

Annual Report and Accounts

FOR THE YEAR ENDED 31 AUGUST 2021



Treloar Trust

Powell Drive, Holybourne,
Alton, Hampshire GU34 4GL

A company limited by guarantee.
Registered in England No. 4466362
Charity No. 1092857



Our Vision

A world where physically disabled young people take control of their lives and achieve their aspirations

Our Mission

To enable physically disabled young people to achieve their aspirations by:

- Providing personalised learning, therapy and care
- Supporting transition into adulthood
- Promoting independence and inclusion

Our Values

We are Inclusive

Everyone – regardless of physical ability, where they live or socioeconomic background – should have the opportunity to take part in life. We treat our beneficiaries with the same dignity as their non-disabled peers and work to remove barriers in their way.

Our students and beneficiaries are always at the centre of everything we do. Before we make decisions, we ask: *“How will our students and beneficiaries benefit from this?”*

We are inclusive



We help everyone join in

We act with integrity and respect

Physically disabled young people should be free to direct their own lives. We listen to young people’s views and support them to make age-appropriate choices about their daily life and informed choices about their future. We celebrate and promote diversity, value and support each other, and treat everyone with respect. We support a culture of openness, honesty and transparency, where the safeguarding of our students and wellbeing of our staff is paramount.

We act with integrity and respect



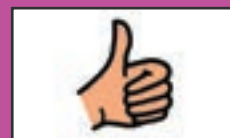
We are friendly and kind

We strive for excellence

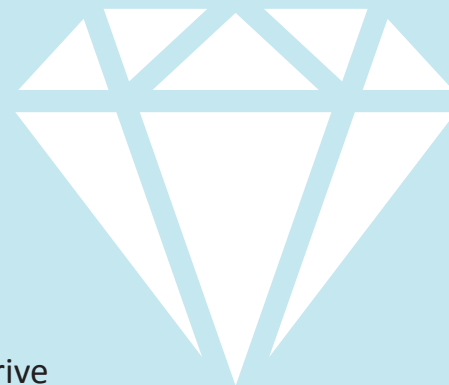
Physically disabled young people and their families deserve outstanding care and support. We work to make sure all our services are excellent and actively challenge each other to ensure continuous quality improvement.

We continually innovate to ensure that our students and beneficiaries receive the cutting-edge, excellent support they deserve.

We strive for excellence



We always try our best



“



See through the wheelchair

For some reason people used to glare at me.

But I don’t know why, maybe it’s because of my wonky body or the fact that I am stuck in a wheelchair.

The problem is that no one asks me.

Mainly due to fear.

The fear of being rude and offensive, but I just wanna be talked to.

Disabled people also have lives and voices you know, they laugh, cry and feel pain just like you do.

But the most important thing they do.

Is that they live their lives to the fullest.

So I implore you to please see through the wheelchair.

And take care of the boy inside.

Oscar, Student Governor

”



66

The students, staff and atmosphere are absolutely phenomenal. I always treasure the time I get to spend with everyone at Treloar's.

It's safe to say I came away with a massive smile on my face... and just thinking about my time there makes me smile.

I absolutely love the drive, passion, and forward thinking focus that is continually going into making Treloar's the best it can possibly be and continue to thrive and grow in years to come.

It truly is 'one of a kind'... I am exceptionally proud to be a Patron of Treloar's.

Suzannah Hext,
Paralympian, Patron
& School Team Ambassador

99

Contents

Our Vision. Our Mission. Our Values	2 – 3
Message from one of our patrons	4
Welcome	6 – 7
Student welcome	8 – 9
About Treloar's	10 – 11
What do parents say about Treloar's	12 – 13
Student achievements	14 – 17
Thanks to our donors and supporters	18 – 21
Making a difference	22 – 23
Transition to adult living	24 – 25
Enterprise	26 – 27
Staff expertise	28 – 29
Strategic report	30 – 33
Key policies	34 – 39
Independent Auditor's report to members of Treloar Trust	40 – 45
Statement of financial activities	46
Balance sheet	47
Cashflow statement	48
Notes to the financial statement	49 – 65
Officers and professional advisers	66 – 67



Welcome

Dear Friends and Supporters of Treloar's

This year was again dominated by supporting our School and College students through the ongoing COVID pandemic. We successfully protected our students from the health risks, and also protected their education and wellbeing.

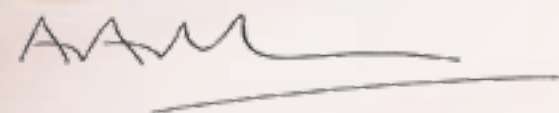
For this we would sincerely like to thank the staff of Treloar's, those working directly with students in education and care roles, those who ensure everything works behind the scenes, and the management team. It is virtually impossible to commend our staff enough for the energy, diligence and creativity they have shown over such a complicated and challenging period of time.

This year we recruited a new CEO, Ryan Campbell, who has joined the team to lead the development and expansion of our reach and impact in the longer term, whilst ensuring we remain financially and strategically robust in a challenging and uncertain world.

We will spend the coming year updating our strategy, but our direction is already clear: we need to continue providing the very best education and care to disabled young people whilst supporting more and more complex clinical needs. We must share our expertise, and our leadership on a wider scale to benefit more young people, and we must further develop our support to people after they have left education, where work and life opportunities are still too limited.

We would not have the confidence to do this without the support of so many. As well as our staff, Treloar's is very much a shared enterprise with our students and their parents, carers and families; with local authorities and the NHS; with other schools and colleges; with our amazing volunteers; and with those who give so generously of their time and money in donating and fundraising.

Thank you to all



Alistair Mackintosh, Chair of Trustees



Student welcome

WELCOME FROM OUR HEAD GIRL ALEX, OUR HEAD BOY LOGAN
AND FROM OUR STUDENT GOVERNORS OSCAR AND ELLIS.

66

What I like most about Treloar's is my class. Everybody in class is nice and we are all friends together. The student support assistants know us well and support us with everything. They listen to us too.

As head girl I have met with HRH The Countess of Wessex and spoken to her.

Alex, Head Girl

99

66

I've been at Treloar's for five years and I feel I have gained so much from being here. Treloar's is so different from any of my other schools, they include everyone. I get to participate in lots of activities including D&T and food tech. Now I'm head boy, I have so many doors that have been opened to me.

Logan, Head Boy

99

66

For me, Treloar's is a place where people like me are encouraged to reach their full potential and where they're allowed to be who they want to be. Furthermore, it's a place where we're respected, have fun and are treated like family, both in and out of the classrooms and houses.

Oscar, Student Governor

99

66

Things I like about Treloar's is that they help you plan trips and offer activities and awards such as Duke of Edinburgh and boccia. Treloar's has helped me with my independence by letting me cook and doing my own bookings and giving me tools to work on my own in class.

Ellis, Student Governor

99



About Treloar's

TRELOAR'S IS ONE OF THE UK'S LEADING CENTRES OF EXCELLENCE
FOR CHILDREN AND YOUNG PEOPLE WITH COMPLEX PHYSICAL DISABILITIES

We offer outstanding teaching, learning, professional care, therapy, advice and guidance so that every individual can live, learn, achieve and work towards a future that is as independent as possible.

WHAT WE DO

We enable our students to follow a curriculum that meets their individual needs and to learn in an accessible, inclusive and safe environment. Thanks to the hard work of our teachers, therapists, nurses and a wide range of highly trained support staff, we are able to meet the physical and emotional needs of students, enabling them to enjoy greater independence and reach their educational goals.

Our Progress and Transition team help our students to achieve their aim of placement, whether it's being able to advocate for themselves more effectively, attending university or finding employment.

We are categorised as a special school and college. However, it is central to our approach that disabled people are supported to be part of wider society, not separated from it. Our aim is to enable disabled people to take control of their own lives in a world that better understands their needs.

COMPLEX DISABILITIES

Our students are physically disabled and most have very complex needs which cannot be met in mainstream settings. Many of the young people we help require round-the-clock support – and over half of our students stay in one of our five residential houses.

- 99% of our students are wheelchair users
- 42% of our students are non-verbal or require support from communication aids
- 40% of our students have a visual impairment
- 12% of our students have a life-limiting condition.

What do parents say about

66

It's the closest environment away from home to providing just what she needs, and the best thing is there are teams of wonderful people working with my child to make education, therapy, life-skills and independence not just a priority but a reality... People who genuinely care, who want to make this happen and who enable all the children to do this.

School parent

99



Treloar's?

66

What is the best thing about Treloar's?

All my daughter's education, health and social needs are met. The buildings, grounds and equipment are all accessible so it's a place where she acts and feels like other children without disabilities. She is able to live without so many barriers.

College parent

99



Student achievements

WITHIN AND BEYOND THE CLASSROOM

OVERCOMING THE CHALLENGES OF 2020/21

Despite two years of disruption to their lives, Treloar's students have worked hard to overcome all the challenges of the pandemic. COVID restrictions have had a disproportionate impact on the lives of many of our students, making it so much harder for them to access learning, work experience, internships and their local community.

"Students across the country have had huge barriers to their learning during the pandemic and this has been especially true for the young people at Treloar's. We are really proud of everything our students have achieved this year. Our staff, with expertise and commitment, have supported students in class, at home and in our residential provision to achieve their individual targets. Although making plans for life after Treloar's has been made more difficult, students have been successful in moving on to independent and supported living, and gaining employment and securing places at University. I know that many students and their families have had

a very challenging year and I would like to thank them for their determination, flexibility and support."

Principal, Martin Ingram

DESPITE A CHALLENGING YEAR OUR STUDENTS HAVE ACHIEVED AN ENORMOUS AMOUNT WITH A MIXTURE OF REMOTE AND ONSITE LEARNING, BOTH IN THE CLASSROOM AND BEYOND.

OUTCOMES FOR SCHOOL

Of the fifteen school (Key Stage 4 & 5) leavers in July 2021, eleven moved on from Treloar School to Treloar College. The significant majority of School students met or exceeded their expected progress in their Individual Education Plan Skills domains, linked to their Education & Healthcare Plan (EHCP) outcomes. They had a 100% achievement rate at Entry Level 1, 2 & 3. At GCSE level, 98% achieved grades 9-4.

OUTCOMES FOR COLLEGE

In July 2020, 20 leavers graduated from Treloar College. At their 7-month

follow up, 65% achieved their planned destination, with a further 25% partially achieving their plan, that is, they have gained accommodation but not yet their educational / employment aim or vice versa. A great success, given the COVID situation.

In 2020/21, the significant majority of students met or exceeded their expected progress in their Individual Learning Plan Skills domains, linked to their Education & Healthcare Plan (EHCP) outcomes.

- 100% achievement rate at Entry Level 1, 2 & 3
- 100% achievement rate at level 1
- 81% achievement rate at level 2
- 70% achievement rate at level 3

EMPLOYMENT

Six leavers (30%) including all five interns, are on route to employment, either as paid employees or as interns and on-the-job trainees.



Student achievements

BEYOND THE CLASSROOM

SALLY PERFORMS WITH RESOUND

Never afraid to take on a challenge, Sally was invited to perform live with the Bournemouth Symphony Orchestra's (BSO) Resound ensemble (the world's first professional disabled-led ensemble embedded in a major symphony orchestra).

Despite only joining the National Open Youth Orchestra in 2019, Sally was chosen to perform in BSO Resound's first live concert since lockdown began.

Sally plays a Linnstrument, used by moving your fingers over any of 200 square 'keys'. She had three weeks to learn seven pieces of music for the 17th June 2021 concert with BSO Resound at the Poole Lighthouse, which featured a world premiere

of Shirley J Thompson's *Emanation*, no mean feat, especially as Sally had only just completed her music GCSE!

Sally wants to study music at University and adds poignantly; *"When you're disabled you have to plan everything, from when you decide to take on the next challenge so you can fit in any potential surgery or change to your health, to setting long-term and realistic goals, you have to think through the hurdles early."*

But most of all Sally just loves playing music as there is *"nothing better than performing with other people."*

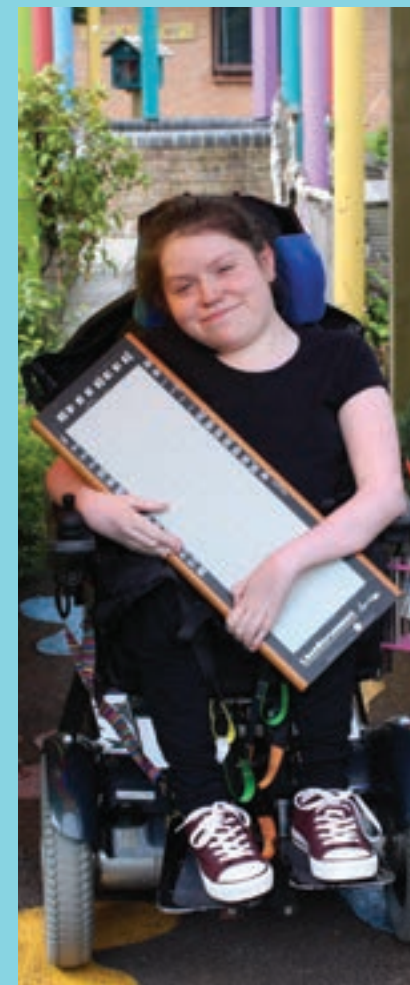
She particularly values the BSO Resound ensemble adding that *"it's empowering to know that if disabled people work hard and*

are good, then the opportunity is available and it's not a one-off, there is a career out there for you."

