

ST. JOHN'S SCHOOL & COLLEGE

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2022



Annual report 2021-22

St. John's School and College

Charity number **1061001**

Company number **03303549**

Annual report and financial statements

For the year ended 31 August 2022

Legal and administrative information

Trustees

S Smith – Chair
W Catchpole
N Cowdrey (appointed 16 June 2021)
M Fawcett
L McMillan
A Thatcher

CEO Simon Charleton BEM

Charity number 1061001

Company number 03303549

Registered office St. John's School and College

Walpole Road
Brighton East Sussex
BN2 OAF

Auditor TC Group
The Courtyard
Shoreham Road
Upper Beeding Steyning
West Sussex BN44 3TN

Bankers Barclays Bank Plc, South Coast Group Leicester LE87 2BB

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TRUSTEES REORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) FOR THE YEAR ENDED 31 AUGUST 2022

The trustees present their report and financial statements for the year ended 31 August 2022.

Simon Smith, Chair of trustees



St. John's School and College based in Brighton and Seaford continues to be a vital part of the special educational needs provision here in Sussex and more widely across Southern England.

It is a time of great opportunities for the charity, as we approach our 150th anniversary in 2025 and develop some exciting plans to take the charity and its estate forward into the 2030s.

A strong feature of St. John's has been our partnership work with similar providers in the city, in the region and in the sector and we look forward to deepening some of these relationships in 2023.

2021-2022 saw the charity focusing very clearly on our autism specialism and embedding it within all our settings and beginning to reach out to share our expertise with others.

Simon Charleton, CEO



"The year 2021-2022 saw the charity come out of the pandemic a stronger and more resilient organisation. None of us would downplay the impact the pandemic had on the charity, and indeed the wider SEND sector, but I remain humbled and in awe of our staff team, our learners and their families at how they dealt with this unprecedented event. It wasn't business as usual of course but education, care and therapy continued all through the pandemic, as no staff were furloughed and services continued largely as normal.

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One event stands out during the latter days of the pandemic. We were the first venue in the city to have a blue plaque ceremony, after they had all been suspended. We welcomed the Mayor and many other dignitaries to mark the work of our founder, Sister Jane Borradaile.



St. John's continues to play a key role in SEND provision across southern England, and Sussex in particular, and we work closely and constructively with the south-east and south London local authorities and some further afield. We particularly value our relationships with Brighton & Hove City Council, East Sussex County Council and Seaford Town Council. I would also like to thank our tireless trustees and governors for their support and that of our three patrons: Lloyd Russell-Moyle MP, Maria Caulfield MP, and Baroness Jenny Jones."

Mission, vision and values

Vision

Our vision is of a world where all children and young people with special educational needs have access to high-quality education, care and support that is tailored to meet their individual needs.

Mission

Our mission is to provide St. John's learners with a high-quality specialist education that supports them to achieve their own goals, live their lives to the full and where they are at the centre of their own learning.

Values

At St. John's, we promote the fundamental values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different backgrounds, faiths and beliefs.

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Parent governor

Julie Hocking



"My first year of being Parent Governor at St John's School in Seaford has enabled me to have a clearer understanding of my child's learning.

I have been able to become part the school governing body and witness the school's strengths and weaknesses and have an influence in the direction the school is taking. Being a parent of a child at St John's, I am here to support the school but prepared to question decisions and request information and express my thoughts.

Taking on the role of Parent Governor, my focus is to listen, learn and communicate from a parent's perspective. I have a passion to make a difference to the lives of children such as mine, and I feel my role is to be a critical friend and support the school but also hold it accountable."

St. John's School

Anthony Carlo, Headteacher



St. John's School provides education, therapy and support to children and young people with a diagnosis of autism and other needs, whose learning, social, emotional and/or communication difficulties are often too complex for many mainstream educational settings to support. The school offers a bespoke package of support tailored to suit the individual needs of each learner.

Placement outcomes

Across the school, we work towards outcomes under five headings: well-being, communication, skills, independence and employability.



Wellbeing

At St. John's School, we want our children and young people to feel healthy and, most of all, happy. Children and young people learn best when they are happy.

We promote connection with each other, families, and communities through positive communication and being active. We have a full programme of activities that promote physical and mental wellbeing – on site in our beautiful grounds and also out and about in the local area, by the sea and on the south Downs.



Communication

We use all forms of communication mixed with compassion, patience and understanding to encourage the best outcomes to develop for our children and young people.





Skills

We place great emphasis on developing the right skills and competencies for our children and young people needed to become independent adults, enabling them to grow and work well with others. The skills learned are transferable and will be lifelong learning lessons. We promote a broad range of experiences through academic study, work experience and extra-curricular activities. Our young people sit a variety of accreditations in functional skills like English and mathematics.



Independence

St. John's supports the development of independence from an early age.

Like all other aspects of our curriculum, employability starts young - learning to use money, communicate with others etc and promoting essential skills, such as positive attitude, communication, teamwork, self-management, willingness to learn, problem-solving and decision-making, and reliability.



Employability

Our children and young people gain work experience around the school – for example, on the school reception and in the dining hall.



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St. John's College

Karen Grist, Principal



St. John's College provides high-quality residential and day education to young people aged between 19 -25 years with autism and other associated complex needs including learning disabilities. Our young people sometimes have co-existing conditions, such as visual or hearing impairment, or mental health issues or have complex behaviours that may challenge others.

2021-2022 was an academic year of recovery and development, taking 68 learners on an impactful learning journey.

What we do

All learners undertake bespoke learning programmes in response to their needs, aspirations, and progressive self-development. All learners benefit from accessing the local community regularly and take advantage of our diverse and inclusive city.

Learner voice

St. John's continues to focus on promoting the 'learner voice' at every opportunity. A weekly timetabled session has increased opportunities to hear and respond to individual voices. We want learners to have the skills and confidence to use their voice in college and out in the world. We want our learners to become active citizens so that they can participate in and contribute to society and work with others to make a difference. Learner questionnaires, representation at the Natspec **student parliament**, elected learner governor and learner council meetings are structured activities where a range of strategies, resources and support are used to support stronger 'learner voice'.

Multi-disciplinary approach

Our multi-disciplinary approach means education, therapies, residential and nursing teams work together to maximise each learner's experience and to achieve significant learning outcomes that prepare them for adulthood and life's opportunities.

Highly trained staff provide excellent support for learning and pastoral care. Teaching methods are varied with an emphasis on practical learning. Teaching strategies include a

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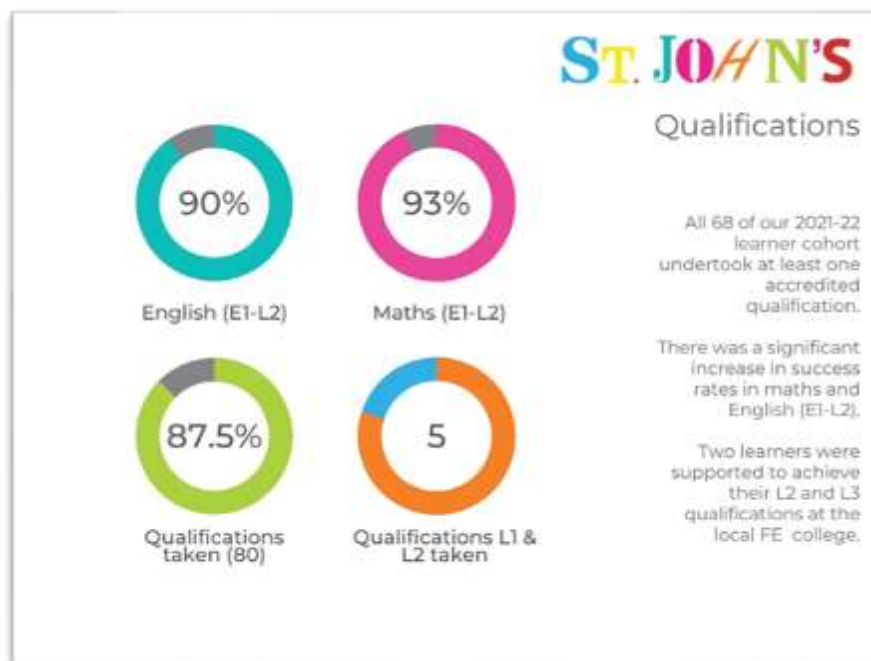
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focus on learning environments, clear structures, visual support and systematic instruction - all of which help reduce individual support over time, increase achievement and raise self-esteem. Learners very often excel during their time at St. John's and their achieve make a significant and lifelong difference to their own lives and to the lives of their families/carers.

