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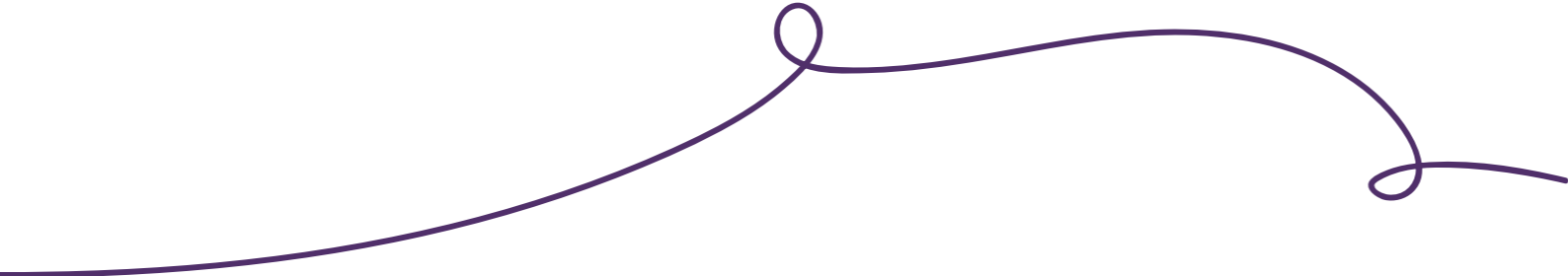
The Percy Hedley Foundation is a charity dedicated to improving the every day lives of people with disabilities.

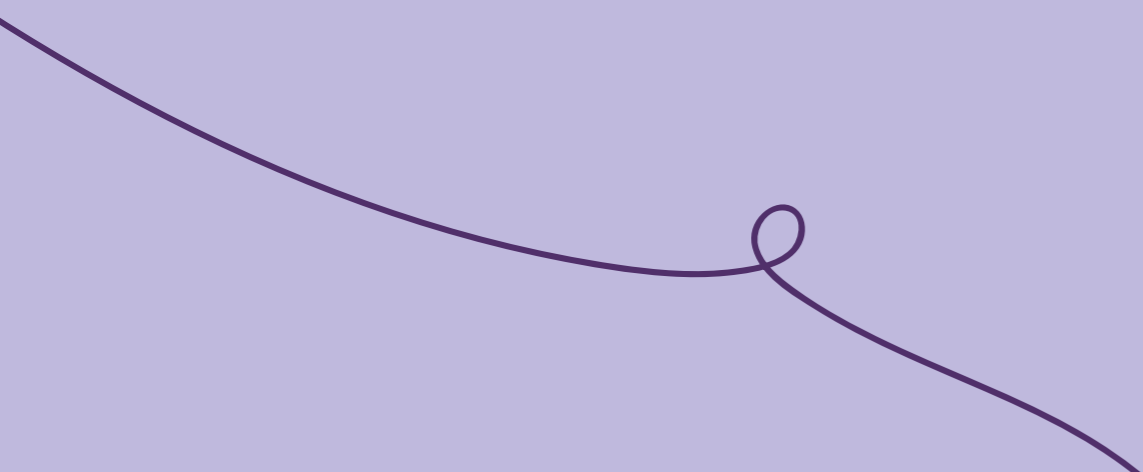
We want to help people with disabilities to live their best lives.

We're driven by our vision for a world in which people with disabilities can realise their potential as equal and active citizens in control of their lives. This sits at the heart of everything we do. All of this is underpinned by both our passion to enrich people's lives and by our moral and statutory responsibilities.

We get to work with extraordinary people every day. Some of our students, residents and members have challenging needs and they and their families are an inspiration to us every day.

Our commitment as a charity is simple, but one we do not take lightly. Some of our students, residents and members have very complex needs and to enable them to live their best lives and reach their full potential, we need the best team, special facilities and equipment.







