

**CAMPBILL RUDOLF STEINER SCHOOLS LIMITED**

**REGISTERED CHARITY NUMBER SC015588  
COMPANY NUMBER SC103899**

**FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2015**

**MESTON REID & CO  
CHARTERED ACCOUNTANTS  
12 CARDEN PLACE  
ABERDEEN  
AB10 1UR**

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# CAMPHILL RUDOLF STEINER SCHOOLS LIMITED

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Council Of Management</b>	A Crabbe (Chair) L Alfred (Executive Director) B Hansen M Lipp B Menzinger G Morgan S Newbatt F Richards T Wright
<b>Secretary</b>	N R Wood
<b>Charity number</b>	SC015588
<b>Company number</b>	SC103899
<b>Principal address</b>	Central Office Murtle House Bieldside Aberdeen AB15 9EP
<b>Registered office</b>	Brodies House 31-33 Union Grove Aberdeen AB10 6SD
<b>Auditors</b>	Meston Reid & Co 12 Carden Place Aberdeen AB10 1UR
<b>Bankers</b>	The Royal Bank of Scotland plc 78 Union Street Aberdeen AB10 1HH
<b>Solicitors</b>	Brodies LLP Brodies House 31-33 Union Grove Aberdeen AB10 6SD

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# CAMPHILL RUDOLF STEINER SCHOOLS LIMITED

## CONTENTS

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	<b>Page</b>
Council Members' report	1 - 6
Statement of Council members' responsibilities	7
Independent auditors' report	8 - 9
Statement of financial activities	10
Balance sheet	11
Notes to the financial statements	12 - 20

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# CAMPBILL RUDOLF STEINER SCHOOLS LIMITED

## COUNCIL MEMBERS' REPORT

### FOR THE YEAR ENDED 31 MARCH 2015

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The Camphill Rudolf Steiner Schools Limited Council of Management (Directors) present their report and financial statements for the year ended 31 March 2015.

Legal and Administrative information set out in page 2 forms part of this report. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006, The Charities and Trustee Investment (Scotland) Act 2005, The Charities Accounts (Scotland) Regulations 2006 (as amended) and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

#### **Structure, governance and management**

Camphill Rudolf Steiner Schools Limited is a company limited by guarantee, governed by its Memorandum and Articles of Association and recognised as a charity by the Office of the Scottish Charity Regulator in accordance with the provisions of The Charities and Trustee Investment (Scotland) Act 2005. In accordance with the Memorandum of Association, every member is liable to contribute a sum of £1 in the event of the company being wound up.

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

A Crabbe (Chair)

L Alfred (Executive Director)

B Hansen

M Lipp

B Menzinger

G Morgan

S Newbatt

R Reinardy

(Resigned 11 June 2015)

F Richards

T Wright

M Costa

(Resigned 14 October 2014)

The Council of Management can, under the terms of the School's Memorandum and Articles of Association, be made up of a minimum of five and up to twenty Directors. The Directors are re-elected annually and comprise external members drawn from the local business and professional community, and internal members nominated by the Camphill School Community.

All new Council members undertake a structured induction programme to learn about the work and aims of the charity and to gain an understanding of the Camphill Movement.

The Council of Management provide overall strategic direction and governance meeting seven times per year to discharge their duties. To facilitate in depth advisory input into the management of the School the Council operate the following standing committees, each having representation of a minimum of two Council Members:

- Curative Education Committee (Dealing with Education, Social and Cultural affairs, focusing on the support and development of practice)
- Administration Committee (Dealing with Property, Finance, HR and Administration)
- Strategy Committee (Dealing with the strategic planning and external affairs)

The Council delegate the operational management of the charity to the Executive Team comprising Mr Laurence Alfred (Executive Director) and Mr Vincent D'Agostino and Mr Alex Busch (Deputy Executive Directors). The Executives are supported in their work by a wider management team which is currently made up of a further eight senior managers.

