

Annual Review

FOR THE YEAR ENDED 31 AUGUST 2022



Treloar Trust

Powell Drive, Holybourne,
Alton, Hampshire GU34 4GL

A company limited by guarantee.
Registered in England No. 04466362
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 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 mutual respect. We support a culture of openness, honesty and transparency, where the safeguarding of our students and wellbeing of our staff is paramount.

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 Beneficiaries receive the cutting-edge, excellent support they deserve. We strive to ensure that our school and college develop and evolve with the needs and potential of our students, but we also want to take the message of inclusivity out more widely, sharing our experience and expertise outside of Treloar’s for the benefit of more disabled people.

We are inclusive



We help everyone join in

We act with integrity and respect



We are friendly and kind

We strive for excellence



We always try our best



Hope Court - key worker accommodation

Strategic objectives 2022-2027

We will...

1. Further our excellence as a school and college for physically disabled young people

- Meet student needs by continually developing our education and life skills programmes
- Support students to successfully move on from school and college
- Develop our non-term time offer alongside our term-time provision
- Widen access for students from underrepresented backgrounds and communities

2. Maintain our specialism

in supporting children and young people with higher levels of need in education

- Continue to foster our excellence in healthcare, residential care and therapy
- Pioneer the practical application of assistive technology to further develop the independence and

potential of disabled people

- Develop and demonstrate innovation

3. Contribute on a wider scale to the education and support of physically disabled young people

- Work in partnership with local authorities and other education, health and social care providers to support SEND and care objectives across the system
- Amplify the voice of disabled children, young people, parents, carers and families to support change in society

4. Develop future living options

for disabled people who have left full-time education

- Work with collaborations and partnerships that provide housing, employment and other opportunities

College students litter picking with Alton Climate Action Network





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I am Carmen, I'm a student at this school and I've been here for two years, and am now in my third year.

I like my two teachers and friends.
I like coming here because it's fun and I enjoy learning.

It makes me feel happy and excited.
Sometimes the teachers make me work hard, that's okay because it helps me develop my writing skills.
I enjoy my art class, English, triking, and trampolining.

I also like music because I enjoy playing the piano.

If you'd like to help us, then you can make a big difference to the lives and futures of the young people here.

Carmen

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Birds of prey display during Science week

Welcome

Dear Friend and supporter of Treloar's,

This last year has been a huge success, both in those areas where we were intending to make progress, and in dealing with new issues which inevitably come up in these ever-disrupted times.

Our education and care has remained at the highest level, with our school residential provision maintaining its Outstanding rating from Ofsted in the first in-person inspection since Covid lockdown. Most importantly our students have continued to reach the objectives set by themselves, and those working with them, to make progress in academic subjects, and in independence, vocational and life skills, according to their tailored individual curriculum. As we have emerged from Covid restrictions, work placements and other opportunities have started again, enriching the lives of our students and also the communities they are part of.

The challenges continue however. Those very much at the forefront this year include the national shortage of care and other staff. We have very occasionally had to limit some aspects of our service due to recruitment gaps. Thankfully due to an increased focus on recruitment, and particularly due to the restarting of recruitment from overseas, this pressure is starting to ease, but it will be ongoing for us to some extent as it is for any care provider. We are very discerning about our staff – to maintain our standards we have to be – which means we are really focusing now on staff retention and development.

Our next significant challenge will be managing the inflationary cost pressures faced by ourselves and Local Authorities as the main funders of our students' education. Thankfully, as you will see from our financial statements, we are stable financially, and well-managed.

This will be my final annual report letter as I am stepping down after nearly eight incredibly enjoyable and fulfilling years with Treloar's. This comes with sadness, but I am delighted to be handing the baton to one of my fellow Trustees, Dr Victor Olisa QPM, who will have the task of writing the Chair's letter next year.

Thank you to all

Alistair Mackintosh

What do parents say?

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I just wanted to say how much Hannah is enjoying Treloar's. She has made more progress in the last week than she did in four years at her previous school. She loves her class, talks about the different subjects she is doing and seems very, very happy.

We feel so much happier knowing that she is with you.

Thank you for all your help getting her here!

