



Treloar Trust Annual Review

For The Year Ended 31 August 2018

Company number 4466362
Registered Charity Number 1092857

 **Treloar's**
Enabling Education

December



WELCOME

Increasingly, and nationally, Treloar's is helping to change the landscape of physical disability education for the better. Treloar's work is providing education and more to students from all over the UK and our training, support and outreach programmes benefit local and distant beneficiaries alike from Alton to Nuevo Leon in Mexico. Not only do we provide a School and College but: we take our message to the top table of government, we partner with local authorities, we invest in innovative solutions and technologies and we work hard to use our growing reputation to lead improvements in education and care standards far beyond our campus.

We have big ambitions for the next phase of our development; our plans include broadening the existing College curriculum, adding to post-College support and increasing our staff accommodation for key workers. These plans will help us increase the scope of opportunities available to young learners as well as supporting young people navigate the difficult path from education into independence/ employment.

The students of our School and College have excelled again this year and academic outcomes have been excellent with 92% of all academic targets being met or exceeded, including 100% in GCSE and A level with all of those applying to higher education being accepted on their chosen course. Away from the classroom, our students have been out and about completing over 107 work experiences, singing to distinguished audiences and at music festivals, competing in national sports events, earning Duke of Edinburgh and other awards and enjoying a plethora of clubs and activities too numerous to list. Often however, the most important successes for our students' futures have been the personalised goals achieved, be it an independence skill mastered or an ambition realised. All of these achievements have contributed to our set of four "Outstanding" judgements across School and College from OFSTED and the Care Quality Commission (CQC).

As ever, there are two groups that deserve our thanks: our staff, of whom the CQC states "the dedication and motivation of staff allowed students to achieve their potential"; and our supporters. Without these two groups we would not be able to create the environment that enables our students to flourish nor would we be able to provide the excellent education, care and hope for the future that these exceptional young people so rightly deserve.

We hope that the pages that follow help to give you a better insight into what have achieved over the year and a flavour of what we want to achieve going forward.

Tony Reid, CEO, and Alistair Mackintosh, Chair of Trustees



ABOUT TRELOAR'S

Founded in 1907, Treloar's is the UK's leading centre for severely physically disabled children and young people. Treloar's offers outstanding teaching, learning, professional care, therapy and guidance so that every individual can live, learn, achieve and work towards a future that is as independent as possible.

Treloar School and College offers approximately 170 students, aged 2 to 25 from all over the UK and abroad, a unique and specialist environment where education works alongside therapy and care. This holistic approach sees the teachers, therapists, medical staff, dietitians, visual impairment adviser, counsellors, transition staff, technicians and engineers working as one team to support every individual and ensure that they achieve all that they can.

The students at Treloar's are contending with the most complex disabilities and, unfortunately, with those disabilities comes further conditions such as learning difficulties, visual impairments, no verbal communication, medical and dietary issues, lack of social awareness, mental health problems and life-limiting conditions. The following gives an indication of the complexity of our students' needs:

- 98% of our students are wheelchair users;
- 80% have speech, language and communication challenges;
- 44% are non-verbal or require support from communication aids;
- 38% have a visual impairment; and
- 20% have a life limiting condition.



South Downs National Park - Work Experience

As part of their Year 11 Work Experience programme School students Kitty and Amos went to the South Downs National Park Head Office in Midhurst, West Sussex. Both spent two days there, one creating learning resources and the other creating graphs for presentations amongst other things.

"Thank you Kitty and Amos for all of your hard work."

Feedback from South Downs National Park





STUDENT ACHIEVEMENTS

Once again our students have had a very successful year, both in the classroom and beyond.