Never, in the history of the Foundation, has the commitment, compassion and resilience of our staff shone so brightly as during the past year.

It is a testament to their dedication, and to the leadership of the management team, that the Foundation remained open throughout the pandemic, providing care and support to those with complex disabilities well as their families. Building on the experience from the changing situation. Through strong planning and crisis management, the Foundation was able to provide services to normal activities with

about, we held our much-loved Christmas festivities and ended “leavers’ ceremonies”.

and complex medical needs. children at the Foundation, and living in Chipchase House since it opened. Stephen’s parents were instrumental in the

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Now, with the support of our

Save the planet

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pop up shop

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win the cup!

Jubilee celebrations

across the Foundation

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Great North Run!

What We Achieved



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We established a new holistic and inclusive assessment procedure by

In May 2022, Ofsted judged the school to be inadequate and placed Northern Counties School into special measures. We accepted the outcome of the inspection and believe that it has given us the opportunity to grow and become better.

By the end of the school year, we welcomed all learners back to full-time education. We introduced new learning methods and created a more positive learning and working area by investing heavily in the environment of the building.

We also incrementally improved teaching and learning within the school, making learning fun and enjoyed welcoming parents, carers and the wider community back to school. We welcome families back for the weekly signing sessions and the graduation ceremony.

As a learning community, we are focused on another year of improvement and look forward to the end of the school year in 2023. We are proud to have achieved this and will continue to work hard to improve ourselves and our school.



• **Our Work**

Services extended into The Bradbury Hub to enable us to meet the growing demand for places for students with complex ASC. The Bradbury Hub has two larger group rooms utilised as individual spaces or for two to three students to work together. There is a sensory room on site and two independent living skills spaces, as well as a large outdoor area and a spa which can aid in sensory regulation. The development plan will see an increase in students in 2022 and by 2023 we will reach our full capacity.

Supported by a Natspec and Association of Colleges research piece into partnership working in specialist further education colleges, we have partnered with Newcastle College. Our students delivered disability awareness training to their peers in Newcastle College. We are further developing this partnership Level 3 and 4 Social Care and PGCE students will be offered the opportunity of a placement at Hedleys College to support their study. This will allow students a work-based learning element where they will also learn from Hedleys College students.

In addition, two Hedleys College students are going to co-deliver a learning module from January 2023 at Newcastle College alongside the lecturer.

Over the past four years, with a delay due to Covid-19, a fundraising campaign allowed us to modernise our student dining facilities. The former school hall has been transformed into a modern café, complete with a TV, a chill out area, table football, a sensory table and a wonderful mural depicting the Percy Hedley Foundation. The

