

TRUSTEES REPORT & ANNUAL ACCOUNTS Year Ended 31 August 2018 (2017/2018)

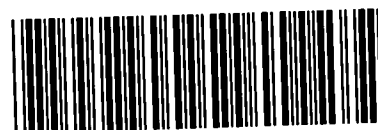


WESC Foundation
Topsham Road, Countess Wear
Exeter, Devon EX2 6HA
01392 454200

www.wescfoundation.ac.uk

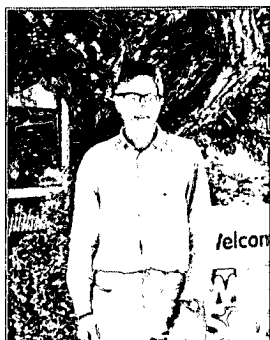
Registered Charity Number: 1058937
Company Number: 06938379

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COMPANIES HOUSE

Foreword by Noel Fowler, Chair, Board of Trustees



I believe that 2017-18 will prove to be decisive in the continued success of the charity. In addition to maintaining the quality of our provision and securing a strong financial position, the Board managed a very comprehensive and robust search for a successor to our CEO and Principal of 12 years. This resulted in the appointment of Jane Bell who took up her post in January 2018.

The figures in this report demonstrate that WESC Foundation is now in a stable and strong financial position and for the second year we were able to contribute a substantial amount to rebuilding our reserves, reversing the situation in 2015. Elsewhere the report

identifies the many achievements of the young people we serve, providing a testimony to the dedication and expertise of all of our staff and volunteers. I wish to add my thanks to them for all the hard work and commitment over the last year.

Finally I must thank my fellow Trustees who give up their time and experience freely, providing invaluable support to me personally without which the success of this year would not have been possible.

Introduction by Jane Bell, Chief Executive Officer of WESC Foundation

It was a great pleasure to take up post as the new Chief Executive of WESC Foundation in January 2018. The organisation has a long history of service and support for visually impaired people. Education remains a primary part of what we do but WESC Foundation now offers a much broader range of support through its care services and social enterprise programmes. As I have got to know the organisation, it is clear that there is a wealth of passion and commitment to the young people we serve from all quarters – staff, volunteers, Trustees and parents.



We are again at a critical but exciting point of our evolution where one of the biggest challenges is how to adapt to the continuing external landscape of funding austerity. This report sets out how we tackled this challenge in 2017/2018 and the exciting ways in which we plan to move forward from here.

WESC Foundation offers

- A school for ages 5-16 (day or residential)
- A college for ages 16+ (day or residential)
- Residential accommodation and support for students (weekly, termly or all year round)
- Outreach education and support services to other schools, colleges, education providers and individuals
- A residential care facility for young adults – St David's House
- Adult day services
- Supported living services
- Respite services and short breaks
- Supported internships and work placement opportunities
- Consultancy and awareness raising to organisations and companies
- External work placements for disabled people via the horticulture site at West Hill
- Education, advice and assessment services for the wider visual impairment community in Devon

REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31ST AUGUST 2018

The board of trustees of WESC Foundation present their annual report and audited accounts for the year ended 31st August 2018 and confirm that they comply with the requirements of the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS 102)).

The Trustees confirm that they have complied with the duty imposed on them by s17(5) of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

OBJECTIVES AND ACTIVITIES

1. OUR MISSION and VISION

WESC Foundation is a registered charity (registered number 1058937) which was registered on 30th October 1996. As a school for blind people, the organisation has been in existence in one form or another since 1838. The organisation changed its name from The West of England School for Children with Little or No Sight in October 2012 to reflect the widening of its services beyond its traditional activities of providing a school and college. WESC Foundation is a company limited by guarantee and was incorporated on 18th June 2009.

WESC Foundation's governing document is its Memorandum and Articles. This states that WESC Foundation's stated objects are "the relief of persons with a visual or with sensory impairment (whether this is a physical or cognitive impairment) by:

- Supporting the education and training of persons with a visual or other sensory impairment by such means as the Trustees think fit including (but not limited to) the provision of a school and further education college
- Providing care for persons with a visual or other sensory impairment and support for them to live independently in the community
- Supporting the employment of persons with a visual or other sensory impairment."





Our aim is to help visually impaired people learn how to take their place in Society. Our mission is to create a better life for people with visual impairment by providing a specialist centre for education, care and support and offering a range of care and support services on our campus and in the community.



2. STRUCTURE, GOVERNANCE AND MANAGEMENT

2.1 The Board of Trustees

The Board of Trustees is made up of ten members and is responsible for the overall management and control of WESC Foundation. The Board of Trustees held formal meetings 6 times in the year ended 31 August 2018 and also had a board development day. The board has four committees which each met three times. On each committee there are nominated Trustees and each committee is Chaired by a trustee. The committees are:

	The Local Governing Body Chaired by Noel Fowler, Board Chair		Nominations Selection and Remuneration committee Chaired by Tim Williams, trustee
	Audit and risk committee, Chaired by Derek Fargher, trustee		Estates and health and safety committee Chaired by Chris Knee, trustee

All Trustees give of their time freely and no remuneration was paid in the year. Expenses can be reimbursed. The Board of Trustees conduct their business in line with the Charity Commission Governance Code.

During 2017/2018 the board noted that the current Chairman, Noel Fowler intended to stand down in December 2018.

Trustees are recruited through local advertising, informal networks and formal recruitment drives, against a role description and through interview with trustees and the chief executive. All trustees receive induction training and access to ongoing training. Safeguarding training is mandatory. The Board of Trustees also have an annual development day reviewing their effectiveness and developing knowledge and skills.

2.2 The executive team

The Board of Trustees delegates the operational management of WESC Foundation to its Chief Executive/Principal. In 2016/2017 the Chief Executive/Principal Tracy de Bernhardt Dunkin gave notice that she intended to retire. The board therefore undertook a recruitment process to appoint a new Chief Executive.

At this time the board felt that the organisation needed a leader who had the skills to develop and expand the work of the charity in its broadest sense, so agreed that uncoupling the roles of CEO and Principal was appropriate. In September 2017 Jane Bell was appointed as the new Chief Executive Officer. Jane has a long and successful track record in charity management having previously been the Deputy CEO of the National Alzheimer's Society and for the past 14 years the CEO of Shared Lives South West, an

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innovative and award winning learning disability charity. Jane Bell took up post in January 2018. (Objective 6)

Jane's appointment led to the need to restructure the executive team to create a post specifically leading on the education provision within WESC Foundation. Sally Cregan was appointed as Director of Education in July 2018 and took up post in September 2018. Other roles within the team were also revised and refreshed. (Objective 6)

The executive team is now

- Jane Bell, CEO
- Maureen Biss, Director of HR and Enterprise
- Marc Phillips, Director of Care and Support Services
- Jane Nutt, Director of Quality and Business Resources
- Sally Cregan, Director of Education

The Chief Executive undertakes the key leadership role within WESC Foundation in consultation with the executive and other senior staff. The CEO and executive team are in attendance at the board meetings and at committees as required.

2.3 General staffing

At 31 August 2018 WESC Foundation was employing 256 individuals (200 FTE). As is the case elsewhere in the care sector recruiting support staff remained a challenge despite a number of recruitment drives undertaken. Our principles are to pay our staff a fair salary that is competitive with the charity sector, proportionate to the complexity of each role and responsibility and in line with our charitable objectives.

In April 2017 WESC Foundation published the first set of Gender Pay Gap figures in line with the new Government Regulations. Our mean gender pay gap was 7% (this is the difference between the mean hourly rate of pay of men and women). Our median gap was 0%. WESC Foundation's workforce consists of 76% female employees and 24% male employees which is representative of the care sector. We have 49% of female employees working on a part time basis compared to just 13% of males working part time.

WESC Foundation is committed to the principle of equal opportunities for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy and maternity, sexual orientation, gender reassignment or disability. We are therefore confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

WESC Foundation is a Disability Confident Employer and ensures that this is reflected in our recruitment practices and employment. Reasonable adjustments are made to allow staff with disabilities to join the organisation and to progress through their career. In addition, WESC specifically offers supported internships and a limited number of apprenticeships to people with sight loss.