## CAMPHILL RUDOLF STEINER SCHOOLS LIMITED

### COUNCIL MEMBERS' REPORT (CONTINUED)

#### FOR THE YEAR ENDED 31 MARCH 2015

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Camphill Rudolf Steiner Schools Limited have a close relationship through the Camphill movement to the following other charities:

- Beannachar Limited, Banchory Devenick
- Camphill Medical Practice Limited, Bielside
- Camphill (Rudolf Steiner) Estates Limited, Cults
- Camphill Social Fund Limited, Cults
- The Friends of Camphill Medical Practice, Bielside
- Simeon Care for the Elderly Limited, Bielside
- Tigh A'Chomainn Camphill Limited, Peterculter
- Newton Dee Camphill Community Limited, Bielside
- The Aberdeen Waldorf School Limited, Cults
- Camphill Scotland
- The Association of Camphill Communities
- Friends of Camphill School

The Council of Management regularly review the charity's exposure to major risks and is satisfied that systems are in place to mitigate exposure and effects of such major risks.

#### **Objectives and activities**

The principal objectives of the charity are to make day or residential care and outreach provision for children and young people in need and their families. Support is directed to the development of the personality, talents and mental and physical abilities of children and young people to their fullest potential. In addition the charity aims to further advance education by providing nursery care provision in relation to young children in general.

Camphill School Aberdeen has a track record of 75 years of high-quality innovative and personalised care, education and therapy for children and young people with a wide range of needs, both additional support needs and social emotional behavioural difficulties. The school is accredited with the National Autistic Society and has received consistently high grades from Care Inspectorate inspection (Very Good). In addition, HMIE has recognised key areas of the school provision as sector leading.

Camphill School's ethos is focused on valuing individual's potential, respecting differences and promoting positive relationships between people. The approach, known as Social Pedagogy, is fundamentally holistic and strength-based in that it addresses the physical, emotional, social and spiritual needs of children and young people through the provision of a therapeutic environment and practice.

The objective is to facilitate growth and development by working collaboratively with children, young people, their families and other agencies/professionals to bring about change achieved by collectively identifying desired outcomes and reviewing progress. In this way the approach is solution-focused, systemic and takes full account of GIRFEC (Getting it right for every child) and Keys to Life.

As always the fundamental objective for the 2014/15 financial year was to ensure the provision of the best possible service to the children and young people who attend the School ensuring that positive outcomes are achieved for every individual.

The School has also successfully worked to fully implement a new management structure to ensure its continued development and long-term strategic direction.

In achieving objectives great emphasis is placed on promoting reflective practice within the organisation, both in the training and supervision of staff. The School has an enviably large number of employees and co-workers registered with Scottish Social Services Council (SSSC) and the General Teaching Council (GTC), as well as a high level of degree qualified employees and co-workers. The school also engages in providing high quality autism-specific training and other specific accredited training.

## **CAMPBILL RUDOLF STEINER SCHOOLS LIMITED**

### **COUNCIL MEMBERS' REPORT (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2015**

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In delivering its overall aims and objectives Camphill School offers a wide range of services for individuals aged 1 to 25 years:

- Residential provision (open 52 weeks of the year)
- Day placements (kindergarten, primary and secondary)
- Young Adult programmes
- Work experience
- SQA accreditation for learning
- Flexible day and overnight respite
- Craft workshops (including weavery, woodwork, sculpture, pottery, candle making, metal work, tools for self-reliance, felt work)
- Therapies (including art, massage, play, movement, speech, counseling, horse riding)
- Nature Nurture (therapeutic outdoor programmes for vulnerable children) in partnership with "Family Support Projects".
- Additional services: - family work, individualised therapeutic and educational programmes and home/school support.

The School has a significant number of long term co-workers who live and work within the community having their personal needs met on a discretionary basis. In addition the School has a large number of volunteer short-term co-workers who receive accommodation, board and personal expenses. The contribution made by volunteer co-workers has enabled the school to have lower staff costs than many mainstream organisations whilst maintaining high pupil/ staff & co-worker ratios.

A three year gap in the school being able to offer co-workers the opportunity to study Social Pedagogy to degree level coupled with an increased trend towards 52 week placements has driven the need for an increased number of suitably qualified professional staff to ensure the delivery of a quality service which has in turn resulted in increased staff costs.

