

# Orpheus

## Impact Report and Accounts 2022-23

The Orpheus Centre Trust

Charity No: 1105213

Companies House No: 05089501

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**W**e are proud to present our Annual Impact and Accounts' for 2022-23, where we share our story of growth and progress driven by our strategy.

We're delighted to showcase our successes and how we've supported young disabled people in gaining confidence and independence, to live the lives they want.

At the heart of our organisation lies a commitment to pushing boundaries and building opportunities. We work to redefine what's possible for young disabled people. With your support, we see a future where every individual has the opportunity to reach their full potential.

In this report, you'll also learn about how we fundraise and use this money to benefit the young people.

We're thankful to everyone who supports us in making a difference in their lives. Here's just some of the ways you can get involved:

- Sign up via our website for our monthly newsletter to stay updated on our work.
- Join the team and work with us in the Learning, Care, Fundraising, or Administration teams.
- Volunteer your time and skills. Whether it's helping in the classrooms, at events or on reception, you can make a real difference and be a part of Orpheus.
- Become a supporting business by offering work placements, corporate volunteering hours or partnerships.
- Fundraise either on your own or with a group, and become a vital part of our mission. Every fundraising effort contributes directly to supporting the young disabled people. So, join us in making a difference and be a catalyst for change.



The trustees present their report and accounts for the period ended 31 August 2023.

**Incorporation**

The Trust was incorporated on 31 March 2004 and is a private company, limited by guarantee and not having a share capital. The company commenced its activities on 6 April 2004.

**Governing document**

The charity is governed by its Memorandum and Articles of Association dated 19th April 2022, which are an update of the 2004 document, reviewed at the AGM in April 2021 and formally adopted at the April 2022 AGM. The trustees are members, each of whom guarantees to contribute £1 in the event of the charity being wound up. The Memorandum and Articles have been reviewed and updated to reflect our purpose and references to current law.

**Related Parties**

The Orpheus Centre is connected to another charity, The Alchemy Foundation, with which it cooperates in the pursuit of charitable objectives. The Alchemy Foundation provided a grant of £49,346 (2021-22: £44,860) to cover the annual salary costs of two members of the Fundraising team.

**“The arts centre has the power to transform lives and make positive change.”**  
The Orpheus Centre





available to them but, instead, continues to present considerable obstacles to their independence and employment. We are proud to work with these amazing young people, to be a part of their unique and brilliant journeys. They are their best advocates, and we hope we can amplify their voices.

As an organisation seeking to be and to remain a beacon in our sector – an exemplar of what accessible education can be – the Orpheus Centre can never stand still. We must, obviously, respond to the many, and increasing, regulatory requirements and best practice ideas

in safeguarding, curriculum development, and the students’ personal growth. Our students must be kept safe even as we work with them to live fulfilling and independent adult lives. We must assist them to acquire the skills and tools to thrive in the challenging outside world.

And we must maintain and enhance an environment at the Orpheus Centre which visitors to the centre always comment on, and which often comes down to the brief phrase ‘the magic’.

We have grown considerably, adapting our work as the needs of young

disabled people have changed over that time. We now have more students with more complex needs. We have progressed significantly against all the stated aims of our 2020-25 strategy, but each of them remains valid. And new concerns have arisen as the numbers of disabled young people who require specialist education, supported housing and employment continue to grow, while society has made too little progress in ensuring they have a smooth path to adulthood and independence. So the Orpheus Centre remains as relevant as ever, maybe even more so.

We are larger, with bigger student and staff teams; and our culture is continually evolving – as reflected in the refreshed strategy described in this report, focusing on Ambition, Renewal and Transformation. We are also better informed about the possibilities and challenges for our buildings and infrastructure as well as the needs of future students. We remain determined to enable our wonderful students to live their best lives, to take their rightful place in the world, and to drive change in society for the better.

There is much to do, none of which is possible without the outstanding support we receive – from students, their families, volunteers, staff, funders and other advocates. We are overwhelmed by the dedication of those who champion our cause and our students. Thank you all.

This year we marked the 25th birthday of the Orpheus Centre. In many respects, Britain offers so much more for young disabled adults than was the case 25 years ago – and the Orpheus Centre itself has been part of the movement agitating for and bringing about these changes. But some of the challenges faced by the first cohort of Orpheus students would be all too recognisable to their successors today.

The students move into adulthood in a world which should be more



Howard Webber  
Chair



Rachel Black  
CEO



We have seen huge achievements and successes and we are proud of everyone who made these possible.

## Awards

We were delighted to win two prestigious national awards and be shortlisted for another, which is testament to the difference we are making in the lives of the young people.

**NATSPEC Award for Mental Health and Wellbeing (2022)**

**NATSPEC Award for Innovative Curriculum (shortlisted) (2023)**

**Mental Health in Education Award for Universal Wellbeing (2023)**

## Learning in a digital world

The demand for Orpheus continues to grow, increasing to 64 students this year, and the students' needs are changing, as we anticipated. So we updated our curriculum, teaching, learning and assessment and parent and carer support programme, using even more digital skills, so our students can flourish in the modern world.

Orpheus is proudly Cyber Essentials + accredited and we established an assistive technology champion to keep us on track with new developments. Students and teachers now create digital evidence of learning which is far more accessible and individualised. We implemented specialist training for new tutors, created a range of specialist support roles, and

enhanced staff training, which meant we successfully retained and recruited the right people to deliver excellent learning and support, in spite of the ongoing recruitment challenges in the sector.

## Leading the way

Orpheus became the first specialist college to implement a project based curriculum, based on the concept of the 'Who Am I' project and in partnership with the Edge Foundation. Run in parallel with a creative process of each student's choosing, the next project 'Where's Our Jobs?' saw them investigate the obstacles to work, including inaccessibility, lack of awareness, welfare systems, and non-inclusive education.

## Campaigning for change

This kickstarted the first Orpheus campaign, centred on the employment inequalities for disabled people. Through classroom sessions, film making, drama, animation, community activities, music, marketing and promotion, learners explored social themes and the project culminated in the 'Where's Our Jobs?' showcase film to actively promote equal access to work for disabled people and an inclusive society. The work to produce the film was learner-led, in partnership with a range of artists and employers, as well as Orpheus staff and volunteers. The students feel passionately about this subject which directly impacts their futures and were motivated to take on a real world issue and raise awareness of the challenges around jobs for disabled people. The project involved SGN, Graeae Theatre Company, Cirque Bijou and local MP Claire Coutinho, who were interviewed by students to get first hand research and

responses to inequalities in employment, an issue which impacts them all. As a result, we have recruited more employers to offer meaningful opportunities for the learners including the National Trust.

## Developing our diversity

At Orpheus, it is essential that we stay at the forefront of equity, diversity and inclusive practice, making sure our culture, behaviours and leadership represent the diversity of society and change we aspire to see. We launched our second set of equality objectives, remained committed to the living wage foundation pledge and, in recognition of the cost of living crisis, we committed to sustainable pay increases across all staff, with general staff receiving a higher percentage than senior management, and introduced a free daily meal for all staff. Most significantly, we proudly became accredited as Disability Confident Leaders.

**“ I cook better, live on my own with some help and I'm learning to drive. The best bits were having my own flat, doing art and work experience and making friends. ”**

**Student at Orpheus**

## Improving our site

We anticipated and saw changing needs in our student cohort, for which we continued to adapt our facilities and environment with modern and specialist accessible bathrooms, an upgraded and much quieter automatic door system, and access to our gardens for everyone. To ensure we keep reducing our environmental impact we developed our environmental and sustainability plans. Because the demand for Orpheus continues to grow and the students' needs are increasing in complexity, we must ensure our college buildings remain fit for the future. This year we worked with the local planning team to understand options for building on our site as well as completing a feasibility study to understand our potential to raise money for new developments.



## Arts opportunities

Arts remain at the centre of all we do, providing opportunities for all students to develop their communication and work skills, confidence and independence. Our ambitious outreach programme and partner collaborations included fantastic work with Leatherhead Theatre, Surrey Hills Radio, and Folkington Manor. Students performed and provided tech support at a dinner with our Patron, HRH The Duke of Edinburgh, at Windsor Castle and at the Orpheus Silver Anniversary Gala celebration at Freemason's Hall London. Students represented Orpheus beautifully at the Buckingham Palace garden party, snagging a cheeky selfie with our Patron there as well!