The difference made

Employability

Fifteen full employability qualifications were achieved across E1, E2 and E3 levels. Learners acquired work skills through theory and practical classes. We collect comprehensive evidence in high quality portfolios, resulting in the achievement of valuable work skills qualifications.



Work-based learning on-site was increased and relationships with local employers revitalised. We slowly regained opportunities for positive, real, and formalised work experience, after the pandemic disrupted the programme. An average of 90 learners have undertaken work-based learning sessions across nine areas of learning each term and 14 learners per term have undertaken and succeeded in external work placements.

Inklusion Print

Our Karten Trust-funded printing facility has been upgraded, with new and additional printing equipment, the **Inklusion website** developed and the product range increased, providing valuable learning for our creative learners. This includes printing on mugs, aprons, t-shirts, fleeces, caps and the production of greeting cards, and hot chocolate bouquets.

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Performance and celebration



Flute Theatre

Our partnership with Flute Theatre grows ever stronger and we welcomed the company again for two fortnightly residencies. Both provided outstanding positive interactive experiences for a significant number of pre-entry learners, using the venue of a local community theatre.

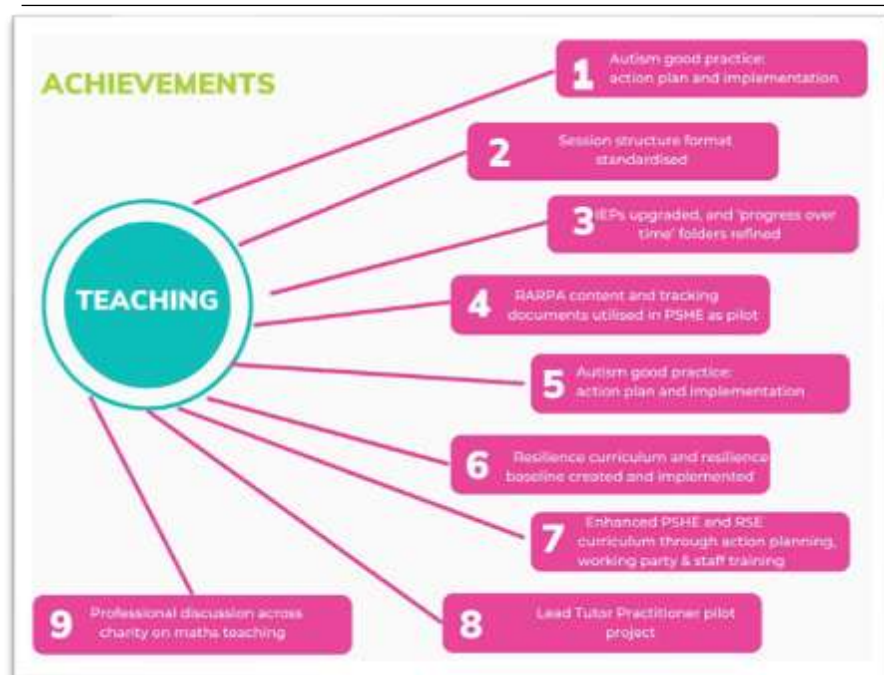
ST. JOHN'S

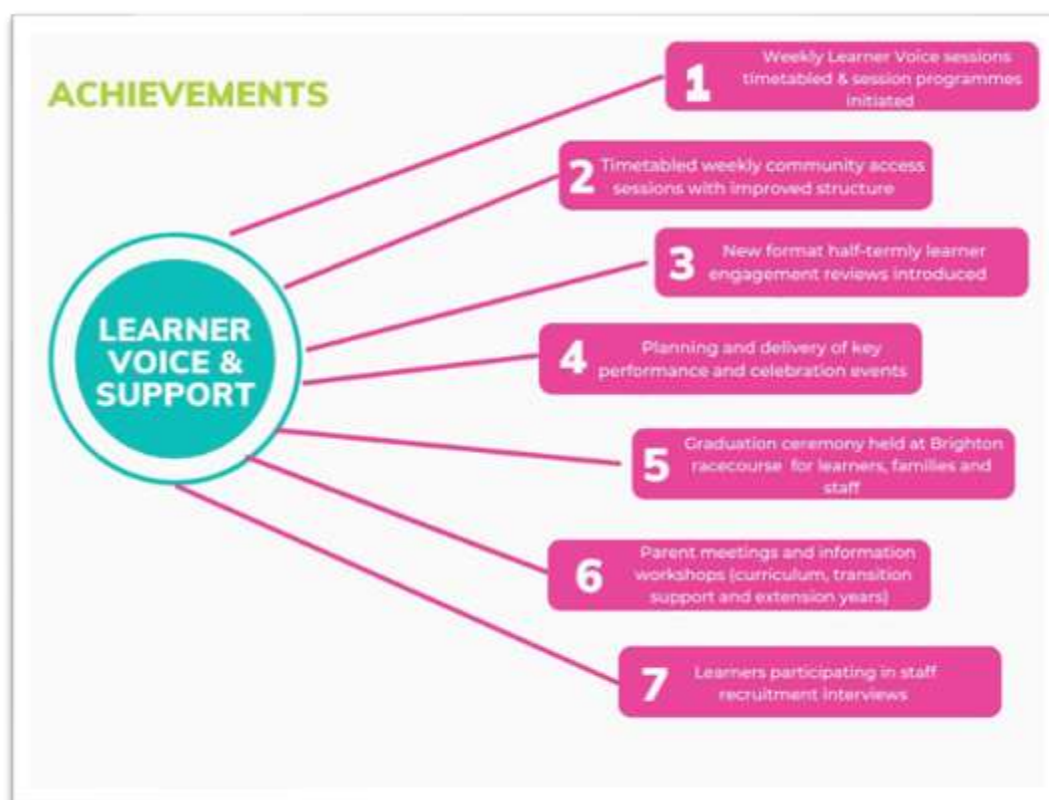


All of our performance and celebration learning experiences contributed significantly to the wellbeing, communication and personal development of each learner and to the achievement of specified outcomes held within their Educational Health Care Plans.

