

Annual review

For the year ending
31st August 2023



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 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 to a wider audience, sharing our experience and expertise outside Treloar’s for the benefit of more disabled people.



Strategic objectives 2022-2027

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 under-represented 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.

“The specialist staff have enabled me to grow in confidence in all aspects, that I never knew possible. The patience, time and dedication Claire has spent with me, has opened up a world I never knew possible. I know my mum is forever grateful for what Claire has managed to achieve with me. I enjoy using my communication device and sending emails.

In the past year I have enjoyed finding my voice and writing letters to politicians. It was a pleasure to meet Rt Hon Damian Hinds where we talked about the challenges, including the issues we face. Treloar’s is a truly magical place and I look forward to where Sixth Form will take me.”

Ryan
Treloar’s student



Welcome

Dear friend and supporter of Treloar’s,

I never cease to be amazed both by the resilience, progression and success achieved by Treloar’s students and by the dedication, passion, professionalism and kindness shown by its staff. Together these attributes make Treloar’s a very special and unique charity and I am proud to be its Chair.

Treloar’s has once again excelled, leading the way in all its areas of specialism. Our education and care have remained at the highest level, with all areas continuing to be rated ‘Outstanding’ by Ofsted or the CQC. More 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.

Over the year, and thanks to our generous funders, we have not only added to our campus, such as with our Outdoor Learning Centre and refurbished pool, but have taken Treloar’s out into the community. Our community presence has grown this year and included our student led accessibility audits ‘Let Me In’, multiple work placements, community activities and more recently the opening of four new independent living flats in the centre of Alton.

Financially we expected this year to be challenging with inflationary cost pressures and substantial recruitment gaps and so it has proved. Neither of these pressures have gone away. However, by the summer term staffing levels had improved sufficiently to allow us to fill all student places and whilst 2022/23 ended in a deficit, the performance was better than projected with further progress expected next year.

When not thinking of our students, our staff must also address other challenges – most notably that of recruitment, retention and development. We remain very discerning about the staff we employ so as to maintain the values that make Treloar’s so special, and to make sure that staff have the skills necessary to fulfil increasingly complex roles. Our other significant challenge will once again be managing the continued cost pressures faced by ourselves and Local Authorities as the main funders of our students’ education.

Thank you to all who have and continue to contribute so successfully to Treloar’s.

Dr Victor Olisa QPM,
Chair of Trustees





What do parents say?

"I want to take this opportunity to thank each and everyone of you for the amazing work you do everyday to make our son's life so much better in every way possible. You give him dignity, love and hope to face his future. He's so happy at school, you all deserve a medal for your kindness and care. What you guys do makes all our lives as a family so much better."

"What you are doing at Treloar's is awesome and mind-blowing. As well as excellent facilities, you have the best resource - skilled and compassionate people/staff!"

"Our son has had a great start at Treloar's and is obviously loving his time with you. After the minimal school attendance and limited opportunities of the last few years this is such a transformation not only for him but for all of us as a family. We are delighted to see him coming out of his shell day by day and beginning to flourish in the appropriate school environment he has previously lacked. Please could we pass on sincere thanks to everyone involved, and especially his wonderful teacher, classroom assistants and physiotherapist."

About Treloar's

Treloar's is a charity which runs one of the UK's largest specialist education centres for young disabled people to live and learn. Through our school and college, we offer students the opportunity to fully take part in life and achieve their aspirations.

We support around 170 children and young people, aged 4 to 25 years, who come from across the country. All of our students are physically disabled, many with complex clinical needs and a sensory impairment. Our highly specialist staff deliver outstanding education, therapy and care for our students. But we need your support to do so much more.

It is essential that we raise £2million every year, in addition to the funding

we receive from Local Authorities. We must also develop our expert services to support students and disabled people more widely.

Your donations help us keep pace with the increasingly complex medical and care needs of our students and provides them with access to specialist staff, accommodation and equipment to unlock their potential and enable them to live a fulfilling life.

