

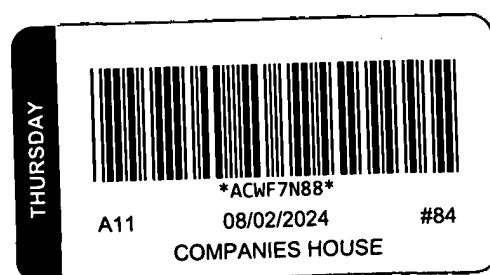
It all adds up to

Livability

Annual Report and Financial Statements for the year ended 31 March 2023

Registered Charity 1116530

Company Registration Number 5967087



Letter from our Patron



BUCKINGHAM PALACE

This Annual Report covers Livability's emergence from the pandemic, and acknowledges its resilience and flexibility throughout this period, both in terms of keeping the people the charity supports safe and also for its agile working initiatives. This agility was at its greatest in its frontline residential care and special education settings but pervaded all of the support functions.

Even during this difficult period, Livability has not just marked time. The charity's new post-16 education setting, Livability Millie College, is up and running. This vibrant centre caters for young adults with a wide range of needs linked to social and emotional challenges, autistic spectrum disorders and profound and multiple learning disabilities. It takes its cues from the Shaftesbury Society Ragged Schools Union some 180 years ago and demonstrates the continued unmet educational need of current times.

Another highlight of the year was Livability's engagement with the Archbishop of Canterbury's Commission, drawing on the experience of those who use Livability's services. The Commission provided an opportunity for members of Livability's Changes for the Future Forum to contribute to a new vision for care and support in England, drawing on Christian values and ethics. This contribution of Livability's children, young people and adults to shape their own agendas and their own lives is an area of continuing policy development and one I follow with interest.

After the last few years it is more important than ever to plan for the future. I was pleased to hear about the charity's strong vision for the coming years at the afternoon tea event I attended in the City of London. I would like to thank all those working for the charity and on behalf of those it helps.

A handwritten signature in black ink, appearing to read 'Anne', with a long horizontal line extending from the end of the signature.

A message from Livability's Chair

Welcome to our 2022/2023 Annual Report.

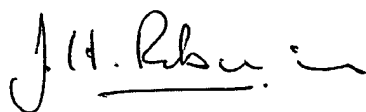
Life has been tough in the health and social care sector and in the charity sector. We continue to face a shortage of staff; we have been exploring numerous ways to improve our recruitment and retention of staff so that we can reduce our use of agency staff.

We are also feeling the impact of increased energy costs, and the high rates of general inflation that we saw during the year. Of course, these increased costs need to be paid for, and we have found ourselves in some complex negotiations with our local authority funders, many of whom have financial challenges of their own.

The Care Operations side of our business delivers much-needed residential care and supported living services across England, Wales and Northern Ireland. These services have been hit particularly hard by the external factors I refer to above.

Conversely, our education services have fared much better. In the past two years, we have progressed to a position where our education settings are performing really well. The academic year commencing August 2022 saw the first intake of students at our new Millie College in Dorset, which had only been announced in April. Millie College is situated on a wonderful site of scientific interest, and we are proud to see it going from strength to strength!

Much has changed since my appointment as a trustee in 2014. In March 2022 I was delighted to become Chair, as we said a fond farewell to outgoing Chair, Kate Clare. As I approach the end of my term, I look forward to handing over these responsibilities to Tom O'Connor, who joined us as a trustee in April 2022.



John Robinson, Chair of Trustees

A message from Livability's Chief Executive

The 2022-23 year began with a huge 'One Livability' celebratory event at Drapers' Hall in the City of London. Inspirational speeches from our patron and vice-patron, together with songs from our fabulous Makaton Choir, bid farewell to the Covid-19 pandemic and lockdown years.

In our Care Operations and Education Directorates, there is always an activity or event for our children, young people and adults to enjoy and learn from; in June 2022, the Diamond Jubilee events across the organisation provided the perfect focus.

July 2022 saw the appointment of a headteacher and new staff for our start-up venture – Millie College in Dorset – as we prepared for the start of the academic year in September.

In addition to rising prices, rising interest rates and rising staff turnover, our business also saw increased costs from the onset of rail strikes and (counter-intuitively, perhaps) from two extra public holidays. Of course, these factors do not deter our versatile frontline staff who place the people we support at the heart of all that we do. Care and compassion are evident at every turn. Our back-office staff enable further quality of life for the people we support through the application of specialist people skills and financial expertise. During 2022, our IT team progressed a major project to enhance connectivity and security, with upgraded broadband facilities in our services, and with the introduction of multi-factor authentication. A communications team project brought a long-awaited and much-needed corporate intranet – LivNet - to life.

The year ended as it had begun - with Livability Top Team Awards being presented by our vice-patron, the Earl of Shaftesbury, and another cause for celebration!



Sally Chivers, Chief Executive

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Trustee report

Purpose of the charity

Livability is established for the public benefit and for charitable purposes, according to the laws of England and Wales. The objects of the charity are to:

- assist or educate any person in charitable need, and in particular but without limitation, any disabled person and the parents, guardians and carers of such people by whatever means, and
- provide facilities, support, advice and assistance for Christian congregations, other Christian groupings and community groups seeking to alleviate charitable needs.
- In each case, these objects are pursued in a manner which authenticates the Christian faith and its moral principles, in a spirit of love and practical Christian service.