KING TAKES TO THE SEAS

AS LOCKDOWN MEASURES HAVE BEEN EASING WE HAVE BEEN DELIGHTED THAT SHORT LOCAL TRIPS HAVE BECOME POSSIBLE. THE EASING OF RESTRICTIONS AND BEING ABLE TO TAKE PART IN OFF-CAMPUS ACTIVITIES HAS BROUGHT A LOT OF JOY AND HAPPINESS TO THE STUDENTS AT TRELOAR'S.

College student King (pictured right) and Team Leader Lamin took to the waters with Wet Wheels Foundation. Afterwards King wrote about his adventure:



"There is no point playing an instrument that you find easy."

"It was good weather, hot, sunny and clear and I was very excited. I met the crew I would be with for the day and got on the boat. We then spoke about the boat, and the crew gave me a safety briefing with all the need-to-know facts and then we then sailed all the way to the Isle of Wight!"

"We were given a tour around the whole outside of the island, and saw the needles, and the docks. I hadn't ever been to the Isle of Wight before so this was interesting to see."

"I'm not 100% sure how quickly the boat was actually going but it felt ridiculously fast. I even got a chance to sail it myself which was super cool. It was hard to steer though as it was going so fast."

"Altogether we were on the boat for around 4 hours, a good amount of time to enjoy and see things like the other boats and the views of the island."

"Overall I had a really good day, and if the opportunity came about again I'd love to do it!"

King's trip was made possible by the generosity of the Campbell Sports Fund which enables Treloar's students to take part in dinghy sailing on Frensham Pond, and in speedboat and catamaran sailing in the Solent.

POWERFUL PARTNERSHIPS

One of the keys to success is the long standing partnership Treloar's has with HSDC Alton.

Each year several of our students complete their studies at the Alton Campus and utilise Treloar's specialist facilities for required therapies, health care and accommodation.

From September 2021 we will have 13 learners studying at HSDC Alton. This link has been fantastic for our students to access mainstream further education while developing essential independent living skills. Many of our students go on to university and other further education and employment and it empowers and enables them to lead more independent lives.

Two students who have benefitted from this partnership are Katherine and Ciaran who started university in September 2021.



Thanks to our donors and supporters

It was far from business as usual through our financial year September 2020 to August 2021. We want to thank all our donors and supporters who continued to stand with us in such a difficult period and helped us raise nearly £1.5 million.



CORPORATE SUPPORT

IN WHAT HAS BEEN DIFFICULT TIMES FOR MANY BUSINESSES, THE SOCIAL RESPONSIBILITY WAS STILL THERE FOR ALL TO SEE FROM SPONSORSHIP OF EVENTS TO GRANTS FOR MAKING PROJECTS HAPPEN. THIS STREAM OF INCOME IS SO IMPORTANT FOR THE YOUNG PEOPLE WHO LIVE AND STUDY AT TRELOAR'S.

HOMES ESTATE AGENTS

Homes Estate Agents, has been fully committed to creating a Forest School for our students, not only raising the funds but also helping to build the facility. This project was needed to encourage connection and respect for nature through an inspirational and rich natural environment. It will also help reduce stress and anxiety whilst improving well-being.

SUN LIFE FINANCIAL OF CANADA

Sun Life, through their Brighter Life Community Programme made a big impression by funding a wonderful and colourful rainbow shade in the Primary School garden allowing students to play outside all year round.

These are just two of our fantastic corporate supporters, and we are grateful to all who have helped us.

We have many people to thank for donations and our income has come from a wide range of supporters, in a year when many events and activities were sadly cancelled. We cannot thank everyone enough and your support is so important to us.



Further thanks

FULLY ACCESSIBLE COMMUNICATION AND PERFORMING ARTS HALL

Thanks to the generosity of the Constable Educational Trust, and many other donors we raised over £150,000 to enable us to refurbish the Florence Treloar Hall and create a fully accessible Communication and Performing Arts Hall in the heart of our campus. Our students are loving using their new Hall, and here are the thoughts from one of our Teachers *"I love the colour, bright and cheerful, overall it's got an uplifting feel to it as you approach from the corridor and once you get inside. A marked improvement!"*

OUTDOOR LEARNING OFFICIAL OPENING

It was so gratifying that despite some pandemic related delays, work on the Sensory Garden, the fully accessible changing facility and the Greenhouse refurbishment for Treloar's wonderful new Outdoor Learning Centre (OLC) have been completed.

Our students are enjoying using the fabulous new facilities, which are now far better suited to their very complex disabilities. Our Patron Alan Titchmarsh MBE, officially opened the facility in July.

One of our students, Leon wrote a thank you letter to the donors and described what he enjoys most: *"I love the warmth of the sun and growing flowers in the greenhouse. We like the insects and the wheelchair throne, the fresh air and the canopies. You get a free feeling of the lovely outdoors."*

THE FUNDING THAT WE RECEIVE FROM LOCAL AUTHORITIES SIMPLY DOESN'T STRETCH TO PROVIDE THE SPECIALIST EQUIPMENT THAT OUR STUDENTS DESPERATELY NEED IN ORDER TO ACCESS THEIR EDUCATION AND LIVE LIFE TO THE FULL.

THANKS TO THE SUPPORT OF OUR GENEROUS DONORS, DURING THE LAST YEAR WE HAVE BEEN ABLE TO PROVIDE THE FOLLOWING SPECIALIST EQUIPMENT FOR OUR STUDENTS.

TOMCAT TRIKES

These are lightweight and easily handled. They provide comfortable, soft, safe seating so our students can engage in physical exercise.

Cycling has so many health and social integration benefits for our students — as well as improving well-being and general fitness.

Here are Jemima's thoughts, *"Thank you for giving us the trike, it looks like a racing bike. It is very fast and comfortable. It's also very fun to be on"*.

ACHEEVA BEDS

These are designed to help our students who need extra posture support, who have limited options other than their wheelchair for positioning or who are recovering from surgery. Amy pictured below, has been using the Acheeva Bed regularly as it allows her to change position easily. Amy, has limited mobility so this is one of only two pieces of equipment she's able to use apart from her wheelchair. It is important Amy and her fellow students can spend time out of their chairs to prevent physical discomfort, without disrupting education.

DRIVING PLATFORM

This allows students without a powerchair to learn the skills required to drive 'solo', often enabling them to be independently mobile for the very first time. In many cases this has allowed students to prove to their wheelchair service that they are able to drive and meet the criteria to be provided with a powerchair of their own, something which is quite simply life-changing for them.



Making a difference

WE ARE DELIGHTED THAT THE GENEROUS DONATIONS FROM OUR SUPPORTERS HAVE FUNDED THERAPY, ASSISTIVE TECHNOLOGY, DIETICIAN AND TRANSITION POSTS AS WELL AS SUPPORTING OUR STUDENTS WITH THEIR EXTRA CURRICULAR ACTIVITIES AND AS EVER TO HELP KEEP OUR FABULOUS FACILITIES APPROPRIATE TO CHANGING NEEDS.

TRANSFORMING LIVES

Our dedicated team fundraises for specialist equipment to support the complex needs of students in the School and College.

Thanks to our donors, we have been able to complete the roll out of an Acoustic Monitoring System for the residential houses that has improved the safety and well-being of students at night, bought specialist transfer boxes for students, hoists for our College classrooms and residential houses, physiotherapy walkers, Parker baths, equipment for our print business the Ian Karten Centre and an augmented reality iSandbox.



INDEPENDENCE AND MOBILITY

We have two very important funds at Treloar's which are generously supported by our donors.

The IMPact Fund is offered to students who require new wheelchairs, driving controls and other equipment to enhance their mobility.

The Campbell Sports Fund supports participation in competitive sports, Duke of Edinburgh trips, sport for fun and once in a lifetime trips like power-boating or sailing.

Both funds are available to current students and recent alumni.

FACILITIES

All our superb facilities have been enhanced through the generosity of our funders. This year, we have completely refurbished the Florence Treloar Hall, improving access, installing new ventilation systems and modernising our sound and lighting systems to provide a comfortable and functional space for our students to perform. We have completed work on Phase One of the new Outdoor Learning Centre, providing horticulture, educational and sensory opportunities to our different groups of students on the campus, built a new dining room for our Brewer House students, and started work on accommodation for our key workers. This is essential to ensure that we can attract the high quality staff our students need for their round-the-clock support.





Transition to adult living

EOIN

Following the success of his Supported Internship with Vets4Pets, Eoin has – with the support of his Progress and Transition Coordinator (PTC) – successfully applied for a job with the DWP at Basingstoke Job Centre and secured a full-time paid administration role with them. The Supported Internship opportunity, which allows for students to get hands-on experience working for a company, has helped Eoin to develop the skills and experience necessary for his new job.

Through his experience living in Evans House (one of the independence training houses at Treloar’s), and after working closely with his PTC on what he would like to do post-Treloar’s, Eoin has developed his independence skills so much that he has now gone on to live independently.

“I am living on my own in a supported living flat and love it.”

This is an incredible outcome for Eoin.



“My Supported Internship not only gave me confidence, it taught me work skills and how to be professional in the working world.”

FAIZAH

Faizah progressed through our school sixth form and onto Treloar College to study Art and Design. Faizah was extremely clear in the summer term of 2021 that she was ready to move on from education and transition to a supported living environment in her local area.

Faizah embraced her time on Evans House, developing independence skills. After much research and support from her Multi-Disciplinary Team and Social Worker a future living placement was identified. Her team supported the transition by putting together comprehensive leavers reports and attending virtual meetings with the future provider.

Her Progress and Transition Coordinator visited the placement with Faizah over the summer holidays and finally in September 2021, the funding was agreed. Faizah is moving into her new placement over the next few weeks and is pleased that her wish to live as independently as possible, with other young people in a supported living environment has been achieved.

MADDIE

Maddie successfully moved from Treloar’s to Queen Elizabeth Foundation in August 2021.

It was essential that Maddie was able to prepare for the move and have as much support as possible during this time. Working with the Multi Disciplinary Team and her Mum, Maddie was provided with various resources to support the move. Maddie’s initial assessment was carried out virtually and then staff from QEF visited Treloar’s to complete the assessment. Keeping in touch with Mum and Maddie throughout was an essential part of the transition role.

Maddie’s Mum organised dates with QEF so that Maddie could visit and ensure a smooth transition. Throughout the summer, Maddie spent time there and then gradually built up to overnight stays and a final moving date.

Maddie visits her parents every other weekend, has made lots of new friends, and is thoroughly enjoying the activities on offer. With her big smile and happy personality, Maddie has sailed through her transition and taken it all in her stride!

KERRY

Kerry attended Treloar’s for over six years, firstly within the School and then the College on a year round placement. Kerry is a kind, caring and funny young lady who was the life and soul of the classroom and house. Her transition occurred during the height of lockdown and her PTC arranged for her entire transition to be conducted over Zoom so she could ‘visit’ her property virtually ahead of her move and meet with her new care and support team. The prime objective of the PTC was to ensure Kerry was at the centre of all decision making about her transition and had a voice at all times. Kerry said:

“I like that they try and get me involved in things to help you make the right decisions for you and they are helping me prepare for where I go after Treloar’s.”

During her time at Treloar’s Kerry worked really hard with her PTC on understanding how she could achieve her aspirations and what skills she would need to learn to help her in her future life. We are all thrilled to say that she reached her goal of being in her own bungalow.

“I’ve had a fab time in my bungalow and am proud of going to Treloar’s.”



This year TreloarPrint celebrated 20 years in business with a special visit from our local MP Damian Hinds.

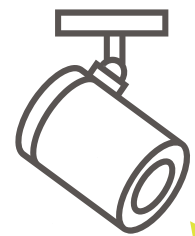
TreloarPrint, was set up in September 2001 thanks to generous funding from the Ian Karten Charitable Trust, to provide a real working environment for students.