Outcomes for School

Students' outcomes were very strong based on their achievement of intended destinations, achievement of academic and independence and wider curriculum skills targets and achievement of qualifications:

- 91% of individual education plan targets were fully achieved
- 100% of our GCSE cohort exceeded their target grades
- Student achievement of other qualifications was also exceptionally high – at Level 1 a 100% success rate and 95% at Entry level

Many of the most significant achievements are not as easily quantifiable but we had another very busy year of activities that enabled students to improve their skills and to demonstrate progress. This included participation in large range sporting competitions and, in particular, in the pool, where students enjoyed particular success. Music continues to be a distinctive feature of the curriculum at the School. In addition to giving all students the opportunity to benefit from our excellent musical offer, there were performances to both local audiences, such as the Alton Maltings Christmas Concert, and at significant fundraising events such as the Mansion House Gala Dinner. The annual T-Fest musical celebration and the production of Beauty and the Beast also gave students the opportunity to perform and excel in the Performing Arts.

Building on our existing programme of residential trips, new outdoor activities aimed at building confidence, self-esteem and resilience were also introduced.

Outcomes for the College

Students' outcomes were outstanding at all levels. In particular:

- 93% of individual learning plan targets were fully achieved
- 92% of academic targets were fully achieved
- 100% of GCSE and functional skills qualifications in English and Maths were achieved
- All 5 students aiming to progress to Higher Education achieved their goal

College students took part in very successful residential trips which gave them the opportunity to learn and develop independence skills in a challenging environment.

Duke of Edinburgh's Award Scheme

Last academic year 26 students completed their Bronze Award: 12 students completed a sailing expedition and 12 completed a wheelchair expedition.

Work Experience

107 Work placements were completed by students which allowed them to experience learning in a work-related environment as well as to get a realistic idea of the world of work, enabling students to make a more informed choice when planning their future. We have now achieved the Fair Train Gold standard, recognising the quality of our work experience programme. To support students with transition, we are delighted to have been awarded £50,775 over a three-year period from the Masonic Charitable Foundation to fund a Work Experience Officer.



107
STUDENT
WORK
PLACEMENTS



26
DUKE OF
EDINBURGH
AWARDS



92%
ACADEMIC
TARGETS
ACHIEVED



Working hard to achieve ambitions

Former students Natalia, Patrick and Peter all left Treloar College in 2018 and are pursuing undergraduate degrees at Solent University, living in halls of residence and working hard to achieve their ambitions.

"I'm living in the halls of residence and I'm enjoying myself, but the course is pretty difficult."

Former student Patrick

'OUTSTANDING' PROVISION

OFSTED and the CQC have confirmed Treloar's as one of the very best schools and colleges in the country with "Outstanding" ratings across the board.

Treloar School was awarded "Outstanding" by OFSTED in its inspection in January 2018 and the residential provision for the School was awarded "Outstanding" by OFSTED in March 2018. This means that all of the provision at Treloar's is rated "Outstanding" following the OFSTED and CQC inspections of the College of 2016-17. Nationally only 2% of providers are rated by the CQC as 'Outstanding'.

The School Inspection:

OFSTED has rated the School as "Outstanding" in all key aspects of its provision. It also rated the sixth form as "Outstanding" and the new Early Years Provision as "Good."

Inspectors were particularly impressed with the "outstanding success" that students achieve at Treloar's. Staff and governors were praised for creating a culture where students excel in their learning and the highest quality of therapy is integrated into provision to allow students to make excellent progress. Students were very well-prepared for future challenges and inspectors described the School as a dynamic environment in which to learn.

Highlights from the report:

The school is an inspiring setting in which pupils are constructively supported to overcome barriers to learning, including physical disability.... The leadership of teaching is highly effective.... Leaders prepare pupils for life in modern Britain by helping them to develop a strong understanding of fairness, freedom and

justice for all groups of people.... Teachers know their pupils exceptionally well and plan in detail for each of them. They set pupils well-matched but challenging targets and provide consistent encouragement.... The school's work to promote pupils' personal development and welfare is outstanding. One parent summarised the thoughts of many, noting, 'My child's progress has been amazing...her independence and ability to choose has really grown, as has her confidence and interaction with others.'