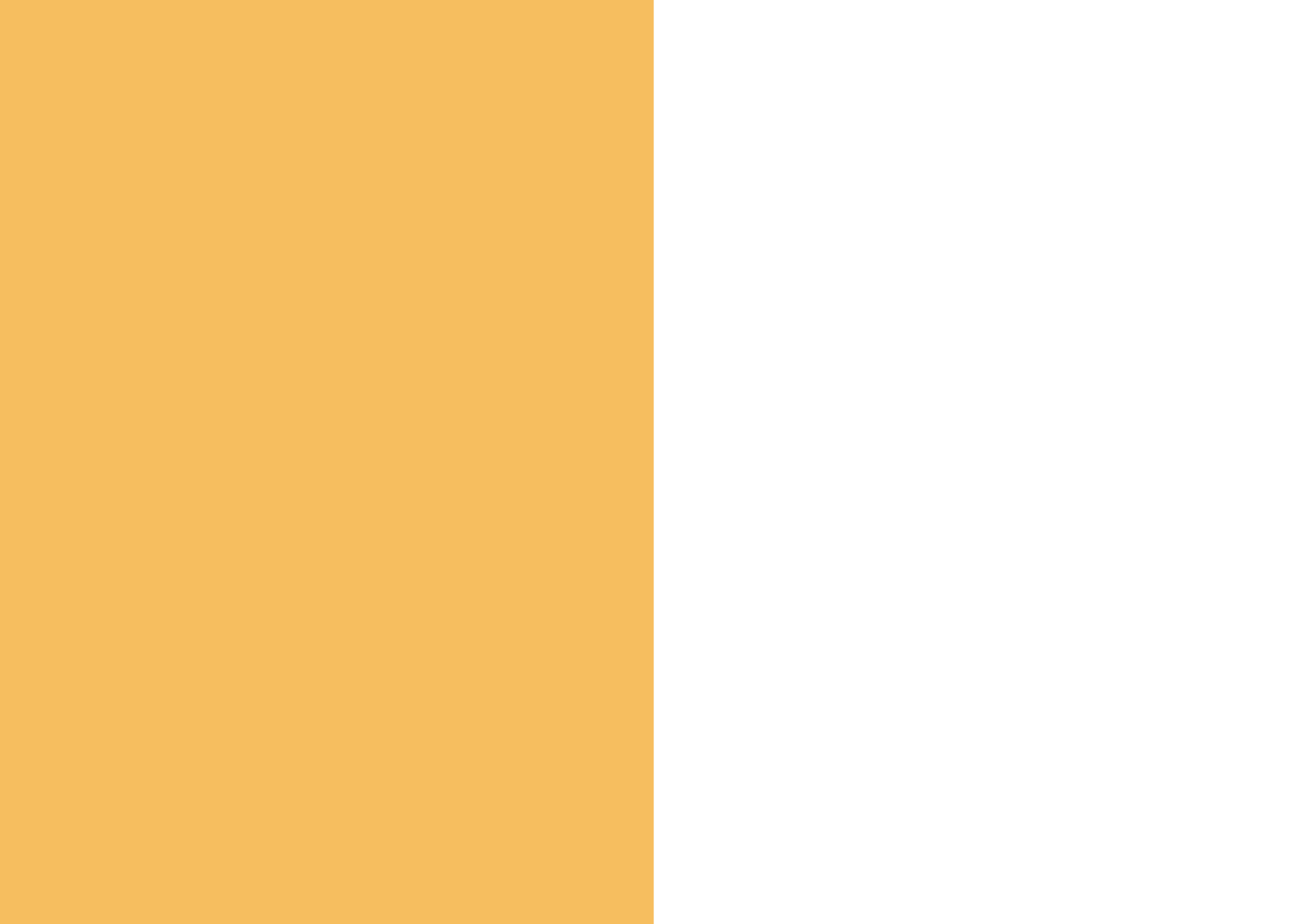
What We Achieved



Supporting Residents to Live Well

The highlight for our teams was supporting residents as they returned to normality after the Covid-19 pandemic where their lives were impacted by restrictions. It was fantastic to welcome families into homes and to see residents living life to the full again.

We have created several new infrastructures and systems, which have been instrumental in the continuous improvement of our services which has been recognised through external awards. We have worked closely with the operational teams to drive up quality from a 'best practice' perspective and delivered new strategies to ensure the safety and well-being of our residents. This has been done through a mixture of role modelling of Percy Hedleys core values, development and guidance on quality assurance frameworks, critical review auditing for trends and themes and working collaboratively with the teams





For the second year running, the Covid-19 pandemic had an impact on fundraising. Whilst most of the charity's services are largely funded through local authorities, we rely on fundraising to help fund our specialist facilities and to enhance the resources and experiences for those who depend on the services we provide.

After adapting our fundraising plans to



How We Achieved It



The Executive Management Team and Board of Trustees are responsible for overseeing the risk management process. This process involves a consistent approach to identifying, assessing, and mitigating the risks facing our charity to ensure they do not exceed the level of risk we are willing to accept. It is designed to manage, rather than eliminate, the risks to our charitable objectives and to provide reasonable assurance against material risks.