Our elected staff forum meets three times a year to discuss and consult with staff on a range of issues, including reward, restructuring and the strategic direction. An annual staff survey is carried out to allow all staff to provide feedback on a range of issues. Staff from all departments are also represented at the termly Health and Safety Forum.

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2.4 WESC Enterprises

WESC Foundation has a wholly owned subsidiary called WESC Enterprises. All trading that is not aligned with our core objectives is carried out by WESC Enterprises. The board of WESC Enterprises comprises one Trustee (Noel Fowler from 21st December 2016), Maureen Biss (Director of HR and Enterprise for WESC Foundation) and Patrick MacDonald (company secretary for WESC Foundation and for WESC Enterprises).

This trustee report is therefore a consolidated directors' report relating to WESC Foundation and its subsidiary WESC Enterprises. However the greatest emphasis for this report is the activities of WESC Foundation as a charity organisation.

3. OUR OBJECTIVES

WESC Foundation has a three-year strategy 2016-2019 which sets out 6 objectives.

1. Ensure that provision is good and demonstrates ambitions to be outstanding
2. Become known as a centre of excellence world-wide for research and development and educational leadership
3. Substantially widen the provision
4. Develop a productive partnership with other sensory impaired providers, local community groups, other disability groups and national providers
5. Improve the residential and education facilities
6. Manage the foreseeable risks to the organisation and increase its financial stability and resilience

Our activities and achievements are set out below and linked back to our objectives as applicable by way of a note.



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STRATEGIC REPORT

4. ACHIEVEMENTS AND PERFORMANCE

4.1 Student numbers

In 2017/2018 we started the year with 13 students in school and 39 students in college. We had no new starters in the year and we lost 3 students (2 left and 1 died). Therefore, we ended the year with 12 students in school and 37 students in college. At the end of the year, 5 students finished education and continued into an adult provision at WESC; 2 students finished education and left WESC and a further 2 students changed education provider. At a time when non maintained special schools and colleges are generally seeing their rolls decrease, this was a satisfactory outcome. (Objective 3)

Year	School	College
2016/2017 (start of year)	14	38
2017/2018 (start of year)	13	39
2017/2018 (end of year)	12	37
2018/2019 (predicted start of year)	12	35

4.2 Young people receiving care and support services

In 2017/2018 we started the year with 33 young people receiving a service in our residential care and community services. During the year we lost 3 young people (1 left and 2 died). Therefore we ended the year with 30 young people. This is an expanding part of our services, with potential for significant growth over the next few years. (Objective 3)

Year	Residential care (St Davids)	Adult day services	Supported living services
2016/2017 (start of year)	12	8	8
2017/2018 (start of year)	14	13	6
2017/2018 (end of year)	14	10	6
2018/2019 (predicted start of year)	17	10	7

4.3 Activities and achievements of our young people

Our students took part in a wide range of academic, sporting and physical activities during the year, these have included: Christmas 2017 students took part in a pantomime entitled *Celinedereella!* 6 young people completed the Jubilee Challenge in March as part of the Ten Tors event, walking between 7 and 15 miles and camping out. WESC Foundation students achieved several awards in NATSPECS Maths week.

We ran three successful residentials in the summer of 2018 with trips to California taking in the HQs of Google and Lucas Films, to the Calvert Trust activity centre on Exmoor and in Bristol exploring the history and sights of the city. The summer term ended with a great performance of *Grease* which saw the inclusion of the entire campus. (Objective 1)

Young people from across the organisation took part in a wide variety of onsite and offsite physical activities including bike riding, swimming, forest school, Riding for the Disabled and sailing.

In our residential care service, St David's House, music is very popular and plays a big part in many of the young people's lives in many forms. We supported people to go to 'Rhythm Sticks' (a drumming group), sing with the Wren Choir, play their own instruments, go to

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community discos or wheelchair dancing. Music was also used therapeutically supported by our onsite Music Therapist.

St David's provided an extended opportunity to support young people to continue to learn post formal education. A vital aspect of this learning is to self-advocate, which involves learning to use their voice, making choices and showing or telling us what they want to do and how they want to do it. Every day, young people accessed the community, from doing their own shopping, managing their health needs, enjoying music or eating out in pubs, going out for coffees or accessing local beauty spots. They were also supported to be part of community groups like the Dawlish church group or the local disability swim. Young people also enjoyed the added benefit of having a number of onsite facilities available to them including, rebound therapy, swimming, sensory stories, cycling and the gym. People living in St. David's House were also supported by key staff to source meaningful places of work. Some examples of this include working at a local National Trust site, on a farm and in our very own charity shops.

Several of our young people's achievements were recognised at the BASH awards organised by Devon and Cornwall police as part of their diversity and anti-hate crime initiatives. Louis Britton won the award for Making Healthy Choices, Ian Morrison won the award for Community Champion with Maria Dowswell and Craig Salisbury being runners up. Stuart Young received the Community Champion Special Award. He is an assistive technology tutor at WESC Foundation and a former student, and was recognised in a special award category for his outstanding achievements including completing a Mount Everest base camp trek, supported by Steve Parfitt, one of our senior enablers. Stuart, who has no sight at all, challenged other climbers to try just 30 seconds with their eyes closed, and his courage and tenacity has drawn due respect and recognition from all quarters.

4.4 Qualification progress

In our school the number of students remained low with a total of 12 students at the end of the academic year. 5 students were entered for a maths and English qualification. 80% of students achieved both a maths and English qualification, of which 20% exceeded expected achievement within English.

In our college students were entered into qualifications ranging from Entry 1 to Level 2 with the following awarding bodies: NCFE; BTEC; Ascentis; AQA; and OCR. WESC Foundation continues to tailor the qualifications entered to meet the EHCP (Education and Health Care Plans) for each student. Results to date have been very positive which include 100% achievement in Maths qualifications at Key Stage 5 and post 19. In English across Key Stage 5 and post 19 80% of students achieved their expected qualifications, set against some ambitious achievement expectations this year for students. In IT, 100% of students in post 19 education achieved their qualification. However, IT remains an area for improvement for Key Stage 5. (Objective 1)

Qualifications were achieved in the following areas:

- NCFE Music Technology
- NCFE Award and Certificate in Radio
- NCFE Award in Podcasting
- BTEC Award in Creative Media
- NCFE Certificate in IT for Users

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- Ascentis English Skills (Entry 2 to Level 2)
- Ascentis Mathematical Skills (Entry 1 to Level 1)
- Ascentis Award in Education and Training (Level 3)
- AQA Entry Level Unit Award Science (Entry 1 – Entry 3)
- AQA Entry Level Certificate in Science (Entry 2)
- OCR Award/Certificate/Extended Certificate in Life and Living Skills (Entry 1- Entry 3)

All students' progress is currently monitored through targets, which are set using EHCP desired outcomes. Combined average achievement of targets for Key Stages 2-4 in English, Maths and IT were over 80%, with 100% of targets being achieved in English- Key Stage 2 & 3 and IT- Key Stage 2. In post 16 the results were very similar with over 79% of students achieving in-year targets. Core skills are measured in smaller steps for our more complex students, in Key Stage 3 & 4 students exceeded expected progress against targets set in-year. Post 16 students achieved over 70% of their expected in-year targets.

4.5 Therapy

WESC Foundation are fortunate to offer in house therapies in the areas of physiotherapy, mobility training, speech and language therapy, occupational therapy and music therapy.

This allows WESC Foundation to offer a multi-professional timetable tailored to the individual needs of our young people. Targets are set for progress across all these disciplines, with all young people making expected progress in year and in line with their EHCP.

4.6 Inspections and regulatory framework

WESC Foundation is regulated under four different inspection regimes – College, School and School Care (OFSTED) and St David's residential care home (CQC). Whilst WESC are due both an Ofsted Care and a College Ofsted, there were no formal inspections during 2017/18. Our internal self-assessment process continued during the year where we reported to the board on our own rating of performance against the regulatory frameworks. We last rated our services in June 2018.