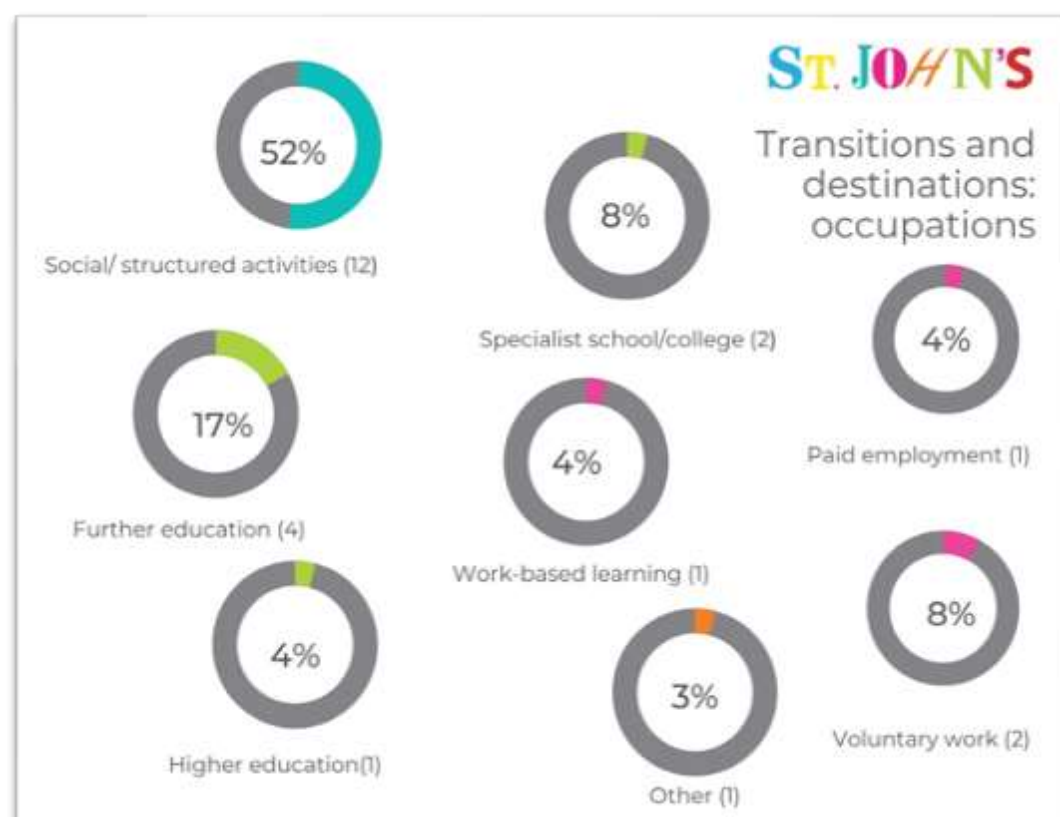
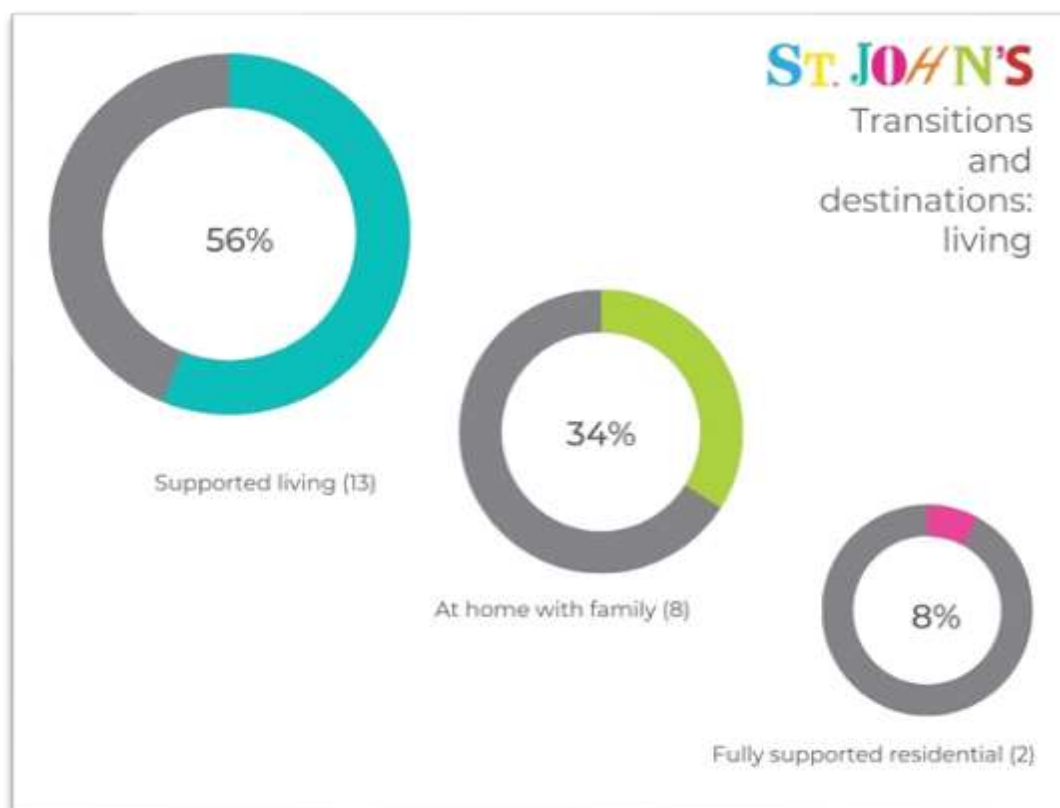
Performance and celebration

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The year ahead

ST. JOHN'S

Learning opportunities

1

Re-introduce off-site outward bound-type learning opportunities and a residential activity in the summer term.

2

Develop partnerships with larger businesses to increase learning & work opportunities to enhanced career prospects and next steps for learners.

3

Integrate work skills learning across the curriculum to enhance learner understanding of its relevance to their future lives.

4

Re-engage with more local community projects to enable increased involvement for learners with wider society and experience of public life.

5

Regain links with external providers and clubs to extend extracurricular activities.

The year ahead

ST. JOHN'S

Management and governance

1

Increase the effectiveness of Governors by ensuring in-person college visits and contribution to reviews on delegated areas of the provision.

2

Review the communication strategy around placements at risk, to avoid crisis management and promote improved collaborative transition arrangements.

3

Align Earwig monitoring of progress toward EHCP outcomes to updated annual review reporting changes. Reconsider management of learner targets, using holistic baseline and AET framework.

4

Continue to work towards the Autism Accreditation Action Plan to gain Advanced status.

5

Review and update staff induction around processes and procedures needed to effectively deliver the quality education from the first weeks of employment.



Funding futures

We have high aspirations for our young adults and the funding model allows us to provide a good package. However, there is very little scope within local authority funding to do developmental work or to make our lovely (but leaky) Victorian building more sustainable. Independent specialist colleges do not get the capital funding streams with that general further education colleges are awarded and therefore we have to seek other funding streams to support these aspects of our charitable work.

Residential post-19

Lou Harman, Head of Learner Services

St. John's currently operates six adult residential houses with between four and six bedrooms per house. Houses are located along the coastal stretch between Hove and Peacehaven. Three houses are located on the same site as our Brighton college and these are ideal for those young people who may find travel and transitions particularly difficult. The other three

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houses are all based in the community in residential streets, which offers increased opportunities for travel training and developing skills in this area. Residents may move to different houses during their time at St. John's, depending on progress, compatible peer groups, safety and their own individual needs.

Overview of the year

Although most of the country seemingly returned to pre-pandemic ways of living, St. John's, particularly the residential service, continued to be impacted. Residential staff were still required to test between 2-3 times per week. Masks were still a requirement for all care staff and infection control measures were still required to be enhanced.

The country wide staffing crisis in social care also had a huge impact on the residential service. Recruitment and retention were challenging which led to concerns around safety. To ensure safety, we made the decision to close one of the 38-week homes (Framfield) at weekends for an interim period, to ensure that all residents were safely supported during the week. We then made the decision to close and sell the same house at the end of the academic year. Its location in Seaford made recruitment of staff even harder. We intend to use the money from the sale of Framfield to purchase another house between Brighton and Peacehaven within the next two years. The selling of Framfield meant that staff working there would be relocated to other adult homes, which helped reduce the number of staff vacancies.

Although the year was challenging, due to the staffing crisis, covid outbreaks and restrictions, there were still a number of highlights. These were:

- learners' returning to access the community
- a renewed focus on 'learner voice'
- increased shared activities with residents from different houses
- increased resilience of residents, coping with unexpected change
- the development and increased use of bespoke visual resources for learners.

There were no inspections during this academic year.

Therapy

Alexandra Harris, Autism Lead and Head of Therapy

St. John's was awarded with Autism Accreditation status by the National Autistic Society (NAS) in 2017, and the Therapy team works in line with the Autism Accreditation standards, focusing on support for our young people in the NAS's four key focus areas of:



Social communication and interaction



Self-reliance and problem-solving



Sensory experiences



Emotional well-being

The Therapy team (2021-22) consists of the following departments and roles, providing a combination of group and one-to-one therapy sessions to young people, as well as therapy training, support, advice and guidance to staff, across all departments in the charity:

- Autism Lead & Head of Therapy
- Lead speech and language therapist
- Three speech and language therapists
- Three speech and language assistants
- One speech and language apprentice (0.8)
- Lead occupational therapy supervisor (0.8)
- Four occupational therapists (2.8)
- Three occupational therapists

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- One music therapist (external contract)
- One physiotherapist (external contract)
- One counsellor (external contract)

Therapy at St. John's is provided based on the Response to Intervention model.



