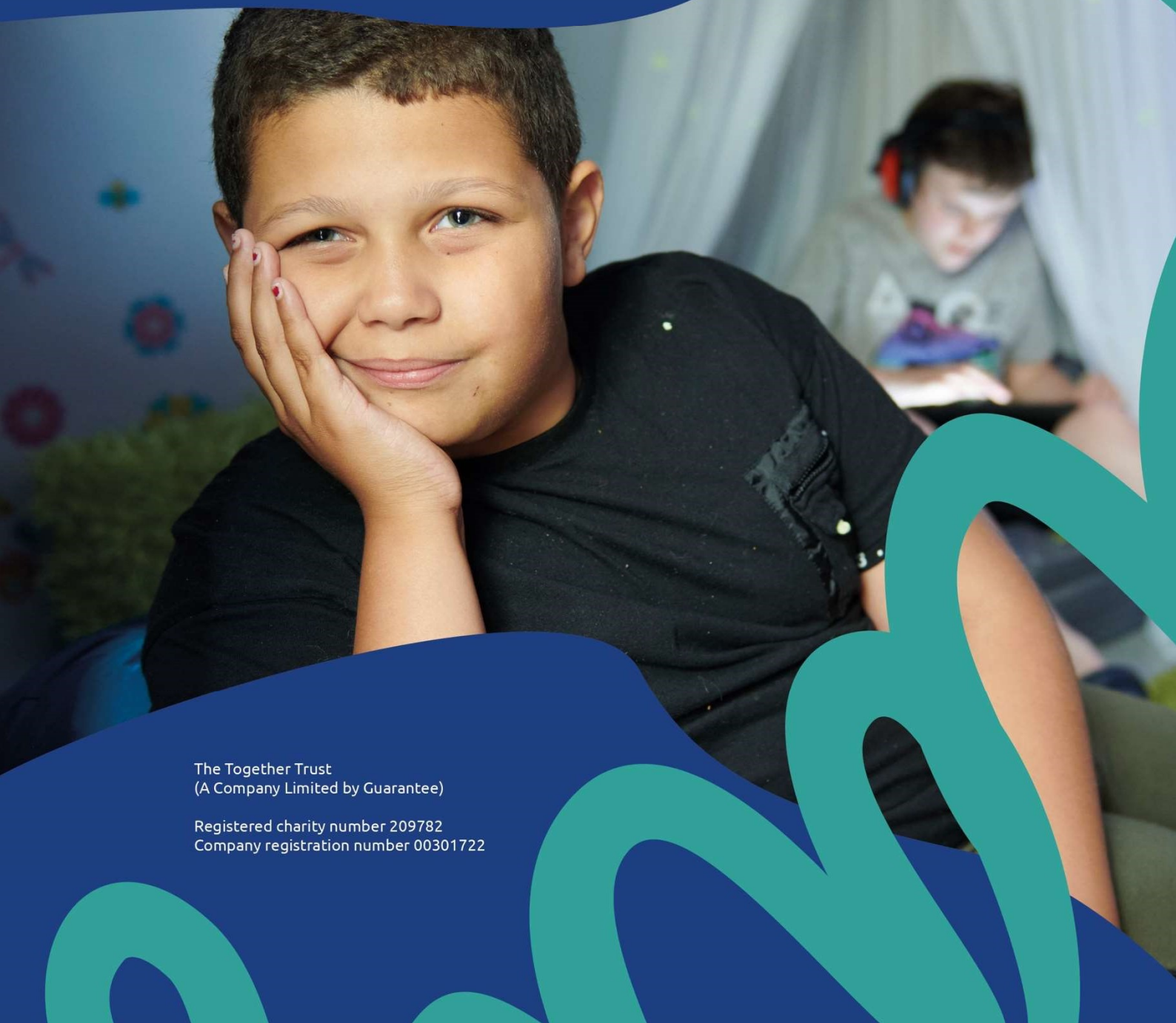




Trustees' report and financial statements

Year ended 31 March 2022



The Together Trust
(A Company Limited by Guarantee)

Registered charity number 209782
Company registration number 00301722

About the Together Trust

We are one of the North West's leading disability charities. We help children, adults, parents, and carers, delivering individual care, support and education to thousands of people each year.

For over 150 years, we have been championing and caring for people with disabilities, autism, and complex health needs. And providing life-changing support for looked-after children and care-experienced people.

Our mission

We are the Together Trust. We're here to champion the rights, needs and ambitions of the people we support – they are at the heart of everything we do. We stand by them, and we work together for change.

Our vision

A society where everyone thrives because they are valued within their communities.

Our values

We will always strive to be:

- **Positive**
We take pride in celebrating the difference we make.
- **Professional**
We act in a fair and respectable way that recognises our collective expertise.
- **Passionate**
We encourage creative ideas and inspire one another.
- **Supportive**
We are considerate and caring towards one another.

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1. Reference and administrative information

Board of Trustees (Non-executive)

Chair

Giles Gaddum

Vice Chair

Lynne Ridsdale

Lead Honorary Treasurer

Anthony Farnworth

Assistant Honorary Treasurer

Ian Johnson

Geoff Durbin
Marcell Edwards
Norah Flood
David Freeston
Maria Greenwood
Jane Grime
Roger Horne
Kirsteen Hughes
Simon Lees-Jones
Nick Lowry
Gani Martins
Tristan Morris
Lyndsey Stark
Helen Stevenson
Jane Walapu

President

Brian Chesworth OBE

Registered Office Together Trust Centre
Schools Hill
Cheadle Cheshire
SK8 1JE

0161 283 4848
enquiries@togethertrust.org.uk
www.togethertrust.org.uk

Trust Leadership Team (Executive)

Chief Executive

Mark Lee

Resource Director

Brian White

Service Director

Jill Sheldrake MBE

Governance & External Affairs Director

Julie Isted

Principal Professional Advisers

Bankers

Barclays Bank PLC
3 Hardman Street
Spinningfields
Manchester
M3 3HF

Investment Managers

Brewin Dolphin Limited
1 The Avenue
Spinningfields Square
Manchester
M3 3AP

Legal Advisers

Trowers & Hamblins LLP
55 Princess Street
Manchester
M2 4EW

Auditor

Deloitte LLP
The Hanover Building
Corporation Street
Manchester
M4 4AH

HR & Health & Safety Advisers

Royal Society for the
Prevention of Accidents
(RoSPA)
RoSPA House
Edgbaston Park
353 Bristol Road
Birmingham
B5 7ST

2. Chair's introduction

On behalf of the Trustees of the Together Trust, who are also Directors of the company for the purposes of the Companies Act 2006, I am pleased to present our annual report for the Together Trust, our progress towards the goals in our Stronger Together Strategic Plan (the Strategic Report), the financial statements and auditor's report for the year ended 31 March 2022. This can be read in conjunction with the Together Trust's Annual Review 2021/22.

Our vision is a society where everyone thrives because they are valued within their communities. The Trust is deeply rooted in its values and aspires to be person-centred in all its plans, practices and behaviours. The complex needs of our beneficiaries mean that the people we support do not often benefit from generic, off-the-shelf solutions but require specialist support that is tailored to their needs. Although during the early stages of 2021/22, the coronavirus pandemic continued to have a significant impact on some of the operations of the Trust, I am pleased to report that the Charity has successfully managed its risks to date, to ensure that we are able to continue to support the people who need our services in a financially sustainable manner.

Today our care, special education, community, and clinical services support over 2,900 children, adults, and families each year. To do this our team of over 800 people, at dozens of sites, put the rights, needs and ambitions of the people we support at the heart of all that they do. We work for the Together Trust because we are passionate about improving the lives of people with disabilities, autism, mental health needs, care leavers and their families.

I am immensely proud of our achievements this year and on behalf of our Board, I would like to extend my heartfelt thanks to our workforce for their dedication and loyalty. More than ever, the essential support our staff, volunteers and donors provide enables our services to adapt and evolve to meet the lifelong changing needs of people and families.



Giles Gaddum
Chair of Trustees



As part of our 150th anniversary celebrations, we unveiled a heritage plaque in July 2021, to mark our very first home – the Night Refuge for Homeless Boys – at 16 Quay Street in Manchester.

3. Charitable objectives, structure, and management

The Together Trust (“the Charity” or “the Company”) is a registered Charity and a company limited by guarantee, which is governed by Articles of Association, last amended on 29 November 2019. The Together Trust serves children, young people, adults, and families whose special needs fall within the areas of emotional, behavioural and social difficulties, physical disabilities, learning disabilities and autism.

The Charity’s objects are:

- (a) To give aid, assistance, and care to those with disabilities or in need, including to children and/or young persons; and
- (b) To promote the education, training and advancement in life of those with disabilities or in need, including that of children and/or young persons.

The Charity’s work reflects the main themes and ideas within Department for Education plans and the direction of current and future adult social care and health provision. The majority of the Trust’s services are based in the North West of England and surrounding areas however, the Charity accepts referrals from all parts of the UK.

The Trust’s Leadership Team (Executive) – Key Management

The Chief Executive is assisted in the day-to-day management of the Charity by three Operational Directors, listed on page 1, who each have responsibility for an area of its activities, resources, performance, and operations.

Statutory and Regulatory

The Together Trust’s subsidiaries, as listed in note 15 to the financial statements, have not traded during the year, have no income and bore no expenditure.

4. Corporate governance

Governance handbooks for Members, Trustees and Governors support the Charity Articles by setting out the policies, procedures and practices the Board and our Governing Bodies will adopt in the fulfilment of their responsibility for the activities of the Trust.

Members

We seek to secure future governance responsibilities by an active subgroup that reports to the Board which is responsible for recruiting new Members of the Charity who may contribute to governance activity in different ways.

The Together Trust is a private company limited by guarantee and currently has 45 registered Members. The interests of the Trust and its Members are aligned with the common purpose of carrying out the objects of the Charity.

The Together Trust holds an AGM every 12 months, which all Members are entitled to attend either personally or by proxy. Corporate Members are entitled to attend general meetings by their authorised representatives. At the time of reporting, the Company has no Corporate Members.

At the time of reporting the Board is considering whether Membership should be reviewed and is taking legal advice in this respect.

There are Conflicts of Interest and Gift in Kind policies in place for Members, Trustees and Governors to manage any actual and perceived conflicts that might arise.

The Board of Trustees (Non-executive)

The Together Trust is shaping a strategic plan to 2025/26, known as 'Stronger Together', to deliver even greater impact for the people and families we support. Our Trustees and Governors have a key role in shaping and influencing this plan. We are also on a journey to improve equality, diversity and inclusion across our governance and leadership structure, our workforce, and our services.

Our plan builds on both existing expertise and commits to new ways of improving how the Charity works. More information about this can be found in Section 8 of this report.

At the time of reporting, a review of governance/regulatory standings for Together Trust education and vocational service delivery is underway as the Trust considers future development to cope with increasing demand for its services.



We believe we will deliver long lasting social impact when our Board and leadership teams better reflect the community of people and families the Trust serves. Improving Board diversity is crucial for us in terms of our values as an organisation. It means we are more effective, make better decisions and is key to effective delivery of our mission.

Twenty-three Trustees served during the financial year from 1 April 2021 to 31 March 2022. The Board embarked on a significant recruitment campaign for Trustees with new skills or lived experience in 2021 and we were able to successfully appoint Jakeb Braden, Geoff Durbin, Marcel Edwards, Jane Grime, Rachel Jones, Gani Martins, Simon Lees-Jones, Nick Lowry, Lyndsey Stark and Jane Walapu during the year.

The following Trustees served during the year:

Roger Bagguley (retired 26 Nov 2021)
Jakeb Braden (appointed 7 Oct 2021; deceased 12 Nov 2021)
Geoff Durbin (appointed 14 Dec 2021)
Marcell Edwards (appointed 22 Feb 2022)
Anthony Farnworth
James Flood (retired 7 Oct 2021)
Norah Flood
David Freeston
Giles Gaddum
Maria Greenwood
Jane Grime (appointed 7 Oct 2021)

Roger Horne
Kirsteen Hughes
Ian Johnson
Rachel Jones (appointed 7 Oct 2021; Retired 19 Feb 2022)
Simon Lees-Jones (appointed 25 Jan 2022)
Nick Lowry (appointed 14 Dec 2021)
Gani Martins (appointed 7 Oct 2021)
Tristan Morris
Lynne Ridsdale
Lyndsey Stark (appointed 7 Oct 2021)
Helen Stevenson
Jane Walapu (appointed 25 Jan 2022)

Giles Gaddum was formally appointed as Chair of Trustees in November 2021, having served as Acting Chair from April 2021.

The Trustees would like to pay tribute to Jakeb Braden who cared deeply about the physical and mental health issues that many care-experienced people of all ages face. It was tragic that he passed away after a short illness in 2021. His lived experience would have been a huge asset to our Board.

The Board would also like to thank Roger Bagguley, Jim Flood and Rachel Jones for their service as Trustees. All 3 Trustees ended their trusteeships during the reporting period. Roger retired after many years' service and made a long-standing impact at both Ashcroft School and Inscape House School where he served as a governor for many years.