The School Residential Inspection:

OFSTED once again rated the School's residential provision as "Outstanding" in all areas at its inspection. For the latest report inspectors spent three days at the School observing provision and collecting the views of students, staff and parents.

Highlights from the report:

The staff understand the children's needs and the plans that are in place to meet them.... The children say that they are listened to and are able to influence the way in which the school is run.... A parent said: 'This is an incredible school. The care my son receives is exceptional and has proved life-changing.'... Every activity and interaction is designed to promote and develop the children's independence.... The school works hard to maintain positive and participative links with families. Staff seek regular feedback and communicate frequently.



**COLLEGE
'OUTSTANDING'**



**COLLEGE
'OUTSTANDING'**



**SCHOOL
RESIDENTIAL
'OUTSTANDING'**



**SCHOOL
'OUTSTANDING'**



The impact of the new Primary Playground



"When Primary first opened at Treloar's four years ago, the children all had the opportunity to learn inside but lacked an outdoor space. A new outdoor play and learning area was desperately needed and so last year we embarked on this project. With your generous donations you have helped to make learning and play exciting and accessible and put a smile on their faces. Thank you so much for helping us to get outside and learn!"

Beth Arnott, Primary Teacher

THANKS TO OUR DONORS...

More than £2 million was raised from over 2,200 donors in 2017-18. This support enables us to provide the specialist equipment, facilities, activities and staff to meet very complex needs.

Fundraising income was an amazing 87% higher than the previous year, thanks to an exceptionally large legacy and all our incredibly generous donors.

There were so many activities and events to raise funds through the year and we thank each and every person and organisation who supported us in so many different ways. Here are a few of the highlights:

Primary Playground appeal

We were delighted with the support for our appeal to provide our primary school students with a new fully accessible playground. We welcomed guest of honour and Treloar's Patron Alan Titchmarsh to the School to officially open the new playground.

Campbell Court

We received generous gifts from donors, including the ACT Foundation and the Wolfson Foundation, in support of refurbishing our supported living flats for young disabled adults, Campbell Court. We have updated and modified the facilities to give the young adults the opportunity to access independent living skills training and lead more fulfilled lives as a result.

Corporate volunteering

Through the year we have welcomed many corporate volunteering groups who have worked exceptionally hard gardening, painting and helping with the general maintenance of our grounds. This support is hugely appreciated and is also a fantastic way for companies to reward their staff and encourage team building.

The City of London

The Rt Hon the Lord Mayor of the City of London and the Livery Companies are hugely generous to Treloar's. The Lord Mayor visits every year and encourages Liveries to make significant donations, this year totalling over £190,000. Funding from City of London Livery Companies has included support for the Dietetic Team, the Transition Team, the Assistive Technology Team, MSc degrees in Social, Emotional and Mental Health, and a wheelchair racing track. We extend our grateful thanks to the Liveries and related organisations that support us every year.

TRElottery

The TRElottery is a vital and regular income stream for Treloar's. We are indebted to the 3,500 regular players who helped us raise £166,000 this past year.

Legacies

Legacies are a vital part of our income; people are so kind and thoughtful. Legacy income funds everything from equipment to key services. The £1M of legacies left to us this year have exceeded our wildest expectations and will have an impact on our young people for the next 50 or more years.

More key highlights

- 39 people took part in active events including the London Marathon, raising nearly £28,000.
- 500 people made a regular gift through the year.
- Over 2,200 people took part in Treloar's organised events through the year.





The difference the Neater Eater makes

The Neater Eater give our students the opportunity to be more independent, improves their eating experience and gives them back some level of control over what they eat.

"I like it [the neater eater] a lot; I normally have to tell people what I'd like off my plate but using this I feel more independent and more in control of feeding myself."