An amazing opportunity for students arose when Orpheus was commissioned as the location for a new BBC comedy 'Kirkmoore' featuring a fictional college for disabled students. 20 Orpheus students gained valuable work experience as paid actors in the film.

Finally, Orpheus students created a brilliant performance on the theme of Connections and also included music composed and performed by the students. The performance challenged the audience's perceptions of the boundaries we all face when seeking our place in the world and was a collaboration with Figment Arts. The dancers and musicians went on to be outstanding performers at the All England Dance Centenary at the London Coliseum, being the only all-disabled dance group and bringing the house down with their beautiful performance.

**“ A fantastic example of all you're doing to build and maintain employer engagement relationships. ”**

**Family of a Student**



To secure more work experience for all students, the Transitions team implemented a three year Pathway to Employment. All year groups participate in enterprise groups which develop essential work skills, and this year we set up the Arts Café on site and our own radio station, Rocket Radio.

The Enterprise Groups have their own Orpheus style brand as a small business and offer a specific product or service. Students learn about marketing, customer service and planning and how to share their skills with prospective customers. The OrpheAccess group offers disability audits of workplaces using the students' own feedback on areas of improvement. Other groups include Orphetots (arts based activities and sessions for children), the Performance Singing

group and the Extraordinary Studios using students' tech abilities to compose and record music.

To build stronger community links with local businesses, future employers and dignitaries, we began piloting the Orpheus Arts Centre model, involving all student enterprise groups, as well as our wider organisation, outreach, and Fundraising team.



Working with partners

Corporate Volunteering

We have responded to the growth in demand for opportunities for local businesses to come in and volunteer their time at Orpheus and it is having a real impact on supporting the college as a whole. Despite some very wet and windy days, teams of up to 40 have enthusiastically come along and cut vegetation, weeded, painted, created spaces to sit as well as helping the students in the kitchens. These volunteer days provide an opportunity to see the college 'in action' and work alongside staff.

Case study: SGN

SGN visited Orpheus for a corporate volunteer day. Thanks to close stewardship and an ongoing dialogue, SGN were later invited to take part in the Where's Our Jobs? film as a local employer in support of Orpheus. To show their commitment, SGN then offered the opportunity for a student to take part in a workbased placement with them. This has been highly successful, providing a contrasting work experience in that student's learning journey and informing their future work choices.

Laura Hillier from SGN said:

**“Teaming up with Orpheus has been a real pleasure for us at SGN. These past couple of years have been fantastic. We've been running workshops on interview skills, and it's been great – we learn just as much from the students as they do from us. They really challenge us to step up our recruitment game. And having a student from Orpheus with us every week has been a delight. Here's to more learning and growth together!”**



When we launched our 2020-25 strategy, it addressed some crucial organisational needs for change and some large scale societal challenges, and our progression against its aims has been significant. Our student numbers have grown rapidly but there remain significant societal obstacles to these young disabled adults achieving their aspirations in adulthood and independence. However, Orpheus is now different too: we are a bigger and stronger team of staff and volunteers with a better balance of internal and external perspectives. We are better informed about the possibilities and challenges for our work, our buildings and our infrastructure, as well as the needs of future students. So the time is right for a refreshed strategy for 2023-28, which retains the core priorities of outstanding education and support, excellent and accessible facilities, and equity in employment for disabled adults.

Our A.R.T strategy focuses on:

**A - Ambition:**

Upholding values, behaviour and culture which enable Orpheus to provide outstanding education and support to young disabled adults so they are prepared for their futures with confidence and skills.

**R - Renewal:**

Ensuring the Orpheus Centre and its facilities remain a viable business for the future so we continue to educate and support more students and students with changing needs.

**T - Transformation:**

Amplifying young disabled people's voices so they and Orpheus drive societal change, particularly in employment, so disabled people can live their best lives and hold their rightful place in the world.





We proudly marked the 25th anniversary of the Orpheus Centre in 2023. As founder and now President I look back on the past 25 years of the charity's journey and it is impossible not to feel astonished by the progress we've made and the many lives we've touched and transformed along the way. What began as a humble endeavour with five young musicians, Orpheus has blossomed into an admired specialist college for 64 students with onsite accommodation and exciting prospects for the future.

From the early days to the present, our mission has remained unwavering: to enable young disabled people, who are passionate about the arts to benefit and grow from being part of something very special. Through the dedication of the staff and volunteers, the generosity of donors, the support of the families and the resilience of the students, we've forged a

legacy of impact that reverberates far beyond what we could have ever imagined.

Over the years, we've witnessed transformational moments, personal and organisational, and, most of all, the empowerment of individuals as they gain new

skills and opportunities. Each success story is a testament to what happens when students, staff and volunteers work to achieve something together. This inclusive (and admittedly Utopian) vision remains at our heart as we continue to create positive change for all those involved.

As we look to the future, we are inspired to continue our work with even greater determination and innovation. We have overcome challenges in the past, and that gives us strength to overcome whatever challenges we face in the future. Armed with the successes of the past and the resilience of everyone at Orpheus, we move forward, knowing that the next 25 years hold infinite

possibilities for growth, impact, and hope.

*Richard Stilgoe*



Sir Richard Stilgoe  
OBE

The Official Opening of The Orpheus Centre Thursday 21st May 1998 by His Royal Highness The Prince Edward, CVO



Richard was interviewed by Michael Aspel for 'This is Your Life'



Celebrations of the completion of the first stage of the building project in 1997



Fundraising event with Dames Joanna Lumley and Judi Dench



Queens Award for Volunteering 2016



Orpheus 25th anniversary dinner at Windsor Castle by kind invitation of Orpheus Patron, the Duke of Edinburgh



Orpheus opening in 1998 by Prince Edward



Royal Albert Hall 2004



Orpheus the Mythical show at The Other Palace 20th anniversary show 2018



Outdoor gym ribbon cutting with Lord Lieutenant 2022



Sir Richard Stilgoe with students inside the Creative Arts Cafe



### Fundraising

We want to say a big thank you to everyone who donated or took part in our events and challenges this year. Your generous support is helping young disabled adults complete their college education at Orpheus and develop their independence and confidence. For every pound we spent on fundraising, we raised £1.19, (2021-22 £1.25). After taking out central costs, we raised £1.57 for every pound spent (2021-22 £1.83). The decrease of 14% from last year is due to investment in developing more diverse, long term fundraising activities.

We mitigate our risk of non-compliance with fundraising regulations by our registration with the Fundraising Regulator and we adhere to the highest standards of fundraising practice in line with the Code of Fundraising Practice. There were no complaints about our fundraising this year. We are committed to providing a positive donor experience and we enjoy a long-term relationship with our supporters based on trust. Our fundraisers (both staff and volunteers) are familiar with the Fundraising Code of Conduct to ensure that it is applied properly.

Individual donors are written to occasionally to ask them to support our work, and applications are made to a number of charitable trusts, foundations and companies for grants as well as holding special events. Occasionally third parties are used to write large grant applications to statutory bodies or foundations. This activity is monitored by the Head of Fundraising and Communications using our Third-Party Fundraising policy which states the standards we expect.

We're incredibly grateful for the support we've received from lots of different organisations and individuals. Your contributions have made a real difference. Thank you to everyone who has helped us along the way including:

**Axa Assistance, No Fear Bridge, HDI Global Specialty, Gatwick Airport Community Trust, The Perfume Shop, Fairalls, Woodward Menswear, Think Systems, Team Frames Trade & Retail, RR Elite Wines, Rickety Bridge Winery, The Spot, Ricoh, Golf Escapes, Nutfield Priory Hotel and Spa, West Sussex Golf Club, Tandridge Golf Club, Silent Pool, Rayners Estate Agents, Feu Diamonds, Squerryes, Hilton Hotels, English National Opera, Intersport, Notre Dame School Cobham Colin and Naomi Hall, Brian and Erica Flood, Geoff and Fiona Squire, The Hallett Family, Jim and Liz Madden, Marilyn Fry, Lucy Arterton, Joanna Lumley OBE, Dame Judi Dench CH DBE FRSA, Sir Tim Rice, Ann Lovelace MBE, Alchemy Foundation, Community Fund, Bloss Family Foundation, Community Foundation for Surrey, George Goodsir Foundation, Guild of the Nineteen Lubricators, Joseph & Lilian Sully Foundation, Kirkwood Memorial Fund, Mark Leonard Trust, Pears Foundation, Caretech Foundation, Kelsey Trust, Margaret Guido's Charitable Trust, Tandridge Together Community Fund, Waterloo Foundation.**



“One can really see how young people have developed skills – artistic and through leadership. The access to professional media equipment and artists is fantastic”

**Arts Award moderation  
Summer 2023**



“I really like being an ambassador. It's good to help people feel better and safe.”