The Board holds responsibility for agreeing the strategic direction of the organisation, setting the budgetary framework, and deciding upon major undertakings. Responsibility for the day-to-day operation of the Charity is delegated to the Chief Executive. The Chief Executive reports fully to the Trustees at each Board meeting and to the Chair on a regular basis. This allows the Board to monitor progress in a well informed and incremental manner and to agree any strategic or budgetary adjustments which may become necessary in the year.

Groups that report to the Board

The Trust aims to ensure the Charity's values are reflected in all our work and that the ethos and the culture of the organisation underpin the delivery of all activities. Our special purpose subgroups and school and college governing bodies¹ meet regularly to undertake specific tasks on which they report to the Board to assist its function, decision-making and continued improvement.

School and College Governing Bodies – Each governing body has its own constitution approved by the Board. The Board appoints Trustees to be the Chair and Vice Chair of each governing body.

Trustees who served as a Chair to a Trust education governing body during the reporting period were:-

Ashcroft School – Anthony Farnworth (November 2021 to present), Roger Bagguley (retired November 2021)

Bridge College – Roger Horne

Inscape House School - Giles Gaddum

The Together Trust Fostering Panel - the panel is made up of people with a range of skills, knowledge and experience and includes staff members from the Together Trust fostering agency. Some panel members have a professional background in child or social care, and others have direct experience with the fostering process. Our panel members also have access to legal and medical advice should they need it as well as each other's skills and expertise.

The panel considers fostering applications and makes recommendations about the suitability of applicants. This also includes making recommendations about the number, age range and backgrounds of the children placed with Together Trust foster carers.

Board Subgroups

The Board maintains several Trustee-led, special purpose subgroups that undertake specific tasks which contribute to the Charity's governance and operation to meet the aims within the 'Stronger Together' plan.

During the year, the Board undertook a comprehensive review of its subgroups to ensure their terms of authority and reference were in line with the Charity's new plans. The Board approved revisions to strategic theme responsibilities for each subgroup in May 2022. All subgroups monitor and evaluate relevant KPIs to help drive continuous improvement with focused plans to address areas requiring improvement. The revised subgroup terms also now ensure each area of activity supports the Trust's commitment to social value and improved equity, diversity and inclusion for governance, the workforce, and the people the Charity supports.

Each subgroup receives updates on performance, evaluation, and risk in core areas of operational and infrastructure services at the Charity. The terms for each subgroup reflect the Charity Governance Code.

The Board receives reports, including KPI RAG rated performance from each subgroup in line with the organisation's planning and performance management cycle.

Governance Subgroup – the subgroup meets quarterly to assist the Board to oversee the methods by which the Board, subgroups and governing bodies monitor and share progress to ensure supportive, effective, and inclusive governance. The group is assisted by the EDI Governance Steering Group to ensure the recruitment of Members, Trustees and Governors, their training, responsibilities and the proper arrangements of supervision and appraisal (where relevant) are in place and follow best practice.

The Trust aims to create an environment where divergent views are welcomed, and individuals feel confident sharing their ideas. To achieve this, trust and mutual respect is essential - both between Board members and between the Trustees and the Executive Team and wider workforce.

Refer to Instruments & Articles of Inscape House School, Ashcroft School and Bridge College as laid out in governance handbooks for educational services.

The **EDI Governance Steering Subgroup** reports to the Governance Subgroup and oversees the strategic approach to building a more equitable and diverse organisational governance culture, ensuring equality, diversity and inclusion (EDI) principles are embedded to help deliver the best possible outcomes for the people we support. The group was formed in 2021 to assist Trustee and Governor understanding of systems and culture at the Together Trust. Following successful recruitment of Trustees with EDI expertise in 2021/22, they will be setting context-specific and realistic goals, taking action and monitoring EDI governance performance in the future.

Supporting People Subgroup – the subgroup meets six times a year to ensure the Together Trust is aligned to the needs of the people it supports and commissioners. It also reviews how the Charity continuously improves and addresses the needs of the people who use its services. The group monitors and evaluates all relevant quality improvement and most regulatory activity in services. It oversees participation, co-production and customer engagement, aiming to create accessible and regular programmes of effective communication, impact and social value reporting to our external stakeholders. It oversees campaigns, advocacy and participation and external accreditation of customer relationship standards, including Investor in Customers, ensuring results are acted upon effectively.

The subgroup also ensures that the Charity’s complaints policy is transparent, well-publicised and effective, and that complaints are handled constructively, impartially and dealt with following a pre-agreed timeline.

Finance and Audit Subgroup – the subgroup meets six times a year to inform the Honorary Treasurers and the Chair of Trustees of the financial position and performance of the Charity and the operational detail behind the management accounts that are presented at each Board meeting. It oversees the annual budget process and any special issues with financial implications that are to be reported to the Board.

The subgroup also reviews funding strategy, growth plans and matters in respect of the Charity’s pension schemes. It ensures that third party partners and suppliers are procured in line with policy and the Trust conducts its business in a commercially responsible way to achieve maximum positive impact for communities, people and the environment.

Human Resources and Organisational Development Subgroup – the subgroup meets regularly to ensure that the Trust is able to attract, retain, and motivate the highest calibre of staff to deliver value for money for the Charity’s beneficiaries in line with strategic objectives and financial parameters. The subgroup assists the Board to oversee the approach to an effective People Strategy including fair pay and reward.

The group ensures our staff have clear learning and development opportunities and supports staff with the day-to-day challenges they face, in work and outside. We know that the Trust can be a challenging working environment and resilience is important for us all. The group ensures effective staff engagement and that the outcomes from staff surveys are received and acted upon.

The group oversees the Charity’s approach to workforce equality, diversity and inclusion, effective engagement with and development of the Staff Council and ensures safer recruitment procedures operate effectively.

The subgroup also ensures that the Charity can attract, retain and motivate high levels of volunteers and oversees external accreditation of HR/training-related standards including Investors in People.



Staff member, Ian Riley clocked up an amazing 30 years of service with the Together Trust in 2022.

Ian said *“It doesn’t feel like 30 years at all – the time has gone so quickly, and I feel like I have had many different jobs during this time - all as part of the Together Trust! ... The Trust has given me all the training, qualifications and support necessary to do my job, and I always tell people that if you are hard-working, there will always be opportunities”*.

Safeguarding Scrutiny Subgroup – the subgroup has lead responsibility for effective governance of safeguarding at the Trust. This is achieved by scrutiny of operational actions and quality assurance of safeguarding standards and processes at the Charity. The day-to-day operational safeguarding responsibility is held with the designated safeguarding officer for the Trust who is also the Service Director.

The subgroup scrutinises leadership activity in respect of adherence to adopted safeguarding policies and procedures, is informed of safeguarding incidences at the Trust and scrutinises the management of risk. It ensures safeguarding policies at the Together Trust comply with local and national safeguarding standards. The subgroup maintains an overview of key performance indicators. The group works with the Safeguarding Learning & Development Forum, which reports directly into the subgroup.

Health and Safety, Risk and Environment Subgroup – this subgroup ensures that appropriate health and safety processes are in place to ensure a safe working environment which meets all legal requirements, including consultation arrangements. It ensures business continuity plans are reviewed regularly and agrees and monitors an organisational approach to environmental impact.

The subgroup also oversees the development of the Trust's property portfolio and ensures that it is fit for purpose, including compliance with the Disability Discrimination Act (DDA), and monitors the effectiveness of the Charity's approach to risk management.

Health and Safety Committee is made up of representatives from across the Charity who meet on a regular basis to promote efficient health and safety policies and methods across all areas. The Together Trust is a registered member of the Contractors Health and Safety Scheme under which its health and safety practice is reviewed each year. The Charity also subscribes to the Royal Society for the Prevention of Accidents (RoSPA), for external guidance and advice where required.

Digital Transformation Subgroup – the subgroup meets quarterly to oversee how technology can reach and support our workforce and the people we support with the aim of delivering practical, efficient and cost-effective solutions. It oversees how the Charity creates a culture in which digital can flourish and the accountabilities for digital development within the Charity ensuring that, where possible, digital is an integral part of business design.

We take a digital-led approach, and our aim is to share learning to enable our workforce and the people we support to:

- Develop the right skills required to use technology effectively and safely
- Make it easier to communicate with the Trust
- Explore how technology can encourage independence and wellbeing
- Ensure effective information management and compliance reporting including GDPR

Service Visitor Subgroups – a programme of visits aims to ensure that all the Together Trust operations and central support services will be visited by Trustees at least once in each financial year. This enables Trustees to broaden their knowledge and awareness of issues relating to the activities of the workforce and for the people who use the Charity's services. The aim is to promote positive working relationships between Trustees and our workforce. In order to ensure the strong link between Trustees and service delivery was maintained during COVID-19 restrictions, service visits took place on-line with Trustees meeting staff teams virtually in line with risk assessments.

5. Section 172 statement

This section of the Report describes how the Directors have had regard to the matters set out in section 172(1) (a) to (f), and forms the Directors' statement required under section 414CZA, of the Companies Act 2006.

The Directors recognise that the long-term success of the Together Trust is dependent on having regard to the interests of its stakeholders. As a registered Charity, the Directors' responsibility also extends to ensuring that the affairs and objectives of the Together Trust are managed in a way that enhances public trust and support. The Board has identified and documented its stakeholders in the Together Trust's Stronger Together Strategic Plan. Key stakeholders include the people we support, their families, carers, commissioners, our workforce and our regulators.

Our 2021 annual review describes our impact, is available on the Trust's website and can be downloaded [here](#). Our 2022 annual review will be published in December 2022.



“Knowledgeable, caring, friendly staff with excellent understanding of children with additional needs as individuals.”

Residential short break services - family feedback Investor in Customers.
October 2021

Beneficiaries

The Board recognises the importance of engaging with stakeholders, understanding their views and interests in order to be successful over the long term. Dialogue with stakeholders can help the Board to understand significant changes in the landscape, help inform future developments and trends, and develop strategy that is aligned with stakeholder interests.

The Charity works tirelessly towards a brighter future for the people we support and their families and to build communities where everyone feels valued and can thrive. The people we support tell us that they face daily discrimination, hardship and barriers in their lives. Things must change. Every day, we listen and learn from the people we support so we can work together for change. We take a proactive approach to helping the people we support to influence local, regional and national policy. We also work closely with national organisations such as the Disabled Children’s Partnership and Children England to help the people we support to influence future policy and provision.

The Board actively engages with its beneficiaries, both informally and formally, in order to understand the impact of its charitable activities and the interests of its beneficiaries. In 2021 the Together Trust was granted the highest award possible for its customer service and relationship management following an independent assessment by Investor in Customers (IIC). IIC registered the Charity as having ‘exceptional’ customer service levels and awarded the Charity gold status across all four IIC principles. The independent assessment of excellence in the field of customer service and customer relationships is based on internal and external perceptions of the customer experience. The Trust was first awarded this standard in 2017 and has retained the gold standard since that time.

The Supporting People subgroup described on page 6, reports directly to the Board and has responsibility for overseeing and advising Trustees to ensure the Together Trust is aligned to the needs of its customers and commissioners. The subgroup reviews how the Charity continuously improves and addresses the needs of the people and families who use its services

The Charity has begun work to formalise a participation strategy and is listening closely to the people we support about the issues that affect them inside and outside of the Trust. Our aim in this area is to be a trusted partner to the people we support and empower people to make positive progress to influence our service development, campaigns, future policy and provision.

During the reporting period we have worked across a range of policy areas (children in care and care leavers, SEND reforms, mental health), with the aim of making sure that stakeholders understand the Government’s proposals and have the ability to feedback their views. More information about this can be found on page 14 of this report.

Workforce and Workforce Engagement

The Charity takes great pride in its workforce on whom it depends for the delivery of its charitable objectives.

During the year the Together Trust employed an average of 821 people in the fields of care, education, community, clinical, management and infrastructure support. After the period covered by this report, in June 2022, the Trust became a Real Living Wage employer.

The Charity’s pay and reward structure follows a Job Family Model which aims to set out pay and reward in an equal, fair and consistent manner, and at a level to recruit and retain the necessary calibre of staff. Each job family contains different levels, each reflecting different job outputs, skills, knowledge, and experience. However, the essential nature of the activities carried out and the basic skills used are similar. The number of levels varies for each job family, depending on the scope and range of responsibilities.

The Trust makes substantial provision for the qualification, training and development of its staff and volunteers. It offers a wide variety of learning and development opportunities to support organisational, team

and individual development linked to achieving the very best outcomes for the people we support. The Charity is committed to working with all colleagues to support their development needs and provides a variety of learning and development events, training and role specific qualifications.

The Charity's workforce can access an employee assistance service which is a free and confidential support programme to help support staff and volunteers in many aspects of their lives, in and out of the workplace. The Trust is committed to improving the health and wellbeing of its workforce and continues to champion a number of mental health and wellbeing initiatives to enable staff to feel supported both at work and at home. With over 40 mental health first aiders in our workforce, they offer initial support for mental health and wellbeing through non-judgemental listening and guidance. All members of the workforce are also able to self-refer for support from Able Futures, who give guidance from a mental health specialist to help staff learn coping mechanisms, build resilience, access therapy or work with the Charity to make adjustments to help mental health at work.