Last Inspection		Self-assessment (June 2018)
School (2017)	Good	Good
College (2015)	Good	Requires improvement
School Care (2017)	Requires Improvement	Good
Residential Care (CQC) (2017)	Good	Good

Changes in leadership and a change of curriculum offer has led us to downgrade our self-assessment grade for college to "requires improvement" at this time. However as previously mentioned the appointment of a new Director of Education with a focus on the quality of teaching and learning will focus on the whole school and college improvement with the objective to keep WESC's education provision at good or above. The expectation is to return to a self-reflection of good or above by the end of the academic year 2018/2019. The significant amount of work completed against the required improvement actions from the last OFSTED inspection of School Care has led us to now self-assess this area as Good. (Objective 1)

4.7 Work placements and supported internships

During 2017/2018 25 students undertook work placements or work experience in 11 different settings. We developed relationships with new employer partners including West Bank Day Centre, Riding for the Disabled, St Sidwells Café, Phonic Radio Totnes, Station Garage, Café 55, Powderham Animal Care and Heritage Ability. This is a hugely important and growing part of our activity which we plan to expand to benefit young adults with visual impairment and complex needs who are not within the WESC Foundation community. We have built positive relationships with the NHS in Exminster, KFC, (one student one in paid employment), DCC and Living Options (one past student now employed part-time). (Objective 3)

4.8 Social Enterprise

Social Enterprise is our department that supports young people to access work placements and opportunities through our retail shops, our horticulture sites and our Ebay shop. The Social Enterprise team creates income streams for WESC Foundation as well as creating social value. This year two members of our Social Enterprise Team, (Mark Vandenberg and Sharon Green), were shortlisted in the Charity Retail Awards this year for Retail Employee of the Year and the Wow Factor Best Shop Window. The Social Enterprise Team were also shortlisted for the Community Impact Award. Although we did not bring home the top prize, it is a massive accomplishment in a sector where we are very small players against very established large scale charity retail organisations.

We have an ongoing relationship with the University of Plymouth which is also part of our Social Enterprise. WESC Foundation hires rooms to the School of Nursing on a daily basis. This sits alongside the leases for buildings that are part of our trading subsidiary (WESC Enterprises) activities.

4.9 Service developments

During 2017/2018 we were granted funding from Comic Relief's Tech for Good programme to take forward the development of a "talking till" that will enable people with visual impairment to take on roles in retail. This will not only directly benefit those young people from WESC working within our charity shops, but could have a significant impact to the wider community of visual impaired people working in retail. This is an exciting development with commercial potential that we are undertaking with our partners A.P.O.S. Partners, BMC Azurri and Box Technologies. (Objective 3)

During the year we were able to completely replace and upgrade our sensory room thanks to generous donations including a grant of £35,000 from Morrisons. The old sensory room was no longer fit for purpose and did not meet the needs of internal or external stakeholders. Equipment was either broken or not relevant to our current student group. We identified that the space had to engage and educate young people, and be interactive and responsive to touch and sound with visual, tactile and auditory feedback that will meet the complex range of needs of our young people. Work was completed at the end of March 2018 and is used daily by the majority of young people at WESC and in our residential settings and Adult Day Services. It has been very well received and is respected and appreciated by people working in it. We have seen some significant changes in some of our young people especially with visual tracking, engaging their vision which can carry over into mobilising and independent skills such as feeding. Cause and effect activities have also increased responsiveness and helped to develop anticipation in some of our young people. (Objective 5)

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During July and August we completely refurbished our residential accommodation for our younger students, by decommissioning two older buildings and transforming two of our houses with new furniture; adaptable bathrooms, carpet, décor and fully adapted kitchens. The result is much more homely, modern and welcoming for our young people and a much better working environment for the staff. (Objective 5)

Our on-site horticulture area has been transformed during 2017/2018 with the addition of a wildflower meadow, a woodland nature area, an orchard, a new seating area, a pond, a new greenhouse alongside the poly-tunnels and many other beautiful features. This is now used by our own students for horticulture lessons and as an outside learning space and by many external groups including Exeter College, The Princes Trust and various CVS groups.

Our offsite horticulture site at West Hill, has also seen a dramatic transformation with the clearing of huge swathes of jungle like weeds, the creation of a Forest School area, the cultivation of crops for commercial use in our poly tunnels and the development of a new fully accessible sensory garden. Students from WESC Foundation have been using the site more and we have extended use by community groups such as Virgin Care & Otterhays and for individual learning placements through South Devon College, Dame Hannah Rodgers Trust and Southbrook School. From September 2018 West Hill Forest School will form part of the school timetable. In addition, a number of adult volunteers with a visual impairment will be assisting onsite. (Objective 3 and 5)

4.10 Fundraising performance

WESC Foundation is a fundraising organisation. All fundraising is undertaken and managed by WESC Foundation employees within the fundraising team. No external consultants were employed with a fundraising remit.

WESC Foundation are members of the Institute of Fundraising and adhere to their codes of practice. There were no breaches of these codes of practice. No complaints were received about our fundraising activity. All information collected and stored about donors were held in accordance with data protection regulation and updated in accordance with GDPR requirements. The organisation does not carry out direct marketing activity by mail or in person and ensures that no undue pressure is placed on any person to give money or other resources to the charity.

The main priorities for fundraising in 2017/2018 were to gain funds to support the refurbishment of accommodation on the campus and to enable further activities for our young people.

The total income from donations and legacies and fundraising activities was £301,030 with the bulk of fund raised income coming from trusts and grant making bodies. The cost of fundraising was £130,005. This is a 1:2.3 average cost to income ratio i.e. for every £1 spent we raised £2.30. With a small team of just two fundraisers this is a good result, although going forward the organisation needs to diversify its fundraising and push towards a 1:4 cost to income ratio as a benchmark.

4.11 Research and development

Two research reports have been published in peer reviewed journals.

- "Review of rehabilitation and habilitation strategies for children and young people with visual field loss caused by cerebral vision impairment" published in British Journal of Visual Impairment, 2017.

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- "Evaluation of 'Eyelander': a video game designed to engage children and young people with homonymous visual field loss in compensatory training" published in Journal of Visual Impairment and Blindness, 2018.

Four research and development reports have been presented at conferences and academic events

- Vision 2017 conference, The Netherlands (2017)
- Tech for Good conference, London (2017)
- Childhood visual impairment and mental health conference, London (2018)
- University of Lincoln School of Psychology seminar series, Lincoln (2018)

WESC Foundation has had input into the Erasmus funded Juvenile Neuronal Ceroid-Lipofuscinosis Research and Education project which has resulted in the production of an assessment tool for use in schools and a text book on Batten's Disease due for publication in November 2018. (Objective 2).

Our in house neuroscientist/researcher has been involved in a research project on quality of life for people with visual impairment as a result of stroke or brain injury and supported an internal research project around the development of self-advocacy skills for our young people. (Objective 2)

4.12 Quality assurance

An internal quality audit approach was introduced and the first round of audits were completed by the internal Quality and Compliance group (QAC). Staff positively and actively engaged as internal auditors within the quality audit process following some training. This process has not only embedded an internal audit approach but has given staff a greater insight into other areas of work on the WESC Foundation campus and compliance requirements that other teams have to work within. There is now a quality audit cycle in place, which identifies key areas that were audited during 2017/18, including single central register; fundraising- money processing; care supervisions; purchase order system; ICT learner agreements; access tech equipment; care plans; attendance; and policies.

An external health and safety audit process was agreed. There was continued external quality audit from Your Care Associates in the areas of residential care and support.

5. FINANCE AND RISK

5.1 Income and expenditure

The financial statements show income for the year as £7,583,520 with expenditure totalling £7,381,937. During a year where numbers fluctuated in-year the Board are pleased to confirm an overall end of year profit of £192,329 (including a profit of £110,853 from WESC Enterprises Limited). This has been achieved through a process of careful budgeting and in-year re-forecasts to ensure the budget remained on track.

WESC Enterprise has now ended its first full year as a trading subsidiary of WESC Foundation. All trading activities which do not form part of the charity's core objectives are managed through WESC Enterprise. During the year WESC Enterprise have achieved a profit of £110,853 which they plan to gift aid to WESC Foundation.