Samuel describes himself as having “a positive outlook” and there is no denying that every time he chats to someone. His bubbly personality and confidence make him the perfect choice to be one of the students who help show visitors round at the Orpheus Centre.

All of the students have difficulties which can affect their education, communication and mobility. Each student is unique and so is their approach to the world and how they achieve their goals. Therefore Orpheus offers personalised learning programmes within an innovative curriculum based around formal qualifications, work placements, real world projects and classroom sessions so all students can develop independence and life skills as well as nurturing their creative talents.

Samuel is 24 and in his third year at the Orpheus Centre and has made use of every opportunity he has come across at college during his time.

Thanks to an innovative curriculum and an expanding

range of learning experiences, Samuel takes part in the Orphetots childcare group working with children in nursery settings and he was chosen for the Unexpected Leaders programme, teaching his favourite subject {dance} to children. During his college days he also helps run the Arts Café serving snacks and drinks to students and staff and is a Safeguarding Ambassador supporting his peers and raising awareness of important issues such as online bullying.

“I really like being an ambassador. It's good to help people feel better and safe” he says proudly.

Samuel's positivity and confidence enables him to take part in activities and show to himself and others how much he can achieve. His tutors often comment on his enthusiasm in the sessions and how hard he works. As his confidence grows, this supports the development of his communication and listening skills and supports his learning abilities now and in the future.

“I'm kind, polite and caring, I like looking after people” says Samuel “and I am smart with a nice haircut” he adds grinning.



## Objectives and Activities

### Purposes and aims

Our charity's purposes as set out in the objects contained in the memorandum of association are:

- The relief of young disabled people in particular but not limited to the foregoing by the provision of care facilities
- The advancement of education for young disabled people through the provision of: a structured curriculum, training, learning and other activities which supports their aspirations and progress towards independent living and opportunities to participate in the performing arts as creators, performers, technicians, administrators and audiences

### The aims of our charity are:

- To support young disabled adults who have interests and talents in the performing and visual arts to achieve the Preparing for Adulthood outcomes through participating in inclusive performance and exhibition opportunities and a personalised learning programme
- To empower our students to live as independently as possible and contribute to their local community
- To foster relationships with local, regional and national communities to bring young disabled adults into the workplace

### How we ensure our work delivers our aims

Throughout each year the Trustees and senior management regularly review our work to make sure it matches with what we set out to do and we are guided by our strategy as our roadmap for success. We use our yearly Operational Plans and make sure these line up with our overall strategy. We also use Key Performance Indicators (KPIs), to see how we're doing. These KPIs are checked and approved by our different Board Committees. We also pay attention to what important groups think of us, like regulators and awarding bodies. But success isn't just about numbers. It's also about how happy the students are. We ask them what they think through surveys where they can share their thoughts anonymously. We also talk to them in tenant meetings and through the student council, where they can bring up any issues they have. Every three months, the Student Council Board Representatives tell the Trustees about what's going on with the students and what they care about. It helps make sure everyone's voice is heard and that we're all working together to make things better.



"I will be eternally grateful that you showed me how to 'believe in myself'."  
Orpheus Student



"I'm learning to talk to people. It is helping my health. I'm opening up about my feelings."

Ellen is 20 and in her third year at the Orpheus Centre. She's softly spoken but makes herself heard above the chatter of her peers in the classroom. She smiles when she talks about friendships and how she is working hard at negotiating the complexities of making friends.

"I'm working on how I feel about friendships", she says as she explains how she felt proud of talking to a member of staff. "I wasn't sure what to say to my friend but I didn't want to make her sad. I'm pleased I spoke to someone about it. It's much better now."

Ellen would like to one day work in childcare and is part of the Orphetots group at Orpheus, where students work with nurseries and play groups, to develop their understanding of children and provide activities such as reading sessions and music.

Ellen explains: "I like helping children with special needs. I'd like to work with them."

With the support of her tutors, Ellen has worked really hard on her attention, listening and communication skills.

One of the tutors said: "Ellen has grown into a powerful advocate for herself, clearly able to communicate her wants and needs to other learners, staff and people she interacts with. She comes across as a confident and responsible person who has presented to the Board of Trustees and has recently become a Student Safeguarding Ambassador, a highly regarded position which comes with great responsibilities."

She is clearly proud of how far she has come at the Orpheus Centre and the effect it is having on her wellbeing.

"I'm learning to talk to people. It is helping my health. I'm opening up about my feelings. I'm proud of looking after my health."



**How our activities deliver public benefit**

The trustees value the Charity Commission’s advice on how to benefit the public and we make sure to keep their guidance in mind when we plan what we want to achieve. We’re committed to being part of the shared vision to make the UK a place where disabled people have a say in their lives and can live how they want. We are actively improving equality, diversity and inclusion by completing our initial four year plan, as well as consulting with internal stakeholders to develop a new plan and future goals. As a proud Disability Confident Leader employer, we’re working towards growing our workforce to further support people with disabilities in our teams and we raise awareness of disability issues at local and national level through communication with MPs and government ministers, council mayors and inspirational outreach performances. The students’ own commitment to change is shown through their awareness of social issues and fundraising efforts for good causes. Many alumni are keen to keep making a difference as ambassadors for their college and support Orpheus at events. We support the students to realise their potential and make a positive contribution to their local community. We do this through accredited qualifications, life skills and a focus on employment.

**Who used and benefited from our services?**

We recruited students with a broad range of disabilities from 18 local authorities from across the UK. We had 64 students in total, of whom 18 were new starters in September 2022. Of the total cohort, 50% identified as male, 50% identified as female, 8% identified as black, asian and minority ethnic, and 92% identified as white British

**I can get my voice heard and get the mental health support that I need.**

Student at Orpheus

**Staff**

We are proud to encourage a diverse mix of staff in our workforce as it is important to bring together people with a variety of backgrounds and experiences to enhance the services we can deliver at Orpheus.

The ages of staff are wide ranging with 5.4% aged 18-24, 18% aged 25-34, 19.8% aged 35-44, 25.2% aged 45-54, 27.1% aged 55-64 and 4.5% in the over 65 group.

As part of achieving our Disability Confident Leader status we

have developed our reasonable adjustments provision and raised awareness of creating a level playing field across the organisation. As a result we have seen a 9.6% rise in the number of staff with disabilities. This is important to enable employees to use their lived experience to better understand and support the students.

We have 111 staff in total, 60 are full time, 46 part time and five are bank staff. The workforce includes eight members of the senior management team and we have 21 middle managers. We have introduced enhanced leadership training through the year to develop staff skills and strengthen their abilities to manage in line with our overall objectives. This has had a positive effect on team morale, individual pride and organisational success.

**Contribution of Volunteers**

Volunteers continue to have a positive impact on Orpheus for the year 2022-2023. We have a good range of roles available, including evening, weekend and remote opportunities which we promote on the website and via social media. Volunteers work throughout the centre supporting the students in classrooms, on reception, helping serve meals in the canteen and assisting the Fundraising team at events. We are enormously grateful for their skills and time and their involvement helps create diversity and a sense of community at the centre.