School Student Jamie

MAKING A DIFFERENCE

Donations permit our students to have access to the latest technologies, specialist staff and the ability to travel off campus

Independence

Enabling our students to be as independent as possible lies at the heart of what we do whether that be eating and drinking independently through the use of technology like “neater eaters”, offering independence flats for our students to learn the life skills they need for the future all the way through to providing transport and funds for community skills trips. These experiences have a life-changing impact on our students and are only made possible thanks to our generous donors.

Dietitians

The Dietetic Team at Treloar's has the crucial job of ensuring each student is well-nourished, as healthy as possible, and ready to meet the demands of the classroom. Every student attending Treloar's has a named dietitian to take care of their nutritional health. The Worshipful Company of Cooks has supported the Team for years and increased their support this year in recognition of the way the team's workload has grown. The Body Composition Machine was an additional gift and helps dietitians monitor students' body fat, muscle mass and percentage body water.

Providing a voice

Around 80% of our students have language and communication difficulties and 44% are non-verbal or require support from Augmentative and Alternative Communication equipment. To support students' complex communication needs it is essential for our Speech and Language Therapists (SLT) to trial the latest technology and work out what equipment

suits their requirements. Cheyne Charity has generously funded the creation of the Cheyne Charity Library of SLT equipment for students to use and trial, which has been added to over the past year. Students can find out what equipment works for them, obtain funding for their own communication device and ultimately find their own voice.

Community inclusion

Around 98% of our students rely on wheelchairs to get around campus and purpose-built vehicles if they want to go further afield. Last year our transport fleet provided around 3,500 journeys travelled. These journeys helped students gain vital independence, achieve inclusion in the community and go on community activities. This is only made possible with the support of our donors as the cost of vehicles is not covered by statutory funding.

Cutting Edge Technology

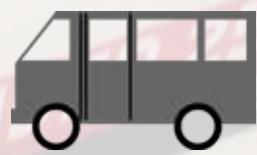
With thanks to generous donors we have been able to purchase a Jaco Robotic Arm which is due to arrive at the end of 2018. Jaco is an innovative and cutting edge robotic arm, particularly relevant to our Muscular Dystrophy students whose condition will sadly deteriorate over time as their muscles weaken. Jaco has the potential to give them back control and the ability to complete tasks for themselves again like eating, drinking, opening a door, pressing a switch and scratching their face.



**100%
OF STUDENTS
HAVE NAMED
DIETITIAN**



**100+
SLT ITEMS
IN LIBRARY**



**3,500
TRANSPORT
TRIPS**



Outreach has been a lifeline...

"Treloar's Outreach has been a lifeline for my daughter. She is immensely vulnerable and insecure as she combines learning difficulties, aphasia and quadriplegia. Specialist skills and expertise were either absent or intensely dispersed since leaving Treloar's. Outreach facilitates attentive experts in a pool of excellence with support tailored to her needs with skills she crucially needed but were unavailable in her life post-Treloar's."

Parent of an ex-student

OUTWARD FOCUS

As a leader in disability education, it is important that our impact is felt by the whole disability community. To this end we run a full outreach programme and campaign tirelessly for the whole disability community.

Outreach

Outreach is the link between our highly specialist staff and facilities and those that require such services.

Residential short breaks not only provide an income to Treloar's but provide a solid foundation to help these charitable groups deliver the best experience to break down barriers of what can be achieved by people with disabilities.

A significant achievement this year was the Order of Malta Volunteers International Holiday Camp 2018. This brought together:

- 200 international guests with additional needs
- 280 international volunteers
- 23 countries
- 20 staff

Just some of the feedback received:

"We can't believe the facilities, they're amazing!"

"Wow, we haven't had to build one ramp, this is unheard of at previous camps"

"Thank you so much for sharing your site with us, we are truly grateful"

With over 200 delegates from 125 organisations attending our training courses last year, there is a growing recognition and need for charities, schools and colleges seeking our expertise to deliver an improved service.

We delivered over 950 hours of therapy services and assistive technology.