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5.2 Reserves and financial health

The Board of Trustees regularly review the finances, budgets and spend against budgets together with cash flow, an analysis of debtors and creditors and other key factors which influence our financial well-being.

During the year, a revised reporting format was agreed by the board which now presents the financial status of the organisation on two clear pages of figures and notes. This has greatly increased clarity and transparency about the finances. The number of creditors and debtors has been significantly reduced in year and a new purchase order system implemented.

WESC have reviewed the use of their instant access accounts and have now implemented a 'sweeping' account to ensure that the money required to be kept accessible is still attracting the best interest rates available.

A review was also undertaken of restricted funds and a new policy put in place to ensure that funds were used effectively and made more widely available particularly for large capital projects to benefit the young people.

During the year ended 31 August 2018 a formal reserves policy was formulated and agreed ready to present to the Board at the September Board meeting. The reserves policy has taken an approach to determining reserve levels in the best interests of our young people at WESC. When setting the recommended level of reserves WESC have considered the levels of restricted and unrestricted funding, the balance between the reliability of income in any given period and the extent to which spend is committed. Cash needs are assessed along with current and future liabilities as well as any immediate risks and opportunities and considered organisational needs in line with WESC's Strategic plan.

The Board consider reserves of 6 months operating costs to be appropriate which provides strategic investments to help the charity respond to current and emerging threats and opportunities in a planned way and provides sufficient operating time to allow local authorities appropriate time to relocate the young people in the extreme event of WESC having to cease provision.

Whilst WESC has seen a positive increase in its 'free reserves', Trustees are mindful that our current levels are still below the agreed 6 months operating costs. We are managing this through careful budgeting, increased devolved budget management and monitoring of investments. Increasing our 'free reserves' remains a priority for the Trustees and Executive team.

5.3 Investment

In 2017/2018 the board agreed to tender for a new investment manager. Investments were managed by Investec but WESC have now appointed Sarasin and Partners as its investment managers. The process of transferring investments across to the Sarasin's portfolio commenced late August and will continue until all funds have been transferred. WESC take low to medium risk profile with their investments with the plan that funds will remain invested for a term of 5 years plus. Investments are spread across equities, bonds, property, fixed interest securities and cash.

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5.4 Pension liability

Staff are enrolled in one of three pension arrangements as employees of WESC. The WESC Pension scheme with Friends life, (now closed to new entrants), NEST and the Teachers' Pension. As of 31st August 2018 there are 11 staff in the Teachers' Pension, 45 are in Friends Life, 156 are in NEST pension scheme and 1 has individual pension arrangements.

During 2018 WESC made the decision to increase the employer contribution to the NEST Scheme to 3%.

5.5 Risk management

The Board of Trustees are responsible for the overseeing of risks faced by WESC Foundation. The Board has a risk register which it reviews every 3 months. Detailed analysis of risk is delegated to the executive team. Risks are identified, assessed and controls established to reduce the risk of a situation occurring and to manage the risk should the situation occur.

The principal risks that the Board of Trustees identified during 2017/2018 were:

- Constraints on Government and Local Authority spending
- Fluctuating Learner Numbers
- GDPR Compliance

Action was taken to reduce risks in the area of GDPR compliance and as a result of processes adopted WESC successfully achieved the IASME Governance certificate in August 2018. WESC continue to review funding and fluctuating learner numbers which remains an area of focus. Overall, the risk score for the organisation was reduced during the year.

Through the risk management processes, the Board are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that the major risks have been adequately managed. (Objective 6)

Safeguarding remains a key priority for the Trustees and staff at WESC. All Trustees and staff complete regular training. The safeguarding policy is reviewed annually by the Trustees to ensure it remains compliant and provides the most up to date advice and guidance for safeguarding the young people at WESC. All the Executive team are either qualified at safeguarding level 3 or have completed WESC Foundation safeguarding training. Two of the Executive team are members of the safeguarding team. Trustees receive regular reports of significant safeguarding concerns and monitor trends through both the sub-committees and Board meetings.

6. FUTURE PLANS

6.1 Improvement in terms of quality and regulatory performance (Objective 1)

We have identified our key areas for improvement in 2018/2019 in terms of regulatory performance as

REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31ST AUGUST 2018

Area	Key areas for improvement 2018/2019
School	Pastoral care, reviews following physical intervention, pupil progress monitoring systems, improve the quality of teaching and performance review
College	Curriculum review, structure of classroom team and support to learning, transition planning, promoting greater independence and self-advocacy, improve quality of teaching and performance review
School Care	Management structure and leadership. Monitoring and evaluation of progress.
Residential Care	Refurbishment of accommodation. Strengthening the nursing team.
Whole organisation	Multi-disciplinary working across teams, leadership and management, recruitment of skilled staff

6.2 Large capital improvement projects (Objective 5)

We have identified three significant campus improvement projects that we will be actively working on in 2018/2019. All large capital projects are subject to funds being raised during 2018/19.

- Development of new education space on the footprint of Haldon and Dinham in order to offer better learning environments for our more complex students and collocate them with the Exe stream students. This will also free up space for expansion of our adult care services and better use of our therapy rooms.
- Refurbishment and upgrade of accommodation with priority for St David's residential care service.
- Development of a sports hall on the site of the current football pitch, enabling us to give rebound a permanent home and freeing up the main hall for an upgrade of our performance space.

6.3 Development of a new strategic plan (Objective 6)

During 2018/2019 the Board of Trustees will be working with the executive team and stakeholders to develop a new strategic plan for 2019-2022.

6.4 Strategic review of outreach (Objective 3)

The Director of Education has been tasked to review our outreach offer and redesign and develop the service. We believe that WESC Foundation has unique knowledge and skills that could benefit a wider group of people in schools, colleges and other education providers outside of the current provision we offer in Torbay.

6.5 Full curriculum review (Objective 1)

During 2018/2019 we will undertake a full review of our curriculum to ensure that we are offering the best learning opportunities to our students that takes into account the learning disabilities, visual impairment and health conditions of our young people and most effectively gives them independence and prepares them for adulthood.

6.6 Expansion of adult and community based services (Objective 3)

During 2018/2019 we will review our current community services and plan how to expand and improve them both on-site and off-site. This will particularly focus on strengthening our supported living offer, expanding our adult day services in the community and increasing the capacity of our adult residential care service.

REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31ST AUGUST 2018

6.7 Renewed partnerships with parent and support organisations (Objective 4)

During 2018/2019 we will be working with parents to review how we communicate and engage with them and how they can be supported to actively participate in the life of WESC Foundation. We will also strengthen and renew our relationships with organisations that support the parents and families of young people with visual impairment, specifically BDFA (Battens Disease Families Association), CVIS (Cerebral Visual Impairment Society) and Moorvision.

6.8 Development and sharing of our knowledge (Objective 2 and 4)

In 2018/2019 we plan to look at how we take research into visual impairment into our practice and also develop our knowledge and share it through action research. We also intend to consider how we can make our specialist assessment services available to a wider audience who are not in the WESC Foundation community, so that practice in other education and care settings can be improved for young people.

REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31ST AUGUST 2018

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	WESC Foundation														
Charity registration number	1058937														
Company registration number	06938379														
Registered office	Topsham Road, Countess Wear Exeter Devon EX2 6HA														
The trustees	<table><tr><td>Mr N P Fowler</td><td></td></tr><tr><td>Mrs S-M Murray</td><td>Mrs J Jeffreys</td></tr><tr><td>Mr T D Williams</td><td>Mr A M McNicol</td></tr><tr><td>Mr D J Fargher</td><td>Mr J Heslop</td></tr><tr><td>Mr C D Knee</td><td>Ms T Linehan</td></tr><tr><td>Mr A R Leadbetter</td><td></td></tr></table>			Mr N P Fowler		Mrs S-M Murray	Mrs J Jeffreys	Mr T D Williams	Mr A M McNicol	Mr D J Fargher	Mr J Heslop	Mr C D Knee	Ms T Linehan	Mr A R Leadbetter	
Mr N P Fowler															
Mrs S-M Murray	Mrs J Jeffreys														
Mr T D Williams	Mr A M McNicol														
Mr D J Fargher	Mr J Heslop														
Mr C D Knee	Ms T Linehan														
Mr A R Leadbetter															
Patron	HRH The Duchess of Cornwall (to June 2018)														
President	The Lady Clifford of Chudleigh. D.L.														
Chief Executive Officer	Mrs J Bell (Appointed 2 January 2018)														
Executive Team:	Maureen Biss, Director of HR and Enterprise Jane Nutt, Director of Quality and Business Resources Marc Phillips, Director of Care and Support Services Sally Cregan, Director of Education (appointed Sept 2018)														
Company secretary	Mr P D Macdonald														

Auditors	PKF Francis Clark Centenary House, Peninsula Park Rydon Lane Exeter EX2 7XE	Solicitors	Michelmores, Woodwater House Pynes Hill, Exeter EX2 5WR
Investment managers	Investec Wealth and Investment Ltd (to March 2018) 16 Dix's Field Exeter EX1 1QA	Sarasin and Partners (appointed March 2018) Juxon House 100 St Paul's Churchyard London EX4M 8BU	
Bankers	National Westminster 59 High Street Exeter EX4 3DP	HSBC 38 High Street Exeter EX4 3LP	
Insurance	Venture, Banl House, 1 Burlington Road, Redland, Bristol BS6 6TJ		

REPORT OF THE TRUSTEES FOR THE YEAR ENDING 31ST AUGUST 2018

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The charity trustees (who are also directors of WESC Foundation for the purposes of company law) are responsible for preparing a Trustees' Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

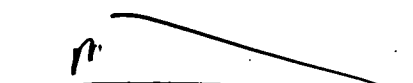
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures 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 charitable company will continue in operation

The trustees are responsible for keeping proper 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. The trustees are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware at the time of approving our trustees' annual report:

- there is no relevant audit information, being information needed by the auditor in connection with preparing their report, of which the charity's auditor is unaware; and
- the Trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually made, have each taken all steps that they are obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The Trustees approve the Trustees' Annual Report, including approval in their capacity as company directors of the Strategic Report contained within it, on 13/12/2018.


Mr N P Fowler

Trustee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WESC
FOUNDATION FOR THE YEAR ENDED 31 AUGUST 2018

OPINION

We have audited the financial statements of WESC Foundation (the "Charity") for the year ended 31 August 2018 which comprise the Group Statement of Financial Activities, Group and Parent Company Balance Sheets, Statement of Consolidated Cash flows and notes to the financial statements, including a summary of significant accounting policies. 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), including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and charity's affairs as at 31 August 2018 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 Charity 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WESC FOUNDATION FOR THE YEAR ENDED 31 AUGUST 2018

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

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 trustees' report, (which includes the strategic report and directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and directors' report included within the trustees' 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 Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

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

Responsibilities of the trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 16, the trustees (who are also the directors of the charity 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WESC
FOUNDATION FOR THE YEAR ENDED 31 AUGUST 2018

Our responsibilities for the audit of the financial statements

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

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

Use of our Report

This report is made solely to the Charity'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 Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

PKF Francis Clark

Stephanie Henshaw (Senior Statutory Auditor)

For and on behalf of

PKF FRANCIS CLARK, Chartered Accountants & Statutory Auditor

Centenary House,

Peninsula Park

Rydon Lane,

Exeter, EX2 7XE

13/12/18

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

31 AUGUST 2018

Note	Unrestricted funds	Restricted funds	2018 Total funds	2017 Total funds As restated
	£	£	£	£
Income and endowments				
Donations and legacies 4	51,068	5,463	56,531	132,005
Charitable activities 5	6,972,169	232,616	7,204,785	6,882,388
Other trading activities 6	223,535	6,629	230,164	426,170
Investment income 7	56,353		56,353	42,279
Other income 8	35,687		35,687	88,023
Total income	7,338,812	244,708	7,583,520	7,570,865
Expenditure				
Expenditure on raising funds 9	244,495	2,693	247,188	156,959
Expenditure on charitable activities 10	6,985,779	148,970	7,134,749	7,326,648
Total expenditure	7,230,274	151,663	7,381,937	7,483,607
Net unrealised gain / (loss) on investments 12	(9,254)	-	(9,254)	66,702
Transfers between funds 20	50,000	(50,000)	-	-
Net income/(expenditure) and net movement in funds	149,284	43,045	192,329	153,960
Reconciliation of funds				
Total funds brought forward as previously reported	7,733,595	1,533,681	9,267,276	-
Prior year adjustment 2(d)	22,751	50,027	72,778	-
Total funds brought forward as restated	7,756,346	1,583,708	9,340,054	9,186,094
Total funds carried forward	7,905,630	1,626,753	9,532,383	9,340,054

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

BALANCE SHEET

YEAR ENDED 31 AUGUST 2018

		2018 Group	2018 Charity	2017 Group As restated	2017 Charity As restated
		£	£	£	£
Fixed assets					
Tangible fixed assets	16	6,889,686	6,889,686	6,916,783	6,916,783
Investments	17a	1,445,792	1,445,892	1,409,179	1,409,179
		<u>8,335,478</u>	<u>8,335,578</u>	<u>8,325,962</u>	<u>8,325,962</u>
Current assets					
Debtors	18	287,984	271,825	475,756	475,756
Investments	17b	7,487	7,487	7,162	7,162
Cash at bank and in hand		1,387,787	1,298,654	1,150,331	1,150,331
		<u>1,683,258</u>	<u>1,577,966</u>	<u>1,633,249</u>	<u>1,633,249</u>
Creditors: amounts falling due within one year	19	<u>486,353</u>	<u>492,014</u>	<u>619,157</u>	<u>619,157</u>
Net current assets		<u>1,196,905</u>	<u>1,085,952</u>	<u>1,014,092</u>	<u>1,014,092</u>
Total assets less current liabilities		<u>9,532,383</u>	<u>9,421,530</u>	<u>9,340,054</u>	<u>9,340,054</u>
Net assets		<u>9,532,383</u>	<u>9,421,530</u>	<u>9,340,054</u>	<u>9,340,054</u>
Funds of the charity					
Restricted funds		1,626,753	1,626,753	1,583,708	1,583,708
Unrestricted funds		7,905,630	7,794,777	7,756,346	7,756,346
Total charity funds	20	<u>9,532,383</u>	<u>9,421,530</u>	<u>9,340,054</u>	<u>9,340,054</u>

These financial statements were approved by the board of trustees and authorised for issue on 13/12/18, and are signed on behalf of the board by:

Mr N P Fowler
Trustee

Company registered number: 06938379

The notes on pages 22 to 41 form part of these financial statements.

STATEMENT OF CASH FLOWS

YEAR ENDED 31 AUGUST 2018

	2018 £	2017 £
Cash flows from operating activities:		
<i>Net cash provided by operating activities</i>	<u>623,331</u>	<u>695,681</u>
Cash flows from investing activities:		
Purchase of property, plant and equipment	(386,477)	(22,153)
Interest	602	111
<i>Net cash used in investing activities</i>	<u>(385,875)</u>	<u>(22,042)</u>
Change in cash and cash equivalents in the reporting period	<u>237,456</u>	<u>673,639</u>
Cash and cash equivalents at the beginning of the reporting period	<u>1,150,331</u>	<u>476,692</u>
Cash and cash equivalents at the end of the reporting period 24	<u><u>1,387,787</u></u>	<u><u>1,150,331</u></u>
Net income / (expenditure) for the period	192,329	153,960
Depreciation	413,574	443,174
Loss/(gain) on investments	9,254	(66,702)
Fees on investments	9,557	8,949
Investment income and bank interest	(56,353)	(42,279)
(Increase) / decrease on debtors	187,772	(9,404)
Increase / (decrease) on creditors	(132,802)	207,983
<i>Net cash provided by operating activities</i>	<u><u>623,331</u></u>	<u><u>695,681</u></u>

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

1. General information

The charity is a private company limited by guarantee, registered in England and Wales. The address of the registered office is Topsham Road, Countess Wear, Exeter, Devon, EX2 6HA. The charitable entity is a public benefit entity.