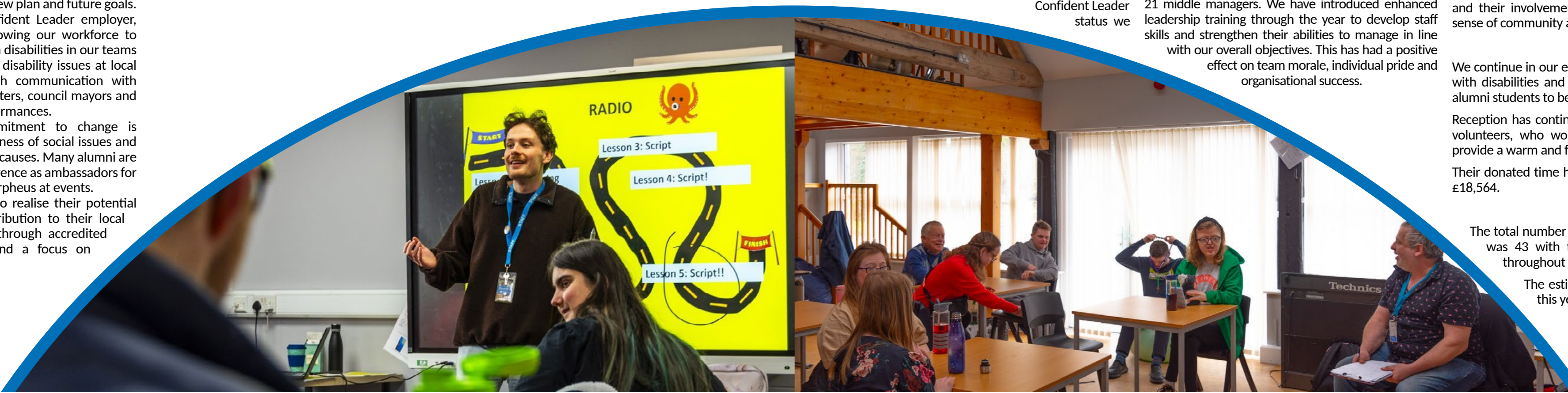
We continue in our efforts to recruit more volunteers with disabilities and we are growing our work with alumni students to be volunteer ambassadors.

Reception has continued to be managed entirely by volunteers, who work wonderfully as a team and provide a warm and friendly welcome to the centre.

Their donated time has the equivalent cost saving of £18,564.

The total number of people volunteering this year was 43 with the number of hours donated throughout the year totalling 3224.

The estimated equivalent cost of this at this year’s living wage is £32,884.80.





### Appointment of Trustees

Trustees are responsible for making decisions about the charity's business, strategic direction and main areas of policy. Trustees delegate day-to-day leadership to the Chief Executive, who creates business and strategic plans for scrutiny, amendment and adoption by the Board. The Chief Executive is responsible for the operational management. Trustees are recruited using advertisements on our website and social media, other advertising and use of specialist recruiters. Applicants are shortlisted and then interviewed by a panel of existing trustees, students and executives.

Trustees are advised of their responsibilities under charity law and mandatory training opportunities are made available, both on line and face to face. Individual meetings for all trustees with the Chair of the Board take place annually where further individual development opportunities may be offered.



The Trustee Board, made up of the Trustee directors, meets every three months. At least three members must be present for the meeting, but for the annual general meeting a minimum of five trustees must be present. A representative of the Mark Leonard Trust attends occasional board meetings in accordance with that funding agreement. Committees of the Board are: Finance and HR (also responsible for IT), Quality, Learning and Care, Housing and Estates [also responsible for Health and Safety], and Fundraising and Marketing. Committee meetings are every three months to ensure accountability and compliance in key areas, provide assurance for Trustees and to support staff in every department. The committees of the Board of Trustees can include external experts and this year Quality, Learning and Care and Fundraising and Marketing have had attendees in this capacity. Senior managers are also members of each committee. An executive Health and Safety group meet every month, the minutes of which meetings are reported to the Housing and Estates Committee, in line with the Health and Safety at Work Act 1974. Trustees are elected by the members at an AGM or co-opted by the Trustees. A Trustee may be re-elected for further terms of not more than three years each, but no Trustee shall serve for more than nine consecutive years, unless the members, after careful consideration, decide that it would be in the best interests of the charity for a particular Trustee to continue to serve beyond that period and that Trustee is reappointed in accordance with the Articles by the members at an AGM. Sir Richard Stilgoe resigned as a trustee in April of 2023 and now holds the position of Founder and President through which he continues to conduct ambassadorial activities on behalf of the Orpheus Centre. We also said a fond farewell to

trustees Sammy Massiah, Chris Burling and Gordon Curtis, and we have welcomed new trustees Katie Stevens, Jessica Dallyn, Helen Taylor, Zoe Ota and Joelle Leader.



**“He has loved every second at Orpheus from start to finish.”**  
*Fiona (Mum)*

This is Joseph, 21 and he is in his final year at the Orpheus Centre. His favourite subject is drama. He particularly enjoyed doing a performance of *Singing in the Rain*. He started at the Orpheus Centre in 2020 during the Covid19 pandemic, an experience he described as making him stressed. But he appreciated all the Zoom meetings he had with the college.

**“I love working at the Hilton hotel”**

Joseph has aspirations to work in a bar in the future. Through the Orpheus Centre's work experience scheme he has been working at the Hilton three days a week. While working at the Hilton he has taken on a number of different responsibilities including working at the bar which he has particularly enjoyed. In conjunction with the Orpheus transitions team, Joseph is hoping to continue working at a Hilton nearer his home in September once he comes to the end of his journey at the Orpheus Centre. Joseph also spent some time in supported living

at the Orpheus Centre. This helped him work towards living independently and learning skills around the flat such as managing food, shopping, cooking and general domestic tasks.

Joseph is also an Olympic Karate competitor and medal winner. He was selected to represent Great Britain at the Virtus Global Games and was selected to represent England in the European Senior Karate Championships in Spain.





Orpheus



Thank you for the best three years of my life.

Orpheus Student



“

You will never know how much confidence you have installed in her as she is literally glowing from the inside.”

Family member of Student

“

This has been one of the best experiences for her and she has come on so well, which has been great to see.”

Family member of Student

“

Independent living and work experience definitely improved her self-esteem and confidence. We will be forever grateful to Orpheus and all the staff. It is a unique and wonderful place”

Family member of Student

“

It's amazing to be a part of this community and feel really safe and protected and helped with our lessons, your mental health and there's really good jokes!”

Orpheus Student

“

My attitude towards my body has drastically changed. I am more accepting of living life in a wheelchair.”

Orpheus Student

“

I feel privileged to be a part of such a great organisation and am so pleased that we can offer placements to your students and watch them thrive during their time with us.”

Work placement employer

## Income and Expenditure

Total incoming resources for The Orpheus Centre Trust in 2023 were £3,772,444 (2022: £3,861,787) which comprised unrestricted income £2,981,834 (2022: £2,873,475) and restricted income £790,610 (2022: £988,312).

Expenditure by the Centre is dominated by staff salaries and the maintenance of our facilities and equipment. The total expenditure for 2023 is £4,036,560 (2022: £3,612,422) the increase caused largely by higher employment costs and augmented staff numbers to meet increased student numbers.

The Centre's deficit for 2023 was (£264,116) (2022: £249,365) due to cost of raising funds, cost of charitable activities and staffing costs.

## Investment Policy

Orpheus seeks to produce the best financial return within an acceptable level of risk. The investment objective is to achieve capital growth at least in line with inflation (RPI) and a stable growing income stream.

The risk is spread by investing in a variety of low-medium risk mandates which are managed by three companies who provide updates to the trustees on a quarterly basis. They report annually to the Finance Committee. Investments are easily accessible when required to mitigate unplanned expenditure without affecting our reserves.

At 31 August 2023 the Charity held investments valued at £2,715,879 (2022: £2,764,222). Our return on investments for 2022-2023 was a loss of £48,343

compared to a loss of £194,616 for 2021- 2022. This reflected another difficult year for financial markets which continued to grapple with high levels of inflation and concerns over a possible recession.