The Teachers' Pension Scheme is recognised for eligible employees and all other staff may join a defined contribution pension scheme, which is available to them from the commencement of their employment.

The Charity is aware of its responsibilities in accordance with statutory legislation and all relevant appointments are subject to satisfactory references, Independent Safeguarding Authority (ISA), Disclosure and Barring Services (DBS) checks and overseas checks.

Investing in people

The Trust first achieved the Investors in People (IIP) standard in March 2001 and opted for its seventh review in spring 2021. This was first time the Trust was assessed at 'beyond the standard' and it achieved the prestigious 'Gold' award. The Trust regarded the IIP standard as an effective way to improve practices, measure performance and gain accreditation to demonstrate excellence in its particular field. Therefore, the IIP framework was used, and is continuing to be used, as a key part of its developing people strategy, aimed specifically at improving its competitive positioning in the specific sector.

“Continuous improvement, training and personal development are fundamental to the Together Trust, as they believe they are essential to the future well-being of its business.”

Investors in People, Feedback Report
May 2021

The Charity is committed to eliminating discrimination and to treating all individuals fairly in all aspects of its work. The Trust promotes the employment of disabled people through its Equality and Diversity & Disclosure of Disability policies that support equality of opportunity in the recruitment, employment and retention of staff and volunteers, including access to training and promotion. The Charity ensures that EDI is at the forefront of all service delivery and workforce support. Our aim is for long-lasting change that sees EDI become part of the Trust's DNA.

The Trust is committed to improving Equality, Diversity and Inclusion engagement plans for its workforce and the people it supports.

Volunteering

A three-year volunteering strategy was agreed in autumn 2020. The Charity aims to have an effective and inclusive volunteering programme that delivers tangible and valuable outcomes for our beneficiaries, supporting the delivery of the Charity's Stronger Together Plan. Sixty volunteers have supported the Trust over the past year. From governance, education, residential services and community services to support roles including fundraising, communications and organisational development.

Our annual volunteering report highlights that, over the period April 2021 - March 2022, our regular volunteers (not including Governors or Trustees) gave more than 1,300 hours of their precious time to help the Trust.

“I chose the Together Trust because it had a range of different services to support individuals ... I love working with disabled young people because they all learn and behave in unique ways.”

Rachel Cartin
Volunteer Literary Assistant

Their contribution equates to over £12,000 when valued in terms of the national living wage. In addition, 149 hours of time was logged by volunteers helping at our events.

Effective workforce engagement

A Human Resources and Organisational Development Subgroup reports direct to the Board and oversees effective workforce engagement and that the outcomes from staff and volunteer surveys are received and acted upon. This group also oversees the organisation's approach to workforce equity, diversity and inclusion and monitors and evaluates all relevant KPIs with focused plans to address areas requiring improvement. More information about the work of this subgroup can be found on page 6 of this report.

The Trust seeks to listen, understand and act upon our staff views through the Staff Council. The Staff Council is an elected group of colleagues from across all our services who meet on a quarterly basis. As a consultative body for employees, the Trust has extended and is strengthening the Staff Council's role to ensure that, as strategy is developed and plans are implemented, Staff Council representatives help to communicate and engage better with our workforce. They review how successfully initiatives have been delivered. The meetings are chaired by the Chief Executive and have Trustee attendance.

Suppliers

The Trust recognises its responsibility to ensure its charitable business activities are undertaken in accordance with regulatory requirements and best practice. The Trust's procurement policy has been developed to help the Trust achieve best value in the use of limited resources to support the Trust in achieving its overall aims and objectives. It also supports addressing the requirements of the Charity Governance Code and the 2010 Bribery Act by emphasising the responsibility of all staff involved to conduct procurement legally and ethically, as well as securing value for money.

All procurement activity adheres to the following key principles:

- transparency – clear procedures to be followed and evidence of adherence retained for audit
- equal treatment – for all potential suppliers to ensure a level playing field, no favouritism and to ensure best value is obtained
- wherever possible we endeavour to source potential suppliers from the local area where this can be justified in terms of best value and/or social value
- suppliers will be required to follow Trust safeguarding standards where applicable

The Trust also measures and reports on its supplier payment practices to Trustees on a regular basis.

Wider Community and Environment

The Board is focused on its long-term and strategic charitable aims as set out in the Stronger Together Plan described on pages 13 to 17 of this report. One of the aims of a new Health and Safety, Risk and Environment Subgroup, created in 2021, is to agree and monitor an organisational approach to environmental impact. This group will also oversee the development of the Trust's property portfolio to ensure that it is fit for purpose. The group monitors the effectiveness of the Charity's approach to risk management (including the annual risk register). The group also monitors and evaluates all relevant KPIs to help address areas requiring improvement.

The Board recognises the importance of open and honest dialogue with Regulators who include Ofsted and the Care Quality Commission. As a registered Charity the Together Trust is regulated by the Charity Commission. The Board receive regular updates on legal, regulatory and compliance matters when it meets six times a year. Board subgroups receive more frequent updates in line with their specialisms, as set out on pages 5 to 7 of this report.

Measuring, managing and reporting the Together Trust's social value

During the year, the Together Trust has taken a more strategic approach to the implementation of social value measurement and reporting, both as an organisation and through its contracts, which measure and report our overall social footprint. The Charity is already delivering social value however, it needs to improve data capture and reporting to its stakeholders to improve impact, evidence social value delivery and support it in developing a stronger and more robust approach to bidding. During 2022/23 the Charity will be aiming to demonstrate its contribution effectively and establish a structured process for target setting, measurement and contract management of the social, economic and environmental impacts of each project from bidding, project management to completion. National Themes, Outcomes and Measures (TOMs) social value framework tools will be adopted during 2022/23.

Monitoring Progress

The Board monitors progress against strategic aims in the Stronger Together Plan by measuring key performance indicators relating to specific areas of the Charity’s operations and support services. Each Board subgroup, described on pages 5 to 7 of this report, receives KPIs relating to their specialist area either monthly or quarterly.

Stronger Together Scorecard Themes



More information about the measures and results can be found on pages 13 to 17 of this report.

6. Strategic achievements and performance

In the year to 31 March 2022, the Together Trust provided over 50 social care, special education, community and family support services to over 2,900 children, young people, vulnerable adults and families, whose special needs fall within the areas of emotional, behavioural and social difficulties, physical disabilities, learning difficulties and autistic spectrum disorders. Like many other charities, demand for the majority of the Trust's services continues to grow. Throughout the period of the report, several services reduced or temporarily closed because of the impact of the COVID-19 pandemic however, all have now returned to operation.

In the main, the Trust's services were carried out on behalf of local authorities, public sector bodies and service users in the North West of England and surrounding areas including Staffordshire and the West Midlands. All Special Educational Services are Ofsted regulated. Residential Care Services, along with Domiciliary Care and Community Support Services, are regulated by either the Office for Standards in Education (Ofsted) or the Care Quality Commission (CQC).

During the reporting period the Together Trust's services were:

Special Educational Services

Inscape House School – a non-maintained special school that meets the needs of children and young people, aged 5 to 19 years, with autism spectrum conditions and related social communication difficulties. The school also runs its own café as a social enterprise.

Bridge College – a specialist Further Education Day college that supports students up to 25 years with learning difficulties and disabilities, complex needs, communication disorders and autism.

Ashcroft School - an independent special school catering for children and young people, aged 8 to 18 years, who have struggled to cope in other settings because of their individual barriers to learning. Ashcroft also offers Pupil Referral Unit (PRU) services, vocational learning for 14- to 19-year-olds and operates Ashcroft College which support students, aged 14 to 16 years, who may have been excluded or are close to being excluded from mainstream education.

Social Care Services – Residential Care Services

12 Ofsted registered homes for children and young people including:

- 1 short break/overnight respite service for young people with autism/learning disabilities
- 1 short break/overnight respite service for young people with physical disabilities and/or learning disabilities
- 2 shared care service provisions for young people with autism/learning disabilities
- 2 emergency provisions
- 5 mainstream Emotional and Behavioural Difficulties (EBD) provisions
- 2 therapeutic services for young people with complex autism/learning disabilities
- 1 home for disabled adults with complex health needs (CQC registered)

Social Care Services - Domiciliary Care and Community Support Services

- 6 supported living services for adults with complex needs
- Outreach support for adults, children and young people with disabilities/autism (serviced closed December 2021)
- Weekend club for young people with complex needs in Stockport (opened in January 2022)
- Evening youth activity clubs for young people with disabilities/autism in Stockport
- The Hub at the Humphrey Booth Centre in Ordsall, Salford – a community space for the people of Salford
- A learning support service based at Bolton College, supporting students, aged 16 to 26 years, with complex needs and/ or disabilities
- Adult day services at Newbridge and SK30+ centres in Stockport
- Specialist Positive Behaviour Support Services in Stockport and Salford
- SEND mediation and dispute resolution services in Blackburn with Darwen, Bolton, Cheshire East, Cheshire West & Chester, Manchester, Oldham, Salford, St Helens, Stoke on Trent and Telford and Wrekin.
- SEND Information and Advice Service in Stockport

Social Care Services - Clinical services

Together Trust multi-disciplinary teams work in mainstream and SEND schools and colleges providing:

- Observation, assessment, individual and group interventions
- Support to update and deliver on Education and Healthcare Plan (EHCP) recommendations
- Staff coaching and training
- Sleep support (Trafford and Rochdale, and Children in Need funded services in the wider area)

Our activity and key performance indicator (KPI) results in 2021/22

During the year, the Charity renewed its commitment to its strategic plan, known as Stronger Together, which has been updated to 2025/26. The plan builds on both existing expertise and commits to innovative ways of improving how the Charity works. More information about this can be found in Section 8 of this report.

However, for the period 2021/22, the Charity continued to deliver results against four key strategic goals, set originally in 2017/18, as set out on the following pages.

Stronger Together Aim 1

Deliver high quality, person-centred, effective and cost-efficient services to vulnerable individuals and families. Our integrated services adapt and evolve to meet the lifelong changing needs of individuals. We work in partnership to achieve the very best outcomes possible for the individuals we support.

Our progress in 2021/22

With creative and flexible support thanks to its workforce, the Trust continued to operate in most service areas despite COVID-19 restrictions which continued into 2021/22. A number of Education, Clinical, Community and Mediation and Disagreement Resolution services were delivered virtually providing families and young people with the opportunity to receive continuity of support. Virtual service delivery was successful in most settings and has continued into 2022.

Referrals for the majority of Trust services continued to remain high. The Charity continues to invest in supporting and recruiting foster carers to meet increased demand for foster placements. Many of the young people we support in children's homes benefit from long term placement stability. This remains a good indicator for the outcomes for young people in the Charity's care, as is their attendance in full-time education. The Trust supports national and local campaigns aimed at improving the longevity of residential placements for children that reach 16+ and encourage and support young people to remain in care until they reach 18+. Many young people in our foster care also benefit from long term placement stability and we are actively looking at how we can continue to provide a consistent level of support to our cohort of care leavers.

The people we support continue to benefit from grants from funders who help to provide additional family support services, including grant funding for improving physical activity and autism sleep support. Grant delivery thanks to funding from Youth Music and the National Lottery was extended into 2021/22 with the permission of funders due to pandemic restrictions.

Despite the challenges our students faced as pandemic restrictions continued in the 2020/21 academic year, students were able to produce excellent award results, thanks to the dedication and support of our workforce. A clinical quality and governance framework was implemented, and service level agreements were introduced in clinical services. A project to redevelop Newbridge in Stockport, and its services for people with individual and often complex needs, was approved by the Board in April 2019. The expansion of this Stockport service was delayed as a result of the pandemic, but improvements have begun and will hopefully be part-funded by a fundraising appeal during 2022/23 and 2023/24. As COVID guidelines were relaxed in spring 2021 many of the people we support were able to return to Newbridge and SK30+ in a planned and supported manner.

At 30 June 2022 all Trust services were graded Good or Outstanding by Ofsted/CQC. All of the Charity's CQC and Ofsted educational inspection reports are available as a download from www.togethertrust.org.uk

Occupancy levels	31 March 2022	(31 March 2021)
Community services	78%	(35%)*
Residential services	86%	(78%)
Fostered children in placement	100%	(100%)

Occupancy levels returned to pre-pandemic levels especially in community services once lockdown restrictions eased and young people and adults were able to safely return to services.

*The Trust continued to adapt its service provision safely as a result of COVID-19 guidelines and risk management. In some cases, this meant service provision was temporarily closed. The Government's furlough scheme was utilised most notably in a number of community services, as demand for specialist provision reduced as a result of the pandemic. Our services worked closely with the people we support, their families and local authorities to re-open provision when it was safe to do so, and the majority of furloughed staff were eventually able to return to work as Government guidelines were eased.

Stronger Together Aim 2

Be a trusted partner to the individuals we support. Our personalised services enable people to make positive progress. Together, we support individuals who use our services to help them influence future policy and provision.

Our progress in 2021/22

During the year the Trust won the Business of the Year (over 20 employees) at the Greater Manchester Business Awards 2021 for its resilience and care of people during the pandemic.



Since the Independent Review of Children's Social Care began in March 2021, we have campaigned to ensure the views of the people we support are represented and amplified through our involvement with Alliance for Children in Care and Care Leavers and heard in our response to the case for change.