School Parent

I really want to say a heartfelt thank you to the staff at Treloar School and College for all the hard work and the incredible support during all the years in which my daughter has been a Treloar's student. The teamwork, the expertise, and the commitment have been invaluable not only because they have helped her to endure her enormous daily physical challenges, and not only because in this way she has been put in a position to meet her educational targets and to progress so much as a person, but also because at Treloar's my daughter has found a second family. All the days of her 10 years at Treloar's have been filled with joy, with positive expectations, with enthusiasm and with caring attentions. I could not have wished for anything better.

College Parent

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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.

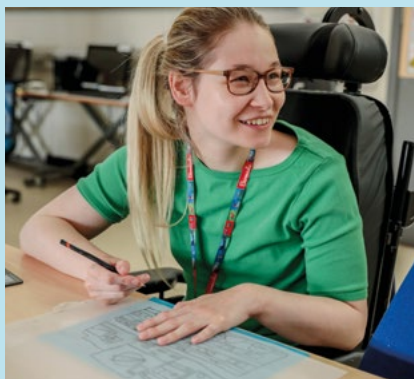
We are categorised as a special school and college. However, it is central to our approach that disabled people are supported to be part of wider society, not separated from it. Our aim is to enable disabled people to take control of their own lives in a world that better understands their needs.

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 support throughout the day and night. Over half of our students stay in one of our five residential houses.

- 100% of our students are wheelchair users
- 63% of our students are non-verbal or require support from communication aids
- 45% of our students have a visual impairment
- 37% of our students have a life-limiting condition.





Student achievements

EXAM RESULTS 2022

During 2022 exam results season, we had confirmation of many of our students' achievements that they so richly deserve, with more than one hundred qualifications completed in a variety of subjects. Our students obtained grades all the way up to A star. This is a staggering achievement during a period which has continued to be immensely challenging for all young people at Treloar's.

Two students secured results to go to University and two other students moved onto supported internships.

Treloar College student, Lewis, is now attending Surrey University to study international relations, and he has benefited from Treloar's close links with HSDC Alton.

Ben, went to the University of Creative Arts in Farnham to follow an art studies course. Ben's work already adorns many of our walls at Treloar's.

Having completed their courses, students Emily and Harriet are undertaking a Treloar's Supported Internship Programme which allows them to further develop their skills in the work place whilst continuing

to receive our specialist support and guidance. Following their fantastic results, Emily and Harriet will be joining the rest of their peers who are already on this programme. We are excited to see what they can achieve this coming year.

MBE FOR OSCAR

Treloar College student, Oscar Anderson is a Disability Activist and One Young World Ambassador. He's also been awarded an MBE in the Birthday Honours List, for services to global Disability Activism and Healthcare Reform.

Oscar is a passionate young man and inspires us all to be vocal in supporting the needs of young people at Treloar's and across the world. We are incredibly proud of all Oscar's work, and it is fitting that he has received this wider recognition.

SCHOOL RESIDENTIAL TRIP

Our aim is to help students to develop every aspect of their potential. This cannot be achieved completely in the classroom or on the school campus. So each year we fundraise for a group of students to take part in our week-long Pushing the Boundaries residential school trip which provides students with new

and challenging experiences to enable them to gain confidence and life skills to help them achieve their fullest potential.

The trip is also essential for students to develop their independence skills and is a rare opportunity to participate in outward-bound activities such as rock climbing, abseiling, carriage riding, crate stacking, archery and bush craft. It is with thanks to our donors that we are able to provide this once in a lifetime opportunity for our students.

Here are Cam's thoughts on his Pushing the Boundaries experience in June 2022.

"Overall, I really enjoyed my experience. I thought that the food and the support was exceptional! My favourite activity was the horse and carriage ride because I enjoyed seeing what the other groups were doing without actually interrupting them. The activity which I felt the most proud after trying was the abseiling because that was when I had to actually be really high up, even though I was going down. My favourite evening activities were the bingo and the disco."





Thanks to our donors and supporters

Our supporters are amazing!

We are so appreciative of our donors and supporters who helped us raise nearly £1.8 million through the year. We think they are all amazing and we cannot thank them enough for everything they do to help us achieve outstanding outcomes for our incredible students.