## Reserves and Reserves Policy

The Orpheus Centre relies on a mixture of income from a variety of sources to fund its activities and the continued investment in our services and facilities. Our activities and the markets in which we operate have a degree of uncertainty driven by developing Commissioner models and the constraints of public funding. The reserves policy aims to ensure that the Orpheus Centre has appropriate liquidity to build resilience against short term or sudden fluctuations in income or cost levels, unplanned urgent substantial repairs and maintenance expenditure or the need to transform our services in response to developing commissioning strategies. We are committed to providing services to our students (beneficiaries) and want to be confident that our reserves policy is fit for purpose, particularly given their vulnerability. Our reserves are an inherent part of our strategic risk management process and trustees recognise that the need for reserves will vary depending on our financial position and our assessment of the risks faced at any time. Balancing the short term need for spending on our core programmes with the need to maintain stability in the longer term is always considered. This year the Board continued to adopt the reserves policy to identify and designate reserves to long term building funds leaving at least three months of operating costs as general reserves (2023: £1,344,581; 2022: £1,763,859) noting the significant increase in operational costs this year. The policy will be reviewed and monitored along with the finances

and should there be any future requirement to release more reserves, there is more than sufficient capacity to do so. Cash plus investments at 31st August 2023 was £3,224,827 (31 August 2022 was £3,278,085).

Restricted reserves at 31st August 2023 were £418,425 (2022: £380,197). The balance at the same date on the expendable endowment fund was £2,010,439 (2021: £2,094,770) with depreciation of £84,331 (2022: £84,331) being charged against the fund.

Unrestricted funds at 31st August 2023 were £4,889,222 (2022: £5,155,578) of which £3,544,641 represents designated funds (2022: £3,391,719). The remaining unrestricted reserves of £1,344,581 (2022: £1,763,859) representing at least three months of operating expenditure.

## Risk management

The Board and executive team reviewed the content of the risk register quarterly through both Board and Board committee meetings to accurately reflect current circumstances, enable historical analysis and facilitate ongoing review. Both the likelihood and impact scores of each risk and their mitigation are considered and updated as required, with an annual review of all risks by the Board.

I feel confident doing things by myself.

Student at Orpheus



### Auditors' statement

Moore Kingston Smith LLP have indicated their willingness to continue in office and, in accordance with the provisions of the Companies Act, it is proposed that they be reappointed auditors for the ensuing year.

### Statement of Trustee Responsibilities

The trustees (who are also directors of The Orpheus Centre Trust for the purposes 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, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland).

Company law requires 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 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 business.
- The trustees are responsible for keeping accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They 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.

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 a itor is aware of that information.

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.

The Trustees' Annual Report, which incorporates the Strategic Report, is approved on 24th April by the Trustees of the charity in their capacity as Directors of the charity under company law and is signed on its behalf by:



Howard Webber, Chair of the Board of Trustees

### Opinion

We have audited the financial statements of The Orpheus Centre Trust ('the charitable company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities including the income and expenditure account, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard Applicable in the UK and Republic of Ireland' (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 2023 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 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 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 there is 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.

### 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 strategic report and the trustees' annual report for the financial year for which the financial statements are prepared

is consistent with the financial statements; and

- the strategic report and the trustees' annual report have been prepared in accordance with applicable legal requirements.

### Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters where 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 47, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for

the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### Explanation as to what extent 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.

The objectives of our audit in respect of 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 to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.



- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

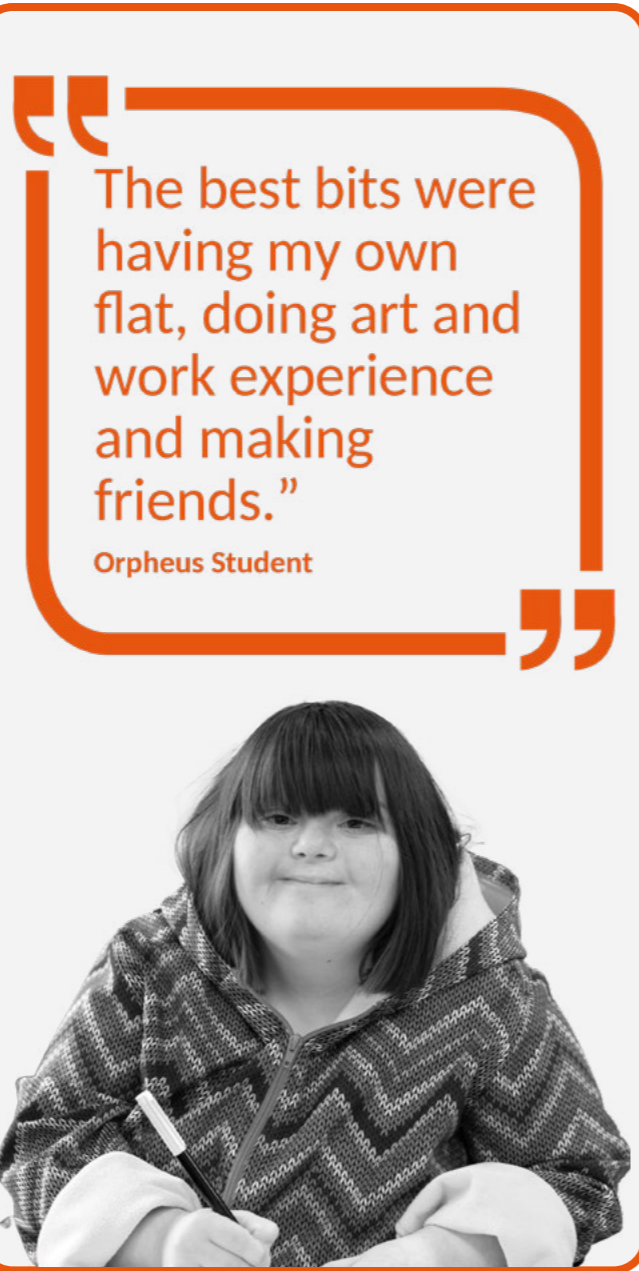
### Use of our report

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 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Moore Kingston Smith LLP.*

17 June 2024

James Saunders (Senior Statutory Auditor)  
for and on behalf of Moore Kingston Smith LLP,  
Statutory Auditor  
Betchworth House  
57-65 Station Road  
Redhill  
Surrey  
RH1 1DL



### The Orpheus Centre Trust

Statement of Financial Activities for the year ended 31 August 2023  
*(Including Income Expenditure Account)*

		Unrestricted Funds	Restricted Funds	Endowment Fund	Year ended 31 August 2023	Year ended 31 August 2022
Notes	£	£	£	£	£	
<b>Income and endowments from:</b>						
Donations and grants	2	459,455	137,795	-	597,250	447,822
Charitable activities	3	2,421,027	652,815	-	3,073,842	3,320,518
Other trading activities	4	96,605	-	-	96,605	93,255
Investments		4,747	-	-	4,747	192
<b>Total income</b>		<b>2,981,834</b>	<b>790,610</b>	<b>-</b>	<b>3,772,444</b>	<b>3,861,787</b>
<b>Expenditure on:</b>						
Raising funds		499,387	-	-	499,387	357,287
Charitable activities		2,784,791	752,382	-	3,537,173	3,255,135
<b>Total expenditure</b>	5	<b>3,284,178</b>	<b>752,382</b>	<b>-</b>	<b>4,036,560</b>	<b>3,612,422</b>
<b>Net income before gains on investments</b>		<b>(302,344)</b>	<b>38,228</b>	<b>-</b>	<b>(264,116)</b>	<b>249,365</b>
<b>Net gains/(losses) on investments</b>	9	<b>(48,343)</b>	<b>-</b>	<b>-</b>	<b>(48,343)</b>	<b>(194,616)</b>
<b>Net income</b>	7	<b>(350,687)</b>	<b>38,228</b>	<b>-</b>	<b>(312,459)</b>	<b>54,749</b>
<b>Transfers between funds</b>	13	<b>84,331</b>	<b>-</b>	<b>(84,331)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds for the year</b>		<b>(266,356)</b>	<b>38,228</b>	<b>(84,331)</b>	<b>(312,459)</b>	<b>54,749</b>
<b>Reconciliation of funds</b>						
Funds brought forward		5,155,578	380,197	2,094,770	7,630,545	7,575,796
<b>Funds carried forward</b>	13	<b>4,889,222</b>	<b>418,425</b>	<b>2,010,439</b>	<b>7,318,086</b>	<b>7,630,545</b>


There were no gains or losses during the year other than those included in the statement of financial activities.