Further resources were allocated to the development of participation and co-production for the organisation, and to help the people we support change government policy and future development and practice at the Trust. More information about this can be found on page 6 of this report.

We campaign based on the feedback from the people we support, and their families, about what matters to them and from their perspective what good looks like. We have begun work to improve participation and co-production in many aspects of the Trust's work and to ensure that staff have the skills to do this well.

and policy priorities are:

- Improved outcomes for care leavers
- Improved mental health support for young people

As a result of research our current campaigns

- Greater employment and opportunity for people with disabilities
- Better support for young people who are transitioning services

Investor in Customers (IIC) registered the Charity as having 'exceptional' customer service levels and awarded the Trust gold status across all four of its principles in 2021. The independent assessment of excellence in the field of customer service, and customer relationships, is based on internal and external perceptions of customers and staff. The Trust has retained this standard since 2017.

A number of partnerships continued in 2021/22 including:

- An agreement with the National Youth Theatre and the Trust to deliver creative work with NYT practitioners and students.
- An agreement between the UK Innovation Agency, the Trust and LuxAI which aims to support behaviours for students with autism at Bridge College and Inscape House School
- Association of Colleges support at Bridge College to improve careers advice in collaboration with other local providers, mental health initiatives and technical innovation.
- A collaboration with 42nd Street to delivery LGBTQ+ learning opportunities with learners
- Manchester City Football Club's support of the Trust's achievement awards
- Manchester United Football Club Foundation accreditation at Inscape House School. A copy of the impact report for this partnership is available on request.

For latest news and developments at the Together Trust visit our [website](http://www.togethertrust.org.uk) www.togethertrust.org.uk

Investor in Customers biennial accreditation results (December 2021):

90.4% of respondents agree that the Trust's staff provide a consistently high-quality service and good support.

90.9% of respondents view the Trust as a trusted service provider.

84.8% of respondents said that the Trust focuses on putting customer and individuals who use our services first.

The Trust retained its Investor in Customers 'Gold' accreditation for the third time in 2021. Refer to page 11 for further information.

Stronger Together Aim 3

Grow, develop and expand our reach as a provider of choice to maximise our impact and ensure that we can sustain our future as an organisation. We develop integrated pathway services and will grow organically and sustainably to meet the changing needs of the individuals we support and funders' requirements.

Our progress in 2021/22

During the year, the Together Trust won new contracts and joined or reconfirmed its position on the following frameworks:

- Manchester City Council: Short Breaks Support for Children & Young People Flexible Purchasing System – 10 years from August 2021
- Manchester City Council: Manchester Secondary PRU / Key Stage 4 Alternative Education – 1 year re-award from September 2021
- Manchester City Council: Management and operation of Residential Care Service – 5 years from December 2021
- St Helen's MBC: Mediation & Disagreement Resolution Service – 3 years from December 2021
- Trafford MBC: 'Sleep Tight' Sleep Management Service – 1 year contract re-award from July 2021
- Lancashire County Council: Fostering Framework Agreement – 1 year from August 2021
- Stockport MBC: Short Breaks Grant – 1 year from April 2022
- Manchester City Council: Alternative Education Flexible Purchasing System – 10 years from June 2022

- Lancashire County Council: Fostering Agency Placements Agreement covering Lancashire, Blackburn, Cumbria, Blackpool – 10 years from May 2022
- Heywood, Rochdale & Middleton Clinical Commissioning Group: Sleep Tight' Sleep Management Service – 3 years contract re-award from April 2022.

During the year significant investment was made in IT/digital budgets to upgrade equipment and improve digital platforms for the people we support and our workforce. Migration to cloud storage continues across Trust settings. CPOMS (Child Protection Online Monitoring) has been introduced in key and will be rolled out further if initial use is effective. Work has begun to improve CRM systems and centralise referrals. A programme board governance framework has also been recently introduced to improve project management and reporting.

Togethernet, the staff portal, has been significantly redeveloped to improve access to information.

Income rose to £32.57m during the year (2021/21 £30.69m). Fundraising team income was £139,000 in donations and a further £95,000 from grant applications giving a total income generated of £234,000 (2020/21 £290,000). As the pandemic continued to have an adverse impact on some service developments, work to finalise two key developments was postponed thus delaying the launch of a capital appeal for funds into 2022/23.

The Trust continued to deliver awareness of its heritage and archive thanks to funding from the National Lottery Heritage Fund in 2021, enabling it to plan a number of learning and participation heritage-themed events for volunteers, young people and the wider community during 2020/21 and into 2022. The grant, to mark the Trust's 150th anniversary, was delivered differently due to the impact of COVID-19 restrictions. In agreement with the National Lottery, completion of this work was achieved in summer 2022.

The grant delivery culminated with an exhibition of the Charity's heritage at Manchester Central Library in spring 2022. Our 150th heritage activity can be viewed by visiting <https://www.togethertrust.org.uk/150>

Stronger Together Aim 4

We aim to attract and retain a skilled and motivated workforce who are treated equitably and fairly and have clear learning and development opportunities.

Our workforce is dedicated to helping those in need, work collaboratively and live our values. We listen to our workforce and work with our Staff Council to ensure effective engagement.

Our progress in 2021/22

During 2021/22 the Together Trust continued to focus on its people strategy. The Charity is committed to a transparent system for pay and reward in order to attract and retain staff.

The Charity published its latest gender pay report in April 2022. A copy of this can be downloaded from: <https://www.togethertrust.org.uk/Charity-information>

The Trust continues to invest heavily in its learning and development programme, giving staff the opportunity to develop their skills and providing them with opportunities to progress within the Charity. It was awarded Investors in People Gold in May 2021. More information about workforce development can be found on page 8 of this report.

An attraction strategy was introduced to help secure appropriate staffing levels in services. Investment has been made in an employee referral app and a specialist recruitment agency for care vacancies.

Approximately, 60 volunteers are in a variety of roles from trustees and governors to reading supporters and musicians. Where possible, volunteering outcomes have been tracked for the services supported and for the



Staff members from across the Together Trust volunteered to get involved in the Equality Marches during Manchester Pride Festival. August 2022

volunteers themselves. You can read more about our volunteers on page 9 of this report.

The Trust is committed to improving the health and wellbeing of its workforce and, during the year, championed a number of mental health and wellbeing initiatives to enable staff to feel supported both at work and home. With over 60 mental health first aiders in the workforce, they offer initial support for mental health and wellbeing through non-judgemental listening and guidance.

As at 31 March 2022:

Staff retention:	78%	(2021	90%)
Staff attendance:	95%	(2021	95%)
Staff turnover:	7%	(2021	3%)

During the COVID pandemic staff turnover reduced and retention increased as staff nationally tended to remain in their current jobs due to the high level of uncertainty around the impact of the pandemic on jobs.

Further information about the Together Trust's impact can be found in The Together Trust's Annual Review 2021/22. A copy of our latest Annual Review will be available from December 2022 and can be downloaded from: <https://www.togethertrust.org.uk/Charity-information>

Energy Usage and Sustainability

The information and data to calculate energy usage in 2021/22 is taken from meter readings for gas and electricity and from fuel card readings for the Trust fleet of vehicles. Mileage claims have been used to calculate the 'grey' fleet. All fuel conversions to kWh and CO₂ emissions data have been calculated in line with UK Government environmental reporting guidance, using UK Government GHG conversion factors for company reporting.

The Total Energy Consumption (TEC) in 2021/22 amounts to 4,976,000 kWh (2020/21 3,690,000kWh) resulting in carbon emissions of 716 tonnes of carbon dioxide (2020/21 571). The annual quantity of emissions resulting from our transport activities, including the grey fleet, and the use of gas was 673 tonnes of carbon dioxide (2020/21 554). Electricity usage accounted for 43.3 tonnes of carbon dioxide(2020/21 16.4 tonnes).

For information, the annual emissions from the Trust central site, including Inscape and Ashcroft schools and the central office (but excluding transport), amounted to 196 tonnes of carbon dioxide being 27.4% of the total emissions (2020/21 179 tonnes accounting for 31.4%). Transport in total accounted for 25% of carbon emissions (2020/21 22.4%). The increase in the environmental impact of the Trust's energy usage is due to the fact that in 2020/21, during the period of the COVID pandemic. The Trust's educational facilities were operating at reduced capacity and the Trust's vehicles and grey fleet were not used to the same extent as in previous years, as some services were largely closed and more staff were working from home.

The Trust is investing in an Environmental and Sustainability Manager to identify opportunities for continuous environmental improvement and implement programmes to deliver these to reduce the environmental impact of Trust activities.

7. Financial review

As the Trust continues to manage the effects of the COVID pandemic it has reported another good year financially with increased income, however net income for the year has seen a small decrease. While the majority of the Trust income is from local authority fees for education and care services provided, it is noted that authorities face significant funding gaps and the financial outlook for the sector is concerning, which indicates a premium being put on continuing to provide services which represent good value for money to local authorities in the future.

a) Income

In 2021/22 the Together Trust has seen its income increase by £1.88m from £30.69m to £32.57m with the main increase being in social care services where income increased by £1.32m due to fee increases and increased service provision following COVID reductions in 2020/21. Education and Other services (which is mainly our fostering service), saw increases in income of £0.22m and £0.28m respectively largely due to fee increases in Education and a marginal growth in fostered young people.

Social care services made a small surplus of £0.07m on income of £14.3m (2021 a deficit of £0.04m on income of £13.0m). Education services made a surplus of £0.92m on a turnover of £15.57m (2021 a surplus of £1.05m on income of £15.35m), while other services (fostering) made a surplus of £0.27m on income of £2.43m (2021 a surplus of £83,000 on income of £2.14m).

The Charity's services are essential for those who we support and the majority of people who receive our services require a funding decision from the responsible local authority or other such public agency. The majority of fees are received for services to individuals, although some services are purchased on a block contract basis by local authorities who wish to ensure they have guaranteed access to the Charity as their provider of choice. The Charity is also in a variety of partnership arrangements with a number of local authorities, although more recent new business has been awarded via formal tender processes.

i) Income

	2022 £'m	2022 %	2021 £'m	2021 %
Donations - Voluntary Income & Fundraising Activities	0.24	0.7	0.19	0.6
Fees for Social Care Services	14.28	43.8	12.96	42.2
Fees for Educational Services	15.57	47.9	15.35	50.1
Fees for Other Services	2.43	7.5	2.14	7.0
Investments & Other Income	0.05	0.1	0.05	0.1
	32.57	100.0	30.69	100.0

ii) Investment policy and returns

The investment portfolio of the Charity is invested with the main purpose of ensuring the underlying security of the investment, while achieving growth wherever possible against a series of benchmarks and the regular advice of our investment managers is taken to help achieve this. During the year, the Charity made a cash investment of £700,000 to its portfolio. At the year end, the market value of investments was £976,000 (2021 £302,000).

iii) Fundraising

In 2021/22 fundraising income, including donations, all grants and gifts in kind, was £0.24m (2020/21 £0.19m). Notable contributions were received from a diverse group of supporters, both long-standing relationships and friends to the Charity. The Together Trust is extremely grateful for the generous support received from a variety of individuals, community and corporate supporters, and for the increasing number of grant-making trusts who have chosen to support our young people and families.

The Trust particularly wishes to thank all donors who have given generously to support our work, either financially or with significant donations in-kind including:

Association of Colleges
Children in Need
Manchester City Football Club
Sport England

Booth Charities
Federation of School Lodges
National Lottery Heritage Fund
Youth Music

The Trust would like to acknowledge the support from its grant funders to pause grant delivery for some projects during 2021/22 because of the pandemic and acknowledges the many other individual donors, funders and corporate supporters who have made donations or gifts in-kind during the year.



For over 20 years, Roughley's Bikers have been roaring into our Cheadle campus to donate sweet treats in the much-anticipated Easter Egg Drop.

The pandemic continued to bring challenges for the fundraising team despite the use of the Government's furlough scheme. Work with the majority of local corporates, community groups, schools, and in-person events were put on hold to ensure compliance with Government guidelines and respect for the local community. A capital appeal to redevelop Newbridge, one of the Trust's adult centres in Stockport, was significantly delayed during 2020/21 however, work on the capital appeal will be able to commence in 2022/23. The planned expansion of Inscape House School was also put on hold. The Charity plans to return to face-to-face fundraising events as soon as it is safe to do so.

All Trustees are aware of the CC20 guidance from the Charity Commission. The Fundraising Department works closely with the Trust's Records, Archives & Information Manager, who oversees data protection compliance for the Charity, to ensure best practice is embedded in all that we do including, but not limited to, a Fundraising database which is administered in the Fundraising Department and the continuance of permission-based communications with individual supporters.

There have been no formal complaints concerning our fundraising practices during the reporting period. Together Trust actively promotes a Complaints and Compliments Policy, which can be found on the Charity's website: <https://www.togethertrust.org.uk/who-we-are/policies>

The Charity is registered with the Fundraising Regulator. The Together Trust does not engage in face-to-face fundraising (known as chugging), telephone fundraising, or direct mail campaigns. There were no licensed street collections in the reporting period. The Together Trust does not use commercial participators.

b) Expenditure

The Charity reports expenditure of £31.2m in the year (2021 £29.30m), an increase of 6.5% compared to an increase in income of 6.1%. This resulted in a marginal fall in net income, before gains and losses, to £1.37m compared to £1.40m last year.