It was by no means an easy year but we were so pleased to start rebuilding our events programme after the pandemic, welcoming back events such as our Golf Day, Walk for Treloar's, Mansion House Gala Dinner and Dummer Fair, together with new events such as the Celebrity Football match. We thank everyone who sponsored, attended and supported these events.

We were delighted to welcome Alderman and Sheriff Alison Gowman, the aldermanic representative in the absence of the Rt. Hon the Lord Mayor for the annual visit by the City of London to Treloar's. Our links with the City of London remain strong and Sheriff Gowman was joined by a number of Masters and Prime Wardens of the Livery Movement, who enjoyed meeting with students and getting to know more about Treloar's today.

It was great to hear from one Master about how inspiring and humbling they found the visit to Treloar's, remarking that they were *"blown away by the great work, to enable students to do so much"*.

Our TRELOTTERY had a fabulous rebrand and relaunch in March and we now have a rollover prize that can reach up to an incredible £5,000! We are so grateful to the 3,500 players of this very important income stream.

We were also delighted to get the building work underway for the new Outdoor Learning Centre classroom, which is taking shape nicely, and we have been able to purchase specialist equipment for our students like Motomedes, Parker Baths and an incredible new electric minibus.

Further support for essential equipment came from the Cheyne Charity who give funds each year to expand our vital "Cheyne Charity Library" which includes specialist communication aids and equipment for students. This equipment provides students with the opportunity to learn the skills they need to communicate and become more independent in the future.

"The Cheyne Charity provides on-going support to Treloar's. We operate a continual connection through our Library in enabling students to access various equipment to suit their needs. It gives us great pleasure to hear from the students about how much this helps."

Alison Manfield, Cheyne Charity



Helping our students thrive

The funding we receive from Local Authorities does not provide for a fully equipped campus, or for the specialist staff and equipment our students need in order to access their education and live life to the full.

Thanks to our generous supporters we have been able to fund day-to-day activities at Treloar's such as classroom materials, trips and even the Primary bunny (who is a firm favorite with students). As well as these areas, support has funded specialist posts like Therapy, Assistive Technology, Learning Technology, Dieticians and Transition. Everything our supporters help to fund at Treloar's is designed to build students' independence and esteem and allows them to thrive in their future lives.

Dexter drives himself for the first time!

We were lucky enough to receive funding during the year for *TinyTrax* power chairs and accessories for use by our Primary school students. We would like to thank The Desmond Foundation, Sun Life Financial of Canada, British Humane Association, Cala Homes and The Frankie

Foundation, and we are extremely grateful for their support.

These remarkable pieces of equipment allow our younger students the opportunity to be independently mobile – most having never experienced it before!

Dexter is pictured, and we captured the first experience he has ever had being independently mobile and being able to control where he would like to go. With our member of staff following behind with a controller for emergencies, Dexter practiced using the *TinyTrax* on the playground and could make mistakes safely — a key part of learning!

A ROYAL VISIT

We were delighted to welcome our Royal Patron, HRH The Duchess of Edinburgh to Treloar's in September

to visit the Forest School and the new key worker staff accommodation, Hope Court, a 42-bedroom block of affordable and accessible accommodation on campus.

Both of these two new facilities have been made possible thanks to generous donations from Homes Estate Agents, who funded the Forest School, and donations and grants from individuals towards the Hope Court development. We cannot thank everyone enough for their generosity.





Swimming pool renovations

During the year, Treloar's ran a fundraising appeal to redevelop our swimming pool in order to increase significantly the number of students and community users who could use the pool for swimming and hydrotherapy.

We were thrilled to have raised over £500,000 through a number of grants and individual donations. We are very grateful to everyone who supported this appeal and in particular to East Hampshire District Council, who have awarded the project an incredible £190,000 through Developer Contributions, and The Gosling Foundation for an amazing £100,000 grant.

"The Gosling Foundation is delighted to have been able to award Treloar's with a £100,000 grant towards their swimming pool redevelopment project. The fact that the refurbished pool will almost double the number of young disabled people who can use it each week, together with the many benefits and enjoyment that swimming and hydrotherapy bring, were key factors in our decision."

Peter Caplan, a Trustee of The Gosling Foundation

"I like the new pool; it's warm in the water and feels good to be out of my chair. I go in the pool every week and it's definitely better now."