- Audit and Risk Committee which considers and reviews the top strategic risks
- A comprehensive Board Assurance Framework
- A risk policy and procedure whereby risks are regularly reviewed by the senior management team and documented in a risk register combined with clear risk appetite statements which set out risk tolerance levels
- Several risks have increased over the period, these include risks relating to:
 - The long-term effect of the pandemic has become more evident on the social care sector with ever reducing pools of labour
 - » B • _ İ _ • u 9 • j ñ j H ñ _ • £ -- with local government typically being below the rate of cost H j ñ ~ l + u j
 - Increasing pressure on salary budgets to implement pay uplifts

The charity is governed by its Articles of Association incorporated on 12 October 1984, adopted on 1 November 2005, and last amended on 8 November 2014. Northern Counties School, now an integrated part of the Foundation as a result of the merger in October 2005, was founded in 1838.

The Foundation abides by the Charity Governance Code for larger charities, which sets the principles and recommended practice for good governance. The Foundation is led and governed by a Board of Trustees>>BDC T* [(f)14 (ounded in 1838.)]TJ2 >>BDC ng (enD 1184 r6 (1984, ah9 F)1919B ah9 F1919Bel0Bt amended on [(T)-39ponsibilmented preesEMC /P <</1.1 (f

This is to ensure trustees gain a greater understanding about the work of the Foundation and the expectations of their role as trustee, and can identify opportunities to become more effective. The trustees meet out annually to review and support individual needs.

The trustees consider that the board of directors who are the Foundation's Board of Trustees and the Executive Management Team comprises of the key management personnel of the charity. The pay of the executive is reviewed annually.

The trustees believe that the levels of remuneration are linked to a regular objective setting system of performance appraisal and benchmarked against comparable roles. The executive team is paid on the basis of their experience, responsibilities and performance.

Included within insurance charges is an annual charge of £2,170 (2021: £2,675) for Trustee Indemnity Insurance.

Under Statutory Instrument (SI 2018/1155) and the Environmental Reporting Guidelines, the charity is now required to report on greenhouse gas emissions and energy consumption. The charity’s energy and fuel usage for the period is shown in the table below.

We employ an energy agency to manage our gas and electricity supply.

We own / lease several vehicles which are included in the analysis below.

The charity continues to look for cost effective ways of reducing its carbon footprint and is committed to reduce carbon emissions.

UK greenhouse gas emissions and energy use data for the year ended 31st August 2022		2022
Energy consumptions used to calculate emissions (kWh):		
Gas		5,163,439
Electricity		1,383,720
TOTAL		6,547,159
Scope 2 emissions in metric tonnes CO2e purchased electricity		323
Total scope 2		323
Scope 3 emissions in metric tonnes CO2e business travel in emplehiclbusimes which C /P <</Lang (en-GB)/MCID 1429 >>BD33 T* [(T)77		

The Foundation has continued
on a
basis, despite the pressure from
reduction in statutory funding,
changes in high needs funding
systems, a competitive fundraising
environment and the continuing
impact from the pandemic.

Report 

Financial Statements

The Board and its committees review and take on board customer and regulatory guidance and recommendations regarding good practice. The Foundation's core activities support vulnerable young people and adults, and safeguarding is central to its operations.

The trustees understand and adhere to the Charity Commission requirements and understand the need to avoid and

Trustees recognise the responsibility to care for the environment and the need to minimise the environmental impact in all of the Foundation's activities. The Foundation's environmental approach in compliance with the streamlined energy and carbon reporting is detailed on page 41.

The Foundation's Executive Management Team routinely reports to the Board and its committees, including education governing boards, on key stakeholder relations and engagement, issues and feedback. Understanding stakeholders' needs and priorities helps to inform objectives, policies and strategy. References to stakeholders are made throughout the strategic report.

The Executive Management Team provides employees and volunteers with a range of information through various channels of communication including the intranet, staff forums, regular

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The Board of Trustees (who are also the directors 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).