2. Accounting policies

(a) Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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 (FRS 102) (Charities SORP (FRS 102)), the Companies Act 2006 and the Charities Act 2011. There were no material departures from FRS 102 or the Charities SORP (FRS 102).

(b) Basis of preparation

The financial statements have been prepared on the historical cost basis except to the extent that investments are carried at fair value as explained below.

The financial statements are prepared in sterling, which is the functional currency of the entity.

(c) Basis of consolidation

The consolidated financial statements consolidate the financial statements of the company and its subsidiary undertaking drawn up to 31 August 2018.

A subsidiary is an entity controlled by the company. Control is achieved where the company has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

No separate SOFA has been presented for the Charity alone as permitted by S.408 of the Companies Act 2006. The amount of profit dealt with in the parent charity's accounts is £66,976 (2017: £153,960).

(d) Prior period adjustment

The comparative figures for the year ended 31 August 2017 have been restated to reflect correctly the charity's accounting policy in respect of recognition of capital grant income and fund accounting. There is no impact on income reported in the prior year.

The effect of this restatement is to increase restricted capital funds at 31 August 2016 by £50,028, increase unrestricted funds at 31 August 2016 by £22,751, and decrease deferred income by £72,778.

(e) Going concern

There are no material uncertainties about the charity's ability to continue.

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

(f) Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following are the significant judgements that the Trustees' have made in the process of applying the Group's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

Property classification

This year, buildings on the charity's site have been leased to a third party. The Trustees' have therefore considered whether the property should be reclassified as an investment property and carried at fair value.

In making its judgement, management considered the detailed criteria for the classification of property set out in FRS 102 section 16 *Investment Property* and, in particular the strategic direction of these rentals. On the basis that the lease is temporary and the longer-term use of the buildings is undecided the Trustees' have concluded that the property should not be reclassified. This will be formally considered at the end of the next financial year.

(g) Fund accounting

General unrestricted funds comprise accumulated surpluses and deficits on general funds and the cumulative realised and unrealised gains on revaluations of investments. They are available for use at the discretion of the trustees in furtherance of general charitable objectives.

Restricted funds are created where material donations are made specifically for a particular area or purpose. Expenditure is charged in the statement of financial activities subject to the conditions imposed by the donors.

Restricted fixed asset funds represent resources applied for specific capital purposes imposed by funders. Depreciation is charged against the fixed asset fund over the life of the asset.

(h) Income

Income is included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Donations

Donations are included in full in the statement of financial activities when receivable.

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

Grants

Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Where grants are potentially repayable at the period end, the amount received but unspent has been deferred.

Legacies

Legacies are included when the charity is advised by the personal representative of an estate that payment will be made or property transferred and the amount involved can be quantified.

Donated services

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.

Charitable activities

Fee income, outreach income and landlords supported living are recognised in the period to which the income relates.

Trading income

Trading income comprises amounts receivable in respect of sales from the café, together with the hire of rooms and the swimming pool. Café sales are recognised when the sale is made which is also the point of cash receipt. Room hire and swimming pool income are recognised when used and income is deferred where cash is received in advance.

Property rental income is recognised straight line over the period of the lease.

Income from investments is included in the year in which it is receivable.

(i) Expenditure

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

Costs of raising funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs comprise all costs incurred in running the charity itself as an organisation, and its compliance with regulation and good practice.

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

(j) Operating leases

Rentals under existing operating leases are charged as the payments are incurred. For new leases rentals will be charged on a straight line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

Rental income from operating leases is recognised on a straight-line basis over the term of the relevant lease, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

(k) Tangible assets and depreciation

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

(l) Tangible assets

Depreciation is calculated so as to write off the cost of an asset, less its residual value, over the useful economic life of that asset as follows:

Buildings	- 3%-10% straight line
Land	- nil
Motor Vehicles	- 25% reducing balance
Other fixtures, fittings and equipment	- 3-4 years straight line

(m) Investments

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

In the company balance sheet investments in subsidiaries are recorded at cost less impairment.

(n) Financial instruments

A financial asset or a financial liability is recognised only when the group becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument. Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted. Debt instruments are subsequently measured at amortised cost.

Financial assets that are measured at cost or amortised cost are reviewed for evidence of impairment at the end of each reporting date. If there is evidence of impairment, an impairment loss is recognised in the statement of financial activities.

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

(o) Retirement benefits

The Charity's employees belong to three principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; the WESC pension scheme with Friends Life which is closed to new entrants and a NEST Pension Scheme.

The TPS is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the Charity in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. As stated in the notes to the financial statements, the TPS is a multi-employer scheme and the Charity is unable to identify its share of the underlying assets and liabilities of the scheme on a consistent and reasonable basis. The TPS is therefore treated as a defined contribution scheme and the contributions recognised as they are paid each year.

The Friends Life and NEST pension schemes are defined contribution schemes and the contributions are recognised as they are paid each year.

3. Limited by guarantee

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £	Total Funds 2017 £
Donations	31,969	5,463	37,432	7,005
Legacies	19,099	-	19,099	125,000
	<u>51,068</u>	<u>5,463</u>	<u>56,531</u>	<u>132,005</u>

The total for 2017 of £132,005 is unrestricted.

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

5. Charitable activities

	Unrestricted Funds	Restricted Funds	Total Funds 2018	Total Funds 2017
	£	£	£	£
Educational grants	25,000	232,616	257,616	583
Fee income	6,146,115	-	6,146,115	6,368,095
Outreach income	72,560	-	72,560	67,938
Shop income	359,200	-	359,200	357,330
Training centre income	(332)	-	(332)	17,170
Landlords Supported Living	369,626	-	369,626	71,272
	<u>6,972,169</u>	<u>232,616</u>	<u>7,204,785</u>	<u>6,882,388</u>

The total for 2017 of £6,882,338 is unrestricted.

6. Other trading activities

	Unrestricted Funds	Restricted Funds	Total Funds 2018	Total Funds 2017
	£	£	£	£
Fundraising activities	7,605	6,628	14,233	426,170
Trading subsidiary income	215,930	-	215,930	-
	<u>223,535</u>	<u>6,628</u>	<u>230,163</u>	<u>426,170</u>

Included in the total for 2017 of £426,170 is unrestricted income of £191,833 and restricted income of £234,337.

7. Investment income

	Unrestricted Funds	Restricted Funds	Total Funds 2018	Total Funds 2017
	£	£	£	£
Income from listed investments	55,751	-	55,751	42,168
Bank interest receivable	602	-	602	111
	<u>56,353</u>	<u>-</u>	<u>56,353</u>	<u>42,279</u>

The total for 2017 of £42,279 is unrestricted.

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

8. Other income

	Unrestricted Funds	Restricted Funds	Total Funds 2018	Total Funds 2017
	£	£	£	£
Other income	35,687	-	35,687	88,023

The total for 2017 of £88,023 is unrestricted.

9. Raising funds

	Unrestricted Funds	Restricted Funds	Total Funds 2018	Total Funds 2017
	£	£	£	£
Fundraising costs	127,312	2,693	130,005	156,959
Commercial trading operations	117,183	-	117,183	-
	244,495	2,693	247,188	156,959

Included in the total for 2017 of £156,959 is unrestricted expenditure of £154,935 and restricted expenditure of £2,024.

10. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2018	Total fund 2017
	£	£	£	£
Teaching and education	1,344,163	-	1,344,163	1,570,109
Learner support services	4,472,870	-	4,472,870	4,147,815
Charity support services	766,903	-	766,903	1,048,058
WES charity shops	530,554	-	530,554	539,610
Governance costs	-	20,259	20,259	21,056
	7,114,490	20,259	7,134,749	7,326,648

Included in the total for 2017 of £7,326,648 is unrestricted expenditure of £6,969,481 and restricted expenditure of £351,167.

11. Taxation

The charity's activities fall within the exemptions afforded by the provisions of sections 466 to 493 of the Corporation Taxes Act 2010. Accordingly, there is no taxation charge in these accounts.

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

12. Net gains on investments

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £	Total Funds 2017 £
Unrealised gains/(losses) on investment assets	(9,254)	-	(9,254)	66,702

The total for 2017 of £66,702 is unrestricted.

13. Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2018 Group £	2017 Group £
Depreciation	413,574	443,174
Operating lease rentals	279,093	158,593
Auditors' remuneration	14,640	13,595

14. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2018 Group £	2017 Group £
Wages and salaries	4,435,923	4,598,654
Social security costs	347,199	342,482
Employer contributions to pension plans	221,914	239,352
Other employee benefits	-	335
Agency staff	158,347	227,736
	<u>5,163,383</u>	<u>5,408,559</u>

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

The average head count of employees during the year was 259 (2017: 267). The number of employees whose remuneration for the year fell within the following bands were:

	2018 Group No.	2017 Group No.
£60,000 to £69,999	2	2
£80,000 to £89,999	1	-
£110,000 to £119,999	-	1
	<u>2</u>	<u>3</u>

Key management personnel are made up of all Executive members (5), remuneration totalled £336,252 (2017 - £244,176 and consisted of three senior Executive members only). The figure for 2017/18 takes into consideration leadership changes including a temporary uplift for leadership responsibility and 2 Executive members leaving in year and final salary payments.

15. Related party transactions

The charity trustees were not paid and did not receive any other benefits from employment with the charity (2017: £nil). There were reimbursements of expenses to 4 trustees of £3,746 (2017: no reimbursements). No charity trustee received payment for professional or other services supplied to the charity (2017: £nil).

16. Tangible fixed assets (charity and group)

	Land and buildings £	Motor vehicles £	Equipment £	Total £
Cost				
At 1 September 2017	10,509,309	245,404	1,689,786	12,444,499
Additions	-	16,589	369,888	386,477
At 31 August 2018	<u>10,509,309</u>	<u>261,993</u>	<u>2,059,674</u>	<u>12,830,976</u>
Depreciation				
At 1 September 2017	3,822,119	190,574	1,515,023	5,527,716
Charge for the year	262,611	15,949	135,014	413,574
At 31 August 2017	<u>4,084,730</u>	<u>206,523</u>	<u>1,650,037</u>	<u>5,941,290</u>
Carrying amount				
At 31 August 2018	<u>6,424,579</u>	<u>55,470</u>	<u>409,637</u>	<u>6,889,686</u>
At 31 August 2017	<u>6,687,190</u>	<u>54,830</u>	<u>174,763</u>	<u>6,916,783</u>

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

17. (a) Fixed asset investments

	2018 Group £	2018 Charity £	2017 Group £	2017 Charity £
Investments in subsidiaries	-	100	-	-
Other investments	1,445,792	1,445,792	1,409,179	1,409,179
	<u>1,445,792</u>	<u>1,445,892</u>	<u>1,409,179</u>	<u>1,409,179</u>

Investments in subsidiaries (charity)

The company owns the entire issued share capital of WESC Enterprises Limited. In the prior year the subsidiary was dormant and therefore not recognised on the grounds of immateriality. The wholly-owned trading subsidiary, WESC Enterprises Limited, which is incorporated in England and Wales, gift aids its taxable profit to the charity. The registration number of WESC Enterprises Limited is 10535508. The registered office is the same as that of WESC Foundation, as disclosed in the administrative section of the trustee's annual report. The principal activity of the company is running catering services and provision of premises hire.

	2018 £
Summary profit and loss account	
Turnover	290,773
Cost of sales	(114,830)
	<u>175,943</u>
Administration expenses	(65,090)
	<u>110,853</u>
Operating profit	
Taxation	-
Profit for the year	<u>110,853</u>

The assets and liabilities of the subsidiary were:

Current assets	118,180
Creditors: amounts falling due within one year	(7,227)
	<u>110,953</u>
Total assets less current liabilities	
Aggregate share capital and reserves	<u>110,953</u>

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

WESC Enterprises Limited will gift aid all taxable profits to its parent charity within 9 months of the year end, therefore there is no requirement to make a provision for taxation in the financial statements.

Other Investments (charity and group)

	2018 Listed investments £
Cost or valuation	
At 1 September 2017	1,409,179
Additions	194,182
Disposals	(129,791)
Fair value movements	(9,254)
Cash movements	(18,524)
At 31 August 2018	<u>1,445,792</u>

Financial assets held at fair value

All investments are valued at their open market rate at the balance sheet date using readily available market data.

(b) Investments: Current

	2018 Group £	2018 Charity £	2017 Group £	2017 Charity £
Cash held on deposit	<u>7,487</u>	<u>7,487</u>	<u>7,162</u>	<u>7,162</u>

18. Debtors

	2018 Group £	2018 Charity £	2017 Group £	2017 Charity £
Trade debtors	176,283	163,856	343,502	343,502
Other debtors	-	-	3,899	3,899
VAT recoverable	1,034	1,034	-	-
Prepayments and accrued income	110,667	106,935	128,355	128,355
	<u>287,984</u>	<u>271,825</u>	<u>475,756</u>	<u>475,756</u>

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

19. Creditors: amounts falling due within one year

	2018 Group	2018 Charity	2017 Group As restated	2017 Charity As restated
	£	£	£	£
Trade creditors	90,112	85,109	171,782	171,782
Amounts due to group undertakings	-	12,888	-	-
Social security and other taxes	86,122	83,898	75,131	75,131
Other creditors	85,513	85,513	136,758	136,758
Accruals and deferred income	224,606	224,606	235,486	235,486
	<u>486,353</u>	<u>492,014</u>	<u>619,157</u>	<u>619,157</u>

Deferred income comprises grant and fee income that relates to future periods which has been received in advance.

Deferred income comprises the following:

	Capital grants £	Charitable activities £	Total £
At 1 September 2017	36,091	18,183	54,274
Deferred in current period	37,993	5,388	43,381
Released to Statement of Financial Activities	(36,091)	(18,183)	(54,274)
At 31 August 2018	<u>37,993</u>	<u>5,388</u>	<u>43,381</u>

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

20. Analysis of charitable funds (group)

	At 1 September 2017				At 31 August 2018
	Restated £	Income £	Expenditure £	Transfers £	£
Restricted fixed asset funds					
St David's House Appeal	606,524	-	(49,038)	-	557,486
Water Therapy Pool	416,187	-	(24,801)	-	391,386
Topsham Road	22,802	-	(3,223)	-	19,579
Other	88,457	100,885	(16,403)	-	172,939
Site development	50,000	-	-	(50,000)	-
Total	1,183,970	100,885	(93,465)	(50,000)	1,141,390
Restricted general funds					
Pupil Premium	3,801	14,321	(3,102)	-	15,020
Day services	5,000	536	(182)	-	5,354
Creative Arts	7,000	1,630	(2,933)	-	5,697
Assistive Technology	50,154	18,132	(1,176)	-	67,110
On-site Activities	17,000	1,297	(2,880)	-	15,417
Assessments	5,000	-	-	-	5,000
Off Site Activities	60,280	5,462	(1,107)	-	64,635
Therapy and Mobility	35,479	-	(13,164)	-	22,315
Independent Living	5,000	1,500	(1,175)	-	5,325
Site Development	125,000	25,217	(1,075)	-	149,142
Vehicle & Transport	16,000	6,734	(70)	-	22,664
Research	3,043	4,050	-	-	7,093
Residentials	38,623	11,216	(20,733)	-	29,106
Horticulture	20,000	9,728	(7,934)	-	21,794
Social enterprise	-	42,600	(424)	-	42,176
Miscellaneous	8,358	1,400	(2,245)	-	7,513
Total	399,738	143,823	(58,198)	-	485,363
Total restricted funds	1,583,708	244,708	(151,663)	(50,000)	1,626,753
Total unrestricted funds	7,756,346	7,338,812	(7,239,528)	50,000	7,905,630
Total funds	9,340,054	7,583,520	(7,391,191)	-	9,532,383

The St David's House appeal was towards the building of a special unit to house children who are not only blind but also have other severe handicaps.

The Water Therapy Pool fund was established to create a new pool for therapeutic, sporting and recreation purposes.

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

Topsham Road fund was used to help purchase a property which will be used as a transition house for students of the college.

Other fixed asset funds are donations which have been received to purchase specific equipment which has been capitalised.

Pupil Premium

Additional funding received from the Education Skills Funding Agency to target those students from low income families who need the most in order to raise attainment.