As well as providing a high quality print and design service, TreloarPrint allows our students to gain work experience in a safe environment to enhance their work-based understanding, team working and problem solving. This supports our students to go on to other work experience opportunities with confidence. TreloarPrint employs ex-students of Treloar School and College, and these staff act as key role models for current students.

Our students are actively engaged in a spectrum of job roles, from acting as the receptionist for TreloarPrint, taking incoming calls from customers, preparing quotes and seeing a print job through to completion and delivery. During their time at TreloarPrint students develop communication and independence skills, literacy, ICT, numeracy, and other employability, practical and social skills.

THESE WORK EXPERIENCE OPPORTUNITIES BOTH PREPARE THEM FOR LIFE BEYOND TRELOAR'S AT THE SAME TIME AS BUILDING THEIR CONFIDENCE AND SELF-ESTEEM AS THEY PUT THE SKILLS THEY HAVE LEARNT AT TRELOAR'S INTO PRACTICE.





Staff expertise



5,152

hours of invaluable
volunteer support



621

face to face training
courses, plus

10,174

individual training
records completed
this year.

Our people are incredibly valuable to us and we recognise the amazing role they play in enabling our young people to develop the confidence and skills to achieve their potential.

During 2020/21, we employed an average of 876 full and part-time staff, including teachers, nurses, therapists, classroom and care workers, drivers, chefs, fundraisers, housekeepers, support staff and chaplains. The wide variety of professions employed at Treloar's helps ensure a holistic and integrated approach that can be tailored around each student.



302

Residential services



14 HR and
training



60

Admin, management
finance, fundraising
and marketing



10

Progress and
transition team



42

School and
College teachers



6

Assistive
technologists



37

Nurses, dietitians
and health care
assistants



11

Independent living
personal assistants



55

Catering, transport
and facilities



15

Technology
and IT support



80

Speech and Language,
Occupational and Physio therapists



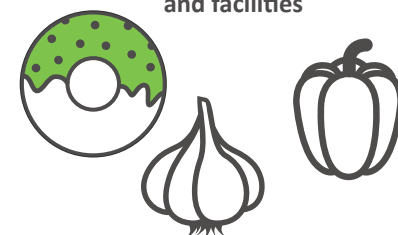
239

Classroom support
assistants



5

Counselling
team



Strategic report

OVERVIEW OF ACTIVITIES

THE TRUSTEES OF TRELOAR TRUST ('THE CHARITY'), WHO ARE ALSO DIRECTORS OF THE CHARITY FOR THE PURPOSES OF THE COMPANIES ACT, PRESENT THEIR ANNUAL REPORT FOR THE YEAR ENDED 31 AUGUST 2021 UNDER THE COMPANIES ACT 2006 AND THE CHARITIES ACT 2011, TOGETHER WITH THE AUDITED FINANCIAL STATEMENTS FOR THAT YEAR.

THE FINANCIAL STATEMENTS COMPLY WITH THE REQUIREMENTS OF THE COMPANIES ACT 2006, THE CHARITY'S MEMORANDUM AND ARTICLES OF ASSOCIATION AND THE RELEVANT STATEMENT OF RECOMMENDED PRACTICE (THE CHARITIES SORP (FRS 102) EFFECTIVE 1 JANUARY 2019).

The Charity is a registered charity (No.1092857) and a company limited by guarantee (No. 4466362). Its registered office address is shown on the back of this report. The present Trustees and any past Trustees who served during the year are shown on page 66, together with the names of the senior executive staff and the principal external advisers as at the date of the signing of this report. The Trustees review the purpose, aims and activities of the Charity each year. This review looks at the achievements during the previous year explaining the number and nature of beneficiaries assisted and the extent of that assistance. When carrying out the review and planning future activities, the Trustees refer to the guidance contained in the Charity Commission's

general guidance on public benefit. In particular the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The Charity's purpose, as set out in the objects clause contained in its Articles of Association, is: 'To promote the relief of persons with disabilities, whether physical or otherwise 'Beneficiaries' and in particular but without limitation by any or all of the following:

- The promotion, provision and maintenance of schools, colleges and other educational establishments;
- The promotion and provision of care, therapy, treatment and counselling to Beneficiaries;

- The promotion of employment of Beneficiaries whether by way of the creation and operation of workshops and facilities or otherwise; and
- The improvement of knowledge, understanding and awareness of the public into the conditions of life and needs of Beneficiaries and in particular but without limitation by the promotion of research and the publication of the useful results of such research.'

The Charity has four main activities:

- Educating young people with physical disabilities
- Residential Care
- Clinical Services
- Outreach Services.

UPDATE ON PLANS AND DEVELOPMENTS

In our 2019/20 annual report, we set out our plans for 2020/21 and beyond. These plans, together with an update on progress during the year are described below:

With the COVID crisis continuing our overriding objectives was:

- to ensure the safety of all our staff and students and to ensure our students receive the fullest and best quality education, therapy and care possible throughout this period.

We are pleased to report that through the rigorous adoption of policies to minimise the risk of transmission and illness including cleaning, social distancing, PPE, testing and early vaccination allowed us to continue to support the majority of our students on site, even during the winter lockdown, and this rigour, doubtless helped by a little luck, meant that in 2020/21 staff and student cases stayed within community norms and we suffered from no serious illness.

Beyond these immediate objectives, and in so far as the environment in which we work allows, we planned to:

- **Maintain the School and College's reputation as an Outstanding provider.** Inspections became remote and data based in the year due to COVID. None the less Treloar's remains rated as one of the very best providers in the country by Ofsted and the CQC for Treloar's care nursing and residential provision.
- **Support more beneficiaries, improving access to our services.** With the threat of COVID remaining ever present throughout the year,

the emphasis has been on the existing students and pipelines of potential students. To this end the School and College has been successful with 168 students at the start of 2021/22, compared to 163 12 months previously.

- **Re-invigorate our efforts to support students as they transition to higher education, independent adult living and employment.** For September 2021 we have introduced our employability pathway and have built on our successful internship programme. In spite of the continuing challenges as we emerge from COVID, our offsite work experience and internship work restarted in the summer. Our Transition event, Future Fest, has worked well in a virtual format and has both grown and allowed more targeted interactions.
- **Continue to invest in our staffing strategy, including the building of new accommodation to attract, develop and retain skilled key workers.** Staff recruitment has become a key challenge in a post Brexit environment and building a new accommodation block,

- started in July 2021, is a vital part of our efforts to support our 24 hour and weekend staffing needs. Also central to our strategy has been our investment in training our staff to support the increasing needs of our students.
- **Grow our reputation within the sector by presenting at specialist conferences and providing training to external agencies.** This year we have provided specialist input at conferences on paediatric dysphagia and muscular dystrophy amongst others and presented to an All Party Parliamentary Group on cerebral palsy and would have done more without COVID.
- **Continue to expand our fundraising activities to enable our students and others to access the specialist staff, equipment and experiences they need to grow in confidence and live a fulfilled life.** Faced with a complete shutdown in fundraising events, the performance of the fundraising team in 2020/21 has exceeded expectations delivering revenues of £1.51m a reduction of just 13% from 2019/2020.



Strategic report

PLANS FOR THE FORTHCOMING YEAR

AS WE EMERGE FROM THE COVID CRISES, OUR OBJECTIVES FOR THE FORTHCOMING YEAR ARE ONCE AGAIN EXPANDING TO MEET EMERGING OPPORTUNITIES. SPECIFICALLY, WITH THE COVID CRISIS CONTINUING INTO 2021/22, OUR OVERRIDING OBJECTIVES ARE:

- Maintain the School and College's reputation as an Outstanding provider.
- Continue to embed new student pathways and post-pandemic recovery at the School and College.
- Implement an updated package of recruitment and retention measures to enable Treloar's to support more young learners including taking on an international recruitment sponsorship license
- Improve outdoor learning opportunities with the provision of an Outdoor Learning Centre and development of a Forest School.
- Complete our Key Worker Accommodation development as part of our work to ensure staffing of evening and weekend provision.
- Enhance our 52-week student offer in scale and in quality
- Expanding our independent living options with new units in Alton Town Centre
- Engage with local authorities

to support beneficial measures arising from local strategies and the SEND Review

- Review our communications and core messaging, including refreshing our website and online presence
- Continue to expand our fundraising activities to enable our students and others to access the specialist staff, equipment and experiences they need to grow in confidence and live a fulfilling life.

FINANCIAL REVIEW

2020/21 saw the Trust realise net income of £804k (2020: £363k), before actuarial gains of £2.27m, (2020: loss of £2.27m) on a turnover of £25.7m (2020: £23.8m).

Total student numbers grew over the year in College and by the end of the year were up 6 at 89 relative to July 2020 not including 3 interns.

Meanwhile School numbers remained broadly stable over the same period finishing the year 1 lower at 79. This growth in numbers is in part explained by deferred start dates due to COVID in the comparator year and contributed to the growth in income from charitable activities of 10.7% to £23.8m (2020: £21.5m), with a growth in complexity also important. Donations and legacies, at £1.20m (2020: £1.40m), performed respectably in spite of most fundraising activities being severely curtailed by COVID during the year. Equally Event income, mostly on-line, was lower at £79k (2020: £103k) when historically it has been closer to £200k meaning that other fundraising activities fell by 15% to £287k (2020: £336k).

Expenditures, excluding job retention scheme, rose by 9.1% to £26.2m (2020: £24.0m) as direct staffing costs rose above inflation, reflecting the

greater and more complex group of students together with additional costs linked to the added protocols and expenditures on PPE and infection prevention and control caused by the pandemic. These costs were partially offset by reduced costs in fundraising reflecting the lower scale of activity in the year. The overall result for the year was positively impacted by strong gains on investments of £1.24m (2020: £763k) and a substantial actuarial gain on the Defined Benefit Pension Scheme of £2.27m, cancelling out a 2020 loss of the same size. This reflected a growth in asset values at a time when liabilities broadly remained unchanged.

Other balance sheet and cash flow highlights included a substantial increase in both debtors and creditors falling due within one year, reflecting the fact that in 2021 and unlike the previous year, many September term invoices were sent out just before the 31st August year end and the investment of a greater part of our cash balances.



GROUP STRUCTURE

THE TRUST HAS ONLY ONE SUBSIDIARY, TRELOAR ENTERPRISES LIMITED (TEL). THE SUBSIDIARY, WHICH IS WHOLLY OWNED, CARRIES OUT NON-CHARITABLE ACTIVITIES FOR THE BENEFIT OF THE TRUST.

During the year to 31 August 2021, TEL made an operating profit of £21k (2020: £34k), which was donated to the Trust. The Trust has taken exemption from the production of consolidated financial statements, because the figures for the group (incorporating TEL) would not be materially different to those of the Trust as a single entity, and has included in the notes to these accounts the results of TEL.

The financial statements on the following pages therefore show the assets and operations of the Trust itself rather than the group as a whole.

RESERVES

General reserves available for use by the Trust are deemed to be those that are readily realisable, less funds whose use is restricted or designated for particular purposes. Thus the calculation of general reserves excludes property and other fixed assets that continue to be used in the day-to-day operation of the Trust and in particular the buildings used by the School and College.

The designated fund primarily represents the net book value of tangible fixed assets, which have been purchased with unrestricted funds. This reserve is locked into the value of the estate and can be released only if all or part of the estate is sold. The value

of the fund remained steady during the year at £15.9m (2020: £15.9m). Restricted Funds £9.6m (2020: £9.6m) represent monies received for a restricted purpose with the vast majority of these funds linked to specific building appeals £8.51m (2020: £8.54m). Endowed funds £1.66m (2020: £1.52m) are made up of the Rossington Fund of £1.01m (2020: £0.94m) and Billesden Fund of £652k (2020: £587k) and are given to help students access education and to help monitor and support alumni progress respectively. The historic defined benefit pension scheme fund deficit relates to the excess of liabilities over assets in the defined benefit scheme. In 2020/21 total future obligations reduced by £82k to £45.2m and the value of assets rose by £2.30m to £34.9m meaning that the net deficit reduced to £10.3m (2020: 12.7m).

The Trustees regularly review the value of the reserves required to be held in investments, cash and cash equivalents not restricted to or designated for any particular purpose. Ideally the Trustees believe that a general reserve of 3 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 2021, the General Reserve was £9.91m (2020: £9.33m), equivalent to 4.5 months expenditure. The Trustees consider this level of general reserves to be adequate at this time.



Key policies

RISK MANAGEMENT

THE TRUST'S RISK MANAGEMENT POLICY IS BASED AROUND A HIERARCHY OF AN OVERARCHING RISK MANAGEMENT SCHEDULE WHICH CONTAINS ALL OF THE KEY RISKS THAT THE ORGANISATION IS, OR POTENTIALLY COULD BE, EXPOSED TO, LINKED WITH THE RELEVANT MITIGATING ACTIONS, TOGETHER WITH A PRACTICAL RISK ASSESSMENT PROCESS AND THE OPERATIONAL TASKS THAT EMANATE FROM IT.