Of the increase in expenditure, payroll costs increased by 2.8% following a cost-of-living annual pay increase of 2% and further pay increases due to incremental payscale progression. Agency costs increased by £0.6m in the year to £1.5m as a result of more dependency on agency staff during the continuance of the pandemic. After some years of near zero inflation, in 2021/22 inflation averaged 4%.

Social care services expenditure increased from £13.31m in 2020/21 to £14.21m in 2021/22, an increase of 6.8%, while education services expenditure increased by 6.7% to £14.65m, to support

increased income and pupil numbers. Other services expenditure (being largely fostering), increased by 4.9% to £2.16m.

i) Expenditure for the year ended 31 March 2022

	2022	2022	2021	2021
	£'m	%	£'m	%
Raising funds	0.18	0.6	0.20	0.7
Cost of providing Social Care services	14.21	45.5	13.31	45.4
Cost of providing Education services	14.65	47.0	13.73	46.9
Cost related to Other Services	2.16	6.9	2.06	7.0
	<u>31.20</u>	<u>100.0</u>	<u>29.30</u>	<u>100.0</u>

The average number of employees during the year was 821 (2021 866). Payroll costs are reported at £21.5m (2021 £20.9m), an increase of almost 3% on the previous year following a 2% pay increase and incremental payscale progression.

Whilst the Government continues to actively seek partnership with the voluntary sector, there seems little prospect of them altering their position over VAT. It continues to be a significant burden and the Charity's non-recoverable VAT element amounted to £894,000 (2021 £764,000).

c) Public Benefit

In setting its plans and priorities for areas of work, the Trustees of the Together Trust have referred to the guidance from the Charity Commission on the provision of public benefit. The summary of the Charity's Strategic Plan and the analysis of the achievements to date as shown on pages 13 to 17 of this report, together with more specific examples of the Charity's activities set out in its performance reports, demonstrate how the Charity has sought to fulfil its principal charitable objective which is to give aid, assistance and care to those with disabilities or in need.

Access to all the Together Trust services is based on an objective assessment of need by Together Trust staff and/or a commissioning local authority and is not based on financial ability to pay. In the case of Independent Advice and Support Services and Independent Supporter Services, any parent/legal guardian whose child attends school in the area the service operates may have access to these services.

d) Reserves

The Trustees periodically review the reserves policy of the Charity and during the last review moved it towards a policy based on an assessment of the Trust's cash flow and the risks it faces. In the current uncertain times, the Together Trust takes a prudent view where, as a minimum, the level of cash reserves must not fall below £2.5m at each month end and it should hold cash reserves of at least six weeks expenditure at the year end. The Trust has significantly increased its designated reserves in the previous year to help support the achievement of our corporate strategy, which has been updated, and in particular to support digital transformation and a property review. It is anticipated that this strategy will result in significant outlay being made over the course of the next four years.

The table below sets out available reserves.

	2022	2021
	£'000	£'000
Net current assets	10,282	9,523
Less long-term creditors	(881)	(1,037)
Net reserves	<u>9,401</u>	<u>8,486</u>
Less restricted, designated and endowment funds	<u>(4,657)</u>	<u>(4,741)</u>
Available reserves	<u>4,744</u>	<u>3,745</u>

At the year-end available cash funds were £9,397,000, against the equivalent of six weeks' worth of expenditure of £3,575,000 (2021 cash funds were £7,244,000 against £3,381,000 of expenditure).

e) Fixed assets

To monitor and control its fixed assets, the Charity makes use of a fixed asset register, which details the organisation's properties, vehicles and other capitalised equipment.

The changes in tangible fixed assets are summarised in the notes to the financial statements (see note 14).

f) Going Concern

While the Coronavirus pandemic continued to have an operational impact in the year it was significantly reduced from 2020/21 with a much-reduced impact on income and expenditure although the peaks and troughs continue to be challenging in managing staffing levels. The key challenge for the Trust going forward, which is common to the Care sector in particular, is the difficulty in recruiting and retaining staff in a shrinking labour market. To help address this the Trust has reviewed and increased its pay and reward offer to staff and the resources it devotes to recruitment, but we do not believe there are material uncertainties that call into doubt the Together Trust's ability to continue in operation for the foreseeable future.

8. Future strategy

‘Stronger Together’ 2022/23 – 2025/26

The Together Trust provides a wide range of care, community, clinical and education services, which have provided it with a degree of resilience during the last few years of challenge in the age of austerity. The Charity has sought to develop and build upon these areas of expertise.

During the year the Charity renewed its commitment to Stronger Together, its strategic plan which has been updated to 2025/26. The plan builds on both existing expertise and commits to innovative ways of improving how the Charity works.

The current four-year financial projections through to 31 March 2026 illustrate income growth in current service provision across all service areas, taking income to £43.2m in 2025/26 with investment over the period in services and infrastructure of over £10m.

Beyond 2021/22

During the year the Trust began work to build a new five-year strategic plan. The Board endorsed proposals in autumn 2021 evidencing growth opportunities where the Charity will seek to strengthen existing and form new partnerships and alliances. The plan will also use stakeholder feedback including the Investor in Customers accreditation work to give the Charity greater insights to inform future planning and service development. Our revised strategic aims are:

- 1 Our needs led, community based, integrated services deliver high quality, person centred support. We adapt and evolve to meet the life-long changing needs of people and families
- 2 We are a trusted partner – we empower people to make positive progress to influence our service development, campaigns, future policy and provision
- 3 We grow organically and sustainably to meet changing needs. We maximise fundraising opportunities and aim to demonstrate our social, environmental and economic value from everything that we do
- 4 Our flexible, talented and diverse workforce treat people equitably and inclusively. They have clear learning and development opportunities. We listen to our workforce, look after their wellbeing and work with our Staff Council to ensure effective engagement

The Board has endorsed this approach, including a property review, and substantial funds have been set aside in designated reserves for this purpose. Work is currently underway to comprehensively review the service environment to support the wider goals and challenges of commissioners and families that we work alongside.

In line with a needs-led pathway, our aim is to develop a model to provide services with the individual central to the package of support. This model will grow capacity, support local authorities and expand our reach by developing community-based provision that works flexibly with our resources.

Our progress will continue to be measured by key performance indicators relating to specific areas of the Charity’s operations and support services.

9. Principal risk and uncertainties

The Trustees are responsible for ensuring effective risk management and ensuring that appropriate measures are in place to manage risks. On an ongoing basis risks are reported to every main Board meeting (six per year) to keep them abreast and up to date with the main, current issues and the actions being taken to mitigate these risks.

Although, during the initial stages of the pandemic in 2020/21, staff turnover reduced, staff turnover has increased in 2021/22 and the ability to recruit and retain staff remains a key risk which we aim to address through the implementation of a new attraction strategy and our continued commitment to a fair and consistent approach to pay and reward including now being an accredited Real Living Wage employer. We have also greatly expanded the learning and development opportunities available to staff, as well as staff wellbeing support and a new staff reward platform. In April 2022 we increased pay by 4.5%, introduced a 25% enhancement for weekend working, increased annual leave entitlements and introduced new categories of leave.

The continued financial success of the Trust is particularly dependent on securing annual fee increases for its services and we have been largely successful in securing these in recent years. Fee increases are becoming increasingly necessary with high inflation rates and the need to keep our pay competitive, but we are aware that Local Authorities who fund our services are under increasing financial pressures themselves.

The Charity continues to review its resource requirements and in particular the need to update its digital infrastructure and property portfolio to ensure that it remains competitive in the future, Significant investment has already been made in our digital team and systems upgrades and this will continue. We have commenced a major property review and are currently developing a masterplan for the main Cheadle site in consultation with key stakeholders to include funding options.

Safeguarding continues to be an area of potential risk and the Charity has established a robust accountability, control and review framework involving officers and Trustees.

The Charity has been informed by The Pensions Trust that some benefit changes in regard to the final salary-based pension scheme, which closed to new members in 2000, may not have been in accordance with the scheme rules. The Pensions Trust are seeking Court direction in relation to this, the outcome of which is not expected to be known until late 2024. If the Court directs that changes were made in a way not permitted by the scheme rules, then this would give rise to additional pension liabilities for the Trust in the future, which the Scheme's Actuary has estimated to be in the region of £6.1m. This figure is estimated using actuarial assumptions derived using the Trustee's Technical Provisions basis as at 30 September 2021 where this relates to service prior to the date of change and has been calculated from the preliminary results of the actuarial valuation as at 30 September 2021 allowing for market conditions at that date.

10. Statement of Trustees' responsibilities

The Trustees (who are also directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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

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

In so far as the Trustees are aware:

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

AUDITOR

Deloitte LLP was reappointed during the period but will not be reappointed at the forthcoming annual general meeting. A tender process is being undertaken to appoint new auditors.

The Trustees' Report, including the Strategic Report, was approved by the Board and signed on its behalf by



Giles Gaddum
Chair of Trustees

Independent auditor's report to the members of the Together Trust

Report on the audit of the financial statements

Opinion

In our opinion the financial statements of The Together Trust (the 'charitable company'):

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements which comprise:

- the statement of financial activities;
- the balance sheet;
- the cash flow statement;
- the statement of accounting policies; and
- the related notes 1 to 26.

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 are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the Financial Reporting Council's (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual 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.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Extent to which the audit was considered 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. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

We considered the nature of the charitable company's industry and its control environment and reviewed the charitable company's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory frameworks that the charitable company operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included UK Charities Act, UK Companies Act, pensions legislation; and
- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. These included Ofsted regulations and Care Quality Commission regulations.

We discussed among the audit engagement team including relevant internal specialists such as pensions regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for fraud or non-compliance with laws and regulations in the following areas, and our specific procedures performed to address them are described below:

- we presume a risk of material misstatement due to potential fraud in revenue recognition which is related to cut-off of education income and the possible recognition of such income in the incorrect accounting

period. To address this risk we tested a sample of deferred income calculations for service users, and tested completeness of the deferred income report to ensure all students on the school register have been considered for revenue cut-off.

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance, reviewing correspondence with Ofsted and Care Quality Commission.

Report on other legal and regulatory requirements

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the strategic report and the directors' 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 included within 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 any material misstatements in the strategic report or the directors' report included within the trustees' report.

Matters on which we are required to report by exception

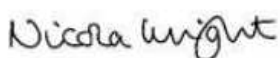
Under the Companies Act 2006 we are required to report in respect of the following matters if, in our opinion:

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

We have nothing to report in respect of these matters.

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.



Nicola Wright (Senior statutory auditor)
For and on behalf of Deloitte LLP, Statutory Auditor
Newcastle upon Tyne, United Kingdom
18 November 2022

Statement of financial activities

Statement of financial activities for the year ended 31 March 2022 (including income and expenditure account)

	Note	Unrestricted Funds 2022 £'000	Restricted Funds 2022 £'000	Endowment Funds 2022 £'000	Total Funds 2022 £'000	Total Funds 2021 £'000
INCOME FROM:						
Donations	4	107	130	-	237	194
Charitable activities	5	32,240	38	-	32,278	30,455
Investments	6	18	-	6	24	21
Other	7	29	-	-	29	25
TOTAL INCOME		32,394	168	6	32,568	30,695
EXPENDITURE ON:						
Raising funds	8	169	2	5	176	198
Charitable activities	9	30,811	208	-	31,019	29,101
TOTAL EXPENDITURE		30,980	210	5	31,195	29,299
Net (losses)/gains on investments	15	(50)	-	24	(26)	43
Net income/(expenditure) for the year		1,364	(42)	25	1,347	1,439
Transfers between funds		35	(35)	-	-	-
Other recognised gains/(losses)						
Actuarial gains on defined benefit pension scheme	22	4	-	-	4	22
Other gains	12	103	-	-	103	57
NET MOVEMENT IN FUNDS		1,506	(77)	25	1,454	1,518
RECONCILIATION OF FUNDS						
Total funds brought forward		26,356	597	140	27,093	25,575
Net movement of funds in the year		1,506	(77)	25	1,454	1,518
Total funds carried forward	20	27,862	520	165	28,547	27,093

There were no other recognised gains or losses other than those listed above and the net income for the year.

All income and expenditure derives from continuing activities.

See note 19 for comparative Statement of Financial Activities analysed by funds.