Campbell Court

Campbell Court is a community of seven self-contained ground floor flats with 24 hour access to staff located adjacent to the Treloar's campus. In 2017-18, the flats were

occupied by a variety of tenants all with the purpose of learning independence skills.

The person-centred focus of Campbell Court helps tenants to learn life skills, to become as independent as possible and to find out who they are so they can make the decisions that need to be made regarding their future. Tenants work hard as some come with separation, mental health and access issues. Staff work with tenants in their search for the correct support to make their own decisions, gradually building confidence.

Thanks to the generosity of the ACT Foundation and the Wolfson Foundation the accommodation was upgraded including the addition of two rooms to house the personal assistants of our more complex young tenants.

A National Voice

During the 2017/18 year we worked with Government Ministers (our Local MP Damian Hinds is also the Secretary of State for Education), senior Civil Servants in the Department for Education, Local Authorities and their Strategic Alliances, CCGs and other organisations to ensure the profile of disability and special education was raised. This year we also carried out independent research with our key stakeholders, including over thirty Local Authorities to ascertain their input on our provision and help contribute to our new 10-year Strategic Plan, *Treloar's 2028*. We continue to remain close to our sector professional bodies, NASS and NATSPEC, as well as relevant key interest groups, such as Action CP, Muscular Dystrophy and the Council for Disabled Children.



**500
GUESTS AT
INTERNATIONAL
SUMMER CAMP**



**200
EXTERNAL
DELEGATES
TRAINED**



**950
OUTREACH
THERAPY
HOURS**



Volunteer of the Year Award

Michelle was awarded our Volunteer of the Year Award for the support she has given Sixth Form class TFEJ over the last 2 years, especially during the performances of *Antony & Cleopatra* and *The Tempest*. Sixth Form teacher Jenny said "I do not know what I would do without Michelle and her positive rapport and understanding of the needs of our students is outstanding. She came along to help out with no formal training but heaps of life experience and has made the most wonderful contribution. A very unassuming but special lady".

STAFFING AND THE CAMPUS

Our staff are our greatest asset. Skilled, hardworking and totally committed to our students, their efforts are instrumental in creating the special environment that helps our students thrive.

Our Staff

During 2017-18, we averaged 825 full- and part-time staff on our books including teachers, nurses, therapists, care workers, drivers, chefs, fundraisers, housekeepers, assistive technologists, transition workers and a chaplain. All these professionals work together in multi-disciplinary teams to create a full and integrated service. Their efforts were complemented by volunteers working over 17,000 hours.

We are proud of the wide ranging skills of our staff and are committed to their continuing professional development: 58 staff completed 77 recognised qualifications during the year, including Level 3 Health and Social Care, Level 3 Residential Childcare, Level 3 Teaching and Learning in Schools, Level 4 NVQ in Information Advice And Guidance, and Levels 1 & 2 Functional Skills in Maths and English. Our training courses are held as a beacon in our industry and increasing numbers of external organisations sign up to Treloar's courses to give their own teams exposure to some of the high class training we consider as standard for our own staff.

In an industry struggling to recruit, we are delighted that we finished the year with a full complement of staff, achieved in part through our hard won reputation as a good employer and in part through innovative recruitment from across the UK and Europe. As well as recruitment campaigns in the UK, we have also carried out successful overseas campaigns, recruiting student support assistants from Spain, Portugal, Greece and Hungary.

Benefits at Treloar's are well above the sector norms and provide important flexibility and support to our dedicated staff. Benefits include a contributory pension scheme, life insurance, Occupational Health Service, discounted gym membership,

childcare voucher scheme and an HSF Health Cash Plan/HSF Perkbox, which includes discount vouchers for high street shops and internet shopping.

Staff are offered plenty of sports and social opportunities with the opportunity to meet other colleagues through social events including BBQs, Christmas parties, cinema and quiz nights, swimming, netball, yoga and other sports trips and social events.