Responsibility for each area rests with an appropriate member of the Leadership team overseen by a Risk and Compliance sub committee of the Trust Board, which regularly reviews the status of each risk and the effectiveness of the management controls. At the highest level, the Trustees receive termly reports in the form of an updated risk management schedule that demonstrates that the appropriate actions have been or are being implemented. Given the challenging regulatory, economic and social environment within which Treloar School, Treloar College and Fundraising operate, risk management is an essential element of the Trust's management system.

The key risks that currently face Treloar's and principal mitigating strategies are:

- Inability to recruit sufficient students, which is managed by liaising closely with local authorities to ensure the relevance and value of our offer, by maintaining the quality of our educational provision, and by focused marketing initiatives.
- Inability to recruit, develop and retain sufficient skilled staff, which is managed by innovative approaches to recruitment, offering a high level of training and development opportunities, helping key workers with accommodation and by actively listening to our staff and, where necessary, providing support and/or flexible working patterns.
- Nursing, medical, dietary errors, which we manage by maintaining a highly specialised nursing team and dieticians, strict protocols over medication management, food labelling and close monitoring of performance indicators.
- Safeguarding failure or adverse regulator opinion. The Trust keeps quality at the forefront of its strategy. The safeguarding risk is managed through recruitment policies, training, risk assessment, operating policy, incident reporting and a dedicated safeguarding manager.
- Lower than budgeted level of fundraising prevents the Charity investing in value-adding facilities and opportunities. This risk is managed by undertaking different types of fundraising and the steerage of a dedicated Trust committee.

- Pension fund requires additional support from the Trust. The Pension trustee uses professional advisers to ensure that investment strategy is designed to deliver required returns and hedge liabilities.
- Data protection failure, which we manage by following the General Data Protection Regulations and ensuring we have appropriate backup and data recovery systems.
- Funding inadequacy per Student. We provide full clarity to our funders of our fees and demonstrate how the necessities of all moneys spent and value added. Nonetheless we are aware of the cost pressures facing local authorities.
- Supplier disruption and Inflation. The confluence of COVID responses from government and Brexit have impacted supply chains and increased costs. Where we can, we mitigate risks by hedging costs and by maintaining adequate stock levels of critical supplies and developing contingency plans.

EQUAL OPPORTUNITIES

Respecting diversity is one of Treloar's key values and we are committed to being an inclusive organisation where diversity is celebrated and valued.

Treloar's strives to create and maintain a culture where mutual cooperation, respect, dignity and trust are fostered. The Trust will not tolerate unfair or unlawful treatment on the grounds of age, disability, gender, transgender, marital status, race, colour, ethnic origin, socio-economic background, sexual orientation, nationality, trade union membership and activity, philosophical, political or religious beliefs or unbelief, and pregnancy or maternity. Initiatives are headed by a dedicated equality, diversity and inclusion coordinator reporting directly to the Quality and Performance subcommittee of the Governing Body.

Treloar's aims to foster a values-based culture focused on diversity and inclusivity and as such, we report on our gender pay gap annually. In October 2020 our mean gender pay gap was -1.8% (2019 2%) and median was -7.5% (2019 -5%) which indicates women are paid 1.8% more than men. Additionally this year we are choosing to report on our BAME and (declared) disability pay gap for the first time. The BAME mean pay gap was 13% and median was 9.4% indicating employees from a BAME background earn less than

those from a white background. The disability mean pay gap was 5.8% and the median was 5.2% which shows disabled employees are paid less than non-disabled employees. These new reports have highlighted the importance of a continued commitment towards encouraging application and progression from applicants/employees with disabilities and with BAME backgrounds to address differentials.

We remain committed to ensuring that all staff receive equal pay for equal work and are confident employees at Treloar Trust are treated equally in terms of pay on appointment and throughout their careers.

COMMUNICATING WITH STAFF AND VOLUNTEERS

Internal communication is a key driver of engagement and feedback at Treloar's.

This communication includes: a weekly critical information bulletin to all staff, regular communication of key matters from the leadership via the Trust's intranet, a half-termly 'Staff News' publication, a half-termly Chief Executive's report, and an annual briefing on current strategy from the Chief Executive. All teams have staff meetings, and there is a Staff Consultation Group and a Staff Voices Conference. Staff and volunteer questionnaires are used to ensure that communication is genuinely two-way.

Key policies

ENVIRONMENTAL & SUSTAINABILITY

Alongside delivering on the charity's objects, we are committed to improving our sustainability and ethical impact. To accomplish this goal our strategies are as follows:

- To eventually be carbon neutral and over the next year we will consider plans, targets and timetables to make that carbon neutrality achievable.
- Deliver on actions from a recent ESOS (energy saving opportunity scheme) audit.
- Expand 'cycle to work' and bike loan schemes, remove single use plastics wherever viable and increase our recycling programme. Staff and students are involved wherever possible through the Eco council, working towards Eco School status.

- Introduce a car sharing scheme, install vehicle charging points, replace one of our buses with an electric vehicle, add to the volume of solar panelling, construct Treloar's first building with ground source heating and open a Forest School.
- Develop metrics to measure key indicators such as measuring the gas and non-solar electricity we consume, counting the number of petrol and diesel vehicles entering our site daily, counting the amount of single-use plastics consumed and measuring volumes of recycling so as to allow us to use the metrics we are now collecting to steer our developing strategy.

FUNDRAISING STATEMENT

Section 162a of the Charities Act 2011 requires charities to make a statement regarding fundraising activities.

The legislation defines fundraising as 'soliciting or otherwise procuring money or other property for charitable purposes'. Such amounts receivable are presented in our financial statements as 'donations and legacies' and as 'Other fundraising activities' which includes income from our lottery and events. The day-to-day management of all income generation is delegated to the executive team, who are accountable to the Trustees. The Charity is not bound by any regulatory scheme. However the Charity has voluntarily registered with the Fundraising Regulator and complies with the regulator's codes of practice. We have received six complaints in the year in relation to fundraising activities all of which have been resolved and reported to the regulatory body. Our terms of employment require staff to behave reasonably at all times.

INVESTMENT POWERS

The Articles of Association of the Charity state that it has the power 'to deposit or invest funds in any manner as the Trustees shall in their absolute discretion think fit to the intent that the Trustees shall have the same full and unrestricted powers of investing and transposing investments in all respects as if they were beneficially absolute owners...'

In the year we split our investment Portfolio between Ruffer LLP and Cazenove Capital with both investment managers adopting a total return basis to investment policy. Both are targeted to provide a return of RPI plus 4% after fees have been taken into account. Our investments have once again performed well in the year with a growth of £1.24m (2020: £763k) representing a gross return of 16.3% (2020: 10.7%), comfortably above the target.

The Defined Benefit Pension Fund investments are held totally separate from the Trust assets and investments. The funds are managed by professional fund managers appointed by the Independent Pension Scheme Trustee, Apex Group. Apex Group consults with the Trust before appointing investment managers and determining the asset allocation policies to be followed. The Trustees receive quarterly reports on the performance of its funds and the Investment Sub-Committee meets the investment manager twice a year to monitor their performance with the help of external professionals.

GOVERNANCE

The Charity is governed by its Memorandum and Articles of Association adopted in June 2002 and amended in July 2010, March 2017 and July 2019. The Board of Trustees is responsible for the overall governance of the Charity and meets as a board at least three times a year.

In addition there are five Trustee committees covering Finance, Strategy, Investment and Audit, Risk and Compliance, Fundraising, and Nominations and Remuneration. These committees all meet a minimum of three times a year. The Charity follows the seven principles which make up the Charity Governance Code. The pay and contractual terms of senior executives is set by the Nominations and Remunerations committee of the Trustees with reference to market conditions. The key aspects of overseeing the School and College are delegated to the Governing Body, which is a subcommittee of the Board of Trustees. The Chairman of the Governing Body and at least three other members of the Governing Body are Trustees, whilst the majority of Governors are independent (i.e. not otherwise a direct stakeholder in the School or College) and have a wide range of relevant professional and management skills and backgrounds. The Governing Body meets at least four times a year.

TRUSTEE SELECTION, INDUCTION AND APPRAISAL

The Board of Trustees regularly reviews its composition as well as that of the Governing Body and its various subcommittees through the Nominations and Remuneration Committee.

The Trustees look at the blend of experience and skills of all Governors and Trustees to ensure that these meet the needs of the Charity. Where vacancies arise, a formal recruitment process is undertaken. This involves advertising both locally and nationally as well as more informal approaches to individuals who have the relevant skills and experience. Selection is made after a rigorous process including visits to the Charity and interviews by senior staff as well as Trustees and Governors. All new Governors are invited to attend the standard staff induction days held at the start of each term. Governors are expected to visit the School and College regularly outside the normal meetings of the Governing Body and to undertake training on a continuing basis on subjects relevant to the operations of the School and College. The Trustees and Governors undertake skill audits, self-evaluations and appraisals on a regular basis. This enables the Trust to provide training to enhance their understanding and knowledge of the Charity, to ensure all Trustees and Governors are able to satisfy themselves of their own performance.

Key policies

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Strategic Report, the Annual Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of those resources, including the income and expenditure, of the Charity for that period.

In preparing these statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and accounting estimates that are reasonable and prudent, and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions, and disclose with reasonable accuracy at any time the financial position of the Charity, 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 Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the Charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the Charity's website is the responsibility of the Trustees. The Trustee's responsibility also extends to the ongoing integrity of the financial statements contained therein.



CORPORATE GOVERNANCE

The Trustees have overall responsibility for ensuring that the Charity has appropriate systems and controls, financial and otherwise to provide assurance that:

- The Charity is operating efficiently and effectively
- All assets are safeguarded against unauthorised use or disposition and are properly applied
- Proper records are maintained and financial information used within the Charity, or for publication, is reliable, and
- The Charity complies with relevant laws and regulations.

Insofar as the Trustees are aware, there is no relevant audit information of which the Charity's auditors are unaware. The Trustees have taken

all steps to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information. Internal controls over all forms of commitment and expenditure continue to be refined to improve effectiveness. Processes are in place to ensure that performance is monitored and appropriate management information is prepared and reviewed regularly by both the executive management and the Trustees. The systems of internal controls are designed to provide reasonable but not absolute assurance against material misstatement or loss.

They include:

- Annual management plans and annual budgets approved by the Trustees

- Regular consideration by the Trustees of financial results, variances from budgets, non-financial performance indicators and benchmarking reviews
- Delegation of day-to-day management authority and segregation of duties, and
- Identification and management of risks.

All major decisions are reserved to the Trustees and include appointment and remuneration of key management. Executive remuneration is set in consideration of the nature of the role, its responsibilities and market salaries. The Trustees and Governors all give of their time freely.

The Annual Report and Accounts, incorporating the Strategic Report, were approved by the Trustees in their capacity as Directors of the Company on 10 December 2021 and signed on their behalf.

Alistair Mackintosh, Chair of Trustees

Independent Auditor's Report

TO MEMBERS OF TRELOAR TRUST

OPINION ON THE FINANCIAL STATEMENTS

In our opinion, the financial statements:

- give a true and fair view of the state of the Treloar Trust Charitable Company's affairs as at 31 August 2021 and of its incoming resources and application of resources for the year then ended
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements of Treloar Trust ("the Charitable Company") for the year ended 31 August 2021 which comprise the statement of financial

activities, the balance sheet, the cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).



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 the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

INDEPENDENCE

We remain 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.

Conclusions related to going concern
In auditing the financial statements,

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Charitable Company's ability to continue as a going concern

for a period of at least twelve months from when the financial statements are authorised for issue.

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



Independent Auditor's Report

TO MEMBERS OF TRELOAR TRUST



OTHER INFORMATION

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report and Accounts, other than the financial statements and our auditor's report thereon. The other information comprises: the annual review and the Strategic Report (incorporating the Directors' Report).

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit,

or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.



OTHER COMPANIES ACT 2006 REPORTING

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

- the information given in the Trustees' Report, which includes the Directors' Report and the Strategic report prepared for the purposes of Company Law, for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Strategic report and the Directors' Report, which are included in the Trustees' report, have been prepared in accordance with applicable legal requirements.

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

misstatement in the Strategic report or the Trustee's 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 by the Charitable Company, or returns adequate for our audit have not been received from branches not visited by us, or
- the Charitable Company financial statements are not in agreement with the accounting records and returns, or
- certain disclosures of Directors' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Statement of Trustees' responsibilities, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determines 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.