Balance sheet

As at 31 March 2022

	Note	2022 £'000	2021 £'000
FIXED ASSETS			
Tangible assets	14	18,170	18,292
Investments	15	976	302
		<u>19,146</u>	<u>18,594</u>
CURRENT ASSETS			
Debtors	16	2,963	7,043
Cash at bank and in hand		9,917	7,244
		<u>12,880</u>	<u>14,287</u>
CREDITORS:			
Amounts falling due within one year	17	(2,598)	(4,751)
		<u>10,282</u>	<u>9,536</u>
NET CURRENT ASSETS			
		<u>29,428</u>	<u>28,130</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
CREDITORS:			
Amounts falling due after more than one year	18	(881)	(1,037)
Provision for pension scheme liabilities	22	-	-
		<u>28,547</u>	<u>27,093</u>
NET ASSETS			
FUNDS OF THE CHARITY			
Unrestricted funds:			
General		16,939	15,295
Revaluation reserve		6,951	7,057
Designated		3,972	4,004
		<u>27,862</u>	<u>26,356</u>
Restricted income funds		520	597
Endowment funds		165	140
		<u>28,547</u>	<u>27,093</u>
TOTAL CHARITY FUNDS	20,21	<u>28,547</u>	<u>27,093</u>

These financial statements on pages 28 to 55 of The Together Trust (registered number 301722) were approved and authorised for issue by the Board of Trustees on 11 November 2022. They were signed on its behalf by:



Mr Giles Gaddum
Chair of Trustees



Mr Anthony Farnworth
Honorary Treasurer

Cash flow statement

For the year ended 31 March 2022

	2022 £'000	2021 £'000
NET CASH FLOWS FROM OPERATING ACTIVITIES		
Net movement in funds	1,454	1,518
Adjustments for:		
Depreciation	731	756
Losses/(gains) on investments	26	(43)
Income from investments	(9)	(8)
Profit on the sale of fixed assets	(29)	(25)
Interest receivable	(15)	(13)
Interest payable	60	64
Decrease in debtors	4,080	353
(Decrease)/increase in creditors	(2,155)	122
Net movement of pension service cost	67	85
Interest rate swap liability gain	(103)	(57)
Pension scheme actuarial gain	(4)	(22)
Net cash flows from operating activities	4,103	2,730
CASH FLOWS FROM INVESTING ACTIVITIES		
Interest received	15	13
Income from investments	9	8
Proceeds from the sale of property, plant and equipment	32	25
Purchase of property, plant and equipment	(612)	(537)
Proceeds from sale of investments	21	43
Purchase of investments	(701)	(30)
Net cash flows from investing activities	(1,236)	(478)
CASH FLOWS FROM FINANCING ACTIVITIES		
Interest paid	(60)	(64)
Repayments of borrowings	(71)	(121)
Net cash outflow from defined benefit scheme pension contributions	(63)	(63)
Net cash flows from financing activities	(194)	(248)
Net increase in cash in the year	2,673	2,004
Cash at the beginning of the year	7,244	5,240
Cash at the end of the year	9,917	7,244

Analysis of changes in net debt

	Note	At the beginning of the year £'000	Cash flows £'000	Fair value movements £'000	At the end of the year £'000
Cash		7,244	2,673	-	9,917
Bank loans	18	(879)	71	-	(808)
Interest rate swaps	23	(234)	-	103	(131)
		6,131	2,744	103	8,978

Notes to the financial statements

Year ended 31 March 2022

1. Accounting policies

Basis of preparation

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice "Accounting and Reporting by Charities (SORP 2019)" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), effective 1 January 2019, and the Companies Act 2006.

Going concern

The Trustees have prepared budgets and projections, taking into account possible changes to future income and expenditure, which show that the entity is able to continue as a going concern for the foreseeable future.

Therefore, the Trustees continue to adopt the going concern basis of accounting in preparing these financial statements. The Trustees have considered a period in excess of twelve months from the date of the approval of these financial statements in making their assessment.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes, although in practice they may represent the funding of fixed assets.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes, including the development fund described below. The aim and use of each designated fund is set out in the notes to the financial statements.

The purpose of the development fund reserve is to earmark funds to provide for ongoing maintenance, repair and refurbishment of the Together Trust homes and schools, in compliance with standards set by inspecting bodies such as the Care Quality Commission (CQC) and the Office for Standards in Education (OFSTED). The age and fabric of the establishments necessitate constant repairs, which have been highlighted by comprehensive surveys carried out by an appointed architect and reviewed annually. The programme for refurbishment for any new financial year is specified prior to the previous year end.

Restricted funds are funds which are to be used by the Charity for particular purposes as specified by the donor. The costs of administering such funds are charged against the specific fund. The purpose of each restricted fund is set out in the notes to the financial statements.

Notes to the financial statements for the year ended 31 March 2022

1. Accounting policies (continued)

Endowment funds are a form of restricted fund where the assets are required to be invested or retained for actual use rather than expended. An endowment fund where there is no power to convert the capital into income is known as a permanent endowment fund which must generally be held indefinitely.

Expendable endowment is an endowment fund where the Trustees have the power to convert the assets (i.e. land, buildings, investments or cash) into expendable income. The Charity holds permanent and expendable endowment funds. The permanent funds are not considered to be material.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met (generally by delivery of contracted services), it is probable that the income will be received and the amount can be measured reliably.

Income from grants includes grants where entitlement to funding is subject to specific performance conditions. Performance conditions may be stipulated explicitly by the funder, or may be implicit as per the Charity's funding proposal. Income is deferred when the funder has imposed conditions, which must be met before the Charity has unconditional entitlement or the funder has specified the funds can only be utilised in future accounting periods.

Donated goods and services are included at the lower of their value to Charity and their estimated market value. No amount is included for services donated by volunteers. The full value of the freehold peppercorn rent is not valued due to the prohibitive cost of doing so. Income from fundraising activities is included in donations.

Fees invoiced in advance of services provided are carried forward as deferred income until the service is delivered.

Expenditure

Expenditure is recognised when there is a constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Expenditure on raising funds are those costs incurred in attracting voluntary income and those incurred in generating fundraising income
- Charitable expenditure includes all expenditure associated with activities directly attributable to the servicedelivery of the Charity's charitable objectives, in respect of residential, respite, outreach, educational, fostering and social work services
- Support costs are costs of those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include central head office costs (for example finance, human resources and governance costs) and have been allocated to charitable activity costs on a basis consistent with income.

Operating lease agreements

Rentals applicable to operating leases, where substantially all of the benefits and risks of ownership remain with the lessor, are charged against income on a straight line basis over the period of the lease.

Trustees

The Trustees have elected that the Charity apply a policy of non-remuneration for Trustees, excluding out of pocket expenses.

Notes to the financial statements for the year ended 31 March 2022

1. Accounting policies (continued)

Tangible fixed assets

Transitional arrangements of FRS 102 have been adopted to freeze the tangible fixed assets valuation of freehold and leasehold properties as its equivalent cost, and hence tangible fixed assets are stated at equivalent cost (being 2014 market value net of depreciation to the adoption of FRS 102) less depreciation and any provision for impairment. Costs of maintenance are charged to the Statement of Financial Activities as they are incurred. Assets below a value of £2,500 are not capitalised.

Depreciation is provided on each tangible fixed asset, other than freehold land, at rates calculated to write off the cost, less its estimated residual value, on a straight line basis over the useful economic life of that asset as follows:

Properties	- buildings	- 2% per annum
	- improvements	- 20% per annum
Leasehold property improvements		- over the life of lease
Motor vehicles		- 20% per annum
Ancillary equipment		- 20% per annum

Investment assets

Investments are included in the balance sheet at fair value as measured by middle market price values at the year end. The Trustees do not consider there to be any material difference in the valuation as measured by bid price. Movements in values during the year are included in the Statement of Financial Activities for any realised and unrealised gains and losses. Realised gains or losses are transferred to reserves upon realisation.

Employee benefits

For defined benefit schemes, the amounts charged to the Statement of Financial Activities are the current service costs and gains and losses on settlements and curtailments. They are included as part of staff costs. Past service costs are recognised immediately in the Statement of Financial Activities. The interest cost and the expected return on assets are shown as a net amount of other finance gains or losses. Actuarial gains and losses are recognised immediately in the Statement of Financial Activities. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme liabilities. The actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The resulting defined benefit asset or liability is presented separately after other net assets on the face of the balance sheet.

For defined contribution schemes, the amount charged to the Statement of Financial Activities in respect of pension costs is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet as appropriate.

The Trust participates in the Teachers' Pension Scheme, which is a defined benefit scheme. The Charity is unable to identify its share of the underlying assets and liabilities of the scheme and therefore has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it was a defined contribution scheme.

Group financial statements

The Charity is exempt from the requirement to prepare consolidated financial statements by virtue that all subsidiary undertakings may be excluded from consolidation as they are not material and have not operated in the financial year. These financial statements therefore present information about the Charity as an individual undertaking rather than as a group.

Notes to the financial statements for the year ended 31 March 2022

1. Accounting policies (continued)

Financial instruments

Financial assets and financial liabilities are recognised when the Trust becomes a party to the contractual provisions of the instrument. All financial assets and liabilities are initially measured at transaction price.

Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Debt instruments which meet relevant conditions are subsequently measured at amortised cost using the effective interest method.

The Charity uses derivative financial instruments to reduce exposure to interest rate movements. The Charity does not hold or issue derivative financial instruments for speculative purposes. Derivatives are initially recognised at fair value at the date a derivative contract is entered into and are subsequently remeasured to their fair value at each reporting date. The resulting gain or loss is recognised in the Statement of Financial Activities immediately.

2. Company, charitable and legal status of the Trust

The Together Trust, a public benefit entity, is incorporated in England and Wales as a company limited by guarantee not having a share capital. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member. The company is a registered Charity and has no liability to corporation tax on its charitable activities. The registered office is given on page 1.

3. Critical accounting judgements and key sources of estimation uncertainty

In the application of the Charity's accounting policies, which are described in note 1, the Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

In respect of the defined benefit pension scheme, the Charity has an obligation to pay pension benefits to certain employees. The cost of these benefits and the present value of the obligation depend on a number of factors including life expectancy, salary increases, asset valuations and the discount rate on corporate bonds. The Trustees estimate these factors in determining the net pension obligation in the balance sheet. The assumptions reflect historical experience and current trends as set out in note 22.

Other than the above, the Trustees do not consider there are any other critical judgements or sources of estimation uncertainty requiring disclosure.

Notes to the financial statements for the year ended 31 March 2022

4. Analysis of income from donations

	2022	2021
	£'000	£'000
Donations	237	194

Government grants of £nil (2021 £29,000) are included within donations and relate to HMRC Coronavirus Job Retention Scheme.

5. Analysis of income from charitable activities

	2022	2021
	£'000	£'000
Social care services	14,281	12,964
Educational services	15,570	15,347
Other services	2,427	2,144
	32,278	30,455

Government grants of £38,000 (2021 £179,000) are included within income from charitable activities (social care services) and relate to HMRC Coronavirus Job Retention Scheme.

6. Analysis of income from investments

	2022	2021
	£'000	£'000
Investment income	9	8
Bank interest	15	13
	24	21

7. Analysis of other income

	2022	2021
	£'000	£'000
Net gain on disposal of fixed assets	29	25
	29	25

Notes to the financial statements for the year ended 31 March 2022

8. Analysis of expenditure on raising funds

	2022 £'000	2021 £'000
Staff and related costs	125	148
Service provision costs	10	4
Service administration costs	6	3
Other service costs	35	43
	<u>176</u>	<u>198</u>

9. Analysis of expenditure on charitable activities

Expenditure	Social Care Services	Education Services	Other Services	Total
	2022 £'000	2022 £'000	2022 £'000	
Staff and related costs	10,410	9,807	1,671	21,888
Premises costs	584	944	20	1,548
Service provision costs	627	649	9	1,285
Service administration costs	269	575	97	941
Other service costs	479	647	50	1,176
Head Office support costs (note 10)	1,841	2,026	314	4,181
	<u>14,210</u>	<u>14,648</u>	<u>2,161</u>	<u>31,019</u>

Comparatives for the year ended 31 March 2021

Expenditure	Social Care Services	Education Services	Other Services	Total
	2021 £'000	2021 £'000	2021 £'000	
Staff and related costs	9,671	9,469	1,617	20,757
Premises costs	554	700	21	1,275
Service provision costs	469	539	13	1,021
Service administration costs	177	358	85	620
Other service costs	858	789	59	1,706
Head Office support costs (note 10)	1,582	1,873	267	3,722
	<u>13,311</u>	<u>13,728</u>	<u>2,062</u>	<u>29,101</u>

Expenditure

Total expenditure comprises direct costs incurred in the delivery of Trust services and head office support costs which are apportioned between services. Direct costs include all direct staff, premises and service provision in the day-to-day delivery of the service. It also includes other costs related to the provision of the service at each location in respect of insurance, depreciation, and interest.

Notes to the financial statements for the year ended 31 March 2022

10. Analysis of Head Office support costs

	Social Care Services	Education Services	Other Services	Total
	2022	2022	2022	2022
	£'000	£'000	£'000	£'000
Staff & related costs	1,042	1,148	178	2,368
Premises costs	87	97	15	199
Office administration costs	358	393	61	812
Governance costs	119	130	20	269
Other costs	235	258	40	533
	1,841	2,026	314	4,181

Comparatives for the year ended 31 March 2021

	Social Care Services	Education Services	Other Services	Total
	2021	2021	2021	2021
	£'000	£'000	£'000	£'000
Staff & related costs	884	1,048	149	2,081
Premises costs	82	97	14	193
Office administration costs	267	316	45	628
Governance costs	111	130	19	260
Other costs	238	282	40	560
	1,582	1,873	267	3,722

Head Office support costs allocation

There is a head office function, which provides all the support services of the Trust's activities. These services include Communications and Marketing, Business Development, Finance, Human Resources & Organisational Development, IT services and Facilities Management and the services of the Executive Directors. Cost recovery apportionment is based on the level of income for each of the services.