A small number of young people receive 'intensive' speech and language therapy (SaLT) and/or occupational therapy (OT), music therapy, physiotherapy, or counselling. This intensive level of funding is determined by the local authorities' required provision in our young people's Education, Health and Care Plans (EHCPs).

All young people receive 'targeted' SaLT and OT input through the weekly therapy groups programme. These group sessions are planned and delivered by both SaLT and OT team members. Skills targeted within these group sessions include social communication and emotional regulation. The provision of a group session is part of the standard therapy package offered by the team at St. John's, so is directly funded by the local authorities.

In addition to the one-to-one (intensive) and group sessions (targeted) that young people are directly funded to receive, the SaLTs and OTs provide support at the 'universal' level. This has involved support and guidance, as well as developing and delivering a range of training sessions for teaching and support staff (both education and residential), as well as for the wider multi-disciplinary team (e.g. positive behaviour support and psychology), to build and strengthen understanding, practice and support in the NAS's four key focus areas.

Topics covered in the 2021-22 academic year have included:

- Travel training
- The fundamentals of communication

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- Intensive interaction
- The communication-friendly classroom
- Autism-friendly environments
- Sensory processing
- Writing social stories
- Creating communication-friendly resources
- The skill vs. demand framework
- Talking Mats
- The total communication approach
- Zones of regulation.

Most of our therapy team works across our education and residential services to support learners to access St. John's 'waking day' curriculum. We adopt both proactive and reactive approaches to enable development of skills in the four key areas of the NAS.

Examples of **proactive approaches** include:

- delivering therapy sessions to learners, as specified in their EHCPs;
- working alongside colleagues to model approaches and use of resources;
- ensuring consistency of strategies and resources between different settings;
- training of staff to increase knowledge, understanding and implementation;
- gaining staff and learner input into sensory profiles;
- attending team meetings to support colleagues to implement new strategies e.g., an update on a sensory diet;
- promoting autism-friendly environments;
- supporting, developing, and reinforcing the learner voice, promoting choice, autonomy, and assertiveness;

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- inputting into to professionals' meetings with the multi-disciplinary team, with knowledge of education and residential settings, offering a holistic view of the individual learner.

Examples of **reactive approaches** include:

- carrying out observations when new and specific support needs are identified e.g., carrying out a specific aspect of a personal care routine to support greater independence, or trialing a new communication method such as a PODD (pragmatic organisation dynamic display) book;
- undertaking post-incident reviews;
- undertaking refresher training of specific skills, in response to a specific learner need;
- autism-focused environmental audits, in response to specific support needs; e.g., ensuring a learner can increase their independence through the use of a differentiated visual aid.

Positive Behaviour Support (PBS) and Psychology team

Lou Harman, Head of Learner Services

The Positive Behaviour Support (PBS) & Psychology Team provides behavioural support, advice and guidance to staff and learners across all locations at St. John's. The team includes:

- One senior PBS practitioner
- Three PBS practitioners
- Two assistant psychologists

The team is further supported by the Head of Learner Services and by external clinical psychologists who provide a specialist multi-disciplinary clinical psychology-led consultation service. The focus of this service is to support the psychological well-being and mental health of our learners through facilitating professionals meetings. These meetings enable psychological discussion and a guided approach to support staff in their psychological thinking and support for learners. This has and continues to enhance the skills set of the staff team and the development of a psychologically aware and skilled organisation.

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The over-riding aim of the team to increase the quality of life for all children and young people and adults who attend St. John's, ensuring that their emotional and psychological needs are well met. Increasing quality of life through skills teaching and proactive support is proven to reduce behaviours that challenge. Alongside these aims is the continued commitment to reduce the use of restrictive practice and physical restraint.

St. John's continues to be approved as an affiliate of Maybo by Bild ACT (British Institute of Learning Disabilities, Association of Certified Training), which is licensed by the Restraint Reduction Network to certify that the Maybo training that we deliver, complies with the Restraint Reduction Network's training standards. The Care Quality Commission (CQC) expects all regulated services to use certified training.

The training standards aim to facilitate culture change in organisations that may need to use restrictive interventions. They are designed to:

- Protect people's fundamental human rights and promote person-centred best interest and therapeutic approaches to supporting people when they are distressed
- Improve the quality of life of those being restrained and those supporting them
- Reduce reliance on restrictive practices by promoting positive culture and practice that focuses on prevention, de-escalation and reflective practice
- Increase understanding of the root causes of behaviour and recognition that many behaviours are the result of distress due to unmet needs
- Where required, focus on the safest and most dignified use of restrictive interventions including physical restraint. The scheme includes training needs analysis to ensure training is proportional to the needs of the population and setting. There is also increased scrutiny and surveillance of curricula, senior trainers and affiliated organisations.

There has been a 19% decrease in number of restrictive physical interventions, compared to 2020/21.

Human Resources

Gen Walter, HR Manager



During the academic year 2021-2022, we trialled a number of recruitment techniques to try and fill our vacancies. These included using assessment centres, the Government's KickStart scheme, university placements, and attending a number of local job fairs.

We conducted retention surveys in order to try and establish how we could reduce turnover by addressing employee concerns. We also introduced 'workload and wellbeing meetings' at both the school and

the college.

We trialled a scheme to implement a four-day working week at our College View residential provision, using the employees at Pier View as a control group. The results were positive and were published in [a national report](#).

We had an increase in staff training compliance and also made changes to our sickness absence thresholds, in order to try and reduce the levels of sickness absence across the charity.

Our HR department has also seen a number of personnel changes this year with a new HR Manager joining the team in Oct 22.



Over the last year, we have introduced the *AET Making Sense of Autism* module into our Induction programme since March 2022 which has been successful. We have the wonderful Ava, a graduate student from St. John's who delivers these sessions with our trainers.

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Our partners

This year we have consolidated our partnerships with the following and more:



Safeguarding



Ellie Crosthwaite, Designated Safeguarding Lead (School)

During this academic year, we have made changes to the induction training following the updates to *Keeping Children Safe in Education 2021*, ensuring that all staff are aware of these changes and their role in safeguarding all learners. The way that we cover safeguarding has been reviewed and changes implemented. Safeguarding policy is now site-specific, making the safeguarding of children and adults even clearer for all. The job description of the designated safeguarding lead (DSL) has been changed and is also now site-specific, meaning that each site (School in Seaford and College in Brighton) has its own DSL to cover all safeguarding issues and concerns. The whole of the school safeguarding team has been trained to DSL level and we have added in robust ways of working, using a holistic approach for each learner. This work is on-going and improvements through lessons learnt are being made regularly and are having an impact on St John's as a whole, building a safe culture for staff, learners and others. We promote this culture daily, ensuring that safeguarding is at the heart of our work and a priority for all.

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Fee setting

Careful consideration is given to the setting of appropriate fees. Fee elements associated with the direct provision of education, care, and medical therapeutic support are variable based on the specific requirements of individual placements. However, all fees have an overhead element, which is common amongst all placements agreed in a particular year. We always aim to ensure that our fees are appropriate and carefully costed for our commissioners who have standing invitations to come on site and discuss this process with us.

Regulatory framework for education and care services

The charity is committed to good practice as outlined in the Office for Standards in Education, Children's Services and Skills (Ofsted) Education Inspection Framework and the Care Quality Commission (CQC) inspection framework and looks at the benefits of those strategies and techniques that have proved successful in a process of continuous improvement. Most inspection activity was paused during the covid pandemic although the college received a very positive monitoring visit in 2020, during the pandemic. The school (residential) was graded good in November 2022; Ashington Gardens was graded 'requires improvement' in November 2022; College View was graded good in December 2022; the school (education) was graded inadequate in January 2023. Over a six-year period, the charity has received over twenty regulatory visits and the majority have been good.

Strategic report

The description under the heading 'Financial review' meet the company law requirements for the trustees to present a strategic report.

Financial review

Statement of financial activities

The statement of financial activities shows:

Net incoming resources for the year of £1,099,764 (2021: £709,158) and total reserves stand at £7,046,302 (2021: £5,946,538), being £1,050,000 designated reserves, £46,281 restricted reserves and £5,950,021 unrestricted reserves. Funds continue to be invested in improvements to, and refurbishment of, environments and resources for learning.