We are delighted that our efforts to support and develop our teams have been recognised by Investors in People who have given us their prestigious Gold Award. We also hold the Investors in People Health and Wellbeing Award and were ranked 7th place as a Leader in Diversity by the National Centre for Diversity.

The Campus

The hub of Treloar's services are provided on or from our specially designed campus in Holybourne, just outside the market town of Alton in rural East Hampshire. Totalling 20,000 square metres, the campus houses the School, the Nursery, the College, 5 new or recently refurbished boarding houses, health centre, therapy gym, technology centre, social club, boccia court, dining rooms, music centre, swimming pool, hydrotherapy pool, a new rebound therapy suite as well as outdoor space that includes a sports court, an athletics track, an outdoor classroom/wigwam trail and a sensory garden.

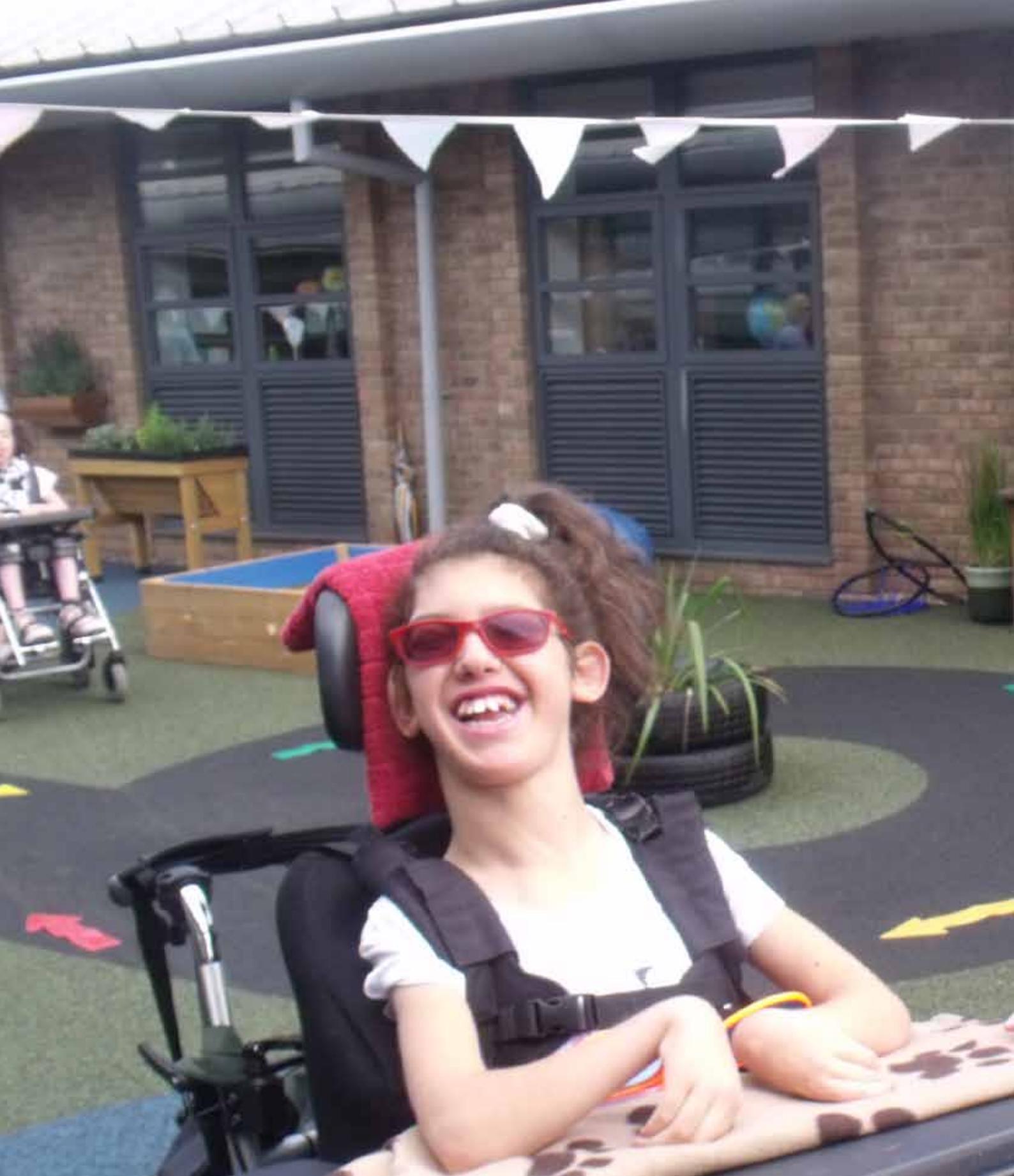
These facilities are used by approximately 170 students during term time and by our 52 week students and other charities to provide respite in the holidays.