Public benefit summary

Trustees have complied with their duty to have regard to the public benefit guidance published by the Charity Commission, in exercising their powers and duties. In preparing this report and the accounts, trustees have demonstrated their compliance with the requirements set out in the guidance by:

- Providing a review of the significant activities of the charity and demonstrating how it has carried out its purpose for the public benefit.
- Providing details of the charity's purpose and objectives.
- Providing details of the strategies adopted and the activities undertaken to achieve the charity's purpose and objectives.

Structure, governance and management

Livability is a charity registered in England, number 1116530, and a company limited by guarantee registered in England and Wales, number 5967087. It is governed by its Articles of Association, dated 7 November 2013. In the event of winding up, each member's liability is limited to £1.

Livability was established in 2007 as a merger of The Shaftesbury Society and John Grooms.

Group structure

Livability is the parent charity of a group of charities, operating companies and dormant companies. Operating subsidiary charitable companies in the group are:

- **Kingsley Hall Church and Community Centre**, providing community services in Dagenham, East London.
- **The Shaftesbury Society**, an inactive disability charity with investment income.

The active trading subsidiaries in the group are:

- **Livability Icanho Limited**, providing acquired brain injury rehabilitation services.
- **Livability Contracting Services Limited**, providing construction and property services.

Livability's accounts include the assets, liabilities, funds, income and expenditure of a number of charitable trusts that are linked to charitable companies in the group, through linking directions from the Charity Commission. These charities are set out in Note 7 to the accounts.

The Board of Trustees

The Board of Trustees is responsible for the governance of Livability and for ensuring that its activities are within its charitable objects. The Board sets the strategic direction for the charity and delegates responsibility for its implementation to the Executive Leadership Team, led by the Chief Executive Officer (CEO). The Board and its committees rigorously monitor and scrutinise the performance of the charity and the Executive.

All of our trustees are non-executive directors who usually serve a maximum of three terms of three years. Trustees are appointed initially by the Board of Trustees, and then reappointed at the charity's Annual General Meeting (AGM).

Each trustee gives his or her time voluntarily and as such, receives no benefits from Livability other than reasonable expenses. Occasionally a trustee may provide professional or other services to the charity on normal commercial terms. This is only permitted where it is in the best interests of the charity and subject to certain governance arrangements being satisfied, in compliance with Charity Commission guidance and the requirements of the Charities Act.

The Board ensures its trustees provide the experience and skills required to perform its critical role effectively. The Board held a residential away-day during the year to enable matters of strategic significance to be considered and discussed in depth.

Chief Executive Officer

The CEO is responsible for the delivering the strategy set by the Board and ensuring the performance and activities of Livability further its charitable objectives and meet the strategic goals set by the trustees.

The Executive Leadership Team (ELT) is responsible for strategic oversight and leadership of the charity; it comprises the CEO, and the Executive Directors for Care Operations, for Finance, and for Education.

Strategic Aims - Achievements and Performance

Livability Care Operations

Wellbeing-focussed

Wellbeing-focussed

We will provide flexible, adaptive, exceptional services for the people we support as measured by how effectively we enable fulfilling life outcomes, promote positive wellbeing and form meaningful community connections.

We improve the 'life sum' of all the people we support. We do this by recognising and acknowledging the individual needs, aspirations and skills of each person. Life sums articulate the activities that make life livable for those we support.

During this year, we have improved our safeguarding processes and launched our safeguarding 'app'. This enables our services' staff to raise safeguarding concerns in real-time.

We also made changes to our service models to enable greater freedom, choice and outcomes for the people we support.

Meaningful collaboration

Meaningful collaboration

We will build mutually beneficial partnerships with those who share our values, particularly with the Christian church, in order to grow our combined impact in making community more livable for disabled people.

During 2022-23, we worked on the ethos of 'co-production' to ensure the people we support are at the centre of decision-making, not just about themselves, but about policy and practices across the directorate.

We have developed strong relationships with our housing delivery partners.

We have developed a number of activity resources and refreshed our corporate information, to improve its accessibility for people with learning difficulties or visual impairment.

Livability's digital chaplaincy service holds a weekly prayer circle, to celebrate the Christian faith and bring the people we support together in prayer. The Christian faith is important to many of the people we support, but their disabilities often act as a barrier to social inclusion. Our digital service is accessible and enables every supported person to share their world, including 1-1 sessions for pastoral care or end of life care.

We held a 2022 online Christmas carol service that was accessible for all the people we support; the event was co-produced by the people we support.

Going deep

Going deep

We will develop our services, programmes and relationships with the view that being deeply involved in a locality in multiple ways is better than being too thinly spread across disconnected geographical areas.

We have taken an honest view of what is working and what is not. We have learned lessons where things that have gone wrong. We have made it simpler for staff to provide feedback to us when things have gone wrong, or they have suggestion for ways we can improve.

We have closed services, such as St Ronans Road and Oak View, that were not financially viable so that the organisation could improve its efficiency and focus on viable services; we have responded to a social need for supported and independent living programmes.

We continued to open new services and to prioritise services in our main location clusters, for example Bournemouth, the north-east of England and Essex.

Well Organised

Well organised

We will have robust systems and processes in place to be able to work in more agile and responsive ways in a rapidly changing environment.

We have continued to achieve good ratings with local authorities and regulators, with 94% being rated good or above.

We have worked hard to become more digitally enabled and develop more cloud-based options; for example, our Log My Care app allows staff to update care plans and daily notes digitally in supported living settings. 2

We have a robust project management process in place for development and review of key projects. This allows the Directorate to facilitate operational upgrades, functional training and logistical or estates support issues in a systematic and efficient manner.

We have streamlined our systems and processes, and we track our directorate performance with a KPI dashboard.