Notes to the financial statements for the year ended 31 March 2022

11. Net income for the year

Net income for the year is stated after charging:

	2022	2021
	£'000	£'000
Auditor's remuneration - audit	27	26
Auditor's remuneration – other audit services	3	3
Interest paid on bank loan	20	23
Interest paid on interest rate swap contracts	40	41
Depreciation of owned assets	731	756
Rental under operating leases	35	99
Insurance	402	403
PR and marketing	133	142
	<u> </u>	<u> </u>

These costs include central head office costs where applicable and have been allocated to activity costs on a basis consistent with income.

12. Other gains

	2022	2021
	£'000	£'000
Gains on interest rate swap contract	103	57
	<u> </u>	<u> </u>

Notes to the financial statements for the year ended 31 March 2022

13. Analysis of staff costs and the cost of key management personnel

The average number of staff employed during the financial year, excluding relief and supply staff, amounted to:

	2022	2021
	Headcount	Headcount
	No.	No.
Social care services staff	369	401
Education services staff	365	376
Other services staff	13	15
Other support staff	74	74
	<u>821</u>	<u>866</u>

The aggregate staff costs were:

	2022	2021
	£'000	£'000
Wages and salaries	18,325	17,881
Social security costs	1,660	1,559
Pension	1,503	1,457
	<u>21,488</u>	<u>20,897</u>

During the year the Trust incurred redundancy costs of £7,000 (2021 £13,000).

Although the Trust employs a pool of relief and supply staff to cover unforeseen absences, where this is insufficient to meet operational need, agency staff are employed in the short term. Agency costs for the year were £1,495,000 (2021 £871,000).

In addition to the above staff costs, foster carer fees amounted to £1,233,000 (2021 £1,171,000).

Employee emoluments over £60,000

The number of employees whose emoluments, excluding pension contributions and employer's national insurance contributions, but including benefits in kind, were in excess of £60,000 was:

	2022	2021
	No.	No.
£60,001 to £70,000	4	3
£70,001 to £80,000	-	-
£80,001 to £90,000	1	1
£90,001 to £100,000	1	1
£100,001 to £110,000	1	1
£110,001 to £120,000	-	1
£120,001 to £130,000	1	-

The key management personnel are detailed on page 3. The total remuneration (including pension contributions and employers' national insurance contributions) of the key management personnel of the Trust for the year totalled £504,000 (2021 £485,000).

Trustees' remuneration

None of the Trustees receive any remuneration for their services to the Trust. During the year, no Trustees received reimbursement of expenses. In 2021, 1 Trustee received reimbursement of travel expenses incurred totalling £110.

Notes to the financial statements for the year ended 31 March 2022

14. Tangible fixed assets

	Land and Buildings	Property Improvement	Motor Vehicles	Ancillary Equipment	Total
	£'000	£'000	£'000	£'000	£'000
COST					
At 1 April 2021	21,088	1,269	1,032	308	23,697
Additions	465	-	129	18	612
Disposals	-	-	(114)	(33)	(147)
At 31 March 2022	21,553	1,269	1,047	293	24,162
DEPRECIATION					
At 1 April 2021	3,214	1,259	706	226	5,405
Charge for the year	570	6	130	25	731
On disposals	-	-	(111)	(33)	(144)
At 31 March 2022	3,784	1,265	725	218	5,992
NET BOOK VALUE					
At 31 March 2022	17,769	4	322	75	18,170
At 31 March 2021	17,874	10	326	82	18,292

The land and buildings were last professionally valued by Bentley Higgs on 31 March 2014. The Trustees consider there to be no material change in value since that date. Properties other than specialised properties were valued on an existing use basis using a market value basis (for properties occupied for operational purposes). Specialised properties were valued on an existing use basis using a depreciated replacement cost basis.

Included within land and buildings above is a long leasehold property with a net book value of £4,706,000 (2021 £4,823,000). The Charity pays a peppercorn rent for the related land.

Certain property is pledged as security on the Charity's bank loan. The net book value of these properties is £4,706,000 (2021 £4,823,000).

The comparable amounts for fixed assets included above at a valuation determined according to the historical cost accounting rules are:

	Land and Buildings
	£'000
Cost	14,324
Accumulated Depreciation	3,512
Net book value at 31 March 2022	10,812
Net book value at 31 March 2021	10,816

Notes to the financial statements for the year ended 31 March 2022

14. Tangible Fixed assets (continued)

List of charitable properties:

Property	Description
Corbar Road	A 5 bedded residential service accommodating children and young people
Crosskeys	A 2 bedded residential service accommodating children and young people
Haines House	A 5 bedded residential service
Schools Hill	The main administrative centre for the Charity, which accommodates 60 staff. The campus also is home to the following Together Trust services: Inscape House School – a school for young people aged 5 – 19 years with autism. The school can accommodate up to 105 young people Ashcroft School – special education for young people with complex emotional difficulties aged 8 – 18 years. The school can accommodate up to 60 pupils
Ashcroft College	Specialist support and teaching in four vocational areas (including construction) to students aged 14 to 16 who may have been excluded or close to being excluded from mainstream education
Bridge College	Property held on long lease as a specialist further education college for students up to 25 years old with learning difficulties, disabilities and complex needs, communication disorders and autism
Lerryn	A 6 bedded residential service accommodating children and young people
Meridian	A 5 bedded short break service for young people with autism
Newbridge	A specialist day service provision
Norvent	A specialist therapeutic residential provision for two young people
Pearce Lodge	A 5 bedded unit for disabled young people aged 16 to adulthood
Pendlebury House	A shared care service for up to 6 young people with autism and behavioural needs
Pocket Nook	A 4 bedded service for children and young people with autism and other special requirements
Swann Lane	A 4 bedded service for children and young people
Ventnor Road	A 3 bedded service for children and young people
Woodlands	A 5 bedded short break service for disabled young people

Notes to the financial statements for the year ended 31 March 2022

15. Investments

Listed investments

	2022	2021
	£'000	£'000
UK listed investments	976	302

Movement in market value

	2022	2021
	£'000	£'000
At start of year	302	262
Additions	701	30
Disposal proceeds	(21)	(43)
Net investment (losses)/gains	(26)	43
Movement in cash held by investment managers	20	10
At end of year	976	302
Market value is analysed between:		
Investments	944	290
Cash held by investment managers	32	12
	976	302

Unlisted investments

The company's investments at the balance sheet date in the share capital of companies include the following:

- Subsidiary:**
- Together (Trading) Limited
Country of incorporation: England and Wales
Date of Incorporation: 3 March 2005
Nature of business: Dormant

Number of ordinary shares **1 (100% holding)**
 - BGWS (Trading) Limited
Country of incorporation: England and Wales
Date of Incorporation: 1 September 2005
Nature of business: Dormant

Number of ordinary shares **1 (100% holding)**
 - Boys and Girls Welfare Society Limited
Country of incorporation: England and Wales
Date of incorporation: 6 May 2005
Nature of business: Dormant

Limited by guarantee

None of these companies has traded during the year (2021 same) and they are not consolidated in the financial statements of The Together Trust on the grounds of immateriality.

Notes to the financial statements for the year ended 31 March 2022

16. Debtors

Amounts falling due within one year:

	2022 £'000	2021 £'000
Trade debtors	2,215	6,290
Prepayments and accrued income	747	733
Other debtors	1	20
	<u>2,963</u>	<u>7,043</u>

17. Creditors: Amounts falling due within one year

	2022 £'000	2021 £'000
Bank loans	58	76
Trade creditors	967	944
Accruals	471	327
Deferred income	209	2,681
Taxation and social security	407	366
Other creditors	486	357
	<u>2,598</u>	<u>4,751</u>

Deferred income movement

	2022 £'000	2021 £'000
Balance at start of year	2,681	2,984
Amount released in the year	(2,681)	(2,984)
Amount deferred in the year	209	2,681
	<u>209</u>	<u>2,681</u>
Balance at end of year	<u>209</u>	<u>2,681</u>

Notes to the financial statements for the year ended 31 March 2022

18. Creditors: Amounts falling due after more than one year

	2022 £'000	2021 £'000
Bank loans	750	803
Financial derivatives (see note 23)	131	234
	<u>881</u>	<u>1,037</u>

The bank loan is repayable as follows:

	2022 £'000	2021 £'000
Payable within one year	58	76
Payable between 1 and 2 years	60	68
Payable between 2 to 5 years	191	205
Payable after 5 years	499	530
	<u>808</u>	<u>879</u>

The bank loan matures on 31 March 2031 and is secured on certain property (see note 14).

Interest was payable at a variable rate of LIBOR plus 2.25% on the principal amount during the year (2021 – same). Since the year end, this has transitioned to UK base rate following the discontinuance of LIBOR. Interest payable in the year was £20,000 (2021 £23,000).

The Trust is a party to an interest rate swap contract in relation to a financial derivative to manage its exposure to the risk of interest rate variation. Under this swap contract, the Charity has agreed to exchange the difference between fixed and floating rate interest amounts. This allows the Charity to mitigate the risk of changing interest rates and cash flows on the variable rate debt held. See note 23 for further details.

Notes to the financial statements for the year ended 31 March 2022

19. Comparative statement of financial activities

For the year ended 31 March 2021

	Note	Unrestricted Funds 2021 £'000	Restricted Funds 2021 £'000	Endowment Funds 2021 £'000	Total Funds 2021 £'000	Total Funds 2020 £'000
INCOME FROM:						
Donations	4	77	117	-	194	239
Charitable activities	5	30,178	277	-	30,455	29,540
Investments	6	17	-	4	21	25
Other	7	25	-	-	25	14
TOTAL INCOME		30,297	394	4	30,695	29,818
EXPENDITURE ON:						
Raising funds	8	164	29	5	198	211
Charitable activities	9	28,708	393	-	29,101	28,479
TOTAL EXPENDITURE		28,872	422	5	29,299	28,690
Net gains/(losses) on investments	15	23	-	20	43	(29)
Net income/ (expenditure)		1,448	(28)	19	1,439	1,099
Transfers between funds		(10)	10	-	-	-
Other recognised gains/(losses)						
Actuarial gains/(losses) on defined benefit pension scheme	22	22	-	-	22	(307)
Other gains/(losses)	12	57	-	-	57	(25)
NET MOVEMENT IN FUNDS		1,517	(18)	19	1,518	767
RECONCILIATION OF FUNDS						
Total funds brought forward		24,839	615	121	25,575	24,808
Net movement of funds in the year		1,517	(18)	19	1,518	767
Total funds carried forward	20	26,356	597	140	27,093	25,575

Notes to the financial statements for the year ended 31 March 2022

20. Movement on funds

	1 April 2021 £'000	Income £'000	Expenditure £'000	Gains & (losses) £'000	Transfers £'000	31 March 2022 £'000
Unrestricted						
General	15,295	32,394	(30,672)	57	(135)	16,939
Revaluation reserve	7,057	-	-	-	(106)	6,951
Designated	4,004	-	(308)	-	276	3,972
Unrestricted funds	26,356	32,394	(30,980)	57	35	27,862
Restricted funds	597	168	(210)	-	(35)	520
Endowment funds	140	6	(5)	24	-	165
	27,093	32,568	(31,195)	81	-	28,547

Year ended 31 March 2021 comparatives

	1 April 2020 £'000	Income £'000	Expenditure £'000	Gains & (losses) £'000	Transfers £'000	31 March 2021 £'000
Unrestricted						
General	17,461	30,297	(28,722)	102	(3,843)	15,295
Revaluation reserve	7,162	-	-	-	(105)	7,057
Designated	216	-	(150)	-	3,938	4,004
Unrestricted funds	24,839	30,297	(28,872)	102	(10)	26,356
Restricted funds	615	394	(422)	-	10	597
Endowment funds	121	4	(5)	20	-	140
	25,575	30,695	(29,299)	122	-	27,093

Unrestricted Designated Funds

These funds comprise:

- a development fund which was established to ring-fence funds for the maintenance of the Charity's homes and schools in compliance with standards set for the services by inspecting bodies.
- service re-development funds established to ring-fence funds for the delivery of the Trust's service innovation plans, property review and digital investment.
- a number of other voluntary income funds which have been agreed on the basis that 'unspent' donations which have been generated during the year will be spent specifically and directly on the children and young people that the Trust supports. The Together Trust operates a 'wish list' process whereby the children and young people submit their 'wishes' and as far as the fund will allow these are considered and met during the year.