Luna, School student



Treloar's Patron and Team Ambassador Suzanna Hext, at the official opening of Treloar's swimming pool.

Student stories

College student Issy has shared her thoughts on being at Treloar's, the support she has received, and the difference it has made to her life:

"As I only started at Treloar's in November, I still feel quite new, but I am excited about what I will be able to achieve by the time I leave. I have really enjoyed experiencing living away from home. I have learnt a lot of skills that I will definitely use in the future to support me with independent living. I feel like I have gained a lot of independence and confidence in myself."

I am proud of the way I have settled into life at Treloar's and have made some great relationships with the staff and students. This was really important to me when I started. I am very happy with the subjects I have chosen to study. I have particularly enjoyed photography and working in the dark room. I love my physio sessions with Liz too.

We haven't stopped! We have done swimming, walking, tricycling, rebound and I have my own core stability programme. Liz always listens to me and I think we have that same 'don't give up' attitude. I feel like my body has become a lot stronger from our sessions. I love the multi-disciplinary approach to everything and that everyone works together.

For me, Treloar's has the perfect balance of education and well-being, giving me the opportunity to socialise after college as well as being taught skills for life. I really like the fact that everything is centred around what I want to achieve and getting me prepared for my future. I feel really supported and empowered to do my best."



Bex's Transition placement at Rose Road

"I have now been at Treloar College for seven years. Before I started at Treloar's I was very anxious because, except for a few residential trips with school and respite, I had not lived away from home. Being at Treloar's has given me opportunities to meet different people, both peers and support staff. I've sailed a catamaran for my Duke of Edinburgh's Award, and I've been skiing. I live in a residential house at Treloar's and enjoy going to work twice a week and being responsible for my own flat. In my spare time, I like to write short stories and go into town to go shopping."

Being at Treloar's has helped me build my self-confidence, find my voice and become an advocate for myself. My favourite memory of being at Treloar's is winning the Boccia competition."

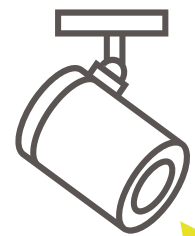
Over the last year, Bex has been completing Treloar's ground-breaking Supported Internship Programme which offers college students the opportunity to get experience working for an employer. This is a great opportunity for those students seeking paid or voluntary work after graduating from the college. The one-year programme allows students to work 2-3 days a week, supported by the Treloar's job coach who helps the student to settle in and monitors their progress throughout the placement. The students are joined by their personal assistant (PA) on these placements. The rest of the time they are undertaking a programme of learning towards key independent living skills.

Here are Bex's thoughts on her Supported Internship:
"Over the last year, I've been completing a supported internship placement at Rose Road, and I've really enjoyed this. I have been sorting out 500 DVDs for the new cinema at Rose Road. I have also been helping out at fundraising and sat on a board meeting where we discussed the future of Rose Road."

I'm leaving Treloar's soon and plan to find my own home in my local area. I'm hoping I can also carry on volunteering with the team at Rose Road when I finish at Treloar's."

We are so thrilled in what Bex has achieved in her time at Treloar's. She will be leaving Treloar's having developed the confidence and skills she needs to thrive, and we all wish her the very best for the next phase in her life.





Staff expertise



11,700

hours of invaluable
volunteer support

Between August 21-
August 22 there were

8,582

Individual training
events completed

4,987

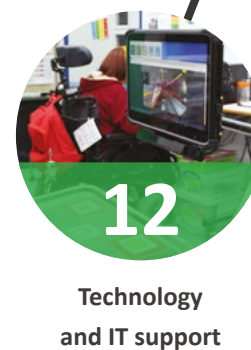
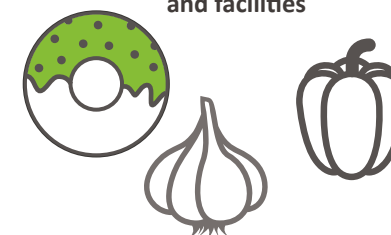
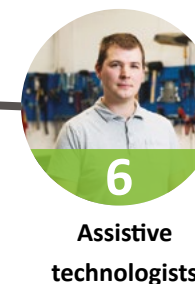
were face to face training

3,595

were online training

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 2021/22, we employed an average of 832 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.