**The Orpheus Centre Trust**  
Balance Sheet at 31 August 2023

		2023	2022
	Notes	£	£
<b>Fixed assets</b>			
Tangible fixed assets	8	4,383,953	4,304,738
Investments	9	2,715,879	2,764,222
<b>Total fixed assets</b>		<b>7,099,832</b>	<b>7,068,960</b>
<b>Current assets</b>			
Debtors	10	128,338	213,593
Cash at bank and in hand		508,948	513,863
<b>Total current assets</b>		<b>637,286</b>	<b>727,456</b>
<b>Liabilities</b>			
Creditors: amounts falling due within one year	11	419,032	165,871
<b>Net current assets</b>		<b>218,254</b>	<b>561,585</b>
<b>Total assets less current liabilities</b>		<b>7,318,086</b>	<b>7,630,545</b>
<b>Total net assets</b>		<b>7,318,086</b>	<b>7,630,545</b>
<b>Represented by:</b>			
Endowment funds	13	2,010,439	2,094,770
Restricted funds	13	418,425	380,197
Unrestricted funds	13	4,889,222	5,155,578
		<b>7,318,086</b>	<b>7,630,545</b>

Companies House no: 05089501  
Approved by the Board on 24th April 2024 and signed on its behalf by



Howard Webber, Chairman

**The Orpheus Centre Trust**  
Statement of Cash Flows for the year ended 31 August 2023

		August 2023	August 2022
	Notes	£	£
<b>Net cash provided by operating activities</b>	a	398,649	456,059
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(403,564)	(497,566)
Purchase of investments		-	(450,000)
Disposal proceeds		-	-
<b>Change in cash and cash equivalents</b>		<b>(4,915)</b>	<b>(491,507)</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b>513,863</b>	<b>1,005,370</b>
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>508,948</b>	<b>513,863</b>
<b>a. Reconciliation of net income to net cash inflow from operating activities</b>			
Net income before gains on investments		(£264,116)	249,365
Adjustments for:			
Depreciation and write-off of fixed assets		324,349	297,875
Loss on disposal of fixed assets		-	1,509
Decrease/ (increase) in debtors		85,255	(56,054)
(Decrease) / increase in creditors		253,161	(36,636)
<b>Net cash provided by operating activities</b>		<b>398,649</b>	<b>456,059</b>



## The Orpheus Centre Trust

### Notes to the Financial Statements for the year to 31 August 2023

#### 1.ACCOUNTING POLICIES

##### Basis of accounting

The Orpheus Centre Trust is a charitable company limited by guarantee domiciled and incorporated in England and Wales. The registered office is Orpheus Centre, North Park Lane, Godstone, Surrey, RH9 8ND. Every member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up but not exceeding £1.

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

The charity meets the definition of a public benefit entity under FRS 102. The financial statements have been prepared in accordance with the accounting policies set out in notes to the financial statements and comply with the charity's governing document, the Companies Act 2006, the Charities Act 2011 and in accordance with the 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 (The FRS 102 Charities SORP).

##### Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. In particular, the trustees have considered the charitable company's forecasts and projections. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charitable company's forecasts and projections. After making enquiries the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements.

##### Income

All income is recognised where there is an entitlement to the funds, the receipt is probable and the amount can be measured reliably. Deferred income represents amounts received for future periods and is released to income for the period for which it has been received.

Government grants comprise amounts received during the year adjusted for income which relates to future periods.

##### Expenditure

Expenditure is included on an accrual basis.

Costs of generating funds are those incurred in attracting voluntary income.

Expenditure on charitable activities comprises those costs incurred on the learning programme, the provision of domiciliary care and supported housing. It includes both costs that can be allocated directly to those activities and those costs of an indirect nature to support them.

Governance costs are associated with the governance arrangements of the charity and include the cost of external audit fees. These have been included in support costs.

Central services staff costs, administrative expenses and overheads are allocated to the costs of raising funds and charitable activities on the basis of time spent by staff on these activities.

##### Fund accounting

Unrestricted funds are donations and other income receivable or generated for the objects of the charity without further specified purpose and are available as general funds.

Designated funds are unrestricted funds which have been designated for specific purposes by the trustees.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

## The Orpheus Centre Trust

### Notes to the Financial Statements for the year to 31 August 2023

#### The Orpheus Centre Trust

##### Notes to the Financial Statements for the year to 31 August 2023

#### 1.ACCOUNTING POLICIES (CONTINUED)

##### Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided on a straight line basis at rates calculated to write off the cost less estimated residual value of each asset over its expected life.

The depreciation rates are as follows:

Freehold buildings	50 years
Building improvements	10 years
Musical instruments	5 years
Furniture and equipment	5 years
Computer equipment and music technology	3 years
Motor vehicles	4 years

Land is not depreciated.

The threshold for capitalising tangible fixed assets is £250.

##### Operating leases

Rentals applicable to operating leases are charged against expenditure over the period in which the cost is incurred.

##### Pensions

The Charity operates a defined contribution pension scheme. Contributions payable for the year are charged in the Statement of Financial Activities.

##### Financial instruments

###### a. Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

###### b. Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price.

###### c. Fixed Asset Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.



## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

#### Critical accounting estimates and areas of judgement

In the view of the trustees applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry significant risk of material adjustment in the next financial year.

#### 2 INCOME FROM DONATIONS AND GRANTS

Year ended 31 August 2023	Unrestricted Funds £ 2023	Restricted Funds £ 2023	Endowment Funds £ 2023	Total Funds £ 2023
Donations	339,455	58,233	-	397,688
Grants	120,000	79,562	-	199,562
<b>Total donations</b>	<b>459,455</b>	<b>137,795</b>	<b>-</b>	<b>597,250</b>
<b>Year ended 31 August 2022</b>	<b>Unrestricted Funds £ 2022</b>	<b>Restricted Funds £ 2022</b>	<b>Endowment Funds £ 2022</b>	<b>Total Funds £ 2022</b>
Donations	204,425	93,906	-	298,331
Grants	60,000	89,491	-	149,491
<b>Total donations</b>	<b>264,425</b>	<b>183,397</b>	<b>-</b>	<b>447,822</b>

## The Orpheus Centre Trust

### Notes to the Financial Statements for the year to 31 August 2023

#### 3 INCOME FROM CHARITABLE ACTIVITIES

Year ended 31 August 2023	Unrestricted Funds £ 2023	Restricted Funds £ 2023	Endowment Funds £ 2023	Total Funds £ 2023
<b>Learning programme:</b>				
Learning fees	1,658,475	652,815	-	2,311,290
Box office	-	-	-	-
Grants and donations	-	-	-	-
	<b>1,658,475</b>	<b>652,815</b>	<b>-</b>	<b>2,311,290</b>
<b>Domiciliary care:</b>				
Domiciliary care fees	585,304	-	-	585,304
	<b>585,304</b>	<b>-</b>	<b>-</b>	<b>585,304</b>
<b>Supported housing:</b>				
Rent	177,248	-	-	177,248
Grants	-	-	-	-
	<b>177,248</b>	<b>-</b>	<b>-</b>	<b>177,248</b>
	<b>2,421,027</b>	<b>652,815</b>	<b>-</b>	<b>3,073,842</b>
<b>Year ended 31 August 2022</b>	<b>Unrestricted Funds £ 2022</b>	<b>Restricted Funds £ 2022</b>	<b>Endowment Funds £ 2022</b>	<b>Total Funds £ 2022</b>
<b>Learning programme:</b>				
Learning fees	1,670,479	804,915	-	2,475,394
Box office	2,441	-	-	2,441
Grants and donations	-	-	-	-
	<b>1,672,920</b>	<b>804,915</b>	<b>-</b>	<b>2,477,835</b>
<b>Domiciliary care:</b>				
Domiciliary care fees	632,309	-	-	632,309
	<b>632,309</b>	<b>-</b>	<b>-</b>	<b>632,309</b>
<b>Supported housing:</b>				
Rent	210,374	-	-	210,374
Grants	-	-	-	-
	<b>210,374</b>	<b>-</b>	<b>-</b>	<b>210,374</b>
	<b>2,515,603</b>	<b>804,915</b>	<b>-</b>	<b>3,320,518</b>



## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

4	OTHER TRADING ACTIVITIES Year ended 31 August 2023	Unrestricted	Restricted	Endowment	Total
		Funds	Funds	Funds	Funds
		£	£	£	£
		2023	2023	2023	2023
	Hire of facilities	46,992	-	-	46,992
	Sales of goods and services	20,557	-	-	20,557
	Other income	29,056	-	-	29,056
		<b>96,605</b>	-	-	<b>96,605</b>
	<b>Year ended 31 August 2022</b>				
		Unrestricted	Restricted	Endowment	Total
		Funds	Funds	Funds	Funds
		£	£	£	£
		2022	2022	2022	2022
	Hire of facilities	46,992	-	-	46,992
	Sales of goods and services	20,218	-	-	20,218
	Other income	26,045	-	-	26,045
		<b>93,255</b>	-	-	<b>93,255</b>

## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

5	EXPENDITURE Year ended 31 August 2023	Staff costs	Other direct costs	Allocation of central costs	2023 Total
		£	£	£	£
		2023	2023	2023	2023
		2023	2023	2023	2023
	Cost of raising funds	240,532	137,737	121,118	499,387
	Cost of charitable activities:				
	Learning programme	1,179,343	224,132	757,146	2,160,621
	Residential & domiciliary care	529,101	65,884	307,744	902,729
	Supported housing and Estates	227,384	127,921	105,107	460,412
	Loss on Fixed Asset Disposals	-	-	-	-
	Governance	12,840	571	-	13,411
		<b>2,189,200</b>	<b>556,245</b>	<b>1,291,115</b>	<b>4,036,560</b>
	<b>Year ended 31 August 2022</b>				
		Staff costs	Other direct costs	Allocation of central costs	2022 Total
		£	£	£	£
		2022	2022	2022	2022
	Cost of raising funds	195,393	49,528	112,366	357,287
	Cost of charitable activities:				
	Learning programme	1,081,778	175,305	690,727	1,947,810
	Residential & domiciliary care	557,531	32,985	270,616	861,132
	Supported housing and Estates	203,247	110,204	97,933	411,384
	Loss on Fixed Asset Disposals	1,509	-	-	1,509
	Governance	31,600	1,700	-	33,300
		<b>2,071,058</b>	<b>369,722</b>	<b>1,171,642</b>	<b>3,612,422</b>



## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

#### 6 EMPLOYEES

##### Number of employees

The average monthly number of employees during the period was 106 (2022 - 106).

	Year ended 31 August 2023 £	Year ended 31 August 2022 £
<b>Employment costs</b>		
Salaries and wages	2,377,529	2,191,956
Social security costs	207,702	205,239
Pension Costs	96,260	74,531
<b>Total employment costs</b>	<b>2,681,491</b>	<b>2,471,726</b>

The key management personnel of the charity are the Senior Management Team including Trustees.

The Remuneration for the Key Management Personnel was £502K (2022: £484k).

The Trustees received no remuneration or benefits in kind from the Charity. Total expenses for the trustees were £321 (year ended 31 August 2022 - £1,405). The expenses related to Travel reimbursement for three Trustees.

Volunteers donated Time was £32,884.80 with total hours donated for the year totalling 3224.

##### Emoluments of Highest Paid Employees

	Number of Employees		Pension Contributions	
	2023	2022	2023	2022
£60k-70k	3	2	7,470	4,403
£70k-80k	0	0	0	0
£80k-90k	0	0	0	0
£90k-100k	1	1	2,495	2201

## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

#### 7 NET INCOMING/(OUTGOING)RESOURCES

	Year ended 31 August 2023 £	Year ended 31 August 2022 £
Net incoming resources before transfers are stated after charging:		
Depreciation	324,349	297,875
Bank interest	195	2
Investment management fees	25,711	19,687
Auditors' remuneration	20,400	15,144
Auditors' non-audit remuneration	600	6,840

#### 8 TANGIBLE FIXED ASSETS

	Freehold land & buildings £	Assets under construction £	Musical instruments £	Furniture & equipment £	Motor vehicles £	Total £
<b>Cost</b>						
At 31 August 2022	5,886,064	-	52,987	953,646	94,543	6,987,240
Additions	168,660	87,940	-	146,964	-	403,564
Transfers	(83,205)	83,205	-	-	-	-
Disposals	-	-	-	-	-	-
At 31 August 2023	<b>5,971,519</b>	<b>171,145</b>	<b>52,987</b>	<b>1,100,610</b>	<b>94,543</b>	<b>7,390,804</b>
<b>Depreciation</b>						
At 31 August 2022	1,868,977	-	42,781	687,311	83,433	2,682,502
Charge for the year	173,751	-	6,279	136,193	8,126	324,349
Disposals	-	-	-	-	-	-
At 31 August 2023	<b>2,042,728</b>	<b>-</b>	<b>49,060</b>	<b>823,504</b>	<b>91,559</b>	<b>3,006,851</b>
<b>Net book value</b>						
At 31 August 2023	<b>3,928,791</b>	<b>171,145</b>	<b>3,927</b>	<b>277,106</b>	<b>2,984</b>	<b>4,383,953</b>
At 31 August 2022	<b>4,017,087</b>	<b>-</b>	<b>10,206</b>	<b>266,335</b>	<b>11,110</b>	<b>4,304,738</b>



## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

9 INVESTMENTS	2023	2022
	£	£
Market value as at 31 August 2022	2,764,222	2,508,838
Add: additions to investments at cost	-	450,000
Add: net gain/loss on revaluation	(48,343)	(194,616)
Market value as at 31 August 2023	<u>2,715,879</u>	<u>2,764,222</u>
Historical cost as at 31 August 2023	<u>2,752,101</u>	<u>2,741,238</u>
	<b>31 August</b>	<b>31 August</b>
	<b>2023</b>	<b>2022</b>
	£	£
<b>Split as:</b>		
Fixed asset investments	2,715,879	2,764,222
Current asset investments	-	-
	<u>2,715,879</u>	<u>2,764,222</u>
<b>Comprised of:</b>		
Listed equities	2,599,841	2,662,207
Cash held within the investment portfolio	116,038	102,015
	<u>2,715,879</u>	<u>2,764,222</u>

## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

10 DEBTORS	31 August 2023	31 August 2022
	£	£
Student income	21,769	36,911
Other debtors, prepayments and accrued income	106,569	176,682
	<u>128,338</u>	<u>213,593</u>
	<b>31 August</b>	<b>31 August</b>
	<b>2023</b>	<b>2022</b>
	£	£
<b>11 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>		
Other taxes and social security	51,857	62,395
Wages	14,056	23,911
Other creditors and accruals	353,119	79,565
	<u>419,032</u>	<u>165,871</u>
	<b>31 August</b>	<b>31 August</b>
	<b>2023</b>	<b>2022</b>
	£	£
<b>12 FINANCIAL INSTRUMENTS</b>		
	<b>31 August</b>	<b>31 August</b>
	<b>2023</b>	<b>2022</b>
	£	£
<b>Carrying amount of financial assets</b>		
Financial assets measured at fair value through the SOFA	2,715,879	2,764,222
Financial assets measured at amortised cost - debtors less prepayments	41,217	148,267
	<u>2,757,096</u>	<u>2,912,489</u>
<b>Carrying amount of financial liabilities</b>		
Financial liabilities measured at amortised cost	<u>367,175</u>	<u>103,476</u>



## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

13 MOVEMENT IN FUNDS Year ended 31 August 2023	At 1 September 2022	Incoming resources	Outgoing resources	Transfers	At 31 August 2023
	£	£	£	£	£
<b>Expendable Endowment Fund</b>					
Buildings and equipment	2,094,770	-	-	(84,331)	2,010,439
<b>Restricted funds</b>					
Gorton Fund	3,181	-	(1,317)	-	1,864
Outreach Programme	146,833	6,462	(4,825)	-	148,470
Learning Programme	-	652,815	(652,815)	-	-
Capital Development	-	10,000	-	-	10,000
Alchemy Foundation	-	49,346	(49,346)	-	-
COIN	33,147	-	(1,216)	-	31,931
Transitions Fund	168,316	23,000	(38,393)	-	152,923
Minibus Fund	2,527	-	-	-	2,527
Games equipment	116	2,000	(1,487)	-	629
Music lessons	1,000	-	-	-	1,000
Enterprise Café	3,571	4	(556)	-	3,019
Sculpture Trail	12,892	-	-	-	12,892
Sensory Garden	1,563	-	(912)	-	651
Playing Cards	-	483	-	-	483
Nurse Aid Call System	3,000	-	-	-	3,000
Wellbeing	-	23,000	-	-	23,000
Connecting Communities	-	3,500	(1,515)	-	1,985
Enterprise Fund	-	20,000	-	-	20,000
Other activities	4,051	-	-	-	4,051
<b>Total restricted funds</b>	<b>380,197</b>	<b>790,610</b>	<b>(752,382)</b>	<b>-</b>	<b>418,425</b>
<b>Unrestricted funds</b>					
General funds	1,763,859	2,981,834	(3,321,897)	(79,215)	1,344,581
Designated funds					
Long term Building Fund	1,134,473	-	-	-	1,134,473
Music lessons	40,420	-	(10,624)	-	29,796
New building supported housing fund	294,254	-	-	(7,539)	286,715
Manor House Fund	30,952	-	-	(17,192)	13,760
Fixed Asset Fund	1,891,620	-	-	188,277	2,079,897
<b>Total unrestricted funds</b>	<b>5,155,578</b>	<b>2,981,834</b>	<b>(3,332,521)</b>	<b>84,331</b>	<b>4,889,222</b>
<b>Total funds</b>	<b>7,630,545</b>	<b>3,772,444</b>	<b>(4,084,903)</b>	<b>-</b>	<b>7,318,086</b>

## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

#### MOVEMENT IN FUNDS (continued)

##### Expendable Endowment Fund

The Expendable Endowment Fund represents donations received specifically for building and equipping the Orpheus Centre. In 2022-23 depreciation on buildings amounting to £84,331 was charged to the fund (2021-22: £84,331).

##### Restricted funds

###### Gorton fund

The Gorton Fund represents a donation in the memory of a former apprentice to be used for any student wishing to undertake an adventurous activity.

###### Outreach Programme

This programme exists to give young disabled adults the opportunity to support and mentor other disadvantaged or disadvantaged groups across the UK.

###### Learning programme

The learning programme fund consists of bursaries and grants to fund learning activities during the year.

###### Alchemy Foundation

The Alchemy Foundation grant is towards salary costs in the Fundraising Department.

###### COIN

A pilot Communication and Social Interaction Hub for students who have communication and social interaction difficulties and a passion for the creative and performing arts.

###### Transitions

This project supports our students to "move on" from the college and live independently once they leave us with an established social support structure and activities, and making a positive contribution to their community.

###### Minibus Fund

The Minibus Fund was set up to buy a minibus for student transport.

###### Muga

This fund is for the creation of a Multi Use Games Area (MUGA) for students and staff at the Orpheus Centre.

###### Games equipment

This fund was created to support the purchase of games equipment for use by our students.

###### Music Lessons

This fund is for payment towards the employment of a Musician in Residence.

###### Enterprise Café

This fund is to create a small café where students can practise enterprise and food preparation skills. All food items for sale would be prepared on site.

###### Sculpture Trail

This fund is to create a sculpture trail and a take away café. The café would provide valuable work experience opportunities for our disabled students, as well as a source of income for the charity. The nature trail would be open to members of the public.

###### Sensory Garden

A fund for a water efficient garden providing a sensory experience and bringing positive learning opportunities for our students.



## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

#### MOVEMENT IN FUNDS (continued)

##### Playing Cards

This fund was created for one of our students to extend their illustration, art and design skills to produce a pack of playing card to be sold worldwide.

##### Nurse Aid Call System

This relates to an upgrade to our Aid Call system which will provide additional safety and security to our students who live on site.

##### Enterprise Café

This fund is for Learners to be involved in improving their business skills such as money handling, and service provision such as running a Enterprise Café

##### WellBeing

This relates to funding for specific activities relating to Wellbeing

##### Connecting Communities

This funding is for Commissioning of Art work

##### Other activities

These relate to miscellaneous amounts granted towards funding various smaller activities.

##### Enterprise Fund

Fund for any enterprise ideas run by the students. The funds are donated by No Fear Bridge

##### Capital Development Fund

The Capital Development Fund has been in existence since 13/09/2016. It has historically been funded by Xmas Appeal donations and funds from Foundations and has been used to fund the Lifeskills Kitchen.

##### Other activities

These relate to miscellaneous amounts granted towards funding various smaller activities.

#### Unrestricted funds

##### General funds

General funds represent those funds that are unrestricted.

##### Designated funds

The Fixed Asset Fund, New Building Supported Housing Fund and the Manor House Fund have been moved from Restricted Funds into the Designated Funds. The reason for the transfer is that the assets have been constructed and there are no ongoing restrictions in place and they are available to use by the Centre to fulfil its general charitable activities.

In 2019 a £50,000 legacy from the estate of Joyce Hayes was placed into a fund for music lessons in recognition of the donor's profession as a music teacher.

In 2020 a new designated fund (Long Term Building) was established to budget for capital expenditure on a long term basis (3-5 years).

## The Orpheus Centre Trust

### Notes to the Financial Statements for the year ended 31 August 2023

#### 14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

##### Year ended 31 August 2023

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Fixed assets	5,089,393	-	2,010,439	7,099,832
Current assets	218,861	418,425	-	637,286
Current liabilities	(419,032)	-	-	(419,032)
	<u>4,889,222</u>	<u>418,425</u>	<u>2,010,439</u>	<u>7,318,086</u>

##### Year ended 31 August 2022

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds £
Fixed assets	4,974,190	-	2,094,770	7,068,960
Current assets	347,259	380,197	-	727,456
Current liabilities	(165,871)	-	-	(165,871)
	<u>5,155,578</u>	<u>380,197</u>	<u>2,094,770</u>	<u>7,630,545</u>

#### 15 OPERATING LEASE COMMITMENTS

The charity's future minimum operating lease payments are as follows:

	31 August 2023 £	31 August 2022 £
<b>Equipment</b>		
Within one year	4,147	4,147
Between two and five years	<u>10,135</u>	<u>14,282</u>

Operating lease payments recognised as an expense were £3,690 (2021-22: £2,754)



**The Orpheus Centre Trust**  
Notes to the Financial Statements for the year ended 31 August 2023

- 16 **RELATED PARTY TRANSACTIONS**  
Included in income is £49,346 (2021-22: £44,860) from the Alchemy Foundation to cover the cost of salaries in the Fundraising team. One of the trustees (2021-22: Two) of The Orpheus Centre Trust is also a trustee of The Alchemy Foundation.
- 17 **CAPITAL COMMITMENTS**  
At the year end, the charity had entered into contractual commitments for capital expenditure totalling £72,395 (2021-22: £78,380). Other debtors includes ENil (2021-22: ENil) in respect of deposits paid against these commitments.

**Trustees of the Orpheus Centre**

- **Howard Webber (Chair)**  
*Chair (elected April 2022)*
- **Chris Burling**  
*(resigned April 2023)*
- **Gordon Curtis**  
*(resigned April 2024)*
- **Virginia Fenton**
- **Samuel Massiah**  
*(resigned July 2023)*
- **Sir Richard Stilgoe OBE**  
*(resigned April 2023)*
- **Neil White**
- **Vikranth Chandran**
- **Jessica Dallyn**  
*(appointed April 2023)*
- **Katie Stevens**  
*(co-opted October 2023; appointed April 2024)*
- **Helen Taylor**  
*(appointed April 2024)*
- **Zoe Ota**  
*(appointed April 2024)*
- **Joelle Leader**  
*(appointed April 2024)*
- **Tom McLaughlan**

**Key Management personnel**

- **Rachel Black**  
CEO
- **Richard Clark**  
*(resigned January 2024)*
- **Michael Gainlall**  
*(appointed January 2024)*
- **Jay Harris**
- **Tom Harris**
- **Moira Clifton**
- **Sam Owen**
- **Chloe Smith**
- **Peter White**  
*(appointed September 2022)*



**Bankers**  
Coutts & Co, 440 Strand, London, WC2

**Auditors**  
Moore Kingston Smith LLP, Chartered Accountants, Betchworth House, 57-65 Station Road, Redhill, Surrey, RH1 1DL





# Orpheus

**The Orpheus Centre Trust**

Charity No: 1105213

Companies House No: 05089501

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Surrey  
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