## CAMPBILL RUDOLF STEINER SCHOOLS LIMITED

### COUNCIL MEMBERS' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

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#### **Achievements and performance**

Throughout the year the school provided a full range of services as follows: - Residential School Placements, Day School Placements, Therapeutic Programmes, Transition Programmes for 16 to 25 years (both day and residential), Nursery Provision, Respite Care, External Training and Nature Nurture (In Partnership with Family Support Project).

The school continued to perform well against its fundamental objective to ensure the provision of the best possible service to the children and young people who attend the School ensuring that positive outcomes are achieved for every individual. This is evidenced by:

- Care Inspectorate reports during the year rated the school as “Very Good” in all categories and the report issued for Cairnlee in August 2014 gave the following concluding comment “The service provides person centred support to individuals with a range of abilities. There is a high standard of commitment to development and looking to the future well-being of people with varying abilities as they learn new skills to better prepare them for independent adult lives”.
- The most recent Autism Accreditation Review in February 2014 rated most observations as either ‘met’ or ‘met and exceeded’, with only four from a total of 132 being ‘partially met.’ Concluding remarks from the review team were “The ethos of community which enhanced consistency and continuity is key to good autism practice and that Camphill School Aberdeen (CSA) achieved many outstanding ratings as a result of this. The overall feeling of the Review Team is that CSA deserves recognition for going above and beyond in their care for pupils with Autism. CSA is truly a Centre of excellence”. The School also received a 100% satisfaction rating from parents as part of the re- assessment. CSA is one of only 13 schools in Scotland and the only one in Aberdeen to have achieved Autism Accreditation.
- During the year the School have continued to work with young people on the Duke of Edinburgh Awards scheme. The school have been successful in supporting four students to Gold award level in recent years which is a remarkable achievement and shows the strength of commitment of both students and teachers involved.
- There is an active Student (Pupil) Council with representatives from the children and young people who attend Camphill School as well as the Chair of Council and Executive Director in attendance and makes an important contribution. The Council has meets with ‘significant’ visitors to the School as well as participating in local authority consultations.

Following the appointment of the Executive Director (Mr. Laurence Alfred) and two Deputy Executive Directors (Mr. Vincent D’Agostino and Mr. Alex Busch) in February 2014, Mrs. Kathleen Scott was appointed to the newly created position of Finance Manager in May 2014. A further seven managers with functional operational management roles support the Executive in the day to day operational running of the school, forming the CSA Management Team.

The School continues to adapt and develop services to meet the current demand in the sector. The current strategic priorities of Central Government and Local Authorities have and continue to necessitate change in service provision and delivery within the school to achieve a sustainable business model. A variation in registration to a Care Home for children and young adults was agreed in September 2014. This change provides greater flexibility and allows the School to be more responsive to evolving external needs.

During the latter months of the 2014/15 financial year the CSA Management Team in consultation with other major stakeholders worked on the CSA five year Strategic Plan (2015-2020) which was approved by the CSA Council of Management in August 2015.

## **CAMPHILL RUDOLF STEINER SCHOOLS LIMITED**

### **COUNCIL MEMBERS' REPORT (CONTINUED)**

#### **FOR THE YEAR ENDED 31 MARCH 2015**

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##### **Financial review**

The School has operated within budget with a small surplus for the year achieved due to the phased recruitment of some key posts and a higher than budgeted level of voluntary donations.

The total incoming resources for the year of £6,827,280 (2014 - £6,250,634) is made up primarily of fee income received from Local Authorities in respect of residential and day placements for children and young people attending the school. The level of fee income for the year ended 31 March 2015 has increased by 10% due mainly to an increase in 52 week placements and contract re-negotiations.

The increase in trade debtors at year end 31 March 2015, £2,717,240 (2014 £1,271,741) is due to the late issue of the final term bills for 2014/15 and some delays in invoices being settled by two of the local authorities as a result of internal restructuring of services.

The School has reserves of £2,783,011 (2014 - £2,711,123). The Council of Management feel it is prudent to have a reasonable level of reserves to ensure the sustainability of the School which has a high level of fixed costs and quite variable income sources, as the reduction by even one or two pupils can have a significant effect on income levels and this is difficult to predict or mitigate against. Additionally, the School has the responsibility of full repair and renewal leases for a significant property portfolio with onerous obligations and associated costs to ensure standards are maintained. The Council of Management plan to review the strategy and future capital development needs over the next few months and will review the Reserves Policy as part of this process.