Livability Education

Wellbeing-focussed

Wellbeing-focussed

We will provide flexible, adaptive, exceptional services for the people we support as measured by how effectively we enable fulfilling life outcomes, promote positive wellbeing and form meaningful community connections.

Learners choose to come to Livability Education settings to find and fulfil their potential and to lead a flourishing life. We are passionate in our desire to reduce social, employment and health inequalities and are aspirational for our learners, our staff and our services.

Staff wellbeing remained a key topic in staff meetings. Initiatives included free breakfasts, an onsite parking raffle and a monthly "Final Friday" event. The 'You Said, We Did' approach maintained an authentic approach to this work.

We continued to improve the 'life sum' of all pupils and students who are part of our close family of schools and colleges. We did this by recognising and acknowledging the individual needs, aspirations and skills of each learner.

Meaningful collaboration

Meaningful collaboration

We will build mutually beneficial partnerships with those who share our values, particularly with the Christian church, in order to grow our combined impact in making community more livable for disabled people.

Our programmes of study are based on enabling learners to develop their skills for adult life and extend their friendship groups. We provide opportunities for personal development, and to contribute to the communities we share. We work closely within our wider organisation to benefit from the skills and experience of our Care Operations Directorate.

During the financial year, leaders at Livability Victoria School responded to a request from a commissioning partner to open an Early Years Autism Spectrum Class (ASC) class. We invested in a new classroom and resources for this business and successfully recruited a new team of experienced staff. Following the launch, students settled well with families offering positive feedback.

Accountability through reporting was strengthened through the review of the terms of reference for Local Advisory Boards. This strengthened the impact of local advisors and increased leadership collaboration with the advisory group. Stakeholder engagement was improved through the appointment of link advisors for discrete areas of the regulatory body framework and planned activities for quality judgement triangulation.

Going deep

Going deep

We will develop our services, programmes and relationships with the view that being deeply involved in a locality in multiple ways is better than being too thinly spread across disconnected geographical areas.

Our new education setting, Livability Millie College, opened its doors in September 2022. Set in 350 acres of outstanding natural beauty in Dorset, this site adds weight to the Livability portfolio in the area. The college supports young people aged 16+ with special educational needs and offers a range of curriculum activities to enhance understanding and care of the environment, horticulture and animals. The setting provides links with Livability Victoria School (30 minutes away) and provides a pipeline of students from that setting. Millie College staff have facilitated relationships with local agencies and businesses such as Natural England, Dorset Wildlife Trust and Birds of Poole Harbour.

Livability also provides two residential care services in the local area.

One hundred percent occupancy was maintained at Livability Nash College and occupancy was increased at Livability Victoria School. Consultations for the following year of admission remained consistent.

Well Organised**Well organised**

We will have robust systems and processes in place to be able to work in more agile and responsive ways in a rapidly changing environment.

As a result of the collaboration and growth described above, Livability Education services are becoming more agile. Our ability to adapt our provision to meet the needs of changing cohorts of students has been strengthened with an emphasis on personalised provision and clear curriculum intent. This means we have prepared ourselves for a greater proportion of students with Autism Spectrum Disorders (ASD) and Social & Emotional Mental Health (SEMH) issues. Staff have been recruited with appropriate skills to implement these changes. Similarly, the school and college physical environments have needed to change accordingly to meet pupil and student needs.

New reporting systems have facilitated decision-making across the whole directorate, which has increased efficiency and quality of delivery, for example.

Livability Nash College achieved an upgraded inspection judgement in May 2022 and is now graded as 'Good' with an additional grading of Good for the leadership function. Livability Victoria School has Ofsted-Good status.

The next stage of strategic development for Livability Education will focus the Directorate on consolidating and embedding quality and systems of practice, ensuring sustainability of our current settings and further refining reporting and recording prior to a structured consideration for growth. The appointment of a Directorate-specific business manager was made during the reporting period. This improved the management of local finance teams and provided a direct link to the national finance team.

Pay and employment

Livability gender pay gap

As per the Equality and Human Rights Commission regulations, on 5 April 2022, Livability's payroll 'snapshot date' report showed the mean hourly rate was £14.36 for male and £12.95 for female; the differential figure has slightly increased to 9.79% compared to last year 7.62%.

The median hourly rate has increased to £10.85 for male and £10.40 for female in 2022 compared to £10.25 for male and £10.11 for female in 2021. Our median pay gap is 4.15%.

The difference in mean and median bonus pay remains at 0%, as our charity does not pay bonuses to staff.

Pay quartiles

The number of paid male and female in the four pay quartiles (upper, upper middle, lower middle and lower quartile) for the 2022 snapshot date and the 2021 snapshot date are as follows:

Upper quartile in 2022 was 29% (male) and 71% (female) and 26% (male) and 74% (female) for 2021. This shows there is a 3% increase in males and a 3% decrease in females in this category, compared to the last report.

Upper middle quartile in 2022 was 19% (male) and 81% (female) and 20% (male) and 80% (female) for 2021. This shows there is a 1% decrease in males and a 1% increase in females in this category, compared to the last report.

Lower middle quartile in 2022 was 17% (male) and 83% (female) and 19% (male) and 81% (female) for 2021. This shows there is a 2% decrease in males and a 2% increase in females in this category, compared to the last report.

Lower quartile in 2022 was 23% (male) and 77% (female) and 21% (male) and 79% (female) for 2021. This shows a 2% increase in males and a 2% decrease of females in this category compared to the last report.

Livability will continue to monitor its employment and remuneration to ensure that pay is based on fairness.