Key facts about our students

100% are wheelchair users

60% are non-verbal or require support from communication aids

40% have a visual impairment

38% have a life-limiting condition

63% have cerebral palsy

10% have muscular dystrophy





Student achievements

Outcomes for school (2023)

- Of the eight school (Key Stage 4 and 5) leavers in July 2023, 88% 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
- Achievement of student targets against their Education and Healthcare Plan (EHCP) outcomes was very high at 91%
- Achievement of academic targets was high – 96% English, 95% maths, 98% personal, social, health and economic education (PSHE)

Employment

Four of the July 2022 leavers had employment as their aim of placement. At their nine month follow up in April 2023, two of these had secured voluntary positions and the remaining two were seeking voluntary work.

Outcomes for college (2023)

- At their 9 month follow up – 80% of our July 2022 leavers had achieved their aim of placement (intended destinations on leaving Treloar's in terms of education, employment and living
- The significant majority of college students met or exceeded their expected progress in their Individual Education Plan Skills domains
- Achievement of student targets against their EHCP outcomes was very high at 93%

Thomas's experience of being at Treloar's

"When I first started at Treloar's I was very nervous and anxious to ask for what I needed. After being at Treloar's a while, it helped me to overcome many obstacles like not relying on just one person, and being good at directing people with my care.

I used to rely just on my mum; after joining I felt more independent like asking for help and finding things out on my own. I was also less nervous to tell my PAs (personal assistants) about what I needed. Treloar's has also helped me with making new friends as there are many students that have similar disabilities as me. I struggled making friends before. I often felt left out. Treloar's has helped me overcome this problem, as I have been able to join clubs and go out on community skills. I'm a college day student so I go home

and come back each day with a taxi. At the moment I'm studying a BTEC in work skills and employability, this is very fun, but a lot of writing and printing work. This gets graded at the end of academic year. We do Maths and English and I want to re-do my Maths GCSE next year.

Every Wednesday I go swimming, normally in the hydro pool as it's quite warm. I really enjoy swimming as it gives me the best exercise for my condition. Thursday, before I go home, I have a physio session where I use the Innowalk standing machine, or the easy stand stander to work my legs. This helps with circulation for my heart and other parts around the body and is very important for my disability.

The impact that Treloar's has had on me means I can be more independent, confident and have good self-esteem. I can do many amazing things, like community skills, attending clubs and having swimming time and overcome the many boundaries that I face every day."





Our donors help us to do so much more!

We are incredibly grateful to all of our donors and supporters for helping us raise over £1.6 million through the year. They are all amazing, and we can't thank them enough for all they do to help our students achieve outstanding outcomes.

We were delighted to return to a full year's programme of events including our Golf Day, Mansion House Gala Dinner, Dummer Fair as well as a special evening at The Old Bailey thanks to Alderman and Sheriff Alastair King DL. Events are really important for Treloar's so a big thanks to everyone who supported, sponsored and attended.

In March, we were delighted to welcome the Lady Mayoress, Alderman and Sheriff Alastair King DL and Sheriff Andrew Marsden for the annual visit by the City of London to Treloar's. The annual visit always provides an opportunity to celebrate the special

relationship Treloar's has with the City of London and the livery movement and showcases all the things which make Treloar's one of the UK's few outstanding specialist schools and colleges in the country.

A big thanks to the 3,500 people playing our weekly TRELOTTERY. Contributions in the year totalled an incredible £190,000 and we also had the first-ever winner of our TRELOTTERY rollover prize – Jan. Here's what Jan had to say about her win:

"I'm happy to be the first winner of the £5,000 TRELOTTERY rollover prize. Treloar's and its students and staff have left a positive impression on me. Playing TRELOTTERY costs less than a cup of coffee, and it's good to know my money is supporting a place where young people are gaining independence."

We were also grateful to East Hampshire District Council for their continued support by pledging funds from the Community Infrastructure Levy to our Electric Bus Appeal. In addition, they contributed to new solar panels through their Green Fund and provided additional bikes for our staff bike pool via a Councillor grant.

Helping our students to thrive

Our donors enable us to do so much more and they help us to provide specialist services and innovative support that makes such a difference to our wonderful, full of potential students.