Financial summary

In 2021/22 Treloar’s delivered a small net income of £7k (2021: £804k), before actuarial gains of £3.71m, (2021: £2.27m) on a turnover of £26.0m (2021: £25.7m).

Staff recruitment was challenging in the year as we readjusted to the demands of Brexit and a more general recruitment malaise in social care. As a direct result we chose to defer some student start dates beyond the year end meaning that student numbers actually fell with college one lower by the year end at 88 relative to July 2021 (plus 2 interns) and school finishing the year 5 lower at 74. As a result income from charitable activities fell by 0.6% to £23.6m (2021: £23.8m). Donations and legacies increased by 21% to £1.47m (2021: £1.22m), as fundraising activities stepped up post Covid. Event income, whilst remaining below historic levels grew at a similar rate to £94k (2021: £79k) helping other fundraising activities to nudge upwards to £296k (2021: £287k).

Whilst total income was up marginally, expenditures were contained and actually fell by 0.6% to £26.0m (2021: £26.2m). Much of the reason for this was mainly due to a fall in average staff numbers, down 44 to 832, which offset increases in salary levels particularly amongst care staff.

Except for the performance of investments, the net income performance was slightly better than in 2021. The performance of our investments was flat in 2022 but still beat that of markets generally although well behind the strong gains made on investments in 2021 - £47k against £1.24m. A substantial actuarial gain on the Defined Benefit Pension Scheme of £3.71m (2021: £2.27m) allowed the charity’s total funds to grow by £3.71m to £30.4m. This actuarial gain reflected a fall in the funds future liabilities.

Where the money came from in 2021/22 (£000s)

Fee income College	13,964
Fee income School	9,322
Donations, legacies and grants	1,472
Lottery and events	296
Other income	220
Independent adult living	350
Investments	267
Outreach services	80
	25,971

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 over three 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 2022, the General Reserve was £5.78m (2021: £9.07m), equivalent to just under three months. This figure is over three months if long term finance is factored in. The Trustees consider this level of general reserves to be adequate at this time.

Where the money was spent in 2021/22 (£000s)

Education	8,063
Residential	11,918
Medical	5,152
Fundraising	516
Lottery and events	168
Other	194
	26,011

Officers and professional advisers

TRUSTEES

Dr Victor Olisa QPM (Chair of Treloar Trust from 09.12.22)
Alistair Mackintosh (Chair of Treloar Trust resigned 09.12.2022)
Sir Alex Allan KCB (resigned 05.01.22)
Helen Baker DL (resigned 28.02.22)
James Bateson LLB
Cheryl Brewer
Michael Chadwick ACA CTAI (Chairman of Governors, Treloar School & College)
David Cook FCIM
Anna Galliford
Rhys Iley
John Paul Marks (resigned 15.12.21)
David Matthews JP CA (resigned 28.01.22)
Lady Win Normington CBE
Udokanma Uzowulu
Scott Watkin BEM

HONORARY TRUSTEE

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

ROYAL PATRON

HRH The Duchess of Edinburgh GCVO

SENIOR EXECUTIVES

Ryan Campbell CBE
Chief Executive Officer & Company Secretary
Simon Birch MBA ACA
Finance & Resources Director
Martin Ingram PGCE
Principal of Treloar School & College

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
Chris Childs
Christopher Dadson
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Julie Elliot Fernandez
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Suzanna Hext
Jane Macnabb
Maureen Marden
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Robert Powell
Ben Rushgrove
Martin Sinclair
Admiral Sir Jock Slater GCB LVO DL
David Smith OBE
Roger Southam
Jeff Stelling
Alastair Stewart OBE
Sir Richard Stilgoe OBE DL
Alan Titchmarsh MBE DL VMH
HonFSE
The Right Reverend David Williams, Bishop of Basingstoke
Dame Jacqueline Wilson DBE FRSL
Tom Yendell

BANKERS

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ME8 0LS

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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

“My son has flourished since joining Treloar’s, he enjoys the whole college/residential experience, and he has made friendships in his age group.”

Treloar College Parent

Treloar’s

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REGULATOR**

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