Independent Auditor's Report

TO MEMBERS OF TRELOAR TRUST

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

Extent to which the audit was capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. No irregularities, including fraud were identified during the audit.

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it. We:

- Discussed with management, including consideration of known or suspected instances of non-compliance with laws and

regulations and fraud meetings of those charged with governance, reviewing correspondence with HMRC and the ESFA to identify any actual or potential frauds or any potential weaknesses in internal control which could result in fraud susceptibility

- Reviewed items included in the fraud register
- Challenged assumptions made by management in their significant accounting estimates
- In addressing the risk of fraud, including the management override of controls and improper income recognition, we tested the appropriateness of certain manual journals, reviewed the application of judgements associated with accounting estimates for the indication of potential bias and tested the application of cut-off and revenue recognition.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at: <https://www.frc.org.uk/auditorsresponsibilities>.

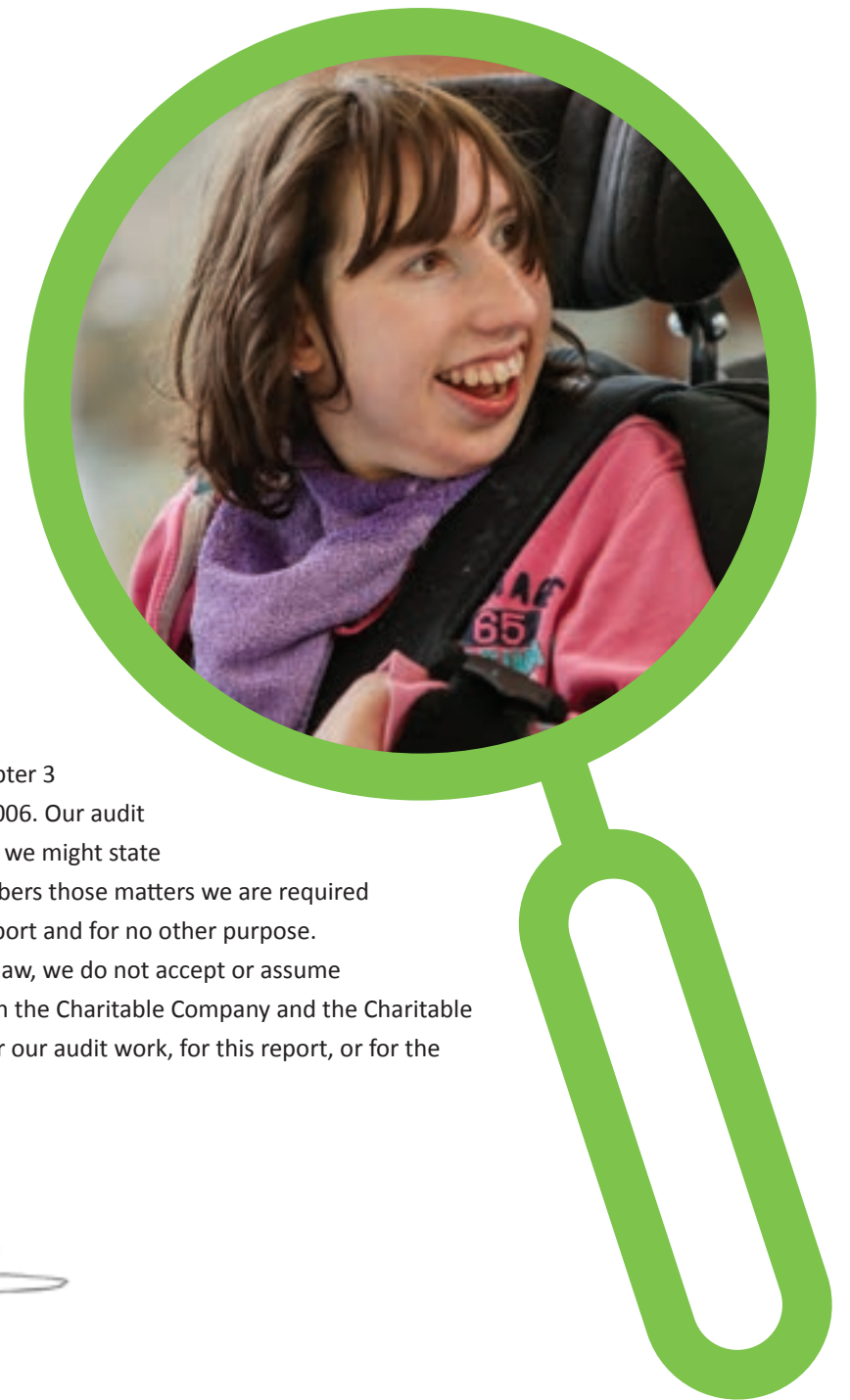
This description forms part of our auditor's report.

USE OF OUR REPORT

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

James Aston MBE (Senior Statutory Auditor)
Partner, National Head of Education
For and on behalf of BDO LLP, statutory auditor
Gatwick, West Sussex, UK

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).



STATEMENT OF FINANCIAL ACTIVITIES

(Including the Income and Expenditure Account) Year Ended 31st August 2021

	Note	2021 Unrestricted £000s	2021 Restricted £000s	2021 Endowed £000s	2021 Total £000s	2020 Unrestricted £000s	2020 Restricted £000s	2020 Endowed £000s	2020 Total £000s
Income from:									
Donations and legacies	2	527	694	-	1,221	948	648	-	1,596
Charitable activities									
Teaching		8,495	-	-	8,495	7,792	-	-	7,792
Medical		5,160	-	-	5,160	4,850	-	-	4,850
Care		10,118	-	-	10,118	8,845	-	-	8,845
Total income from charitable activities		23,773	-	-	23,773	21,487	-	-	21,487
Income from other trading activities									
Other fundraising activities	2	287	-	-	287	299	37	-	336
Rent	3	348	-	-	348	262	-	-	262
Total income from other trading activities		635	-	-	635	561	37	-	598
Investment income	4	103	-	-	103	90	3	-	93
Total income		25,038	694	-	25,732	23,086	688	-	23,774
Expenditure on:									
Raising funds		601	8	-	609	736	7	-	743
Charitable activities									
Teaching		8,085	259	-	8,344	7,933	290	-	8,223
Medical		5,252	188	-	5,440	4,944	109	-	5,053
Care		11,541	233	-	11,774	9,957	198	-	10,155
Total expenditure on charitable activities		24,878	680	-	25,558	22,834	597	-	23,431
Total expenditure	5	25,479	688	-	26,167	23,570	604	-	24,174
Net gains on investments	7	1,097	-	142	1,239	712	-	51	763
Net (expenditure)/income		656	6	142	804	228	84	51	363
Actuarial gain/(loss) on defined benefit scheme	15	2,268	-	-	2,268	(2,272)	-	-	(2,272)
Net movement in funds		2,924	6	142	3,072	(2,044)	84	51	(1,909)
Total funds brought forward		12,519	9,590	1,522	23,631	14,563	9,506	1,471	25,540
TOTAL FUNDS CARRIED FORWARD		15,443	9,596	1,664	26,703	12,519	9,590	1,522	23,631

There are no gains or losses other than those shown in the Statement of Financial Activities above.
All operations were classed as continuing.

The notes on pages 49 to 65 form part of these financial statements.

BALANCE SHEET

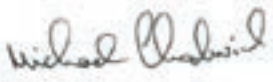
As at 31st August 2021

	Note	2021 £000s	2021 £000s	2020 £000s	2020 £000s
Fixed assets					
Tangible fixed assets	8		24,820		24,600
Investments	9		10,397		8,202
Total fixed assets			35,217		32,802
Current assets					
Stock		9		10	
Debtors	10	7,229		997	
Investments	9	24		24	
Cash at bank and in hand		3,389		5,084	
Total current assets		10,651		6,115	
Liabilities					
Creditors: Amounts falling due within one year	11	(8,033)		(1,993)	
Net current assets			2,618		4,122
Total assets less current liabilities			37,835		36,924
Provision for liabilities and charges	12		(794)		(578)
Net assets excluding pension scheme liability			37,041		36,346
Defined benefit pension scheme liability	15		(10,338)		(12,715)
NET ASSETS			26,703		23,631
The funds of the charity					
Restricted Funds	13		9,596		9,590
Endowed Funds	13		1,664		1,522
Designated funds	16	15,867		15,900	
General reserves	16	9,914		9,334	
Defined benefit pension scheme fund	15	(10,338)		(12,715)	
Unrestricted funds	16		15,443		12,519
TOTAL FUNDS			26,703		23,631

Approved by the Board of Trustees on 10 December 2021
and signed on its behalf by



Alistair Mackintosh
Chair of Trustees



Michael Chadwick
Trustee

Company registration number: 4466362

CASHFLOW STATEMENT

Year Ended 31st August 2021

	2021 £000s	2020 £000s
Reconciliation of net income to net cash flow from operating activities		
Net income for the reporting period (as per the statement of financial activities)	804	363
Adjustments for:		
Depreciation charges	1,276	1,228
Net gains on investments including investment property	(1,239)	(763)
Investment income shown in investing activities	(103)	(93)
Decrease/(Increase) in stock	1	(1)
(Increase)/Decrease in debtors	(6,232)	3,061
Increase/(Decrease) in creditors	6,038	(2,040)
Increase in provisions for liabilities and charges	217	227
Net repayments for defined benefit pension scheme	(109)	(176)
Net cash provided by operating activities	653	1,806
Statement of cash flows		
Cash flows from operating activities		
Net cash provided by operating activities	653	1,806
Cash flows from investing activities		
Investment income	103	93
Purchase of tangible fixed assets	(1,496)	(934)
Proceeds of sale of investment including investment property	6,258	4,269
Purchase of investments	(7,242)	(4,054)
Net cash used in investing activities	(2,377)	(626)
Change in cash and cash equivalents in the reporting period	(1,724)	1,180
Cash and cash equivalents at the beginning of the reporting period	5,517	4,337
Cash and cash equivalents at the end of the reporting period	3,793	5,517
Analysis of cash and cash equivalents		
Cash at bank and in hand	3,389	5,084
Current asset investments	24	24
Cash equivalents held in fixed asset investments	380	409
	3,793	5,517

The notes on pages 49 to 65 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Scope and basis of the financial statements

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of investments at market value and investment properties as stated in note 9, and are in accordance with the Statement of Recommended Practice: Accounting and reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (the 'SORP 2019'), FRS 102: The Financial Reporting Standard applicable in the UK and Ireland ('FRS 102'), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements have been prepared on a going concern basis. The Trustees consider that the Charity is able to continue to operate as a going concern and thus it is appropriate to prepare the financial statements on a going concern basis.

Treloar Trust is a private company limited by guarantee, incorporated in England and Wales, and constitutes a public benefit entity as defined by FRS102. The Trustees confirm that they have complied with the requirements and duty in Section 17 of the Charities Act 2011 to have regard to the Charity Commission's general guidance on public benefit; Charities and Public Benefit, and that the activities of the Charity, particularly in the areas of education and disability services, are for the public benefit.

