malton, North Yorkshire [www.camphillvillagetrust.org.uk/locations/croft-community/](http://www.camphillvillagetrust.org.uk/locations/croft-community/)

**Delrow Community** - Watford, Hertfordshire [www.camphillvillagetrust.org.uk/locations/delrow-community/](http://www.camphillvillagetrust.org.uk/locations/delrow-community/)

**Grange Village** - Newnham, Gloucestershire [www.camphillvillagetrust.org.uk/locations/grange-village/](http://www.camphillvillagetrust.org.uk/locations/grange-village/)

**Larchfield Community** - Middlesbrough, Teesside [www.camphillvillagetrust.org.uk/locations/larchfield-community/](http://www.camphillvillagetrust.org.uk/locations/larchfield-community/)

**Oaklands Park** - Newnham, Gloucestershire [www.camphillvillagetrust.org.uk/locations/oaklands-park/](http://www.camphillvillagetrust.org.uk/locations/oaklands-park/)

**St Albans Community** - St Albans, Hertfordshire [www.camphillvillagetrust.org.uk/locations/st-albans/](http://www.camphillvillagetrust.org.uk/locations/st-albans/)

**Shared Lives West Midlands** - Dudley, West Midlands [www.camphillvillagetrust.org.uk/locations/shared-lives-west-midlands/](http://www.camphillvillagetrust.org.uk/locations/shared-lives-west-midlands/)

**Stourbridge** - Stourbridge, West Midlands [www.camphillvillagetrust.org.uk/locations/stourbridge/](http://www.camphillvillagetrust.org.uk/locations/stourbridge/)

**Taurus Crafts** - Lydney, Gloucestershire [www.camphillvillagetrust.org.uk/locations/taurus-crafts/](http://www.camphillvillagetrust.org.uk/locations/taurus-crafts/)





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