Company law requires the trustees to

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they 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

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The Percy Hedley Foundation

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The Percy Hedley Foundation

Independent Auditor's Report to the Members of The Percy Hedley Foundation

- € Review financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- € Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

Because of the field in which the charity operates, we identified the following areas as those most likely to have a material impact on the financial statements: Health and Safety; employment law; and compliance with both the UK Companies Act and UK Charities Act.

Owing to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements in the financial statements may not be detected, even though the audit i

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The Percy Hedley Foundation

Statement of Financial Activities for the Year Ended 31 August 2022 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £ 000	Restricted £ 000	Total 2022 £ 000	(As restated) Total 2021 £ 000
Income and Endowments from:					
Donations and legacies	3	584	449	1,033	390
Charitable activities	4	32,885	-	32,885	31,495
Other trading activities	5	53	-	53	66
Investment income	6	70	-	70	41
Total Income		33,592	449	34,041	31,992
Expenditure on:					
Raising funds		(39)	-	(39)	(155)
Charitable activities	7	(30,064)	(277)	(30,341)	(30,988)
Total Expenditure		(30,103)	(277)	(30,380)	(31,143)
Gains/(losses) on investment assets		(288)	-	(288)	385
Net income		3,200	172	3,372	1,234
Transfers between funds		(212)	212	-	-
Other recognised gains and losses					
Actuarial gains on defined benefit pension schemes		4,629	-	4,629	3,001
Net movement in funds		7,617	384	8,001	4,235
Reconciliation of funds					
Total funds brought forward		13,520			

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is: Hampeth Lodge, Station Road, Newcastle upon Tyne, NE12 8YY

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

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The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Estimation uncertainty and judgements

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported.

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Gifts in kind

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Donated facilities are included at the value to the company. Total 2022 (£) 278,000 (2021 (£) 15,142) (2020 (£) 375,000)

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Governance costs
These

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August
2022

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Pensions and other post retirement obligations

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

Other retirement benefits to employees of the Charity are provided by the Teachers Pension Scheme (TPS), the Local Government Pension Scheme (LGPS) and the Percy Hedley Pension Scheme (PHPS). These are defined benefit schemes, which are funded, with the assets being held separately from the charity. The PHP S

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

3 Income from donations and legacies

	Unrestricted funds General £ 000	Restricted funds £ 000	Total 2022 £ 000	Total 2021 £ 000
Donations and legacies;				
Legacies	339	-	339	127
Grants, including capital grants;				
Government grants	-	-	-	72
Grants and donations	<u>245</u>	<u>449</u>	<u>694</u>	<u>191</u>
Total for 2022	<u><u>584</u></u>	<u><u>449</u></u>	<u><u>1,033</u></u>	<u><u>390</u></u>

4 Income from charitable activities

	Unrestricted funds General £ 000	Restricted funds £ 000	Total 2022 £ 000	Total 2021 £ 000
Education and adult day				

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

7 Expenditure on charitable activities

	Activity undertaken directly £ 000	Activity support costs £ 000	2022 £ 000	2021 £ 000
Education and adult day services	20,218	2,053	22,271	20,713
Adult residential	6,980	712	7,692	7,049
Children's residential	378	-	378	3,200
Total for 2022	27,576	2,765	30,341	30,962

8 Analysis of governance and support costs

Support costs allocated to charitable activities

	Education adult day services £ 000	Adult Residential £ 000	Total 2022 £ 000	Total 2021 £ 000
Staff costs	1,695	585	2,280	2,407
Professional costs	51	8	59	71
Other direct costs	46	21	67	227
Facilities cost	15	5	20	25
IT costs	104	30	134	117
Maintenance costs	10	4	14	-
Depreciation	103	49	152	99
Interest	29	10	39	-
Total for 2022	2,053	712	2,765	2,946

Governance costs

Included within support costs above are governance costs as follows:

	Unrestricted funds General £ 000	Restricted funds £ 000	Total 2022 £ 000	Total 2021 £ 000
Audit fees				
Audit of the financial statements	18	-	18	17
Legal fees	33	-	33	37
Total for 2022	51	-	51	54

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

9 Net incoming/outgoing resources

Net incoming resources for the year include:

	2022 £ 000	2021 £ 000
Audit fees	18	17
Other non-audit services	8	4
Depreciation of fixed assets	1,212	1,204
Interest payable	39	27
	<u>1,277</u>	<u>1,252</u>

10 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

11 Staff costs

The aggregate payroll costs were as follows:

	2022 £ 000	(As restated) 2021 £ 000
Staff costs during the year were:		
Wages and salaries	21,534	21,255
Social security costs	1,592	1,535
Pension costs	1,670	2,006
	<u>24,796</u>	<u>24,796</u>

Included within wages and salaries costs is £1,407,398 (2021: £919,262) in relation to agency staff costs.

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year was as follows:

	2022 No	2021 No
Operational staff	822	940
Admin and support	131	117
Management	6	4
	<u>959</u>	<u>1,061</u>

During the year, the charity made redundancy and/or termination payments which totalled £120,334 (2021 - £235,959).

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

The number of employees whose emoluments fell within the following bands was:

	2022 No	2021 No
£60,001 - £70,000	-	1
£70,001 - £80,000	4	3
£80,001 - £90,000	2	1
£90,001 - £100,000	1	-
Over £200,000	-	1

The total employee benefits of the key management personnel of the charity were £718,955 (2021 - £927,067).

12 Auditors' remuneration

	2022 £ 000	2021 £ 000
Audit of the financial statements	18	17
Other fees to auditors		
Audit of the pension scheme	8	3
Other	-	1
	8	4

13 Taxation

The charity is exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

14 Tangible fixed assets

	Land and buildings £ 000	Fixtures and fittings £ 000	Motor vehicles £ 000	Equipment £ 000	Total £ 000
Cost					
At 1 September 2021	22,717	1,396	398	2,038	26,549
Additions	<u>625</u>	<u>109</u>	<u>-</u>	<u>376</u>	<u>1,110</u>
At 31 August 2022	<u>23,342</u>	<u>1,505</u>	<u>398</u>	<u>2,414</u>	<u>27,659</u>
Depreciation					
At 1 September 2021	6,961	1,062	301	1,532	9,856

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Listed
investments

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

20 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £ 000	2021 £ 000
Other		
Within one year	41	41
Between one and five years	112	138
After five years	<u>375</u>	<u>390</u>
	<u>528</u>	<u>569</u>

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

21 Pension and other schemes

Pension Commitments

The charity's employees belong to three defined benefit pension schemes and two defined contribution scheme; AEGON and Peoples Pension.

The three defined benefit pension schemes are: The Teachers' Pension Scheme England and Wales (•TPSZ); the Local Government Pension Scheme (•LGPSZ); and the Percy Hedley Pension Scheme (•PHPSZ). The PHPS was closed to new members in 2012.

Defined contribution scheme

With respect to the defined contributions pension scheme, the assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £417,000 (2021 - £377,000). Contributions totalling £34,000 (2021 - £99,000) were payable to the fund at the balance sheet date and are included in creditors.

Teachers' Pension Scheme

Introduction

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pensions Regulations (2010) and, by the Teachers' Pension Scheme Regulations 2014. These regulations apply to teachers in schools and other educational establishments, including academies, in England and Wales that are maintained by local authorities. In addition, teachers in many independent and voluntary-aided schools and teachers and lecturers in some establishments of further and higher education may be eligible for membership. Membership is automatic for full-time teachers and lecturers and, from 1 January 2007, automatic too for teachers and lecturers in part-time

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Valuation of the Teachers' Pension Scheme

As a result of the latest scheme valuation employer contributions were increased in September 2019 from a rate of 16.4% to 23.6%. Employers also pay a charge

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Defined benefit pension schemes

Percy Hedley Pension Scheme

The PHPS is a funded defined benefit pension scheme, with the assets held in separate trustee administered funds. The total contribution made for the year

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2022 %	2021 %
Discount rate	4.30	1.75
Future salary increases	-	-
Inflation assumption (RPI)		

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Tyne & Wear Pension Fund

The Tyne & Wear Pension Fund is a funded defined benefit scheme, with the assets held in separate Trustee-administered funds.