The preparation of the financial statements in accordance with FRS102 requires the Trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts in the financial statements. The areas where assumptions or estimates were significant to the financial statements are disclosed in note 22.

b) Exemption from consolidation

Consolidated financial statements have not been prepared because the figures for the group, incorporating Treloar Enterprises Limited, the Trust's only subsidiary, would not be materially different to those of the Trust as a single entity. The Trustees have included in note 9 to these accounts the results of Treloar Enterprises Limited for its accounting year to 31 August 2021. The accounts therefore show the results, cash flows, assets and liabilities of the Trust itself rather than the group as a whole.

c) Fee income

All income is accounted for in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Where income is received in advance of providing services, it is deferred until the Trust becomes entitled to that income. Fee income from charitable activities is split between teaching, medical and care based on breakdowns of each area provided to purchasers.

d) Fundraising income including events and lottery

- i) Donations, event and lottery income are recognised when received or when the Trust is entitled to the income and receipt is probable and measurable. Where income tax is reclaimable such income is included at the gross amount.
- ii) Legacies are recognised when received or when the legacy has become accurately quantifiable and has been notified to the Trust as receivable.
- iii) Gifts in kind (representing donations of equipment or vehicles) in excess of £250 are treated as income. The value of such donations is the fair value of the gift, usually the cost to the donor.

e) Grant income

Grant income is credited to the Statement of Financial Activities on an accruals basis where applicable.

f) Investment income

Investment income is credited to the Statement of Financial Activities on an accruals basis and is inclusive of the income tax recoverable, where applicable

g) Rental income

Rental income is accounted for in the period for which the rent has been charged.

h) Expenditure

Revenue and capital expenditure are recognised on an accruals basis inclusive of irrecoverable VAT, where applicable. The Trust directly attributes expenditure in so far as is possible between teaching, medical and care. Support costs are those which provide indirect support e.g. finance, human resources, facilities, governance costs and IT. Support costs not attributable to a single activity like these have been allocated on a basis consistent with identified cost drivers for that cost category such as staff numbers.

i) Operating leases

Rentals payable are charged on a time basis over the term of the lease.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

1. ACCOUNTING POLICIES (Continued)

j) Tangible fixed assets

The cost of tangible fixed assets includes those costs which are directly attributable to purchasing the assets and bringing them into working condition. The Trust does not capitalise interest as part of the cost of tangible fixed assets. The Trust capitalises refurbishment costs and any associated capital expenditure where such work extends the economic useful life of the building or provides new facilities. Normal repairs and maintenance costs are expensed as incurred. The Trust’s capitalisation policy is to transfer to the balance sheet only capital assets with a cost in excess of £5,000. Depreciation is provided at the following rates to write off the cost of the Trust’s fixed assets over their estimated useful economic lives:

Freehold buildings for use by School and College	Buildings are depreciated on a straight-line basis over forty years from date of first use.
Transport and motor vehicles	Transport and motor vehicles are depreciated on a straight-line basis between four and seven years from date of acquisition.
Furniture, fixtures and equipment	Furniture, fixtures and equipment are depreciated on a straight-line basis between three and ten years from date of acquisition.
Computer equipment	Computers and other IT equipment are depreciated on a straight-line basis between two and four years from date of acquisition.
Assets under construction	Costs incurred on assets not completed as at the year end are shown as assets under construction and are not depreciated until such time as completed and transferred to the relevant class of asset.

k) Investment assets

Freehold investment property	Freehold investment property is reflected at market value where this is deemed materially different from cost.
Listed investments	Listed investments are reflected at market value at the balance sheet date.
Unlisted investments	Unlisted investments are reflected in the balance sheet at cost less provision for any permanent diminution in value or impairment.
Both realised and unrealised profits and losses on investments are reflected in the Statement of Financial Activities.	

l) Stocks

Stocks are stated at the lower of cost and net realisable value. Allowance is therefore made for damaged and obsolete goods.

m) Pensions

The Trust operates Defined Contribution Pension Schemes for which contributions are charged to the Statement of Financial Activities as they are incurred.

The Trust also contributes to the Teachers Pension Scheme (England and Wales) at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi employer scheme and as such it is not possible to identify the assets and liabilities which are attributable to the Trust. Therefore, in accordance with FRS 102, the scheme is accounted for as a defined contribution scheme.

The Trust also operates a Defined Benefit Pension Scheme, which was closed to future service accrual on 31 December 2007. The contributions are paid at rates agreed with the Scheme Actuary and, together with actuarial gains and losses, are recognised in the Statement of Financial Activities.

n) Reserve funds

The policy of the Trustees is to maintain in a designated fund, such sums as they deem prudent for the future refurbishment and development of those assets used for the primary purpose of the Trust.

The Trustees have also established a General Reserve to provide working capital to create a buffer in case there is a sudden reduction in student numbers and to allow for fluctuations in investment returns. The Trustees’ policy is to seek to retain a buffer equal to at least four months of normal operating expenditure.

The Trustees have also established a Property and Equipment Fund for Assets tied up in the campus at Holybourne and thus not readily realisable.

A Pension Reserve is included within unrestricted funds to reflect the pension deficit on the Defined Benefit Pension Scheme.

Restricted funds are donated for a particular purpose, the use of which is restricted for that purpose. Endowment funds are held as Capital funds from which the income generated may be spent on the specific purposes provided upon the creation of the endowed fund.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

1. ACCOUNTING POLICIES (Continued)

o) Cash and cash equivalents

The policy for the management of cash and cash equivalents is defined by the financial commitments of the Trust. The Trust aims to keep funds on deposit until such time as they are needed to pay for designated projects, as highlighted within the notes to the accounts. Cash held on deposit with a maturity of three months or less are considered as cash equivalents.

p) Provisions

A provision is made in the accounts where the Trust has a legal or constructive financial obligation, that can be reliably estimated and for which there is an expectation that payment will be made.

q) Financial instruments

The Trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments, including trade debtors, prepayments, creditors and provisions are initially recognised at transaction value and subsequently measured at their settlement value.

2 DONATIONS, LEGACIES, GRANTS, AND OTHER FUNDRAISING INCOME

	2021 Income £000s	2021 Direct Expenditure £000s	2021 Support Costs £000s	2020 Income £000s	2020 Direct Expenditure £000s	2020 Support Costs £000s
Gifts and legacies						
Unrestricted	509			754		-
Restricted	694			648		
Endowed	-			-		
Grants - Coronavirus Job Retention Scheme	18			194		
Total	1,221	379	78	1,596	407	96
Other fundraising activities						
Events	79	34	7	103	87	20
Lottery	208	92	19	233	108	25
Total	1,508	505	104	1,932	602	141

3 RENT

	2021 £000s	2020 £000s
Lettings income	80	4
Estate rents and wayleaves	268	258
	348	262
All items relate to unrestricted activities.		

4 INVESTMENT INCOME

	Unrestricted Funds £000s	Restricted Funds £000s	Total 2021 £000s	Unrestricted Funds £000s	Restricted Funds £000s	Total 2020 £000s
Income from trading subsidiary	21	-	21	34	-	34
Income from listed investments	81	-	81	38	-	38
Interest on fixed term deposits	-	-	-	3	3	6
Interest receivable	1	-	1	15	-	15
	103	-	103	90	3	93

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

5 EXPENDITURE

	2021 Direct Staff Costs £000s	2021 Other Costs £000s	2021 Support Costs £000s	2021 Total £000s	2020 Direct Staff Costs £000s	2020 Other Costs £000s	2020 Support Costs £000s	2020 Total £000s
Raising funds	341	164	104	609	394	208	141	743
Charitable activities								
Teaching	5,578	359	2,407	8,344	5,411	376	2,436	8,223
Medical	3,639	604	1,197	5,440	3,446	368	1,239	5,053
Care	7,393	269	4,112	11,774	6,139	243	3,773	10,155
Total charitable activities	16,610	1,232	7,716	25,558	14,996	987	7,448	23,431
TOTAL EXPENDITURE	16,951	1,396	7,820	26,167	15,390	1,195	7,589	24,174

The support costs can be analysed as follows;

	2021 Raising Funds £000s	2021 Teaching £000s	2021 Medical £000s	2021 Care £000s	2021 Total £000s	2020 Raising Funds £000s	2020 Teaching £000s	2020 Medical £000s	2020 Care £000s	2020 Total £000s
Facilities	38	878	436	1,499	2,851	48	834	424	1,291	2,597
Depreciation	17	393	195	671	1,276	23	394	201	611	1,228
Finance and Payroll	5	118	59	201	383	7	123	62	190	382
HR and Training	11	258	128	441	838	16	279	142	432	870
IT	9	206	102	351	668	16	279	142	432	869
Transport	3	65	32	111	211	4	74	37	114	229
Governance	13	299	149	511	972	15	265	135	411	826
Misc	8	191	95	327	621	11	189	96	292	588
	104	2,407	1,197	4,112	7,820	141	2,436	1,239	3,773	7,589

All support costs are allocated between the four main headings using the full time equivalent staff numbers employed within those four sections each year. Included in the above figure is insurance at a cost of £6,238 (2020: £5,704) which was taken out over the year to cover Trustees, Governors and Officers of the Trust against legal liability arising from acts of neglect, error or omission.

	2021 £000s	2020 £000s
Total auditor's remuneration is made up as follows:		
Audit	57	27
Other services	4	4
	61	31

6 STAFF COSTS AND TRUSTEE EXPENSES

Total staff costs for the year were as follows:	2021 £000s	2020 £000s
Wages and salaries	17,380	15,992
Termination payments	10	22
Employer's NIC	1,317	1,207
Employer's pension costs	1,787	1,692
	20,494	18,913

Not included in the above are benefits in kind amounting to £8,873 (2020: £8,219), which were received by staff during the year. Termination payments are in the form of a redundancy payment made on the reorganisation of one department during the year.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

6 STAFF COSTS AND TRUSTEE EXPENSES (continued)

	2021 £000s	2020 £000s
Employer's pension costs comprise the following:		
Teachers pension scheme (Note 15)	505	399
Employer contribution to Treloar group personal pension scheme (Note 15)	835	928
Defined benefit pension scheme		
Expected interest cost less expected return (Note 15)	447	365
	1,787	1,692

The average number of paid persons employed by the Trust during the year was as follows:

	Full Time Equivalents	
	2021	2020
Teaching	185	173
Medical	92	88
Care (inc catering)	316	268
Facilities and ancillary	82	75
Fundraising	8	10
Marketing	1	2
Outreach projects	1	1
	685	617
Total average employees by headcount.	876	819

The following numbers of staff received remuneration in excess of £60,000 in the year:

	2021	2020
£60,001 to £70,000	3	3
£80,001 to £90,000	-	1
£110,001 to £120,000	1	-
£120,001 to £130,000	1	2

The total amount of employee benefits received by key management personnel for their services during the year is £432,455 (2020: £492,034). Key management is deemed to be the CEO, Principal and FD.

Four of the above members of staff accrued benefits under the Treloar group personal pension scheme and £44,653 (2020: £32,283 - four) was paid by the Trust to the scheme in respect of these members.

The Trustees received no remuneration for their services as Trustees during the period (2020: Nil). One Trustee was reimbursed £174 during the period for travel and other costs incurred in connection with the work of the Charity (2020: one trustee - £77).

7 GAINS AND LOSSES ON INVESTMENTS

	2021 Unrestricted Funds £000s	2021 Restricted Funds £000s	2021 Endowed Funds £000s	2021 Total £000s	2020 Unrestricted Funds £000s	2020 Restricted Funds £000s	2020 Endowed Funds £000s	2020 Total £000s
Listed investments	908	-	59	967	178	-	14	192
Investment Property	-	-	-	-	-	-	-	-
Unrealised gains on investment property	46	-	-	46	-	-	-	-
Unrealised gain on listed investments	143	-	83	226	534	-	37	571
	1,097	-	142	1,239	712	-	51	763

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

8 TANGIBLE FIXED ASSETS

Cost	Opening Balance £000s	Additions/ Transfers £000s	Disposals £000s	Closing Balance £000s
Freehold land and buildings	34,961	757	(17)	35,701
Plant, machinery and motor vehicles	4,700	461	(34)	5,127
Assets under construction	563	278	-	841
	40,224	1,496	(51)	41,669

Depreciation	Opening Balance £000s	Charge for Year £000s	Released on Disposal £000s	Closing Balance £000s
Freehold land and buildings	(12,112)	(919)	17	(13,014)
Plant, machinery and motor vehicles	(3,512)	(357)	34	(3,835)
Assets under construction	-	-	-	-
	(15,624)	(1,276)	51	(16,849)

Net Book Value	Opening Balance £000s	Additions less charges £000s	Disposals £000s	Closing Balance £000s
Freehold land and buildings	22,849	(162)	-	22,687
Plant, machinery and motor vehicles	1,188	104	-	1,292
Assets under construction	563	278	-	841
	24,600	220	-	24,820

Additions/Transfers include £232,000 transferred from Assets under construction to Land and buildings following completion of projects during the year.

9 INVESTMENTS

Fixed asset investments

	2021 Total £000s	2020 Total £000s
Listed investments - UK	3,804	4,759
Listed investments - non-UK	5,553	2,422
Investment properties	616	570
Subsidiaries and associated undertakings	25	25
Unlisted investments	19	19
Bank deposits	380	407
	10,397	8,202

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

9 INVESTMENTS (continued)

Current asset investments

	2021 Total £000s	2020 Total £000s
UK Investments - Deposits	24	24

Listed investments

	2021 Total £000s	2020 Total £000s
Market value of assets as at 1 September	7,181	6,633
Additions	7,242	4,054
Disposal proceeds	(6,257)	(4,269)
Net unrealised investment gains	225	571
Net realised investment gains	966	192
Market value of assets as at 31 August	9,357	7,181
Historical cost as at 31 August	8,575	6,624

Investment Properties (all UK)

	2021 Total £000s	2020 Total £000s
Valuation at 1 September	570	570
Revaluation	46	-
Valuation at 31 August	616	570
Historical cost as at 31 August	126	126

The Trustees have revalued Howards Farm at £480,526, based on the long term yield value of the property.
The Trustees have revalued The Vale, Shirley at £135,000, based on the long term yield value of the property.
All valuations will be continuously monitored to ensure material market valuations are reflected in the balance sheet.