The majority of funds received from charitable activities are unrestricted with some donations having restrictions placed on them (see note 17). The charity makes transfers from the general fund into designated funds to be used for particular purposes in the future (see note 18).

The Charity was bequeathed the Art Collection of the late Herman Gross. A preliminary valuation of the artwork has placed the value of the collection at £4,500. Due to the artist's work being largely unknown in the wider art world and never being sold publicly it is difficult to value the collection accurately without a more detailed professional valuation which would involve cataloguing the collection and placing selected pieces for sale at a specialist auction. The school currently considers the cost of such an exercise to be prohibitive and has not pursued this course of action.

##### **Plans for the future**

The School will work to deliver the aims and objectives of its five year strategic plan (2015-2020) which was agreed by the Council of Management in August 2015. The five year strategic plan was developed over a six month period consulting with all of the School's stakeholders.

The School will undertake a review of its Articles of Association to ensure that they adequately reflect the work of the charity and give more clarity to the composition, recruitment and induction of the Council of Management to ensure good governance.

Another key priority will be to work towards maintaining a sustainable, meaningful Camphill Community that can support the charitable aims and objectives and ensure a thriving Community.

The school will look to maintain its standards and levels of training to ensure a competent workforce that complies with registration requirements. The BA in Social Pedagogy in conjunction with Robert Gordon University commenced in January 2015 will enable this objective to be fulfilled.

##### **Funds held as custodian trustee**

There were no funds held by the charity as custodian trustees on behalf of others.

##### **Disclosure of information to auditors**

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



**CAMPHILL RUDOLF STEINER SCHOOLS LIMITED**

**COUNCIL MEMBERS' REPORT (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2015**

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**Auditors**

In accordance with section 485 of the Companies Act a resolution will be submitted to the annual general meeting proposing the reappointment of Meston Reid & Co as auditors.

On behalf of the Council of Management



**A Crabbe (Chair)**

Chairman

10/12/15

## **CAMPHILL RUDOLF STEINER SCHOOLS LIMITED**

### **STATEMENT OF COUNCIL MEMBERS' RESPONSIBILITIES**

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The Council of Management, who are also the directors of Camphill Rudolf Steiner Schools Limited for the purpose of company law, are responsible for preparing the Council Members' 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 Council of Management to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Council of Management 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

We have audited the financial statements of Camphill Rudolf Steiner Schools Limited for the year ended 31 March 2015 set out on pages 10 to 20. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

#### **Respective responsibilities of Council of Management and auditors**

As described in the statement of Council members' responsibilities, the Council of Management, who are also the directors of the charity for the purposes of company law, are responsible for the preparing the Council Members' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view.

We have been appointed under section 44(1)(c) of The Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report to you in accordance with those Acts.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors, including APB Ethical Standard – Provisions Available for Smaller Entities, in the circumstances set out in note 22 to the financial statements.

#### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Council of Management; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Council Members' Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

#### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2015 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, The Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of The Charities Accounts (Scotland) Regulations 2006 (as amended).

#### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Council Members' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

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

We have nothing to report in respect of the following matters where The Companies Act 2006 and The Charities Accounts (Scotland) Regulations 2006 (as amended) 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.



**William Anderson BA CA (Senior Statutory Auditor)**  
for and on behalf of Meston Reid & Co

**Chartered Accountants**

**Statutory Auditor**

12 Carden Place  
Aberdeen  
AB10 1UR

14/12/15

**CAMPHILL RUDOLF STEINER SCHOOLS LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES  
INCLUDING INCOME AND EXPENDITURE ACCOUNT**