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The reserves policy states the charity aims to make a surplus of 3-5% of turnover which is then budgeted to be spent in the following years investing in beneficiary resources. The Trustees agree that reserves excluding fixed assets (or free reserves) of £1 - £1.5 million are required to cope with downturns and unforeseen circumstances. Free reserves totalled £1,582,786 (2020: £1,362,581). The charity is therefore acting in line with its reserves policy.

Plans for the future

The charity has had a strategic aim to forge closer relationships with other similar schools and colleges for many years and we continued to have fruitful discussions with our peers to forge informal and more formal partnerships which will enable us to share our expertise and also learn from others. To some extent, we are mirroring the move in the maintained sector to multi-academy trusts but recognising that the non-maintained sector is distinct. We believe that this distinction and difference is important to the health of the SEND sector, as St. John's has played and will continue to play a key role across the southeast of England.

In this context, St. John's School and College has had constructive discussions with another charity, Ambitious about Autism. These discussions recognised the benefits to be gained from a larger organisation and the decision was taken to merge by St. John's board on 23/03/23 and by Ambitious about Autism on 24/03/23.

Key areas for future developments

Key areas for future developments for the charity, beyond this partnership work, will be continuing to renew our estate portfolio and review the location of our sites to ensure they are best placed for the benefit of the young people and to facilitate staff recruitment. Alongside this, we will continually seek to develop and embed our autism specialism and work with our local authorities to support their strategic needs for placements for young people with complex needs.

Structure governance and management

The charity is governed by our Trustee Board with whom the Chief Executive meets termly and other senior leaders meet through our five main committees: school governing body; college governing body; care & compliance committee; estates committee and the trustee Finance Committee. Each of these committees is chaired by a trustee and serviced by a member of the Charity's senior leadership.

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team. The charity is a company limited by guarantee and is therefore governed by a memorandum and articles of association. The Legal and Administrative Information page forms part of this report.

The trustees are also the directors for the purpose of company law, and who served during the year were:

S Smith – Chair

W Catchpole

M Fawcett

L McMillan

K Nicholls

P Redwood

A Thatcher

None of the trustees has any beneficial interest in the charity. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The board of trustees requires breadth and depth of experience to carry out its duties effectively and efficiently. The recruitment of suitable persons with the time available to give is always a difficult task. However, the board seek to ensure that the following attributes are represented amongst its members: legal background, financial/accounting background, education experience and business experience at senior management level. As new trustees are appointed, adequate induction and familiarisation is arranged.

Trustees accept ultimate responsibility for directing the affairs of a charity and ensuring that it is solvent, well-run, and delivering the charitable outcomes for the benefit of the public for which it has been set up. The trustees are responsible for the overall management of the St. John's School and College Charity and meet three times a year. The CEO's remuneration and terms and conditions are set by the trustees.

The trustees determine the general policy of the charity. Trustees delegate operational decisions and responsibilities to the chief executive. However, strategic and major financial decisions are made by the trustees, taking advice and recommendations from the chief executive and senior leadership team.

The School and College have governing bodies who, on behalf of the trustees, understand its strengths and weaknesses through appropriate involvement in self-assessment; they provide challenges and hold the Principal and Headteacher to account for improving the quality of learning and the effectiveness of performance management systems; monitor the quality of the experience provided for beneficiaries and their outcomes; understand their roles and responsibilities in relation to equality and diversity; and

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fulfil legislative requirements, such as those for disability, safeguarding, and health and safety. Two trustees are appointed to the governing body.

The Trustees have delegated certain tasks to the subcommittee for Finance. The finance committee meets up to five times a year, ahead of the Trustee Board under the chairmanship of the Chair of Trustees. This committee also acts as the audit committee reviewing initial risk management of the charity and undertaking best value measurement of the charity's resources.

'The Clerk' of the trustees and governing body is responsible for co-ordinating the work schedule of the trustees and governing body including taking the minutes of all meetings. All trustees and governors give their time freely.

The senior leadership team pay on recruitment or change in responsibility is subject to benchmarking and affordability. Once in post inflationary pay increases are subject to CEO approval.

Compliance and Charity Commission guidance & public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

The Trustees have considered the question of public benefit and are satisfied that the Charity's activities are as defined by charity law and Charity Commission regulations.

St. John's is a member of the National Association of Special Schools, and the National Association of Specialist Colleges. The College is also member of the SE Regional Peer Review Development group and attends all Independent Specialist Provider meetings with the south-eastern local authority group. The charity has extensive community links as a local provider and continues to develop further links and collaborative working opportunities each year.

The Charity always aims to comply with its articles of association and to fulfil the mission set out nearly 150 years ago by our founder Sister Jane Borradaile. We scrutinise the Charity Commission guidance as it emerges and always aim to develop on their best practice recommendations to ensure that the beneficiaries remain at the heart of all that we do.

Employee involvement During the covid pandemic, the charity set up a group of middle managers who had daily involvement in operational matters to advise senior leaders on the best ways to comply with the rapidly changing guidance issued from government bodies. This steering group was one of the main reasons why the Charity navigated the choppy waters of the pandemic with minimum disruption to service provision. We hope to build on this experience going forward, by involving all our employees more closely in developing both operationally and strategically. Our employees are at the

ST. JOHN'S SCHOOL & COLLEGE

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2022

heart of what we do and we are very lucky to draw from such a skilled workforce in Brighton and surrounding areas.

Disabled persons Given our mission and purpose, we aim to be a comfortable and welcoming workplace for neuro-divergent employees and our Autism Leader and Head of Therapy works closely with HR to achieve this goal. We recognise that our main site in Brighton presents challenges for employees and service users with physical disabilities and, whilst our Estates team can mitigate some of these challenges, the longer-term plan will be to explore alternative sites and locations. Recent changes to our adult residential estate improved accessibility and this will be factored into future decisions.

Disclosure of information to auditor Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

The Trustees approve the above Strategic Report in their capacity as company directors.

The accounts have been authorised for issue by the Board of Trustees.

On behalf of the Board of Trustees

S Smith, Chair of the Trustee Board

Dated: 2 May 2023

ST. JOHN'S SCHOOL & COLLEGE

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 AUGUST 2022

Statement of trustees' responsibilities for the year ended 31 August 2022

The trustees, who are also the directors of St. John's School & College for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these 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, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

ST. JOHN'S SCHOOL & COLLEGE

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

Independent auditor's report for the year ended 31 August 2022

We have audited the financial statements of St John's School & College (the 'charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cashflow Statement and notes to the financial statements. 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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 FRC's Ethical Standard, and the provisions available for small entities, and we have fulfilled our 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

We draw attention to Note 2.2 to the financial statements which explains that the company will merge during the financial year 2022/23 with the net assets being transferred to another charitable company. The directors therefore do not consider it to be appropriate to adopt the going concern basis of accounting in preparing the financial statements. Accordingly, the financial statements have been prepared on a basis other than going concern as described in Note 2.2. Our opinion is not modified in respect of this matter.

Other information

The other information comprises the information included in the annual report, including the governor's report (incorporating the strategic report and the directors report), other than the financial statements and our auditor's report thereon. The governors are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

ST. JOHN'S SCHOOL & COLLEGE

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

We have nothing to report in this regard.

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 governors' report (incorporating the strategic report and the directors' report) 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 have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the governors' report and from the requirement to prepare a strategic report.

Responsibilities of governors

As explained more fully in the governors' responsibilities statement, the governors (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the governors 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 governors 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 governors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

ST. JOHN'S SCHOOL & COLLEGE

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

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

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the governors and other management (as required by auditing standards), and discussed with the governors and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, Care Quality Commission (CQC), school inspections, DBS checks, and employment law. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the governors and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102, the Companies Act 2006 and the Charities Act 2011) and the relevant tax compliance regulations in the UK.
- We considered the nature of the charitable company's operations, the control environment and financial performance.
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.
- We considered the procedures and controls that the charitable company has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those programmes and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

ST. JOHN'S SCHOOL & COLLEGE

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 AUGUST 2022

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 auditors' 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, or for the opinions we have formed.