Employment of people with disabilities

Currently 2.54% of Livability employees have declared themselves to have a disability, a slight increase from last year when 2.39% of the workforce declared a disability. We are working to increase the number of people with disabilities who work for us. As a Disability Confident Employer, we commit to making adjustments to meet the needs of job applicants with disabilities. We work with our staff and volunteers who have disabilities to ensure that they are

fully support during their employment and volunteer time. We do however have more work to do to promote employment of people with disabilities in the charity.

Senior executive pay

Senior pay levels reflect the size and complexity of the organisation and the range of work carried out in health and social care, with clinical and nursing services, special education provision and professional support services. Livability has noted the recommendations of the report of the National Council for Voluntary Organisations (NCVO) into senior executive pay. The Nomination, Remuneration & Governance sub-committee of the Board has reiterated the policy of the charity to set pay levels in line with median pay rates for the sector. Note 6 to the accounts shows the numbers of employees earning more than £60,000 in bands of £10,000.

Our approach to pay as an organisation is as follows:

Our key priority is to pay staff the highest possible wage in line with income to service locations and to the charity. We give priority to our frontline staff on our lowest pay rates.

We implement recruitment and retention initiatives for hard-to-fill roles in our frontline services and are working to encourage the return of the older workforce into suitable roles.

We mirror the national terms and conditions for teachers where we are able (but not all terms). Again, this is based on affordability.

We apply the Hay Method of Job Evaluation for all other roles, to ensure pay is reflective of role requirements and pay is equitable and fair.

Modern slavery statement

This statement is published on our website:

<https://www.livability.org.uk/about-us/modern-slavery-statement/>

Fundraising

Fundraising highlights

We are incredibly grateful to all those who feel inspired to make a difference in people's lives and choose to support our work. The generous donations, time and prayers of our supporters help bring our vision to life, enabling people with disabilities to live a life that adds up to them. Some of our fundraising highlights include:

- A Christmas appeal that raised over £55,000 and featured four-year-old Ella, a student at Livability's Victoria School. The appeal highlighted how sensory toys are essential to student's cognitive development, helping them to improve motor skills such as hand function, body strength and posture, as well as interaction and communication
- Livability's 11 volunteer-led Friends Groups, who continue to raise funds to benefit their local Livability services
- 61 runners joined Team Livability for the London Marathon in October 2022, raising £128,252
- The incredible supporters who chose to leave gifts in their Wills to support our work
- Fundraised to provide a new sensory room at Nash College
- Raised funds to train a Makaton tutor and funded a woodland-themed library for Victoria School
- Completed fundraising for an accessible kitchen at Brookside House
- Raised funds for a digital table for people at Beaumont Court to enjoy
- With the support of our corporate partner LNER, enabled the sensory gardens at York House Ossett, Bradbury Court and New Court Place to be developed to enhance sensory experiences for people we support
- Launched a fundraising appeal for Millie College in October 2023, including providing a new wheelchair buggy for the students
- Completed fundraising to provide upgraded internet and wifi across our residential care homes
- Hosted a special afternoon tea in the presence of our royal patron, HRH The Princess Royal, to celebrate and thank people we support, staff and supporters for all their dedicated support during the pandemic

Our approach

This year has remained a challenging one for fundraising in the current climate, and we're hugely grateful to our supporters for their continued generosity and commitment at this time.

Our approach to fundraising puts the supporter at the heart of everything we do, seeking to build long-term relationships and ensuring supporters have control over how they hear from us.

Fundraising to generate voluntary income is important to the delivery of Livability's organisational strategy and business goals. Unrestricted income is vital for our charity's financial health and is needed to help cover running costs. Restricted income enables us to add value to the lives of the people we support, delivering on tangible projects and items that enhance people's wellbeing and independence. Capital income enables us to deliver on transformational and high-impact projects to individuals and community and strengthens our charity finances.

Our voluntary income comes from a wide range of sources. Individuals support us through regular or one-off cash gifts. Companies offer their expertise, partnership, gift in kind and cash gifts. Trusts and foundations give valuable gifts to make a real difference to the lives of the

people we support. 'Challengers' take on anything from marathons to skydives to fundraise for us. Others make gifts in their wills.

Fundraising standards

Our commitment to high fundraising standards is demonstrated by our individual staff membership of the Institute of Fundraising (IOF) and organisational membership of the Fundraising Regulator, who set and maintain the standard for charitable giving. We have also signed up to the Fundraising Preference Service, where supporters can manage the communications and fundraising requests they receive from charities.

We vigilantly adhere to regulation standards and General Data Protection Regulation (GDPR), both generally and in our fundraising practices. Our governance also extends to how we protect vulnerable people in the context of fundraising. Our People in Vulnerable Circumstances (PIVC) policy makes sure that there is no undue pressure applied in the course of, or in connection with, fundraising for Livability.

We work with approved partners and our payroll-giving programme enables supporters to give as they earn through their salary, if they choose to. To ensure a good supporter experience, we monitor fundraisers acting on our behalf. We provide guidelines, policies and dedicated support to fundraisers acting for us in communities.

We ensure volunteers and interns acting on our behalf, in our office and within the community, represent our charity in the best way, by providing policies, guidelines and dedicated support.

We aim for everyone to have a positive fundraising experience and are pleased to have a low level of fundraising complaints. In 2022-23 we received two complaints and both were resolved speedily and to an outcome both supporters were happy with. We are very proud of our outstanding supporter experience and customer service in this field.