**FOR THE YEAR ENDED 31 MARCH 2015**

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2015 £	Total 2014 £
<b>Incoming resources from generated funds</b>						
Voluntary income	2	116,943	64,718	38,897	220,558	272,816
<b>Incoming resources from charitable activities</b>						
	3	6,606,722	-	-	6,606,722	5,977,818
<b>Total incoming resources</b>		<u>6,723,665</u>	<u>64,718</u>	<u>38,897</u>	<u>6,827,280</u>	<u>6,250,634</u>
<b>Resources expended</b>						
<b>Costs of generating funds</b>						
Costs of generating voluntary income	4	14,020	-	-	14,020	16,276
<b>Charitable activities</b>						
Costs of charitable activities		6,530,166	154,922	44,274	6,729,362	6,107,612
<b>Governance costs</b>		<u>12,010</u>	<u>-</u>	<u>-</u>	<u>12,010</u>	<u>11,530</u>
<b>Total resources expended</b>		<u>6,556,196</u>	<u>154,922</u>	<u>44,274</u>	<u>6,755,392</u>	<u>6,135,418</u>
<b>Net income/(expenditure) for the year/ Net movement in funds</b>						
		167,469	(90,204)	(5,377)	71,888	115,216
Fund balances at 1 April 2014		<u>2,178,935</u>	<u>521,560</u>	<u>10,628</u>	<u>2,711,123</u>	<u>2,595,907</u>
Fund balances at 31 March 2015		<u><u>2,346,404</u></u>	<u><u>431,356</u></u>	<u><u>5,251</u></u>	<u><u>2,783,011</u></u>	<u><u>2,711,123</u></u>

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

**CAMPHILL RUDOLF STEINER SCHOOLS LIMITED**

**BALANCE SHEET**

**AS AT 31 MARCH 2015**

	Notes	2015		2014	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	12		182,679		198,612
Investments	13		4,500		4,500
			<u>187,179</u>		<u>203,112</u>
<b>Current assets</b>					
Stocks		61,126		60,242	
Debtors	14	2,237,126		1,378,661	
Cash at bank and in hand		717,213		1,267,211	
		<u>3,015,465</u>		<u>2,706,114</u>	
<b>Creditors: amounts falling due within one year</b>	15	<u>(419,633)</u>		<u>(198,103)</u>	
<b>Net current assets</b>			<u>2,595,832</u>		<u>2,508,011</u>
<b>Total assets less current liabilities</b>			<u>2,783,011</u>		<u>2,711,123</u>
<b>Income funds</b>					
Restricted funds	17		5,251		10,628
Unrestricted funds:					
Designated funds	18		431,356		521,560
General funds			2,346,404		2,178,935
			<u>2,783,011</u>		<u>2,711,123</u>

These financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Council of Management on .....10.12.15



A Crabbe (Chair)  
Chairman

Company Registration No. SC103899

# CAMPBILL RUDOLF STEINER SCHOOLS LIMITED

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2015

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#### 1 Accounting policies

##### 1.1 Basis of preparation

The financial statements have been prepared under the historical cost convention.

The financial statements have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005, the Companies Act 2006, the Financial Reporting Standard for Smaller Entities (effective April 2008), The Charities and Trustee Investment (Scotland) Act 2005 and The Charities Accounts (Scotland) Regulations 2006 (as amended).

##### 1.2 Incoming resources

All income is recognised in the statement of financial activities when the conditions for receipt have been met and there is reasonable assurance of receipt. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of donations, gifts and legacies and is included in full in the Statement of Financial Activities when received except in so far as they are incapable of financial measurement.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these financial statements.

Incoming resources from charitable activities represents fees, contributions and grants received and are attributable to the charity's principal activity.

All fees are billed in advance. The proportion of the spring term which falls after 31 March 2015 has been included in creditors and the balance of the spring fees remaining unpaid at 31 March 2015 has been included in current assets.

##### 1.3 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Costs of charitable activities comprise the costs of care programmes undertaken by the charity and are accounted for when payable. They also include support costs which represent the staffing and associated costs of supporting and monitoring the operations programmes for which the charity is responsible.

Governance costs represent expenditure associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned on an appropriate basis.

##### 1.4 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Plant and machinery	25% reducing balance
Fixtures, fittings & equipment	25% straight line
Motor vehicles	25% reducing balance

##### 1.5 Leasing and hire purchase commitments

Rentals payable under operating leases are charged against income on a straight line basis over the period of the lease.