Mark Cummins FCCA (Senior Statutory Auditor)

for and on behalf of TC Group

Statutory Auditors

Office: Steyning, West Sussex

Dated: 23 May 2023

ST. JOHN'S SCHOOL & COLLEGE

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2022

| | Notes | Unrestricted Funds £ | Designated funds £ | Restricted Funds £ | Total 2022 £ | Total 2021 £ |
|--|-------|----------------------------|--------------------------|--------------------------|------------------|------------------|
| <u>Income from:</u> | | | | | | |
| Donations and Legacies | 4 | 246,031 | - | - | 246,031 | 281,582 |
| Charitable Activities | 5 | 14,869,939 | - | 20,786 | 14,890,725 | 11,970,630 |
| Other Trading Income | 6 | 1,397 | - | - | 1,397 | 1,136 |
| Investments | 7 | 3,716 | - | - | 3,716 | - |
| Total Income | | 15,121,083 | - | 20,786 | 15,141,869 | 12,253,348 |
| <u>Expenditure on:</u> | | | | | | |
| Raising funds | 8 | 24,677 | - | - | 24,677 | 43,378 |
| Charitable Activities | 8 | 13,989,414 | - | 28,014 | 14,017,428 | 11,500,812 |
| Total Expenditure | | 14,014,091 | - | 28,014 | 14,042,105 | 11,544,190 |
| Net income/(expenditure) in | | 1,106,992 | - | (7,228) | 1,099,764 | 709,158 |
| Transfers between funds | 19 | (900,000) | 900,000 | - | - | - |
| Net movement in funds | | 206,992 | 900,000 | (7,228) | 1,099,764 | 709,158 |
| Fund balances at 1 September | | 5,743,029 | 150,000 | 53,509 | 5,946,538 | 5,237,380 |
| Fund balances at 31 August 2022 | | 5,950,021 | 1,050,000 | 46,281 | 7,046,302 | 5,946,538 |

The statement of financial activities includes all gains and losses recognised in the year

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

ST. JOHN'S SCHOOL & COLLEGE

BALANCE SHEET

AS AT 31 AUGUST 2022

| | Notes | Total 2022 | | Total 2021 | |
|--|-------|---------------------------|-------------------------|--------------------|-------------------------|
| | | £ | £ | £ | £ |
| Fixed Assets | | | | | |
| Tangible Assets | 11 | | <u>4,367,235</u> | | <u>4,385,214</u> |
| | | | 4,367,235 | | 4,385,214 |
| Current Assets | | | | | |
| Debtors | 12 | 3,887,151 | | 2,014,378 | |
| Cash at bank and in hand | | <u>956,591</u> | | <u>1,526,362</u> | |
| | | 4,843,742 | | 3,540,740 | |
| Creditors: amounts falling due within one | 13 | <u>(1,444,848)</u> | | <u>(1,211,215)</u> | |
| Net current assets | | | <u>3,398,894</u> | | <u>2,329,525</u> |
| Total assets less current liabilities | | | 7,766,129 | | 6,714,739 |
| Creditors: amounts falling due after one | 15 | | <u>(719,827)</u> | | <u>(768,201)</u> |
| | | | <u>7,046,302</u> | | <u>5,946,538</u> |
| Income funds | | | | | |
| Restricted funds | 18 | | 46,281 | | 53,509 |
| <u>Unrestricted funds</u> | | | | | |
| Designated funds | 19 | 1,050,000 | | 150,000 | |
| General unrestricted funds | 20 | <u>5,950,021</u> | | <u>5,743,029</u> | |
| | | | <u>7,000,021</u> | | <u>5,893,029</u> |
| | | | <u>7,046,302</u> | | <u>5,946,538</u> |

The financial statements were approved by the Trustees on2 May 2023.....

.....

S Smith

Trustee

Company Registration No. 03303549

ST. JOHN'S SCHOOL & COLLEGE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 AUGUST 2022

| | Notes | 2022 | | 2021 | |
|---|-------|----------|------------------|-------------|------------------|
| | | £ | £ | £ | £ |
| Cash flows from operating activities | | | | | |
| Cash generated from operations | 23 | | (553,149) | | (78,766) |
| Investing activities | | | | | |
| Purchase of tangible fixed assets | 11 | - | | (1,215,168) | |
| Interest received | 7 | 3,716 | | - | |
| Net cash used in investing activities | | | 3,716 | | (1,215,168) |
| Financing activities | | | | | |
| Loan finance | 16 | - | | 800,000 | |
| Loan interest | | (20,338) | | (4,327) | |
| Net cash generated from financing activities | | | (20,338) | | 795,673 |
| Net increase/(decrease) in cash and cash | | | (569,771) | | (498,261) |
| Cash and cash equivalents at beginning of the | | | 1,526,362 | | 2,024,623 |
| Cash and cash equivalents at end of year | | | 956,591 | | 1,526,362 |

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

1 Charity information

St. John's School & College is a private company limited by guarantee incorporated in England and Wales. The registered office is St. John's School and College, Walpole Road, Brighton, East Sussex, BN2 0AF.

2 Accounting policies

2.1 Accounting convention

The accounts have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared on the historical cost convention. The principal accounting policies adopted are set out below.

2.2 Going concern

At the time of approving the financial statements, the trustees of the charity had agreed a merger with another charitable company. The merger is planned for the financial year 2022/23 with the net assets being transferred to the other charitable company. The directors therefore do not consider it to be appropriate to adopt the going concern basis of accounting in preparing the financial statements.

2.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds are those which have been set aside by trustees to be spent on a specific purpose.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

All funds are applied for charitable purposes.

2.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Fees represent the total invoice value of educational and residential services rendered during the year. Fees invoiced in advance are deferred.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met, and the grants will be received.

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

2 Accounting policies (Continued)

2.5 Expenditure

Resources expended are included in the Statement of Financial Activities on an accruals basis inclusive of any VAT which cannot be recovered (this includes ex-gratia costs).

Teaching and welfare includes the costs of schooling and residential care including staffing and the provision of educational apparatus and equipment. Also included here are the office running costs.

Support costs are those functions that assist the work of the charity. All support costs have been allocated to the main charitable activity. Governance costs are disclosed in the accounts and are also allocated entirely to the main charitable activity.

2.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

| | |
|-----------------------------------|------------------------------------|
| Freehold land and buildings | No depreciation * |
| Equipment | Straight line over 10 years** |
| Motor vehicles | 25% on the reducing balance method |
| Inklusion Ltd. transferred assets | 25% on the reducing balance method |

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

*The buildings are all used for the purpose of the charity's business. Each year considerable amounts are spent on refurbishing, updating and repairing the buildings so that they meet the charity's needs. It is the policy of the charity to write off these sums against revenue in the year they are expended/committed. The residual value of the buildings has been considered and assessed as high and therefore the Trustees do not consider it appropriate to depreciate the buildings. Professional advice has stated that the property is worth at least the value at which it is stated in the accounts and may have higher value if used for alternative purposes.

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

**Most purchases of equipment are replacements and are written off in the year of acquisition.

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

2 Accounting policies (Continued)

2.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

2.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

2.9 Employee benefits

- Childcare vouchers – scheme closed 4th October 2018
- Simply Health – level 1 funded by St. John's
- Travel to work scheme
- Bike to work scheme
- Hastee Pay and financial support

Termination benefits along with any unused holiday entitlement costs are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2.10 Retirement benefits

The charity contributes to the Teachers' Defined Benefits Scheme at rates set by the scheme actuary and advised by the scheme administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the charity. In accordance with FRS 102 the scheme is accounted for as a defined contribution scheme. The charity operates defined contribution schemes for other employees whereby the assets of the schemes are held separately from those of the charity in independently administered funds. Contributions to these schemes are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the schemes.

3 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount 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 where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statement.