Thanks to the generosity of donors, during the year we were delighted to complete our new Outdoor Learning Centre classroom, which you can read about on page 12 together with opening fully accessible flats at Rivermead Gardens in the heart of the local community. We were also able to organise activities for students, purchase specialist equipment including a new Innowalk, hoists, baths, iPads and a Neater Eater together with funding essential posts like Therapy, Assistive Technology, Learning Technology, Dieticians and Transition.

Woodlarks trip

In May, donors made it possible for college students to go on a camping trip at Woodlarks. The experience included outdoor activities such as swimming, building campfires, exploring the woodland, toasting marshmallows, and participating in games nights. These experiences help students develop resilience and flexibility for life beyond Treloar's, and we're grateful to the donors who funded the trip.

"The overnight trip allowed me to not just rely on my family to support me. It was my biggest challenge staying overnight as I normally need lots of time to get used to somewhere new."

Oscar



New homes in the community

We were excited to officially open Treloar's Rivermead Gardens flats in Alton, providing accommodation for young adults with physical disabilities. These four flats, located centrally, offer easy access to local amenities, outdoor spaces, volunteering, and work opportunities. Two live-in carer studios contribute to increased independence for those with more acute needs. Funded by Treloar's, the flats address the shortage of affordable, fully accessible housing for physically disabled young adults in the community. Special thanks to the Wolfson Foundation for supporting the inclusion of accessible features in the flats.



Outdoor Learning Centre classroom

Work has now been completed on the new Outdoor Learning classroom. Alongside the greenhouse and sensory garden, the classroom is enhancing the learning opportunities for our students, together with providing a safe space for much needed fun and relaxation.

The new Centre really has transformed our outdoor provision and provides a sanctuary for students to explore and learn, it reinforces that learning does not always have to take place in the classroom. The overall area and greenhouse has been well-used since opening, and throughout the whole year. The wonderful sensory garden provides numerous opportunities for learning and exploring or just enjoying quiet time or reading.

The classroom is an incredible addition to the Centre which will allow the area to be used all year round and in all weathers. The classroom includes hoists that fully cover the whole room, offering many opportunities for our students, who are all wheelchair users, to be out of their chairs and enjoying relaxation or physiotherapy

time. The bi-fold windows open out into the garden, really bringing the outside in.

“It’s pretty amazing. It’s great to look around and I like being in outdoor spaces.” College student Liam

Learning within the Centre very much follows the curriculum and enables class teachers to put functional skills like counting, measuring, depths and months of the year into real life situations. Students will often be reinforcing the work they are undertaking in the classroom in the Outdoor Learning Centre and spending time outdoors is so good for their wellbeing.

We are so grateful to the generosity of our donors who have made this possible.

Treloar’s was first in UK to receive Ability Drive

Thanks to the valuable support of donors, Treloar’s became the first in the UK to receive Ability Drive—ground-breaking technology that makes it possible for students like Luca to drive their wheelchairs for the first time in their lives—all by using their eyes!

Luca is a 22-year-old student with cerebral palsy. After years of unsuccessfully trying to find a way to drive his wheelchair, this new technology gave Luca his first opportunity to experience complete control of moving his wheelchair around.

After his session with his occupational therapist, he couldn’t stop smiling and wanted to show his friends what he could do. Luca used his electronic communication device to tell us that the

Ability Drive is “good”, and that he would like to use it again.

This incredible experience would not have been possible if it hadn’t been for the support from several funders, including Hays Travel Foundation, Cheyne Charity and the Worshipful Company of Wheelwrights. We are excited to work with Luca and other students so they can further develop independent driving skills.



Alex practicing her eye-gaze driving skills



Life-changing journey of Elin

We would like to introduce to you one of our Primary students, Elin, and tell you about the positive difference being at Treloar's has made to her life.

Elin has been coming to Treloar School for four years. She has cerebral palsy, which means she is unable to walk. Elin is unable to stand independently, and when she first came to Treloar's, she was tube fed, was non-verbal and wasn't expected to talk.

"Without Treloar's I wouldn't imagine that she would make so much progress, she wouldn't be able to speak, she wouldn't be able to dress herself, she wouldn't be getting the physio. And I don't think she would be such a confident child as she is now."