The charity is an approved employer of the Tyne & Wear Pension Fund.

The total contribution made for the year ended 31 August 2022 was £182,000 (2021 - £188,000) of which employer's contributions totalled £161,000 (2021 - £166,000) and employees' contributions totalled £21,000 (2021 - £22,000).

The date of the most recent comprehensive actuarial valuation was 31 March 2019. A full actuarial

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2022 £ 000
Fair value at start of year	7,520
Interest income	127
Actuarial gains and losses	(205)
Employer contributions	161
Contributions by scheme participants	21
Benefits paid	<u>(300)</u>
Fair value at end of year	<u><u>7,324</u></u>

Analysis of assets

The major categories of scheme assets are as follows:

	2022 %	2021 %
Equities	54	56
Property	11	-
Government bonds	1	8
Corporate bonds	19	2
Multi asset credits	4	20
Cash	2	4
Other	<u>9</u>	<u>10</u>
	<u><u>100</u></u>	<u><u>100</u></u>

Return on scheme assets

	2022 £ 000	2021 £ 000
Return on scheme assets	<u>(78)</u>	<u>1,147</u>

The pension scheme has not invested in any of the investments listed in the schedule to the 2021 financial statements.

%

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

Post retirement mortality assumptions

	2022 Years	2021 Years
Current UK pensioners at retirement age - male	22.00	22.00
Current UK pensioners at retirement age - female	25.00	25.00
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The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

22 Funds

	Balance at 1 September 2021 £ 000	Incoming resources £ 000	Resources expended £ 000	Transfers £ 000	Other recognised gains/(losses) £ 000	Balance at 31 August 2022 £ 000
Unrestricted funds						
General						
General fund	22,106	33,591	(29,892)	(654)	(288)	24,863
Pension fund	(10,314)	-	-	-	4,629	(5,685)
	<u>11,792</u>	<u>33,591</u>	<u>(29,892)</u>	<u>(654)</u>	<u>4,341</u>	<u>19,178</u>
Designated						
Education	183	-	-	(183)	-	-
Adult Day Services	12	-	-	(12)	-	-
Adult Residential	17	-	-	(17)	-	-
Children's Residential	9	-	-	(9)	-	-
Central Services	38	-	-	(38)	-	-
Maintenance Fund	487	-	(9)	(125)	-	353
Strategic Development Fund	382	-	(202)	(85)	-	95
Improvement Projects	300	-	-	(300)	-	-
Estate Developments	300	-	-	1,211	-	1,511
	<u>1,728</u>	<u>-</u>	<u>(211)</u>	<u>442</u>	<u>-</u>	<u>1,959</u>
Total unrestricted funds	<u>13,520</u>	<u>33,591</u>	<u>(30,103)</u>	<u>(212)</u>	<u>4,341</u>	<u>21,137</u>

The Percy Hedley Foundation

Notes to the Financial Statements for the Year Ended 31 August 2022

23 Analysis of net assets between funds

	General £ 000	Unrestricted Designated £ 000	Pension £ 000	Restricted £ 000	Total funds £ 000
Tangible fixed assets	16,591	-	-	-	16,591
Fixed asset investments	2,915	-	-	-	2,915
Net current assets/(liabilities)	7,176	1,959	-	745	9,880

The Percy Hedley Foundation



The Percy Hedley Foundation is registered in England and Wales, company number 01855026, charity number 515943.

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