4 Income from donations and legacies

| | Unrestricted funds | Restricted funds | Total 2022 | Total 2021 |
|----------------------|-----------------------|---------------------|----------------|------------|
| | £ | £ | £ | £ |
| Donations and grants | 246,031 | - | 246,031 | 281,582 |

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

5 Income from charitable activities

| | Fee £ | Ancillar £ | Restrictive £ | Total 2022 £ | Total 2021 £ |
|---------------------|------------------|----------------|------------------|------------------|------------------|
| <u>Income from</u> | | | | | |
| School Education | 2,502,797 | - | - | 2,502,797 | |
| School Residential | 612,517 | - | - | 612,517 | |
| College Education | 4,797,543 | - | - | 4,797,543 | 3,922,637 |
| College Residential | 5,490,248 | - | - | 5,490,248 | 4,277,688 |
| Respite | 4,693 | - | - | 4,693 | 3,888 |
| Government Grants | 1,324,194 | - | 20,786 | 1,344,980 | 1,163,485 |
| Ancillary | - | 137,947 | - | 137,947 | 3,624 |
| | <u>14,731,99</u> | <u>137,947</u> | <u>20,786</u> | <u>14,890,72</u> | <u>11,970,63</u> |

6 Other trading income

Other trading income is made up of various work related enterprises run by the school and college, these consist of Scrummies Café, Scrummies Deli, Print Shop and Zest Car Valeting.

Beneficiaries carry out related work duties providing opportunities for them to develop the vital skills, knowledge and behaviours relevant to the work place.

This approach raises levels of beneficiaries' independence and self-confidence and helps learners to prepare for work experience, volunteering and employment.

| | 2022 £ | 2021 £ |
|--------------------|--------------|--------------|
| Enterprise takings | <u>1,397</u> | <u>1,136</u> |

7 Income from investments

| | 2021 £ | 2020 £ |
|---------------------|--------------|-----------|
| Interest receivable | <u>3,716</u> | <u>-</u> |

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

8 Expenditure

| | Staff costs £ | Depreciation £ | Other Costs £ | Total 2022 £ | Total 2021 £ |
|------------------------------|-------------------|-------------------|------------------|-------------------|-----------------|
| Raising Funds | - | - | 24,677 | 24,677 | 43,378 |
| Charitable Activities | | | | | |
| Direct | 8,842,037 | - | 2,080,794 | 10,922,831 | 8,439,089 |
| Support (note 9) | 1,828,311 | - | 175,635 | 2,003,946 | 1,895,755 |
| Premises | - | 17,979 | 1,072,672 | 1,090,651 | |
| Charitable Activities | 10,670,348 | 17,979 | 3,329,101 | 14,017,428 | 11,500,812 |
| Total | 10,670,348 | 17,979 | 3,353,778 | 14,042,105 | 11,544,190 |

9 Support costs

| | Support Costs £ | Governance Costs £ | 2022 £ | 2021 £ |
|-----------------------------|-----------------------|--------------------------|------------------|-----------|
| Audit Fees | - | 16,766 | 16,766 | 15,000 |
| Inspection Fees | - | 14,319 | 14,319 | 17,919 |
| Legal Fees | 48,306 | - | 48,306 | 47,580 |
| Professional Fees | 54,849 | - | 54,849 | 61,291 |
| Consultancy IT | 33,386 | - | 33,386 | 12,206 |
| Consultancy Health & Safety | 7,700 | - | 7,700 | 11,228 |
| Governors expenses | - | 309 | 309 | 681 |
| Support Salaries | 1,828,311 | - | 1,828,311 | 1,729,850 |
| | 1,972,552 | 31,394 | 2,003,946 | 1,895,755 |

Support costs include £16,766 (2021: £15,000) paid to current auditors in respect of audit fees and £575 (2021: £550) in respect of other services.

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

10 Staff costs

Number of employees

The average monthly number employees during the year was:

| | 2022 number | 2021 number |
|----------------------|----------------|----------------|
| Teaching and welfare | 319 | 334 |
| Education Support | 32 | 43 |
| | <u>351</u> | <u>377</u> |

Employment Costs

| | 2022 £ | 2021 £ |
|-----------------------|-------------------|------------------|
| Wages and salaries | 8,138,406 | 7,245,957 |
| Agency costs | 1,255,488 | 381,164 |
| Social security costs | 731,122 | 610,037 |
| Other pension costs | 545,332 | 309,918 |
| | <u>10,670,348</u> | <u>8,547,076</u> |

During the period payments of £23,749 (2021: £40,177) were made with regards to the termination of employment.

Other pension costs include payments of £64,379 and a provision of £133,281 for a historical teachers pension costs.

The number of employees whose annual remuneration was £60,000 or more were:

| | 2022 Number | 2021 Number |
|--------------------|----------------|----------------|
| £60,000 - £70,000 | 4 | 2 |
| £70,000 - £80,000 | - | 2 |
| £80,000 - £90,000 | 1 | 1 |
| £90,000 - £100,000 | 1 | - |

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

All employees whose emoluments exceeded £60,000 were engaged in direct charitable work.

Employer's pension costs relating to staff with remuneration over £60,000 totalled £44,897 (2021: £44,247).

Remuneration of key management personnel

The senior leadership team consists of the CEO, Principal, Headteacher, Head of Finance, Head of Learner Services, Head of HR & Operations, and Autism Lead & Head of Therapy. Senior leadership pay for the period totalled £655,404 (2021: £457,273). In 2020/21 the key management personnel comprised of 5 roles. Due to a restructure and enlargement of the senior leadership team, and replacement of key roles resulting in an extended handover period, there were 7 key management roles in 2021/22.

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

11 Tangible fixed assets

| | Freehold land and buildings £ | Equipment £ | Motor vehicles £ | Total £ |
|---|--|----------------|------------------------|------------------|
| Cost | | | | |
| Cost as at 1 September 2021 and 31 August | 4,294,740 | 104,604 | 163,369 | 4,562,713 |
| Depreciation | | | | |
| As at 1 September 2021 | - | 60,829 | 116,670 | 177,499 |
| Depreciation charged in the year | - | 6,305 | 11,674 | 17,979 |
| As at 31 August 2022 | - | 67,134 | 128,344 | 195,478 |
| Carrying amount | | | | |
| At 31 August 2022 | 4,294,740 | 37,470 | 35,025 | 4,367,235 |
| At 31 August 2021 | 4,294,740 | 43,775 | 46,699 | 4,385,214 |

12 Debtors: Amount falling due within one year

| | 2022 £ | 2021 £ |
|--------------------------------|------------------|-----------|
| Trade debtors | 3,400,773 | 1,060,267 |
| Other debtors | 10,415 | 3,343 |
| Prepayments and accrued income | 475,963 | 950,768 |
| | 3,887,151 | 2,014,378 |

13 Creditors: Amounts falling due within one year

| | 2022 £ | 2021 £ |
|------------------------------------|----------------|-----------|
| Trade creditors | 471,099 | 554,794 |
| Accruals | 365,515 | 150,655 |
| Deferred income (note 14) | 315,870 | 263,241 |
| Other taxation and social security | 159,502 | 134,356 |
| Other creditors | 87,095 | 76,370 |

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

Bank loans (note 16)

| | |
|------------------|-----------|
| 45,767 | 31,799 |
| 1,444,848 | 1,211,215 |

14 Deferred income

| | 2022 | 2021 |
|-------------------------------------|------------------|-------------|
| | £ | £ |
| Deferred income at 1 September 2021 | 263,241 | 241,607 |
| New | 315,870 | 263,241 |
| Released | (263,241) | (241,607) |
| Deferred income at 31 August 2022 | 315,870 | 263,241 |

15 Creditors: Amounts falling due after one year

| | 2022 | 2021 |
|----------------------|----------------|-------------|
| | £ | £ |
| Bank loans (note 16) | 719,827 | 768,201 |
| | 719,827 | 768,201 |

16 Bank loans

| | 2022 | 2021 |
|--|----------------|-------------|
| | £ | £ |
| Bank loans are wholly repayable in instalments as follows: | | |
| Less than one year | 45,767 | 31,799 |
| More than one year but less than two years | 49,322 | 48,375 |
| More than two years but less than five years | 670,505 | 719,826 |
| | 765,594 | 800,000 |

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

During the prior year the charity obtained an £800,000 five year term loan from Barclays Bank PLC. Interest is charged at 2% above base rate.