When complaints arise, we follow Livability's complaint procedure. If complaints are escalated to the Fundraising Regulator, we will follow their procedure for handling complaints. We continue to strive for excellence and monitor the number of complaints we have against communication touchpoints in our key performance indicators. We listen to the views of our supporters, through surveys to gauge the feedback on the frequency of our mailings. We ensure supporters can clearly opt out of receiving communications and train our fundraisers on the GDPR regulations and on our policies and guidelines.

Strategic report

Financial outlook

For a charity operating in the social care and special education sectors, financial challenges will undoubtedly persist. The organisation is funded through local authority commissioners in England, Wales and Northern Ireland; it is also funded through the NHS and Integrated Care Boards. Each part of the public sector is struggling to balance its books. Livability works with the most vulnerable children, young people and adults and it is hoped that funding will be found for Livability to cover its costs.

Livability continues to focus on a range of change and transformation activities in each part of the organisation.

Financial review

Overview

2022/23 has been a challenging financial year. Net expenditure for the Group was £4.3m, an adverse movement of £7.5m caused by several factors.

Income was lower by £3.7m with donations and legacies contributing £2.4m of that reduction because of an end to Covid-related grants and a one-off grant from the Greater London Authority in 2021/22 relating to a development project at Kingsley Hall. Other trading activities reduced by £1.7m to £1.0m because of the completion of the development project at Kingsley Hall, with an equivalent reduction in expenditure noted below. The net gain on property disposals was lower by £1.3m due to reduced disposal activity in the year. Offsetting these reductions was a £1.7m increase in income from charitable activities, demonstrating the improvement in operational income.

Expenditure increased by £3.8m, with the main element being an increase of £5.9m in charitable activities, partly offset by reductions in costs of raising funds and other expenditure (the latter being £1.6m lower arising on the Kingsley Hall development project, in line with the reduced income noted above). The main factors behind the increases in charitable activities expenditure have been a rise in employment costs for employed staff of £2.3m, at the same time as a significant increase in the utilisation and cost of agency staff to fill contracted hours (increase of £3.4m,) together with a rise in the employer contributions to defined contribution schemes by £0.9m to £1.8m in the year.

There were actuarial losses of £1.6m in the year (2022: increase £1.9m) on the two main defined benefit schemes, notwithstanding that the movement on the balance sheet was nil because of the effect of the asset ceiling. There was no impact arising on revaluation of

properties (2022: increase £8.0m) and a £0.2m reduction in valuation of investments (2022: increase £0.9m).

Overall, the net movement in funds for the year was a reduction of £6.1m to £41.2m, compared with an increase in 2022 of £14.1m to £47.3m.

Going concern

As set out in the Financial Review, the environment in which Livability has been operating has been very challenging. This continues the trends noted in previous years and it has been well- documented in the national press that social care has been hit hard on the recruitment front. As noted in the Financial Review, the most significant impact regarding the financial performance has been increased costs from impaired recruitment and retention in the care sector, in particular the significantly increased agency costs. These factors were the reason behind the development of the improvement plan described in this section of the trustees' report last year.

Projects described at that time were: the desire to move to open book arrangements to ensure full cost recovery from commissioners; to agree fee increases in Care and Education to compensate for rising costs more generally; to increase the recruitment of own staff through a number of approaches; and to take advantage of capacity for increased student numbers in the Education business, particularly at Millie College.

In addition, action has been taken on overhead costs, the two defined benefit pension schemes have provided their support and several property disposals have been completed. An initial receipt has also been received in the June 2023 from the major legacy highlighted in last year's report.

The actions taken are bearing fruit in the current financial year and there has been a consequent improvement in financial performance. The focus continues to be on ensuring financial stability whilst delivering quality services and trustees regularly monitor progress with the improvement plan.

It was noted in last year's report that flexibility would be sought from Metro Bank with regard to the financial covenant. Whilst that flexibility was offered, Livability's progress enabled the covenant to be met. Should a period of flexibility around the financial covenant be required, then the Executive will hold discussions with Metro Bank.

Trustees agreed that the actions noted above must be addressed for Livability to be financially sustainable and, as such, the conditions noted above indicate the existence of a material uncertainty that may cast significant doubt upon the entity's ability to continue as a going concern.

Whilst acknowledging the uncertainties that could impact on cash flow, namely revenue growth, cost reduction and the timing of legacy receipts, having considered the charity's forecasted cash flow projections covering a period of at least 12 months from the date of signing of the financial statements, the trustees have concluded that it is appropriate to adopt the going concern basis in the preparation of these financial statements.

Key performance indicators for the group

	2022/23	2021/22
Key performance indicators	£'000	£'000
Total income	49,843	53,516
Operating costs	54,131	50,287
Operating deficit for the year (before investment gains/losses)	(4,288)	3,229

As was the case last year, the challenging macro and operating conditions faced by charities in the disability and care sector mean that financial constraints are now part of the operating environment, with no realistic prospect of this lessening.

We have made good progress over the course of the year with the implementation of a comprehensive transformation plan which aims to:

1. Increase operating contribution
2. Increase net fundraising revenue
3. Reduce central support costs
4. Rationalising the property portfolio

During the year under review, the charity continued its programme of engaging with our local authority commissioners to ensure that fee levels are appropriate for the changing needs of the people we care for.

Reserves policy

The Board of Directors has considered the level of reserves which should be maintained within the Group and this is reviewed annually. Such reserves are needed to cover, for example, working capital, future property repairs and the risk of possible shortfall in charitable income.

At the year ended 31 March 2023, Livability held a total of £41.2m in reserves (2022: £47.3m).