**CAMPHILL RUDOLF STEINER SCHOOLS LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2015**

**1 Accounting policies**

**(Continued)**

**1.6 Investments**

Investments held as fixed assets are stated at market value. Gains and losses arising on the disposal and revaluation of investments are charged or credited to the SOFA.

**1.7 Stock**

Stock consists of bookshop and workshop stocks and is stated at the lower of cost and net realisable value.

**1.8 Pensions**

The charity operates a defined contribution pension scheme for employees and co-workers. The assets of the scheme are held separately from those of the company. Contributions are charged in the financial statements as they become payable in accordance with the rules of the scheme.

**1.9 Accumulated funds**

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

Designated funds comprise funds which have been set aside at the discretion of the Council of Management for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

**2 Voluntary income**

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2015 £	Total 2014 £
Donations and gifts	105,821	64,718	38,897	209,436	260,369
Bookshop sales	11,122		-	11,122	12,447
	<u>116,943</u>	<u>64,718</u>	<u>38,897</u>	<u>220,558</u>	<u>272,816</u>

**3 Incoming resources from charitable activities**

	2015 £	2014 £
Fee income	<u>6,606,722</u>	<u>5,977,818</u>



CAMPHILL RUDOLF STEINER SCHOOLS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

4 Total resources expended

	2015 £	2014 £
<b>Costs of generating funds</b>		
Costs of generating voluntary income	14,020	16,276
	<u>14,020</u>	<u>16,276</u>
<b>Charitable activities</b>		
<b>Costs of charitable activities</b>		
Activities undertaken directly	5,396,689	5,089,840
Support costs	1,332,673	1,017,772
	<u>6,729,362</u>	<u>6,107,612</u>
<b>Governance costs</b>	12,010	11,530
	<u>6,755,392</u>	<u>6,135,418</u>

Governance costs includes payments to the auditors of £8,760 (2014 : £8,280) for audit fees.

Total resources expended includes depreciation of £50,200 (2014 : £67,279).

5 Costs of generating voluntary income

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2015 £	Total 2014 £
Costs of generating voluntary income comprise:					
Administration and support	8,400	-	-	8,400	8,400
Bookshop costs	5,620	-	-	5,620	7,876
	<u>14,020</u>	<u>-</u>	<u>-</u>	<u>14,020</u>	<u>16,276</u>

6 Support costs

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2015 £	Total 2014 £
Support costs comprise:					
Administration and support costs	1,066,746	15,488	-	1,082,234	836,932
Staff costs	250,439	-	-	250,439	180,840
	<u>1,317,185</u>	<u>15,488</u>	<u>-</u>	<u>1,332,673</u>	<u>1,017,772</u>

**CAMPBILL RUDOLF STEINER SCHOOLS LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2015**

**7 Activities undertaken directly**

	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2015 £	Total 2014 £
Costs of charitable activities comprise:					
Co-worker costs	1,437,608	100,000	34,897	1,572,505	1,473,880
Staff costs	1,274,380	-	1,773	1,276,153	1,024,596
Property costs	1,368,401	39,434	-	1,407,835	1,426,889
Supplies and services	866,687	-	7,482	874,169	832,319
Transport costs	141,177	-	-	141,177	169,836
Other costs	124,728	-	122	124,850	162,320
	<u>5,212,981</u>	<u>139,434</u>	<u>44,274</u>	<u>5,396,689</u>	<u>5,089,840</u>

**8 Governance costs**

	2015 £	2014 £
Governance costs comprise:		
Secretary's honorarium	3,250	3,250
Auditors' remuneration	8,760	8,280
	<u>12,010</u>	<u>11,530</u>

**9 Council Of Management**

The charity was under the control of the Council of Management, as detailed on page 1.

The members of Council, who are directors for Companies Act purposes, comprise both resident and non-resident members. The resident members are co-workers who live and work within Camphill School's residential community. All co-workers (non-employed), whether they are members of Council or not, are provided with living accommodation and daily essentials by the charity. Much of what is provided for co-workers and pupils is done centrally. It is therefore not possible to put a valuation on the specific cost of providing co-workers with accommodation and associated services. The resident members and the non-resident members of Council receive no remuneration or expenses from the charity for attending Council meetings.