Notes to the financial statements for the year ended 31 March 2022

20. Movements on funds (continued)

Restricted Funds

	1 April 2021	Income	Expenditure	Transfers	31 March 2022
	£'000	£'000	£'000	£'000	£'000
1. Inscape grants	58	-	-	-	58
2. Ashcroft	63	-	-	-	63
3. Bridge Transitional fund	96	-	-	-	96
4. Youth Music Fuse fund	22	7	(17)	-	12
5. 150 th anniversary fund	20	42	(39)	-	23
6. Miscellaneous	338	119	(154)	(35)	268
	<u>597</u>	<u>168</u>	<u>(210)</u>	<u>(35)</u>	<u>520</u>

2021 comparatives

	1 April 2020	Income	Expenditure	Transfers	31 March 2021
	£'000	£'000	£'000	£'000	£'000
1. Inscape grants	58	-	-	-	58
2. Ashcroft	63	-	-	-	63
3. Bridge Transitional fund	96	-	-	-	96
4. Youth Music Fuse fund	36	27	(41)	-	22
5. 150 th anniversary fund	48	-	(28)	-	20
6. Miscellaneous	314	367	(353)	10	338
	<u>615</u>	<u>394</u>	<u>(422)</u>	<u>10</u>	<u>597</u>

- Inscape grants** – Funds from grants for specific purposes for Inscape.
- Ashcroft** – Funds from Corporate supporters allocated to specific projects for Ashcroft School
- Bridge Transitional fund** - this is a fund for Bridge College, being grant monies from Central Government to enable Colleges to develop alternative income streams.
- Youth Music Fuse fund** – this is a fund for a project to support young people to enjoy and learn music across all Together Trust education settings
- 150th Anniversary fund** – a National Lottery funded project to celebrate the heritage and archive of the Trust's 150 years of providing aid, assistance and care to children and young people
- Miscellaneous** – This represents a number of individual service funds, generally established from donations restricted for use by a particular service.

Transfers from restricted to unrestricted funds represents, where permitted, the transfer of funds which remain unspent following completion of the specific projects to which they related.

Notes to the financial statements for the year ended 31 March 2022

20 Movements on funds (continued)

Endowment Funds

	1 April 2021 £'000	Income £'000	Expenditure £'000	Gains & (losses) £'000	Transfers £'000	31 March 2022 £'000
Jubilee Trust Fund	79	5	(5)	27	-	106
Other funds	61	1	-	(3)	-	59
	<u>140</u>	<u>6</u>	<u>(5)</u>	<u>24</u>	<u>-</u>	<u>165</u>

2021 comparatives

	1 April 2020 £'000	Income £'000	Expenditure £'000	Gains & (losses) £'000	Transfers £'000	31 March 2021 £'000
Jubilee Trust Fund	70	2	(4)	11	-	79
Other funds	51	2	(1)	9	-	61
	<u>121</u>	<u>4</u>	<u>(5)</u>	<u>20</u>	<u>-</u>	<u>140</u>

Jubilee Trust Fund

This fund forms part of the Charity's investment portfolio and, as a permanent endowment fund, the restrictions on capital and use of income must be followed and spent in accordance with the Jubilee Trust Fund objects. The Together Trust is the sole trustee of the Jubilee Trust Fund and the two charities are linked with The Together Trust being the reporting Charity for both.

Other Funds

These are expendable endowment funds held by the Charity to be used in accordance with the individual fund objects. These funds are as follows:

- Hoyer Trust Fund
- Thomas Hunt Trust Fund
- William Melland Trust Fund
- Ragged & Industrial Trust Fund
- Ann Street Wardle Trust Fund
- Harold Grimshaw Trust Fund

Notes to the financial statements for the year ended 31 March 2022

21. Analysis of assets and liabilities between funds

	Unrestricted 2022 £'000	Restricted 2022 £'000	Endowment 2022 £'000	Total 2022 £'000
Tangible fixed assets	18,170	-	-	18,170
Investments	811	-	165	976
Debtors	2,963	-	-	2,963
Cash	9,397	520	-	9,917
Current liabilities	(2,598)	-	-	(2,598)
Long term liabilities	(881)	-	-	(881)
Total net assets	<u>27,862</u>	<u>520</u>	<u>165</u>	<u>28,547</u>

2021 Comparatives

	Unrestricted 2021 £'000	Restricted 2021 £'000	Endowment 2021 £'000	Total 2021 £'000
Tangible fixed assets	18,292	-	-	18,292
Investments	162	-	140	302
Debtors	7,043	-	-	7,043
Cash	6,647	597	-	7,244
Current liabilities	(4,751)	-	-	(4,751)
Long term liabilities	(1,037)	-	-	(1,037)
Total net assets	<u>26,356</u>	<u>597</u>	<u>140</u>	<u>27,093</u>

Notes to the financial statements for the year ended 31 March 2022

22. Pensions

Together Trust Final Salary Scheme

The Charity operates a defined benefit scheme, the Together Trust final salary scheme. The provider of the scheme is The Pensions Trust. The Scheme became 'paid up' with effect from 31 March 2000.

This scheme is a separate Trustee administered fund holding the pension scheme assets to meet long-term pension liabilities. An actuarial valuation was carried out at 30 September 2018 and was updated to 31 March 2020 by a qualified actuary, independent of the scheme's sponsoring employer. The major assumptions used by the actuary are shown below.

The most recent completed actuarial valuation showed a deficit of £277,000 as at 30 September 2018. The Together Trust has previously agreed with the scheme's Trustee that it would eliminate the deficit by the payment of contributions to de-risk the deficit and these payments have all been made.

The Trust has further agreed with the Trustee that it will continue to make payments to meet the expenses of the scheme and levies to the Pension Protection Fund.

Assumptions

The key assumptions used in the actuarial valuation were:

	Valuation at	
	2022	2021
	% per annum	% per annum
Discount rate	2.78	2.05
Inflation (RPI)	3.62	3.35
Inflation (CPI)	3.22	2.90
Allowance for revaluation of deferred pensions of RPI or 5% p.a. if less	3.62	3.35
Allowance for pension in payment increases of CPI or 5% pa if less	3.09	2.85
Allowance for pension in payment increases of CPI or 3% pa if less	2.41	2.25
	% of maximum allowance	
	2022	2021
Allowance for commutation of pension for cash at retirement	75	75

The mortality assumptions adopted imply the following life expectancies on retirement:

	Life expectancy at age 65 (years)	
	2022	2021
Retiring today:		
Males	21.7	21.5
Females	24.1	23.4
Retiring in 20 years:		
Males	23.3	22.8
Females	25.6	25.0

Notes to the financial statements for the year ended 31 March 2022

22. Pensions (continued)

The amount included in the balance sheet arising from the Trust's obligations in respect of the defined benefit scheme is as follows:

	2022 £'000	2021 £'000
Fair value of scheme assets	9,294	9,390
Present value of defined benefit obligations	(8,951)	(9,311)
Surplus in plan	343	79
Unrecognised surplus	(343)	(79)
Net asset recognised in the balance sheet	-	-

Movements in the fair value of scheme assets were as follows:

	2022 £'000	2021 £'000
Fair value of scheme assets at start of year	9,390	9,559
Interest income	189	216
Return on assets excluding interest income	54	(80)
Expenses	(69)	(68)
Contributions paid by the employer	63	63
Benefits paid and expenses	(333)	(300)
Fair value of scheme assets at end of year	9,294	9,390

	2022 £'000	2021 £'000
Bond type	5,840	6,562
Property	1,075	848
Other	2,379	1,980
Total assets	9,294	9,390

Notes to the financial statements for the year ended 31 March 2022

22. Pensions (continued)

Movements in the present value of defined benefit obligations were as follows:

	2022	2021
	£'000	£'000
Defined benefit obligation at start of year	9,311	8,186
Interest expense	187	185
Past service cost – plan amendments	-	17
Experience losses/(gains) on liabilities	303	(45)
(Gain)/loss on change of assumptions	(517)	1,268
Benefits paid	(333)	(300)
Defined benefit obligation at end of year	8,951	9,311

Amounts recognised in the Statement of Financial Activities in respect of the defined benefit scheme are as follows:

	2022	2021
	£'000	£'000
Expenses	(69)	(68)
Benefit changes	-	(17)
Interest income on assets	189	216
Interest cost on defined benefit obligation	(187)	(185)
Interest effect of asset ceiling	(2)	(31)
Net cost recognised within net income/(expenditure) for the year	(69)	(85)
Return on scheme assets (excluding amounts included in net interest cost) – gain/(loss)	54	(80)
Experience gains and losses arising on the scheme liabilities – (loss)/gain	(303)	45
Effects of changes in the demographic and financial assumptions underlying the present value of the scheme liabilities – gain/(loss)	517	(1,268)
Effects of changes in the amount of surplus that is not recoverable (excluding amounts included in net interest cost) – (loss)/gain	(262)	1,325
Total actuarial gains	6	22
Total cost relating to defined benefit scheme recognised in the Statement of Financial Activities	(63)	(63)

Notes to the financial statements for the year ended 31 March 2022

22. Pensions (continued)

The Charity has participated in two (2021: two) pension schemes for its staff and these are described below.

(i) Teachers' Pension Scheme

The Trust participates in the Teachers' Pension Scheme ("TPS").

The TPS provides pensions to teachers who have worked in schools and other educational establishments in England and Wales. The Scheme is an unfunded statutory public service pension scheme with the benefits underwritten by the Government. The Scheme is financed by payments from the employer and from those current employees who are members of the Scheme who pay contributions at different rates which depend on their salaries.

Every four years, the Government Actuary's Department carries out a valuation of all unfunded public service pension schemes, including the Teachers' Pension Scheme. The latest actuarial valuation of the TPS was carried out as at 31 March 2016 in accordance with The Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 (as amended).

The valuation report was published by the Government's Actuary's Department on 5 March 2019. The key results of the valuation and the subsequent consultation were that employer contribution rates were set at 23.68% with effect from 1 September 2019.

A full copy of the valuation report and supporting documents can be found on the Teachers' Pension Scheme website at the following location:

<https://www.teacherspensions.co.uk/news/employers/2019/04/teachers-pensions-valuation-report.aspx>

The TPS is a multi-employer pension scheme. The Trust is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, the Trust has taken advantage of the exemption in FRS 102 and has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme and the implications for the Trust in terms of the anticipated contribution rates.

The pension costs paid to the TPS in the year amounted to £679,000 (2021: £662,000) and have been recognised in the Statement of Financial Activities as an expense with £57,000 (2021: £54,000) outstanding at the balance sheet date. The liability and expense have been allocated in full to unrestricted funds. The allocation of the expense to activities is explained in note 9.

(ii) Group Personal Pension Plan

The Charity also provides eligible staff the opportunity to contribute to a personal pension through a Group Personal Pension Plan, which is a defined contribution scheme. It is made available to all staff excluding those eligible for the Teachers' Pension Scheme. Provision of the scheme is made through pension provider Standard Life.

In the year ended 31 March 2022 the pension contributions payable in respect of staff participating in the Group Personal Pension plan was £814,000 (2021: £785,000) with £68,000 (2021: £65,000) outstanding at the balance sheet date.

Notes to the financial statements for the year ended 31 March 2022

23. Derivative financial instruments

The following table details the notional principal amounts and remaining terms of interest rate swap contracts outstanding as at the reporting date:

Outstanding contracts - receive floating pay fixed contracts

	Average contract fixed interest rate		Notational Principal value		Fair value	
	2022 %	2021 %	2022 £'000	2021 £'000	2022 £'000	2021 £'000
5 years +	4.21	4.21	952	1,005	131	234

The Trust is party to an interest rate swap contract in relation to a financial derivative to manage its exposure to the risk of interest rate variation. The interest rate swap contract expires on 31 March 2031.

The fair value of the derivative is calculated by discounting the future cash flows to the maturity date of 31 March 2031. The product gives the Trust increased certainty over future costs and cash flows, and the liability should be considered within the context of the length of the loan period and interest rates existing when the loan agreement was made in December 2010.

The interest rate swap settles on a quarterly basis. The floating rate on the interest rate swap was three months' LIBOR. As a result of the discontinuance of LIBOR, from 31 December 2021, the floating rate on the interest rate swap transitioned from LIBOR to UK Base Rate. The Trust settles the difference between the fixed and floating interest rate on a net basis.

Gains of £103,000 (2021: £57,000) in respect of the interest rate swap contract have been recognised in the Statement of Financial Activities.

Notes to the financial statements for the year ended 31 March 2022

24. Related party transactions

No Trustee received payment for professional or other services supplied to the Charity during the year (2021 £nil). There were no other related party transactions during the current or prior years that require disclosure.

25. Financial commitments

Capital commitments

	2022	2021
	£'000	£'000
Contracts for capital expenditure not provided for	<u>82</u>	<u>-</u>

Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases were:

	Land & Buildings		Other	
	2022	2021	2022	2021
	£'000	£'000	£'000	£'000
- due within one year	4	33	15	12
- due between one and five years	-	9	16	17
- due after five years	-	-	-	-
	<u>4</u>	<u>42</u>	<u>31</u>	<u>29</u>

26. Contingent Liabilities

The Charity has been informed by The Pensions Trust that some benefit changes in regard to the final salary-based pension scheme, which closed to new members in 2000, may not have been in accordance with the scheme rules. The Pensions Trust are seeking Court direction in relation to this, the outcome of which is not expected to be known until late 2024. If the Court directs these changes were made in a way not permitted by the scheme rules, then this would give rise to additional pension liabilities for the Trust in the future, which the Scheme's Actuary has estimated to be in the region of £6.1m. This figure is estimated using actuarial assumptions derived using the Trustee's Technical Provisions basis as at 30 September 2021 where this relates to service prior to the date of change and has been calculated from the preliminary results of the actuarial valuation as at 30 September 2021 allowing for market conditions at that date.



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