Unlisted investments

	2021 Total £000s	2020 Total £000s
Cost and valuation at 31 August	19	19

The Trustees consider that the market value of the above investments is not significantly different from their cost.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

9 INVESTMENTS (continued)

Trading Subsidiary
The Trust owns all the issued share capital of Treloar Enterprises Limited which shares its registered office with the Trust. Its principal activities are the lettings of facilities and the retail presence of the Trust both physically and online. The trading subsidiary gift aids its profit to the Trust. Its trading results for the year ended 31st August were:

	2021 Total £000s	2020 Total £000s
Turnover	156	141
Cost of sales	(128)	(100)
Gross profit	28	41
Administration expenses	(7)	(7)
Profit on ordinary activities before taxation and interest	21	34
Taxation	-	-
Profit on ordinary activities after taxation	21	34
Gift aided payment - qualifying charitable donation	(21)	(34)
Retained profit for the year	-	-
Retained profit brought forward	3	3
Retained profit carried forward	3	3
Net assets (all equity interests)	28	28

10 DEBTORS

	2021 £000s	2020 £000s
Fees billed in advance	5,812	22
Trade debtors	880	322
Other debtors	91	251
Prepayments	437	402
Amounts due from group undertaking	9	-
	7,229	997

All amounts shown under debtors are due for payment within one year.

11 CREDITORS: Amounts falling due within one year

	2021 £000s	2020 £000s
Trade creditors	470	572
Income in advance	6,529	498
Taxes & social security costs	424	371
Other creditors	64	58
Accruals	546	488
Amounts due to group undertaking	-	6
	8,033	1,993

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

12 PROVISIONS

	Fees £000's	Other £000's	Total £000's
At 1 September 2020	317	261	578
Increases in provision	146	70	216
At 31 August 2021	463	331	794
Amounts are expected to be incurred; - within one year	463	331	794

Provisions include trade debtors, provision for untaken holiday, sickness provision and for employment disputes and where, due to extenuating circumstances queries may be raised over services provided.

13 RESTRICTED & ENDOWED FUNDS

	Balance 31-Aug-20 £000s	Income £000s	Expenditure £000s	Transfers in/(out) £000s	Gains on Investments £000s	Balance 31-Aug-21 £000s
Endowed Funds						
Billesden Fund	587	-	-	-	65	652
Rossington Bursary Fund	935	-	-	-	77	1,012
Total Endowed funds	1,522	-	-	-	142	1,664
Specific appeals fund						
Specific equipment appeals	526	-	(113)	143	-	556
Specific building appeals	8,011	-	(303)	248	-	7,956
Total specific appeals fund	8,537	-	(416)	391	-	8,512
Other restricted funds						
Billesden fund	19	21	(20)	-	-	20
Campbell sports fund	31	9	(8)	-	-	32
IMPact	20	42	(9)	-	-	53
Assistive technology	-	26	(26)	-	-	-
Transition	-	85	(85)	-	-	-
Motor Vehicles	137	-	-	-	-	137
Pushing the boundaries	14	-	-	-	-	14
Dietician	-	25	(25)	-	-	-
AAC, AT, Physio and other Equipment	99	83	(15)	(20)	-	147
Outdoor learning	26	19	(1)	(28)	-	16
Outdoor Learning Centre	349	99	-	(248)	-	200
Key Worker Accommodation	103	22	-	-	-	125
FT Hall	-	141	-	-	-	141
PPE	-	42	(42)	-	-	-
Rossington restricted legacy	9	10	-	-	-	19
Acoustic Monitoring	95	-	-	(95)	-	-
Other	151	69	(40)	-	-	180
Total other restricted funds	1,053	693	(271)	(391)	-	1,084
Total restricted funds	9,590	693	(687)	-	-	9,596

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

13 RESTRICTED & ENDOWED FUNDS (continued)

	Balance 31-Aug-19 £000s	Income £000s	Expenditure £000s	Transfers in/(out) £000s	Gains on Investments £000s	Balance 31-Aug-20 £000s
Endowed Funds						
Billesden Fund	536	-	-	-	51	587
Rossington Bursary Fund	935	-	-	-	-	935
Total Endowed funds	1,471	-	-	-	51	1,522
Specific appeals fund						
Specific equipment appeals	464	-	(108)	170	-	526
Specific building appeals	8,301	-	(290)	-	-	8,011
Total specific appeals fund	8,765	-	(398)	170	-	8,537
Other restricted funds						
Billesden fund	18	20	(19)	-	-	19
Campbell sports fund	29	10	(8)	-	-	31
IMPact	25	5	(10)	-	-	20
Assistive technology	-	2	(2)	-	-	-
Transition	-	90	(90)	-	-	-
Motor Vehicles	150	8	-	(21)	-	137
Pushing the boundaries	12	2	-	-	-	14
Dietician	-	30	(30)	-	-	-
AAC, AT, Physio and other Equipment	47	98	(12)	(34)	-	99
Outdoor learning	27	-	(1)	-	-	26
Outdoor Learning Centre	218	131	-	-	-	349
Key Worker Accommodation	71	32	-	-	-	103
Rossington restricted legacy	6	3	-	-	-	9
Robotic arm	-	203	-	(115)	-	88
Other	138	54	(34)	-	-	158
	741	688	(206)	(170)	-	1,053
Total Restricted Funds	9,506	688	(604)	-	-	9,590

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

13 RESTRICTED & ENDOWED FUNDS (continued)

ENDOWED FUNDS

Where donations are received and are to be invested in a fund and the use of that fund is restricted to the income generated from it, a permanent endowment is created and disclosed as such.

The Billesden Fund	was established in 1984 by the Merchant Taylors’ and Skinners’ Companies to provide assistance with the aftercare and vocational training of students, includes the Billesden officer post which is a research post which provides data on Treloar leavers in order to inform the priorities and direction of the transition strategy.
Rossington Bursary Fund	was created from a legacy which states that the income from the investment of the fund shall be used to provide access to education for an 'older' age group of young disabled students who are socially disadvantaged.

RESTRICTED FUNDS

Where donations are received for particular items of expenditure, such amounts are credited to the Trust’s restricted funds. If an operational area of the Trust discharges such expenditure out of its unrestricted funds, the amount is transferred out of the restricted funds to reimburse the expenditure. Other expenditure is paid directly out of the restricted funds.

Specific appeals fund	capital funds from appeals for new buildings and specific equipment including the new Vision Treloar’s buildings, Brewer House hall of residence, Evans House hall of residence, minibus, Treloar’s Direct assets and other special equipment.
The Billesden fund	income from the endowment above and donations from the Merchant Taylors’ and Skinners’ Companies is used to provide assistance with the aftercare and vocational training of students, including the Billesden officer post, a research position which provides data on Treloar leavers in order to inform the priorities and direction of the transition strategy.
Campbell Sports fund	enables students to participate in sailing and other sporting activities.
The Independent Mobility Project (IMPact)	provides the most appropriate wheelchair for every student in need at the College and the School, to give them optimum independence.
Assistive Technology fund	supports assistive technology work carried out in the Trust.
Transition	providing support to students to prepare them for the transition from Treloar’s back into the community, supporting independence and helping them realise their full potential.
Motor Vehicles	funds raised for the acquisition of new coach and minibus in 2017/18 and for new adapted vehicles in 2018/19.
Pushing the boundaries	has been established to raise funds to allow students to experience activities not normally associated as being available to people with disabilities such as abseiling and rock climbing.
Dietician	supports the work of an on-site dietician.
AAC, Assistive technology and physio equipment	support the equipment purchases of the speech & language therapists (alternative & augmentative communications equipment), the physiotherapists and the assistive technology engineers respectively.
Outdoor learning	enriching the outdoor areas of our campus to provide an interactive learning environment for our students.
Outdoor Learning Centre	set up to raise funds for the new Centre to be built on campus to expand provision for students and external visitors.
Key Worker Accommodation	set up to raise funds to build a new staff living quarters on site.
FT Hall	funds raised for the renovation of the Florence Treloar Hall.
PPE	funds raised in order to mitigate the exceptional cost of the COVID pandemic on the amount of PPE that was needed to maintain a secure working environment.
Rossington Income Fund	income from the endowment above to be used to provide access to education for an 'older' age group of young disabled students who are socially disadvantaged.
Acoustic Monitoring	funds raised to pay for the installation of new nurse call systems in the houses.
Robotic Arm	initial funds raised for the purchase of a robotic arm for the Assistive Technology department in 2018/19.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2021 Unrestricted Funds £000s	2021 Restricted Funds £000s	2021 Endowed Funds £000s	2021 Total £000s	2020 Unrestricted Funds £000s	2020 Restricted Funds £000s	2020 Endowed Funds £000s	2020 Total £000s
Tangible fixed assets	16,308	8,512	-	24,820	16,063	8,537	-	24,600
Investments	8,733	-	1,664	10,397	7,658	-	544	8,202
Net current assets	1,534	1,084	-	2,618	2,091	1,053	978	4,122
Total assets less current liabilities	26,575	9,596	1,664	37,835	25,812	9,590	1,522	36,924
Provisions	(794)	-	-	(794)	(578)	-	-	(578)
Pension scheme liability	(10,338)	-	-	(10,338)	(12,715)	-	-	(12,715)
TOTAL NET ASSETS	15,443	9,596	1,664	26,703	12,519	9,590	1,522	23,631

15 PENSIONS

The total pension cost charged to the Statement of Financial Activities for the Year, excluding the movement on actuarial gains and losses, for all the schemes was £1,787,434 (2020: £1,691,928).

Teachers Pension Scheme (England and Wales)

Under the definitions set out in Financial Reporting Standard 102, the Teacher’s Pension Scheme (TPS) is a multi-employer pension scheme. As the TPS is underwritten by central government and the Trust has no future obligation to make contributions to the scheme, this is effectively a defined contribution scheme in so far as it affects the Trust. Contributions by the Trust during the period totalled £505,203 (2020: £398,625).

As at 31 August 2021 contributions were being made into the scheme on behalf of 47 (2020: 46) members of staff. The last actuarial valuation dated March 2018 showed that the Teachers Pension Scheme (England and Wales) is in deficit. Under current accounting regulations there is no requirement for any employer to account for its share of the deficit.

Treloar Group Personal Pension Scheme

The Trust operates a defined contribution scheme to provide retirement benefits for its employees who are not members of the Teachers Superannuation Scheme. Because the Trust makes contributions of at least 1.5% of participating salaries to the Group Personal Pension Scheme, it does not have to offer a Stakeholder Plan. Contributions by the Trust during the period totalled £835,231 (2020: £928,303).

At 31 August 2021 contributions were being made into the Scheme on behalf of 821 (2020: 792) members of staff.

Treloar Defined Benefit Pension Scheme

Treloar Trust (the Trust) operates the Federated Pension Scheme for Treloar Trust (the scheme), a UK registered trust based pension scheme that provides defined benefits. Pension benefits are linked to the members’ final pensionable salaries and service at their retirement (or date of leaving if earlier). The Pension Scheme Trustee is responsible for running the Scheme in accordance with the Scheme’s Trust Deed and Rules, which sets out their powers. The Pension Scheme Trustee is required to act in the best interests of the beneficiaries of the Scheme. There are two categories of pension scheme members: deferred members; current and former employees of the Trust who are not yet in receipt of pension, and Pensioner members: in receipt of pension (some of whom are insured with Aviva and LV).