Of these total reserves including the pension reserve, £29m (2022: £34.1m) are unrestricted.

In addition, the trustees have considered and set a reserves policy which requires that unrestricted funds equivalent to a range of eight to 12 weeks of total organisational expenditure is held.

The charity's unrestricted general reserve at the end of the year was £29m. This represents 29 weeks of total unrestricted organisational expenditure, which is better than the range determined by our reserves policy. (Based on an average weekly expenditure of £1m)

We have also considered our free reserves. We have calculated these using the broad guidelines set out by the Charity Commission. Effectively, we have taken our Group net assets and deducted restricted and endowed funds. As we are an organisation that actively uses properties, we have also deducted unrestricted fixed assets unless they are subject to sale in future years (and as

such, are not required for ongoing operations). This provides us with negative free reserves of £7.8m. As noted elsewhere in the report, there are various steps that have been and will be taken to improve the underlying financial performance of the organisation, during the financial year under review, and going forward.

Free reserves calculation

	31/03/2023	31/03/2022
	£'000	£'000
Group net assets	41,191	47,383
Less: Restricted funds	(4,861)	(6,717)
Less: Endowed funds	(7,271)	(6,601)
Subtotal	29,059	34,065
Less: Fixed assets (asset reliant organisation)	(37,913)	(40,547)
Add back: Pension Liability 'reserve'	24	37
Subtotal	(8,830)	(6,445)
Add back: Functional fixed assets to be sold in following years	1,048	3,661
Free reserves	(7,782)	(2,784)

Considering the stance outlined in the financial review and the sections addressing the going concern, the attention is now centered on securing sufficient liquidity for the charity to sustain its operations during the execution of the transformation plan. Regular cash flow forecasts are prepared, and necessary measures are implemented to guarantee the adequacy of liquidity levels. The executive team and the board of trustees consistently scrutinize and assess these forecasts

Investment policy

In line with Livability reserves policy, at any point in time we may hold cash and other assets that are surplus to immediate requirements. The policy of the Board of Trustees is to invest surplus funds to meet the following objectives:

- To match the risk and maturity of the investments with the requirement for available funds.
- To invest in liquid assets which can be converted to cash quickly, although it is recognised that the majority of surplus funds are currently held in fixed assets.
- To invest in a way that does not conflict with the charity's aims and objectives and which is prudently risk-free. Most of Livability's surplus funds are currently held in fixed assets, funds held for long-term investment that form the endowed funds and a low value of shareholdings that have been donated to the charity. Other surplus funds are held in cash.

- To invest in our staff, which is crucial for our continuing provision of high-quality services and avoids any quality, safety or reputational risks.

S172 Working with our stakeholders

This is a mandatory statement reporting how Directors have complied with their duty to have regard to the matters in section 172 (1) (a)-(f) of the Companies Act 2006 ('the Act').

The children, young people and adults we support, their families and representatives

We issue a twice-yearly stakeholder survey to the people we support, to families and to carers and to the health and social care professionals involved in the support of the people who use our services. We operate a 'You Said, We Did' response to findings from the surveys and publish our findings.

We hold regular residents' and tenants' meetings with the people we support.

Our Changes for the Future Forum comprises representatives from all the people we support in Care Operations. It is co-chaired by two of its members and is continuing to develop. The Forum gives a strong user voice into the work we do and our strategy for the future.

At the start of the reporting period, we held a celebration in the City of London to mark the end of lockdown. The event was attended by staff, students, our Makaton choir, members of the Changes for the Future Forum, our vice-presidents, our patron and our vice-patron.

The Care Operations Directorate endorses the 'nothing about me, without me' initiative. This ensures that the people we support are central to any decision made about their care preferences and choices. The Quality Team ensures this methodology is central to our co-production work.

Our Safeguarding and Services Committee reviews, scrutinises and protects our relationship with the children, young people and adults we support.

Livability Education conducted surveys amongst families, staff and students across each setting in the autumn term. Results were presented to the Safeguarding and Services Committee with follow-up actions, including the implementation of evening webinars for families.

Staff forums within Livability Education have resulted in changes to policy and practice including dress codes, local equality and diversity policy and learner voice strategy, as well as curriculum design and content.

Monthly newsletters are published in each Livability Education setting. Annual reviews in our settings consider the views of every member of the circle of support for each learner.

Our staff

During this reporting period, Livability launched its new intranet service – LivNet. The platform provides a document repository service and search function which permits easier access to policies and procedures. It also provides a news and chat forum which houses weekly corporate messages and a separate message from the chief executive. These posts can be commented on by all staff, encouraging more interaction and dialogue.

Throughout this reporting period, Board members reviewed decisions that helped keep the people we support and our staff safe. Whilst many of these decisions related to strategic and financial issues, most related to the safeguarding and health and safety of all those we support.

Our Staff Wellbeing and Engagement Forum 'champions' foster a culture of openness, in line with our corporate values. The focus of the forums has evolved to include the employee experience. We are further enhancing the dialogue with our staff by a) redefining the Wellbeing and Engagement events by Directorate and b) we have offered our wellbeing support package to external social media followers.

During this reporting period, we made two Livability Team Awards to staff teams who had excelled in their respective contributions during the previous six months.

We have signed up to the Mindful Employer charter, ensuring that our staff have a place to turn to, 365 days a year. We are committed to ensuring our staff have a good work-life balance.

Members of our quality team visit services on a regular basis and seek to gain staff members' experiences of working in services. Regular visits from members of the Board of Trustees and senior Care Operation leaders take place on a regular basis.