The Council of Management has decided to make contributions into a group pension scheme on behalf of co-workers. The number of council members for whom retirement benefits are accruing under these schemes amounted to 5 (2014 - 5).

**10 Taxation**

The charity is exempt from tax due on income and gains falling within Section 505 of the Income and Corporation Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

CAMPHILL RUDOLF STEINER SCHOOLS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

11 Employees

**Number of employees**

The average monthly number of employees during the year was:

	<b>2015</b>	<b>2014</b>
	<b>Number</b>	<b>Number</b>
Teachers	34	36
Administration and support	49	41
	<u>83</u>	<u>77</u>

**Employment costs**

	<b>2015</b>	<b>2014</b>
	<b>£</b>	<b>£</b>
Wages and salaries	1,318,245	1,060,734
Social security costs	100,486	73,674
Other pension costs	106,088	70,170
Staff training	1,773	858
	<u>1,526,592</u>	<u>1,205,436</u>

The average number of employees during the year is calculated on the basis of full time equivalents.

In addition the charity has made contributions to stakeholder pension schemes on behalf of co-workers amounting to £507,898 (2014 - £630,803). The balance outstanding, and included in accruals, at the year end was £nil (2014 - nil).

There were no employees whose annual remuneration was £60,000 or more.

CAMPHILL RUDOLF STEINER SCHOOLS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2015

12 Tangible fixed assets

	Plant and machinery	Fixtures, fittings & equipment	Motor vehicles	Total
	£	£	£	£
<b>Cost</b>				
At 1 April 2014	62,044	17,099	453,912	533,055
Additions	-	-	39,578	39,578
Disposals	-	-	(38,662)	(38,662)
At 31 March 2015	<u>62,044</u>	<u>17,099</u>	<u>454,828</u>	<u>533,971</u>
<b>Depreciation</b>				
At 1 April 2014	27,144	7,500	299,799	334,443
On disposals	-	-	(33,351)	(33,351)
Charge for the year	8,725	4,275	37,200	50,200
At 31 March 2015	<u>35,869</u>	<u>11,775</u>	<u>303,648</u>	<u>351,292</u>
<b>Net book value</b>				
At 31 March 2015	<u>26,175</u>	<u>5,324</u>	<u>151,180</u>	<u>182,679</u>
At 31 March 2014	<u>34,900</u>	<u>9,599</u>	<u>154,113</u>	<u>198,612</u>

13 Fixed asset investments

	£
Market value at 1 April 2014 and at 31 March 2015	<u>4,500</u>

The investments represent a collection of artwork by the late Hermann Gross. The artwork has been included at a preliminary valuation of £4,500 by John Milne, Fine Art Auctioneers and Valuers based on current market price and experience.

14 Debtors

	2015 £	2014 £
Trade debtors	2,217,240	1,271,741
Other debtors	10,783	97,779
Prepayments and accrued income	9,103	9,141
	<u>2,237,126</u>	<u>1,378,661</u>

**CAMPHILL RUDOLF STEINER SCHOOLS LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2015**

15 Creditors: amounts falling due within one year	2015	2014
	£	£
Accruals	415,819	194,040
Deferred income	3,814	4,063
	<u>419,633</u>	<u>198,103</u>

**16 Limited liability**

The charity is incorporated as a company limited by guarantee having no share capital and, in accordance with the Memorandum of Association, every member is liable to contribute a sum of £1 in the event of the company being wound up. At 31 March 2015 there were 10 members.

**17 Restricted funds**

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

	Movement in funds			Balance at 31 March 2015
	Balance at 1 April 2014	Incoming resources	Resources expended	
	£	£	£	£
Cairnlee training fund	7,024	-	(1,773)	5,251
Retired co-workers fund	-	34,897	(34,897)	-
Herman Gross fund	122	-	(122)	-
Riding school fund	3,482	4,000	(7,482)	-
	<u>10,628</u>	<u>38,897</u>	<u>(44,274)</u>	<u>5,251</u>

The Cairnlee training fund represents donations to be spent on training for Cairnlee.

The retired co-workers fund represents donations to be spent on retired co-workers. Various donations amounting to £34,897 (2014 - £39,921) were received during the year.

The Herman Gross fund holds funds for the care and upkeep of the Herman Gross artworks.