The Pension Scheme Trustee is required to carry out an actuarial valuation every 3 years, The actuarial valuation of the Scheme was performed by the Scheme Actuary for the Pension Scheme Trustees as at 31 March 2018. This valuation revealed a funding shortfall of £9.1 million. In respect of the deficit in the Scheme as at 31 March 2018, the Trust has agreed to pay £540,000 pa for 19 years. This contribution will increase at 2.7%pa at each 1 July with the first increase due on 1 July 2020. The Trust therefore expects to pay £570,835 to the Scheme during the accounting year beginning 1 September 2021.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

15 PENSIONS (continued)

PRINCIPAL ASSUMPTIONS		
	31-Aug-21 % pa	31-Aug-20 % pa
Discount rate	1.6	1.5
Retail Prices Index (RPI) Inflation	3.3	2.9
Consumer Prices Index (CPI) Inflation	2.6	2.2
Rate of increase to pensions in payment:		
Pre 88 GMP	0.0%	0.0%
Post 88 GMP	2.3%	2.0%
Pre 97 XS	0.0%	0.0%
97-06 pension	3.2%	2.9%
Post 06 pension	2.3%	2.2%
Revaluation of deferred pensions in excess of GMP	2.6%	2.2%
Underpin to revaluation of scale pension (including GMP)	3.0%	3.0%
Retirement age and application of retirement factor adjustment	Assume retire at 60 with retirement factor adjustment applied for members still in service and under age 60 on 1 October 2007	Assume retire at 60 with retirement factor adjustment applied for members still in service and under age 60 on 1 October 2007
Mortality before and after retirement	100% SP3PMA_Middle/100% S3PFA_Middle CMI 2020 [1.25%]	100% SP3PMA_Middle/100% S3PFA_Middle CMI 2019 [1.25%]
Life expectancy of male aged 60 at balance sheet date	85.8	85.8
Life expectancy of male aged 60 in 20 years from balance sheet date	87.4	87.4
Life expectancy of female aged 60 at balance sheet date	88.5	88.5
Life expectancy of female aged 60 in 20 years from balance sheet date	90.1	90
Asset breakdown		
The fair value of the assets of the Scheme was:	31-Aug-21 £000's	31-Aug-20 £000's
Newton Managed Targeted Return Fund	-	8,736
BNY Mellon Global Dynamic Bond Fund	-	2,683
Standard Life Liability Aware Absolute Return Real	-	8,719
Standard Life Deposit and Treasury Series 9	-	1,281
M&G Total Return Credit Fund	2,264	1,360
Baillie Gifford Multi Asset Growth Fund	4,989	1,352
BNY Mellon Sustainable Global Dynamic Bond Fund	3,691	3,618
Partners Fund	3,745	3,100
LGIM Future World Fund	4,288	-
LGIM Future World Fund - GBP Hedged	2,582	-
LGIM Matching Core Fix Short	4,206	-
LGIM Matching Core Fix Long	1,244	-
LGIM Matching Core Real Short	1,799	-
LGIM Matching Core Real Long	1,857	-
LGIM Future World Multi Asset	2,830	-
Annuities	1,266	1,451
Trustee bank account/NCA	117	283
Total	34,878	32,583

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

15 PENSIONS (continued)

Net defined benefit asset (liability)	31-Aug-21 £000s	31-Aug-20 £000s
Fair value of Scheme assets	34,878	32,583
Present value of defined benefit obligation	(45,216)	(45,298)
Defined benefit (liability) recognised in the balance sheet	(10,338)	(12,715)

Total expense recognised in Statement of Financial Activities

	31-Aug-21 £000s	31-Aug-20 £000s
Administration expenses	248	187
Past Service Cost	11	-
Net interest on the net defined benefit liability	188	178
Total recognised in the Statement of Financial Activities	447	365

Total amounts taken to Other Comprehensive Income

	31-Aug-21 £000s	31-Aug-20 £000s
Actuarial return/(loss) on scheme assets less interest	2,877	(356)
Actuarial losses on defined benefit obligations	(609)	(1,916)
Remeasurement return/(loss) recognised in Other Comprehensive Income	2,268	(2,272)

The return on assets was:

	31-Aug-21 £000s	31-Aug-20 £000s
Interest income	481	559
Return on assets less interest income	2,877	(356)
Total return on assets	3,358	203

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

15 PENSIONS (continued)

Reconciliation to the Statement of Financial Position	31-Aug-21 £000s	31-Aug-20 £000s
Market value of assets	34,878	32,583
Present value of defined benefit obligation	(45,216)	(45,298)
Pension (liability) recognised in the Financial Statements	(10,338)	(12,715)

Changes in the present value of the defined benefit obligation

	31-Aug-21 £000s	31-Aug-20 £000s
Present value of defined benefit obligation at beginning of period	45,298	44,005
Benefits paid including expenses	(1,371)	(1,359)
Past Service Cost	11	-
Interest cost	669	737
Remeasurement losses - assumptions actuarial losses	664	1,909
Remeasurement (gains) and losses - experience actuarial (gains) and losses	(55)	6
Present value of defined benefit obligation at end of period	45,216	45,298

Changes in the fair value of assets

	31-Aug-21 £000s	31-Aug-20 £000s
Fair value of Scheme assets at the beginning of period	32,583	33,385
Interest income	481	559
Remeasurement gains and (losses) - Return on scheme assets excluding interest income	2,877	(356)
Contributions by Employer	556	541
Administration expenses	(248)	(187)
Benefits paid including expenses	(1,371)	(1,359)
Fair value of Scheme assets at the end of period	34,878	32,583

Scheme Amendments

Over the accounting period, an allowance of £11,000 has been made for the augmentations granted for members affected by the benefit redress exercise, where overpayments were written off at the request of the Employer. This related to the 20% reduction for overpayments in excess of £1,000 and the 100% reduction for overpayments between £500 and £1,000. This has been allowed for as a past service cost. The decision to write off overpayments up to £500 was included in a prior year when the benefit redress allowance was made. There have been no other amendments, curtailments or settlements over the accounting period.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

16 MOVEMENT ON UNRESTRICTED RESERVES

	Balance 01-Sep-20 £000s	Net income £000s	Transfers £000s	Gains and losses £000s	Balance 31-Aug-21 £000s
Designated Fund: Property and Equipment Fund	15,568	-	(101)	-	15,467
Designated Fund: Repairs and Improvement Fund	332	-	68	-	400
General reserves	9,334	547	33	-	9,914
Defined benefit pension scheme fund	(12,715)	109	-	2,268	(10,338)
	12,519	656	-	2,268	15,443

	Balance 01-Sep-19 £000s	Net income £000s	Transfers £000s	Gains and losses £000s	Balance 31-Aug-20 £000s
Designated Fund: Property and Equipment Fund	15,843	-	(275)	-	15,568
Designated Fund: Repairs and Improvement Fund	364	-	(32)	-	332
General reserves	8,976	51	307	-	9,334
Defined benefit pension scheme fund	(10,620)	177	-	(2,272)	(12,715)
	14,563	228	-	(2,272)	12,519

The property and equipment fund represents the net book value of the tangible fixed assets held for charitable purposes less the amount financed by restricted funds. Since this fund represents existing fixed assets (mainly buildings) it cannot be converted easily into cash and therefore cannot be used to fund other activities. It does not include assets under construction as these are not construed as being relevant for this reserve calculation as not yet completed.

The repairs and improvement fund represents monies set aside by the Trustees towards the finance of special maintenance work and planned major improvements to facilities. We expect to pay £200,000 of these within the next twelve months and all within two years.

The Trustees have also established free reserves to provide working capital to create a buffer in case there is a sudden reduction in student numbers and to allow for fluctuations in investment returns. The Trustees’ policy is to seek to retain a buffer equal to at least four months of normal operating expenditure.

17 ENTITLEMENT TO LEGACIES

The Trust is aware of possible future receipts from legacies, arising on deaths prior to 1 September 2021 where the exact sums are not quantifiable and these are believed to be in the order of £28,022 (2020: £23,865).

18 CAPITAL COMMITMENTS

As at 31 August 2021, the Trust had contracted to build Key Worker Accomodation on site at a cost of £3.9m of which £630,000 had already been incurred. The development is due to complete in September 2022.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31st August 2021

19 TAXATION STATUS

Treloar Trust is a registered charity and no tax is payable on its charitable income. The Trust is not registered for VAT and expenditure is shown inclusive of VAT where incurred.

20 SHARE CAPITAL

The Trust has no share capital and is limited by guarantee. The liability of each member in the event of a winding up, as stated in the Articles of Association, is limited to £1.

21 RELATED PARTY DISCLOSURE

The balance due at 31 August 2021 from Treloar Enterprises Limited (TEL), the Trust’s trading subsidiary, to the Trust was £8,889 (2020: £5,796 owed). Transactions between the Trust and TEL comprised £81,937 (2020: £94,364), including a donation of profits of £21,457 (2020: £33,844).

The Trust granted to TEL the head lease over flats at Campbell Court. In the year ended 31 August 2021 the Trust was due £60,480 (2020: £60,480) in rent and service charges for these flats.

22 ACCOUNTING ESTIMATES AND JUDGEMENTS

In preparing the financial statements, the trustees are required to make estimates and judgements. The matters considered below are considered to be the most important in understanding the judgements that are involved in preparing the financial statements and the uncertainties that could impact amounts reported in the results of operations, financial position and cashflows. Accounting policies are shown in note 1 to the financial statements.

Actuarial assumptions in respect of defined benefit pension scheme

The application of actuarial assumptions relating to the defined benefit pension scheme is incorporated in the financial statements in accordance with FRS102. In applying FRS102, advice is taken from an independent qualified actuary. In this context, significant judgement is exercised in a number of areas, including future changes in inflation, mortality rates and the selection of appropriate discount rates.

Pension scheme deficit reduction payments

As explained in note 15, there is a deficit reduction plan in place in respect of the defined benefit pension scheme. FRS102 requires a liability to be recognised in respect of the present value of future contributions payable under the terms of the deficit recovery plan. The incorporation of this liability in the financial statements involves the exercise of judgement in a number of areas, including the selection of an appropriate discount rate.

Bad debt provision

Consideration is given to debtors which are past their due date as at the balance sheet date and a provision is made against these debts based on both specific information and experience.

Investment Properties

Values of investment properties are constantly monitored to ensure that material fair values are reflected within the financial statements. These include judgements on the correct basis of valuation to apply, yield values of these properties where this basis is used and assessment of the most appropriate yield basis. All of these matters include some form of uncertainty around these judgements.

Officers and professional advisers

TRUSTEES

Alistair Mackintosh BSc MBA (Chairman of Treloar Trust)
 Sir Alex Allan KCB MA MSc
 Helen Baker DL (appointed 26 March 2021)
 James Bateson LLB
 Cheryl Brewer
 Michael Chadwick ACA CTAI
 (Chairman of Governors, Treloar School and College)
 David Cook BSc FCIM (appointed 26 March 2021)
 Anna Galliford BComm ACMA (appointed 1 September 2021)
 Rhys Iley
 John Paul Marks
 David Matthews JP BSc CA
 Lady Win Normington CBE
 Dr Victor Olisa QPM
 Udokanma Uzowulu (appointed 26 March 2021)
 Scott Watkin BEM (appointed 26 March 2021)

HONORARY TRUSTEE

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

ROYAL PATRON

HRH The Countess of Wessex GCVO

PATRONS

Fiona Adler
 Michael Aspel OBE
 Bob Barrett
 Dan Bentley
 The Reverend Mark Birch
 Stuart C Boreham
 Lady Tessa Brewer OBE
 Sir David Brewer KG CMG JP
 Michael Campbell MBE DL
 Michael Cassidy CBE BA MBA
 Lord Chidgey of Hamble-le-Rice
 Chris Childs
 Christopher Dadson
 Damon de Laszlo DL
 Dan Eley
 Julie Elliot Fernandez
 Humphrey Hawksley
 Suzanna Hext
 Jane Macnabb
 Maureen Marden
 Alderman Sir Andrew Parmley
 Bruce Powell BA FCA MBE
 Canon Roger Royle
 Ben Rushgrove
 Martin Sinclair
 Admiral Sir Jock Slater GCB LVO DL
 David Smith MBE
 Roger Southam
 Jeff Stelling
 Alastair Stewart OBE
 Sir Richard Stilgoe OBE DL
 Alan Titchmarsh MBE DL
 The Right Reverend David Williams,
 Bishop of Basingstoke
 Dame Jacqueline Wilson DBE FRSL
 Tom Yendell

SENIOR EXECUTIVES

Ryan Campbell CBE Chief Executive Officer (appointed 7 June 2021)
 Simon Birch BA MBA ACA Finance & Resources Director and Company Secretary
 Martin Ingram BSc PGCE Principal of Treloar School and College

Jon Colville BA DMS DipM Director of Fundraising
 Kay Guy BSc FCIPD Head of Human Resources

BANKERS

Lloyds TSB plc
 City Office Branch
 PO Box 72
 Bailey Drive,
 Gillingham Business Park
 Gillingham
 Kent
 ME8 0LS

INVESTMENT MANAGERS

Cazenove Capital
 1 London Wall Place
 London
 EC2Y 5AU

Ruffer LLP
 80 Victoria Street
 London
 SW1E 5JL

SOLICITORS

Stone King LLP
 Boundary House
 91 Charterhouse Street
 London
 EC1M 6HR

AUDITORS

BDO LLP
 2 City Place,
 Beehive Ring Road
 Gatwick
 West Sussex
 RH6 0PA



“

It is truly a magical place. Well done to everyone who is involved in making Treloar's such a unique and special place.

Treloar's supporter

”

Treloar Trust

Powell Drive, Holybourne,
Alton, Hampshire
GU34 4GL

A company limited by guarantee.
Registered in England No. 4466362
Charity number 1092857

Contact

T: 01420 547400
E: info@treloar.org.uk
W: www.treloar.org.uk



Treloar School and College



@Treloars



@Treloars



Treloarschoolandcollege


Enabling Education