Adult Day Services

Funds used for the benefit of young adults attending Adult Day Services at WESC Foundation.

Creative Arts

Funds used to support creative arts at WESC Foundation for all students and young adults, extra to curriculum art lessons but including performances, drama, music and arts activity.

Assistive Technology

Funds used to supply equipment in all areas of WESC Foundation to help enable the engagement and independence of students and young adults in daily activities and learning through the use of communication aids and access technology.

On-site Activities

To fund on-site interactive activities for students and young adults at WESC Foundation.

Assessments

To fund resources and equipment to support the assessments of potential students entering WESC Foundation.

Offsite Activities

To fund interactive offsite activities such as horse riding for the disabled and sailing on the Exe.

Therapy and Mobility

To fund equipment used by the therapy team and the mobility team at WESC Foundation which is not covered by any LEA funding, or any other awards made to students.

Independent Living

Funds used to heighten and encourage the independence of young adults at WESC Foundation in preparation for life away from WESC.

Site Development

Funds used for the improvement and renovations of the WESC site for the benefit of the students and young adults.

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

Vehicle & Transport

To fund the requirement for vehicles at WESC Foundation used for the mobility of students and young adults so they can access activities off-site.

Research

Restricted funds used for specific research projects at WESC Foundation specifically around visual impairment and multi-sensory disability. Examples have been the Comic Relief funding of the development of the Eyelander Game.

Residential

Funds used for off-site residential activities to support a wider education for the young people at WESC. During 2017-18 residential took place in the USA, Minehead, Bristol and Calvert trust.

Horticulture

Funds used to develop a horticultural project for students and young people at WESC

Social Enterprise

Funds used to promote social enterprise at WESC Foundation, to ensure space and equipment facilitate student's engagement in social enterprise.

21. Analysis of net assets between funds (group)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2018 £
Tangible fixed assets	5,748,295	1,141,391	6,889,686
Investments	1,445,792	-	1,445,792
Current assets	1,154,515	528,743	1,683,258
Creditors less than 1 year	(442,972)	(43,381)	(486,353)
Net assets	<u>7,905,630</u>	<u>1,626,753</u>	<u>9,532,383</u>

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

22. Prior year restricted funds note and analysis of net assets between funds

	At 1 September 2016 £	Income £	Expenditure £	Gains and losses £	At 31 August 2017 £
Restricted funds					
St David's House	655,562	-	(49,038)	-	606,524
Water Therapy Pool	440,988	-	(24,801)	-	416,187
Topsham Road	26,025	-	(3,223)	-	22,802
Other restricted assets	111,392	-	(22,935)	-	88,457
Restricted grants	3,801	-	-	-	3,801
Restricted donations	420,794	234,337	(259,194)	-	395,937
Site development	50,000	-	-	-	50,000
Total Restricted funds	1,708,562	234,337	(359,191)	-	1,583,708
Unrestricted Funds	7,477,532	7,336,528	(7,124,416)	66,702	7,756,346
Total	9,186,094	7,570,865	7,483,607	66,702	9,340,054

	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	5,855,591	1,133,970	6,989,561
Investments	1,409,179	-	1,409,179
Current assets	1,183,511	449,738	1,633,249
Creditors less than 1 year	(691,935)	-	(691,935)
Net assets	7,756,346	1,583,708	9,340,054

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

23. Operating lease commitments (group)

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

	2018	2017
	£	£
Not later than 1 year	91,771	276,058
Later than 1 year and not later than 5 years	166,217	209,508
	<u>257,988</u>	<u>485,566</u>

Operating leases - lessor (group)

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

	2018	2017
	£	£
Not later than 1 year	19,300	19,300
Later than 1 year and not later than 5 years	55,150	74,450
	<u>74,450</u>	<u>93,750</u>

24. Analysis of cash and cash equivalents (group)

	2018	2017
	£	£
Cash in hand	1,387,787	1,150,331
	<u>1,387,787</u>	<u>1,150,331</u>

25. Financial Instruments

Categorisation of financial instruments

	2018	2017
	£	£
Financial assets:		
Measured at fair value	1,445,792	1,409,179
Measured at amortised cost	176,283	347,401
	<u></u>	<u></u>
Financial Liabilities:		
Measured at amortised cost	175,625	308,540
	<u></u>	<u></u>

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

26. Pensions and other post-retirement benefits

The Charity's employees belong to three principal pension schemes: the Teachers' Pension Scheme England and Wales (TPS) for academic and related staff; the WESC pension scheme with Friends Life which is closed to new entrants and a NEST Pension Scheme.

The latest actuarial valuation of the TPS related to the period ended 31 March 2012.

Contributions amounting to £8,129 (2017 - £17,501) were payable to the schemes at 31 August and are included within creditors. The amounts recognised in income or expenditure as an expense in relation to defined contribution plans was £221,914 (2017: £237,352).

Teachers' Pension Scheme

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis - these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2012 and in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014. The valuation report was published by the Department for Education on 9 June 2014. The key elements of the valuation and subsequent consultation are:

- Employer contribution rates set at 16.48% of pensionable pay (including a 0.08% employer administration charge).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £191,500 million, and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £176,600 million giving a notional past service deficit of £14,900 million
- An employer cost cap of 10.9% of pensionable pay will be applied to future valuations

NOTES TO THE ACCOUNTS YEAR ENDED 31 AUGUST 2018

- The assumed real rate of return is 3.0% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.75%. The assumed nominal rate of return is 5.06%.

The TPS valuation for 2012 determined an employer rate of 16.4%, which was payable from September 2015. The next valuation of the TPS is currently underway based on April 2016 data, whereupon the employer contribution rate is expected to be reassessed and will be payable from 1 April 2019. A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme. The charity has set out above the information available on the scheme.



WESC FOUNDATION WOULD LIKE TO THANK THE FOLLOWING PEOPLE FOR THEIR SUPPORT DURING 2017/2018

- Her Royal Highness The Duchess of Cornwall who stood down as our patron in June 2018 after 5 years
- Our vice presidents - Lady Clarissa Clifford of Chudleigh, Nicholas Maxwell Lawford and Hugo Swire MP.

-
- Jacqui Taylor of Otter Nurseries for her continued generosity and financial support to our West Hill horticulture and enterprise site.
 - Our shop volunteers across all five of our charity shops – Honiton, Sidmouth, Exeter Heavitree, Exeter Sidwell Street and Exeter Cowick Street.
 - The Acorn and Squirrels of Exeter Riding for the Disabled Group
 - All our partner work placement employers
 - Our amazing and dedicated staff team
 - The parents and carers of our young people
 - Our Trustees who give their time and expertise so generously

• Volunteer groups from:

- | | |
|---|---------------------------------|
| * Exeter University | * The Exeter Insurance Company. |
| * Exeter College – Positive Pathways group, | * Princes Trust |
| * Devon County Council Apprentices | * Michelmores Solicitors. |
| | * Bicton College |

Generous Donations from:

- | | | |
|--|---|---------------------------------------|
| • Comic Relief | • Estate of Mrs Heather Mary Angus-Bristow (Deceased) | • Vera Margaret Silverthorne (Dec'd) |
| • The Finnis Scott Foundation | • The Alice Ellen Cooper Dean Charitable Trust | • The David Solomons Charitable Trust |
| • The Albert Hunt Trust | • Baily Thomas Charitable Trust | • Viscount Amory's Charitable Trust |
| • The W K Hutchings Charitable Trust | • The Morrisons Foundation | • The Ancient and Accepted Rite |
| • CHK Charities Ltd | • BBC Children In Need | • The Hospital Saturday Fund |
| • Crash Box Car Club | • Angus Allnatt Charitable Foundation | • The Big Lottery Fund |
| • Exeter Board Community Grant | • St James Place Charitable Foundation | • Screwfix Foundation |
| • ITEC | • The 29th May 1961 Charitable Trust | |
| • Greggs Trust | • The Norman Family Charitable Trust | |
| • David Gibbons Foundation | • The Whirlwind Charity | |
| • The Sterling Charity | | |
| • Douglas Arter Foundation | | |
| • Farrington House School Charitable Trust | | |