It is our extraordinary staff and the resources, externally funded by our generous donors, that enable the experience and outcomes of our students to be so special.



77
NEW
QUALIFICATIONS
COMPLETED





Jaco Robotic Arm

Thanks to the support of the Worshipful Company of Constructors and other generous donors, we have been able to purchase a Jaco Robotic Arm - an innovative and cutting-edge piece of technology which has movement, flexible fingers, rubber pads to grip objects and many more incredible features. It is particularly relevant to students like Sophie, who has a progressive muscular disorder - here are her thoughts "It expands your world, Jaco is like a non-disabled part of my body and makes me feel like I'm not disabled—within its range I can do anything."

FINANCIAL REVIEW

The Trust's operations remained cash flow positive in 2017/18, charitable activity grew by 3.2% and fundraising activities grew by 16%.

2017/18 saw the Trust generate net income of £282k (2017: net expenditure £95k), before actuarial losses of £80k, (2017: £1,385k gain) on a turnover of £22.54m (2017: £20.80m). The improvement was attributable in large part to significant increase in donations and legacies which rose by £1m.

Total student numbers (excluding Nursery) declined slightly finishing the year at 164, with the College, up 3 at 86 and the School numbers 6 lower at 78. In spite of this 2% decline in numbers, charitable activity income grow by 3.2% to £19.68m largely reflecting a growth in the medical complexity of students. Donations and legacies, at £2.13m (2017: £1.14m) rose due to the receipt of a large legacy where the income is intended to help students in need of financial assistance access education. Other fundraising activities also grow by 16% to £332k reflecting the success of some of Treloar's fundraising events.

Expenditures rose by 5.2% to £22.44m as staffing (permanent, casual and agency) grew to support student need and to maintain high standards.

There was small actuarial loss on the Defined Benefit Pension Scheme of £0.08m (2017: £1.39m gain). The small loss reflected a negative performance by assets which in part reflected the hedge against liability movement that also declined, compounded by corrections in the calculation of future obligations. The restrictions on the use of the legacy above meant that it is accounted for as a permanent endowment and total

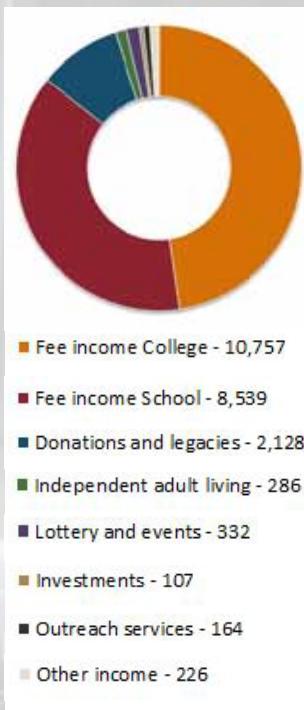
endowments are now £1.5m (2017: £0.5m). The Trust's restricted funds remained at £9.3m (2017: £9.3m) and unrestricted funds reduced to £17.5m (2017: £18.3m).