The riding school funds represents donations received towards the building of a horse shelter. Various donations amounting to £4,000 (2014 - £7,670) were received during the year.

**CAMPBILL RUDOLF STEINER SCHOOLS LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2015**

**18 Designated funds**

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Movement in funds				Balance at 31 March 2015
	Balance at 1 April 2014	Incoming resources	Resources expended	Transfers	
	£	£	£	£	£
Pension	100,000	-	(100,000)	-	-
IT fund	15,488	-	(15,488)	-	-
Repair fund	171,467	-	(39,434)	-	132,033
Machinery replacement fund	12,300	-	-	-	12,300
Cairnlee fund	150,000	-	-	72,305	222,305
Wheelchair access fund	72,305	-	-	(72,305)	-
Nature Nurture	-	13,000	-	-	13,000
Travel fund	-	51,718	-	-	51,718
	<u>521,560</u>	<u>64,718</u>	<u>(154,922)</u>	<u>-</u>	<u>431,356</u>

The pension fund represents a provision for the increase in pension contributions made by Camphill Rudolf Steiner Schools Limited.

The IT fund represents a provision to be used for updating and replacing IT equipment.

The repair fund represents funds set aside for repairs which have been identified as necessary by the Council of Management.

The machinery replacement fund represents a provision for the upgrade of estate machinery.

The Cairnlee fund represents a provision towards repairs that are to be carried out at Cairnlee.

The wheelchair access fund represents a provision towards providing access in the swimming pool and a number of houses.

The Nature Nurture fund represents funds set aside to provide the Nature Nurture early intervention programme for children and young people.

The travel fund represents a provision towards the travel costs of Camphill Rudolf Steiner Schools Limited.

**CAMPBILL RUDOLF STEINER SCHOOLS LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**

**FOR THE YEAR ENDED 31 MARCH 2015**

**19 Analysis of net assets between funds**

	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 March 2015 are represented by:				
Tangible fixed assets	182,679	-	-	182,679
Investments	4,500	-	-	4,500
Current assets	2,578,858	431,356	5,251	3,015,465
Creditors: amounts falling due within one year	(419,633)	-	-	(419,633)
	<u>2,346,404</u>	<u>431,356</u>	<u>5,251</u>	<u>2,783,011</u>

**20 Commitments under operating leases**

There had previously been a formal lease in respect of the rent of property. This lease has expired and continues by tacit re-location. Anticipated payments for the property rental in the next 12 months are £541,392 (2014 - £515,618).

**21 Related parties**

The charity is connected to several organisations, as detailed on page 2, through its association within the Camphill movement. During the year under review the charity entered into transactions with related parties as follows:

**Camphill Medical Practice Limited**

Contributions of £45,684 (2014 - £45,684) were payable to Camphill Medical Practice Limited. Rent and other associated living costs of £1,800 (2014 - £9,496) were payable to Camphill Medical Practice Limited. At the year end, £nil (2014 - £4,193) remained outstanding.

**Camphill (Rudolf Steiner) Estates Limited**

Rent, honoraria, insurance and bank charges amounting to £557,491 (2014 - £526,034) were payable to Camphill (Rudolf Steiner) Estates Limited. No amounts were outstanding at the year end.

**Camphill Scotland**

Professional, consultancy and related costs of £39,334 (2014 - £41,490) were payable to Camphill Scotland during the year. At the year end, £9,833 (2014 - £nil) remained outstanding.

**Camphill Social Fund**

Contributions of £10,000 (2014 - £10,000) were payable to Camphill Social Fund Limited's Social and Sickness fund. At the year end, £10,000 (2014 - £nil) remained outstanding.

**Inter company guarantee**

There is an unlimited inter company guarantee between Camphill Rudolf Steiner Schools Limited and the following companies: Beannachar Limited, Camphill Medical Practice Limited, Camphill (Rudolf Steiner) Estates Limited, Simeon Care for the Elderly Limited and Tigh A'Chomainn Camphill Limited.

**22 Auditors' Ethical Standards**

The relevant circumstances requiring disclosure in accordance with the requirements of APB Ethical Standard - Provisions Available for Small Entities are that, in common with many charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