Katherine, Elin's class teacher

Our aspiration is that students leave Treloar's as independent as possible, with the ability to communicate with the wider community. To help make this happen, we have a large team of specialists who offer support for a range of different needs, as well as learning, communication and emotional difficulties. Our therapies are interwoven in the day-to-day activities within the curriculum.

As well as her studies, Elin is able to take part in a range of activities each week, including swimming lessons, cookery, outdoor learning, arts, crafts and sensory activities. These are all tailored to her therapy needs, improving her motor skills and

concentration, all of which are really important for children as they are developing.

Katherine explains what the team incorporates into Elin's daily life:

"Elin will be working on targets relating to physiotherapy, occupational therapy, and speech and language therapy. Her wellbeing is paramount to us here, because if she is happy at school, she will be learning."

This is echoed by Elin herself who says: "I love school because I have fun there." The combination of specialist support for Elin has helped her go from being unable to talk, to being one of the chattiest children in class. She is encouraged all the time to use her voice and express herself, and is now even able to eat and drink by herself. This is life-changing for Elin and her family, and none of this could be achieved without the ongoing generosity of our funders. Thank you—you really do help change lives!

We launched a video about Elin, in which you can learn all about the things she gets up to in her day at Treloar's, at our Mansion House Gala Dinner in April.

Scan to watch Elin's story



Meet Reuben, musician, poet and student aiming high

Last year Reuben made a short film about his life and how one conversation led him to Treloar's and a future full of possibilities.

"I'm 19 years old and have cerebral palsy in both legs. My mum raised me and taught me to enjoy life – she made sure I got out and saw the world. I salute my mum. She looked after me while putting up with a lot of politics involved in having a disability. Mum stood up for me when nobody else could.

Whilst I was studying for GCSEs, my mum died. I had no one else.

Some people get mopey, but some get so angry. They can't breathe. They can't think. This is what I did. There was so much anger and rage from the pain of it all.

Music and rapping helped me get the anger out. I did rap battles with friends and rapped to instrumentals on my phone. I'd figure out what I wanted to say with all these emotions I was feeling. I was in a dark place, and it was nice just to sit and write.

But I was lost. I wasn't evolving. So I talked to my local authority about college. They told me about a place in Hampshire that's super inclusive called Treloar's.

"Treloar's allowed me to grow."

I joined Treloar College and moved into Campbell Court, Treloar's community

of self-contained, independent living flats. Now I can be an adult, and people recognise I'm independent. With Treloar's, I have a safety net too.

Perceptions of me because of my chair can make social interactions difficult. And much of my old school wasn't accessible. But Treloar's makes everything even. I started making connections and rapping more and figuring everything out.

I joined a rock and pop music course. Then I joined a band. And I write poems too – I'm a published author!

Through Treloar's, I have community and socialisation. Being here has helped me mentally because I'm able to be me. Just because I'm disabled, I shouldn't have to be in a box.

Treloar's helped me be free and a happy soul. I know what I want to do now. And I've just started a course at the University of Creative Arts, something I never thought possible before finding Treloar's."

"I don't feel alone. That's powerful in its own right."

Scan to watch Reuben's story





“Treloar’s allows my daughter to reach her full potential and she enjoys every day when she is there.”

Parent quote

Treloar’s team offer 49 after school or college activities and clubs



95 students completed work experience placements



“it’s like a home from home”

Student quote

Treloar’s students come from **23 different counties** across the UK



Our specially trained staff administer in excess of **250,000** doses of medication every year

“The staff really care about supporting and looking after each student.”

Parent quote

856 skilled full and part-time staff

11,979 individual training events completed 6,312 in person, 5,667 online



Treloar’s music teachers offer **75 individual one to one music classes every week**

“I enjoy the social aspect and increased independence”

Student quote

“I know my son is happy and well cared for.”

Parent quote



“It is by far the best provision available for my child.”

Parent quote



Our Assistive Technology team handle around **1,700** referrals per year



The catering team cater for 11 different dietary needs **for 170 students**

Financial summary

In 2022/23 Treloar's showed a net deficit of £1.41m (2022: Income £7k), before actuarial gains of £272k, (2022: £3.71m) on a turnover of £27.7m (2022: £26.0m).