Barclays Bank PLC hold a charge over 18/20 Caburn Road, Hove, East Sussex, BN3 6EF.

17 Retirement benefit schemes

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £211,309 (2021: £185,893).

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 AUGUST 2022

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. The consultation closed to response on 19 August 2021 and the Government is currently analysing the responses.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

17 Retirement benefit schemes (continued)

The charity also operates a defined contribution scheme from Standard Life, which is available to the non-teaching staff. The employer contribution under this scheme was 5%. Employer contributions for the year were £13,822 (2021: £14,279). This scheme is closed to new entrants.

The charity operates a pension scheme with NEST for its remaining employees', contributions under this scheme were 3%. Contributions made by the employer during the year were £121,654 (2021: £109,746).

Contributions were due under the schemes at the balance sheet date amounting to £50,743 (2021: £42,265) and are included in other creditors.

18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

| | Movement in funds | | | | |
|----------------------------|-----------------------------------|----------------------------|----------------------------|------------------------------------|-----------------------------------|
| | Balance at 1 September £ | Incoming resources £ | Resources expended £ | Transfers between funds £ | Balance at 31 August 2022 £ |
| Research Officer Intern | 89 | - | - | - | 89 |
| Music Equipment – | 975 | - | - | - | 975 |
| Outdoor Improvement | 3,750 | - | - | - | 3,750 |
| Recording Studio – Seaford | 773 | - | - | - | 773 |
| Seaford Library Grant | 1,801 | - | - | - | 1,801 |
| Framfield Vehicle | 3,496 | - | - | - | 3,496 |
| Pier View Coastal Walk | 190 | - | - | - | 190 |
| Community Heroes - | 3,588 | - | - | - | 3,588 |
| Seaford Play Equipment | - | - | - | - | - |
| Karten Trust – Inklusion | 4,250 | 44 | (829) | - | 3,465 |
| Other Fundraising | 4,766 | - | (1,191) | - | 3,575 |
| Inklusion fixed assets | 19,499 | 13,277 | (19,067) | - | 13,709 |
| 16-19 Bursary Funding | 10,332 | 7,465 | (6,927) | - | 10,870 |
| Pupil Premium Funding | 53,509 | 20,786 | (28,014) | - | 46,281 |

Project

Research Officer Intern
temporarily to assist.

Music Equipment - Brighton

Outdoor Improvement Project

Recording Studio - Seaford

Seaford Library Grant
School.

Description

Research and marketing officer employed

Update and expand the range of music equipment
within the College.

Nature trail for Seaford School grounds.

Update and expand the range of music equipment
within the School.

Introduce and develop a library within Seaford

18 Restricted funds (continued)

Framfield Vehicle

To purchase a new vehicle for Framfield
residential house.

Pier View Coastal Walk

Create an outdoor sensory space for Pier
View residential house.

Community Heroes - Seaford Play Equipment
Karten Trust – Inklusion

Pirate Ship for Seaford grounds.
Funds to purchase new printing equipment
to expand enterprise. Website development
and training costs to implement new
Inklusion website.

Other Fundraising

Funds for various residential houses to
replenish sensory items.

Inklusion fixed assets

Net book value of fixed assets transferred
from Inklusion. To be returned to funder if

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

| | |
|-----------------------|--|
| 16-19 Bursary Funding | no longer in use. Provide financial help to learners whose access or completion of education might be inhibited by financial consideration. |
| Pupil Premium Funding | Government funding that was introduced in 2011 to improve the education of underprivileged children. |

19 Designated funds

| | Movement in funds | | | | |
|-----------------------|-----------------------------|--------------------|--------------------|-------------------------|---------------------------|
| | Balance at 1 September 2021 | Incoming resources | Resources expended | Transfers between funds | Balance at 31 August 2022 |
| | £ | £ | £ | £ | £ |
| Building Futures Loan | 150,000 | - | - | 150,000 | 300,000 |
| Condition Survey Fund | - | - | - | 250,000 | 250,000 |
| Future Years Deficit | - | - | - | 300,000 | 300,000 |
| Staff Retention Fund | - | - | - | 200,000 | 200,000 |
| | 150,000 | - | - | 900,000 | 1,050,000 |

Building Futures Loan Fund was created in 2021 and relates to funds set aside to repay the loan obtained to support the Building Futures project being a project to create bespoke residential units to provide accommodation for learners from St. John's.

The Condition Survey Fund was created during the year and relates to funds set aside specifically for allocation to repairs and renovations identified in the Condition Survey undertaken in 2021. Our main College building is Victorian, and our other properties all require significant investment to maintain them as assets and high-quality sites

The Future Years' Deficit Fund was created in year and relates to funds set aside to support the charity through the following years. St John's, like many similar organisations, is experiencing substantial recruitment challenges; to ensure the correct staffing support is available to our Children, Young People and Adults, placements have purposefully been reduced resulting in an income reduction. This combined with significantly increased costs, results in a deficit budget being planned for the following two years.

The Staff Retention Fund was created in year and relates to funds specifically set aside to reward continuing support staff by paying retention bonuses throughout the following year to those staff who have continued to provide the high-quality service to our Children, Young People and Adults

20 Analysis of net assets between funds

| | Unrestricted Funds | Designated Funds | Restricted Funds | Total 2022 |
|-------------------------------|--------------------|------------------|------------------|-------------|
| | £ | £ | £ | £ |
| Fund balances as at 31 August | | | | |
| Tangible assets | 4,363,661 | - | 3,574 | 4,367,235 |
| Current assets | 3,751,035 | 1,050,000 | 42,707 | 4,843,742 |
| Current liabilities | (1,444,848) | - | - | (1,444,848) |

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

| | | | | |
|-----------------------|------------------|------------------|---------------|------------------|
| Long term liabilities | (719,827) | - | - | (719,827) |
| | 5,950,021 | 1,050,000 | 46,281 | 7,046,302 |

| | Unrestricted £ | Designated £ | Restricted £ | Total 2021 £ |
|-------------------------------|-------------------|-----------------|-----------------|------------------|
| Fund balances as at 31 August | | | | |
| Tangible assets | 4,380,448 | - | 4,766 | 4,385,214 |
| Current assets | 3,341,997 | 150,000 | 48,743 | 3,540,740 |
| Current liabilities | (1,211,215) | - | - | (1,211,215) |
| Long term liabilities | (768,201) | - | - | (768,201) |
| | 5,743,029 | 150,000 | 53,509 | 5,946,538 |

21 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating lease, which fall due as follows:

| | Other 2022 £ | Other 2021 £ |
|-------------|-----------------|-----------------|
| < 1 year | 24,370 | 24,575 |
| 1 - 2 years | - | 23,915 |
| | 24,370 | 48,490 |

22 Related party transactions

No trustees received remuneration for their role as a trustee in 2022 or 2021.

There were no related party transactions for the year end 31 August 2022. In the prior year Griffith Smith LLP provided legal services to the charity. In June 2021, N Cowdrey a partner in Griffith Smith LLP was appointed a trustee of the charity. The amount the charity was invoiced for legal services during the year end 31 August 2021 was £1,680.

ST. JOHN'S SCHOOL & COLLEGE

NOTES TO THE ACCOUNTS (CONTINUED) FOR THE YEAR ENDED 31 AUGUST 2022

23 Cash generated from operations

| | 2022 | 2021 |
|--|------------------|-----------------|
| | £ | £ |
| Surplus for the year | 1,099,764 | 709,158 |
| Adjustments for: | | |
| Investment income recognised in profit or loss | (3,716) | - |
| Loan interest paid | 20,338 | 4,327 |
| Depreciation of tangible fixed assets | 17,979 | 22,268 |
| Movements in working capital: | | |
| Increase in debtors | (1,875,773) | (1,059,714) |
| Increase in creditors | 185,259 | 245,195 |
| | <u>(553,149)</u> | <u>(78,766)</u> |

24. Subsequent events

As part of its aspirations for the future, St. John's agreed to merge with a sister charity, Ambitious about Autism on 24/03/23. This action is reflected in the Statement of Going Concern in the Independent Auditor's Report.