We continue to work with staff teams to ensure the culture in the services is built around our values of open, enabling, inclusive and courageous.

Bournemouth, Christchurch and Poole Council (BCP), Dorset, Southampton and Hackney local authorities placed learners in Millie College, our new education setting in Holton Lee, Dorset. Ongoing engagement with existing commissioners resulted in new intakes in each setting.

Staff in our new college were involved in weekly wellbeing sessions. They received induction that focussed on team building and engagement via seasonal celebrations, access to the site and professional development.

Staff within our support functions continued to work in a hybrid model of working in an office and remotely. This has helped staff adapt to the changing canvas post pandemic.

We have issued a staff survey to our frontline staff and made changes as a result of their feedback.

Our trustees

Trustees re-established a framework for visiting care and education settings and our corporate events.

Our usual annual trustees' visits to Adult Care Services and Education Services have continued to take place.

Trustees received regular updates from each Executive Director. The Safeguarding and Services Committee considered employee matters, demographics, staff recruitment and retention rates, diversity, whistleblowing, learning and development and safeguarding matters.

Our supporters and volunteers

This year we again joined together with the people we support, our staff, stakeholders and our volunteers for a live, online Christmas concert.

We produced an online Christmas recipe book with contributions from staff and people in the public eye.

At the beginning of the financial year, we held an afternoon tea for large numbers of stakeholders such as subscribers, donors, staff, volunteers and the young people and adults we support.

A regular newsletter was sent out to our vice-presidents.

Our CEO participated in HRH The Princess Royal's Charities Forum.

We have mapped our supporter journey so that we can offer the best possible products and campaigns in line with a supporter's preferences and interests.

Regular newsletters are sent out to supporters to keep them up to date with our work.

We are committed to supporting those who volunteer for us. Volunteers are allocated a named person as a point of contact, to ensure that they are getting the best possible experience while they volunteer with us. We do this by offering training and one-to-one coaching and mentoring sessions.

Our regulators

Our regulatory bodies include the Care Quality Commission, the Regulation and Improvement Authority, Care Inspectorate Cymru, Ofsted, the Education and Skills Funding Agency and the Charity Commission. We continue to build on our strong relationships with our regulators to ensure we deliver good-quality support to all who use our services.

Compliance with regulatory frameworks and performance against those are scrutinised at the Safeguarding and Services Committee with each of the education Local Advisory Boards (LABs).

Our local communities

Our LABs include a community member who is chosen specifically to represent their community. The Boards include members from a range of commissioning local authorities to scrutinise the quality of our work and the impact and outcomes for those we support.

During the year, we continued to partner locally with Barclays Digital Eagles to receive training in cyber awareness, protection and prevention.

We continue to support the people who use our services to access the community and to participate in being an active citizen in their community. We also continue to support people to volunteer in the local community.

Our new college rapidly established community partnerships:

Birds of Poole Harbour <i>Part of Wareham Arc</i>
Birds of BARI The Bird and Recreation Initiative
RSPB <i>Part of Wareham Arc</i>
Amphibian and Reptile Conservation
Natural England <i>Part of Wareham Arc</i>
Forestry England <i>Part of Wareham Arc</i>
Wild Woodbury Rewilding Project (Dorset Wildlife Trust)
Dorset Wildlife Trust
Dorset Butterfly and Moth Conservation
Woodland Trust
NHBS Wildlife, ecology & Conservation equipment

Environment commitment

Energy usage – Livability National Office

The building meets the highest benchmarks for energy performance, and the building's energy strategy delivers a reduction in the building's carbon emissions: BREEAM Excellent EPC B:47 High level of passive energy control. This results in reduced heating, cooling and lighting demands. Intelligent building controls allowing energy savings by providing high levels of energy conservation and recovery. Ground-source energy systems exist to further reduce building energy requirements. The building uses low carbon ground-source cooling, heating and domestic hot water.

Water conservation measures include rainwater harvesting for flushing toilets. A building management unit enables comprehensive reporting and management of energy and water use.

SECR Executive Summary

The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 (also known as SECR) introduce requirements for large unquoted companies and limited liability partnerships to disclose their annual energy use and greenhouse gas (GHG) emissions, and related information on energy efficiency measures undertaken and an energy efficiency ratio.

Whilst the regulations set out a legal requirement to report on emissions, many organisations, clients and investors are increasingly finding that there is an ethical and social requirement to act on these emissions so that the amount that is reported each year is reduced. We would urge Livability to continue to take proactive and urgent action to reduce its emissions and are able to support them in doing so.

The annual carbon reporting statement for inclusion within the Directors' and Trustees' Annual Report is detailed below (as the remainder of the Executive Summary, including footnotes).

1.1 SECR Energy Use and Carbon Emissions Disclosure

Livability discloses its energy use and greenhouse gas emissions in line with the requirements of the Companies Act 2006 (Strategic and Directors' Reports) Regulations 2013 and latest 2018 regulations.