Other balance sheet and cash flow highlights included an increase in both debtors and creditors falling due within one year reflecting greater invoicing for the September term ahead of the 31st August year end and an increase in cash and term deposits to of £4.07m (2017: £3.54m).

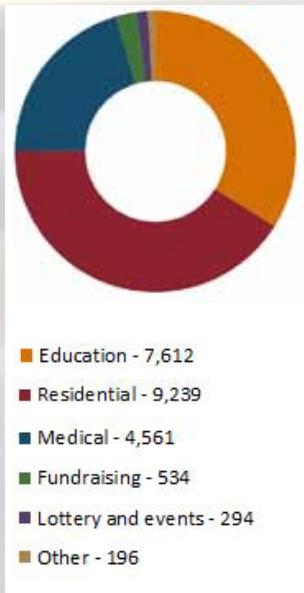
Reserves

The Trustees regularly review the value of the reserves required to be held in investments and cash and cash equivalents not restricted to or designated for any particular purpose. Ideally the Trustees believe that a general reserve of 4 to 6 months expenditure is needed to provide adequate working capital, to create a buffer in case of a sudden reduction in student numbers and to allow for fluctuations in investment returns. At 31 August 2018 the General Reserve was £9.03m (2017: £9.12m), equivalent to 4.8 months expenditure. The Trustees consider this level of general reserves to be adequate at this time.

WHERE THE MONEY COMES FROM (£000's) 2017/18



WHERE THE MONEY GOES (£000's) 2017/18





WARNING

WHEN USING
WEIGHT MACHINE
ENSURE WEIGHT STAYS
CLEAR OF OTHER PERSONS

WARNING

Do NOT drop weights
Please do not allow one
child per machine



OFFICERS AND PROFESSIONAL ADVISERS

TRUSTEES

Alistair Mackintosh BSc MBA

Michael Chadwick ACA CTAI

Jane Cooke

Sir Alex Allan KCB MA MSC

Dr Helen Harvey BSc PhD

Roger Southam BSc (Hons) FRICS FIRPM FARLA

James Bateson LLB

Rhys Iley

Brian McNamara BSc MBA

David Matthews JP BSc CA

Christine Slaymaker

(Chairman of Treloar Trust)

(Chairman of Governors, Treloar School and College)

resigned 31/08/2018

resigned 26/01/2018

appointed 23/03/2018

HONORARY TRUSTEE

Rt. Hon. The Lord Mayor of The City of London

ROYAL PATRON

HRH The Countess of Wessex GCVO

PATRONS

Ade Adepitan MBE

Michael Aspel OBE

Dan Bentley

Roger Black MBE

Stuart C Boreham

Lady Brewer (Tessa) OBE

Sir David Brewer KG CMG JP

Michael Campbell MBE DL

Michael Cassidy CBE BA MBA

Chris Childs

Christopher Dadson

Damon de Laszlo DL

Julie Fernandez

Humphrey Hawksley

Sascha Kindred CBE

Maureen Marden

Lady Win Normington

Bruce Powell MA

Mike Roberts

Canon Roger Royle

Ben Rushgrove

Admiral Sir Jock Slater GCB LVO DL

David Smith MBE

Nigel Spackman

Jeff Stelling

Alastair Stewart OBE

Sir Richard Stilgoe OBE DL

Alan Titchmarsh MBE DL

Sir Alan Traill GBE QSO MA

The Right Reverend David Williams,

Bishop of Basingstoke

Dame Jacqueline Wilson DBE FRSL

Tom Yendell

SENIOR EXECUTIVES

Tony Reid BA

Martin Ingram BSc PGCE

Simon Birch BA MBA ACA

Jon Colville BA DMS DipM

Kay Griffiths BSc FCIPD

Chief Executive, Company Secretary and Clerk to Governing Body

Principal of Treloar School and College

Finance and Resources Director

Head of Fundraising

Head of Human Resources

BANKERS

Lloyds TSB plc

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Enabling Education

RER 330

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 Treloar's
Enabling Education