Staff recruitment was challenging in the early part of the year mirroring the picture in social care nationally and as a direct result we chose to defer some student start dates. Strong staff recruitment more recently allowed student numbers to bounce back and the average for the year across school and college rose 2 to 166.

Consequently, charitable activity income rose by 7.6% to £25.4m (2022: £23.6m). Donations and legacies decreased by 15.6% to £1.24m (2022: £1.47m), reflecting a difficult fundraising environment. Event income, whilst remaining below historic levels grew as events restarted to £202k (2022: £94k) helping other fundraising activities to nudge upwards to £398k (2022: £296k). Overall fundraising achieved 91% of its £1.8m target.

Although income was up significantly, inflationary pressures pushed expenditure up even more by 9.6% to £28.5m (2022: £26.0m). Salaries and facilities costs were two of the main drivers, both growing faster than expected for when setting prices (in January 2022).

Nearly 40% of the deficit in the year before actuarial gains has resulted from a disappointing investment performance with both portfolios showing losses reflecting difficult equity and bond markets. The 2023 loss of £533k compared to a £47k gain in 2022 which was itself a disappointing year. On a more positive note, further actuarial gains on the Defined Benefit Pension Scheme of £272k (2022: £3.71m) reduced

the negative net movement on the charity's funds to £1.10m.

Balance sheet and cash flow highlights a significant increase in Tangible fixed assets as the Trust continued its investment in the school and college campus including pool refurbishment, the new Outdoor Learning Centre and substantial health and safety improvements and a reduction in net current assets/growth in current liability of £2.33m due to this capital expenditure coupled with the deficit in the year. Net assets at the year end were £29.3m (2022: £30.4m).

General reserves are deemed to be those that are readily realisable less funds whose use is restricted or designated for a particular purpose. Thus the calculation of general reserves excludes property and other fixed assets that continue to be used in the day to day operation of Treloar's 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 rose during the year to £19.7m (2022: £19.5m) because of new building works. Restricted funds £9.84m (2022: £9.90m) represent monies received for a restricted purpose with the vast majority of these funds linked to specific building appeals £9.21m (2022: £8.35m). Endowed funds £1.55m (2022: £1.63m) are made up of the Rossington Fund £878k (2022: £944k) and Billesden Fund £676k (2022: £690k) 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 2022/23 total future obligations reduced by £4.9m to £27.0m and the value of assets fell by £4.4m to £21.1m with most of the fall in asset value associated with instruments designed to hedge future obligations. Overall, the net deficit reduced to £5.84m (2022: £6.41m).

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 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 2023, the General Reserve was £4.00m (2022: £5.78m). This figure is close to 3 months if long term finance is factored in and the Trustees consider this level of general reserves to be adequate at this time.

Where the money came from in 2022/23 (£000s)

Fee income college	15,209
Fee income school	9,821
Donations, legacies and grants	1,235
Lottery and events	398
Other income	303
Independent adult living	364
Investments	249
Outreach services	77
Total	27,656

Where the money was spent in 2022/23 (£000s)

Education	8,656
Residential	13,213
Medical	5,638
Fundraising	592
Lottery and events	217
Other	218
Total	28,534



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You are valued for who you are
This ethos ignites a spark,
For every student who starts,
A clear message that you are amazing as you are.

An extract from a poem about Treloar's by college student Claire

Thank you to our Trustees

Honorary Trustee

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

Trustees

Dr Victor Olisa QPM Chair of Treloar Trust

Alistair Mackintosh BSc MBA
(resigned 10/12/2022)

James Bateson LLB

Cheryl Brewer

Chair of Governors, Treloar School &
College (from 01/09/2023)

Michael Chadwick ACA CTAI

Chair of Governors, Treloar School &
College (resigned 31/08/2023)

David Cook BSc FCIM

Ian Cranna (appointed 26/01/2023)

Anna Galliford BComm ACMA

Rhys Iley (resigned 24/03/2023)

David Matthews JP BSc CA

(appointed 24/05/2023)

Michael Meredith (appointed
07/07/2023, resigned 25/01/2024)

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Udokanma Uzowulu

(resigned 01/03/2023)

Scott Watkin BEM

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