	2022/23 Consumption kWh	2022/23 Emissions (TCO2e)	2019/20 Emissions (TCO2e)	Change (%)
Electricity	2,844,763	640.04	730.00	-12%
Gas	9,907,275	1,812.33	1,332.80	36%
Transport Fuels	126,145	30.58	174.70	-82%
Gross Annual Total	12,878,183	2,482.95	2,237.50	11%
Intensity Metric (EBTIA)		-4.088	1.966	-308%
Total TCO2e/EBTIA		-607.37582	1138.09766	-153%
2023 Intensity Metric (FTE)		839.7	942.30	-11%
2023 Total TCO2e/FTE		2.95695	2.37451	25%
Qualifying Green Tariffs	0.00	0.00	0.00	-
Net Annual Total	12,878,183	2,482.95	2,237.50	11%

Table 1: Primary Statement for Financial Year ending 31st of March 2023

The above reported carbon emissions translate to Scope 1, 2 and 3 emissions as follows:

	2022/23 Consumption kWh	2022/3 Emissions (TCO2e)	2019/20 Emissions(TCO2e)	Change (%)
Scope 1*	9,990,288	1,812.33	1,379.30	31%
Scope 2 (location based)	2,844,763	589.08	730.00	- 19%
Scope 2 (market based)	2,844,763	589.08	730.00	- 19%
Scope 3	43,132	61.42	128.20	- 52%
Total (location based)	12,878,183	2,462.83	2,237.50	10%
Total (market based)	12,878,183	2,462.83	2,237.50	10%

Table 2: Greenhouse Gas Emissions for Financial Year ending 31st of March 2023

*transport fuel consumption, mains gas, LPG and oil included; no fugitive emissions recorded.

1.2 Baseline year

This is the fourth year of GHG reporting and is aligned with the financial year 01/04/2022 to 31/03/2023. The first year's report forms the baseline year which runs from 01/04/2019 to 31/03/2020. It is worth noting that the baseline year was formed during the tail-end of the Covid-19 pandemic and as such, comparisons to this and future years may be skewed. Livability may re-baseline once operations are less volatile due to Covid-19.

1.3 Targets

Livability has not developed any carbon targets for the current reporting period

1.4 Intensity measurement

Livability has chosen the EBITDA figure as their intensity metric. This figure is used to divide the organisation's carbon emissions by an appropriate activity metric. The benefits of an intensity metric allow the comparison of normalised carbon emissions over time and against similar organisations. Due to the nature of this intensity metric, there is a risk of substantial fluctuations between reporting periods. For this reason, as Livability have recorded a negative EBITA for this year, Livability has chosen to also include their Full Time Equivalent (FTE) figure for comparison against the baseline year, as this provides a clearer comparison for this year.

1.5 Carbon offset

Livability has no qualifying carbon offsets during this financial period.

1.6 Energy efficiency narrative

As business is returning to normal after the Covid-19 pandemic, this year sees a continued return to normal working conditions, and therefore carbon emissions.

The surveys and associated reports completed as part of Phase 3 ESOS should provide a route map for which energy conservation measures can be implemented cost-effectively. To reduce

energy consumption, cost, and carbon emissions, Livability is encouraged to continue their existing good work and implement further energy conservation measures in the next 12-month period, and as the changing Covid-19 situation allows.

Principal risks and uncertainties

Livability's work with vulnerable people means that inherent risks are ever-present. We have safeguarding policies and procedures which are regularly reviewed and ensure that concerns are effectively identified, reported, and responded to. We work in partnership with regulators and statutory organisations as required.

Our risks fall into five major categories:

1. Reputational – the risk of damaging our reputation through regulatory and other failings associated with the delivery of our services

Our reputation is critical to our status as a trusted provider. This risk is managed through a robust set of performance indicators and allied to assurance controls in safeguarding, financial and operational settings, fraud prevention and detection controls, and the wider policies and procedures upheld through the Quality & Practice frameworks covering both Care Operations and Education settings.

2. Operating margins – pressure from limited income growth and increasing cost

In common with other providers of public sector-funded services, there is an ongoing risk of failure to uplift our costs. This affects our ability to invest in the improvement and expansion of our services. We seek to mitigate this risk with an extensive cost reduction plan.

3. Pensions – Livability's three closed defined-benefit pension schemes are subject to risks around their funding, outside the control of Livability

The continued requirement to fund the deficits has a material impact on Livability's ability to invest in the growth and development of its services and facilities. Livability works with industry experts to ensure needs are balanced with current beneficiaries of the charity with those of its current and future pensioner populations.

4. Cash availability – the low operating margins, alongside significant funding requirements such as recovery payments for the closed pension schemes, means that cash availability is an ongoing risk. The risk is tightly monitored and reported to the Board.

5. Recruitment and retention – the risk of workforce shortages

There are known workforce shortages affecting the wider health, education and social care sectors. Livability is committed to becoming recognised as an employer of choice to attract and retain the workforce needed to sustain high standards across the service portfolio. Livability has also set a strategic goal to lower the sickness absence rate and has initiatives to foster staff engagement, employee wellbeing and to support the development of all. The Board and Executive Leadership Team monitor the financial performance of the charity and associated risks through a dashboard spreadsheet and staff meetings.

Statement of trustees' responsibilities for the Financial Statements

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the trustees' Annual Report, incorporating the strategic report, and the financial statements, in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year, in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and charity and of the incoming resources and application of resources, including the income and expenditure, of the Group and charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and accounting 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; prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

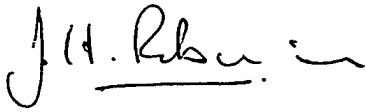
Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditor

Each of the members of the Board of Trustees has confirmed that:

- so far as he or she is aware, there is no relevant audit information of which Livability's auditors are not aware
- he or she has taken all the steps that he or she ought to have taken as a member of the Board in order to make himself or herself aware of any relevant audit information and to establish that Livability's auditors are aware of that information.

The report of the Board was approved by the Board on 7 February 2024 and signed on its behalf on 7 February 2024 by

A handwritten signature in black ink, appearing to read 'J. H. Robinson', with a horizontal line under the first part of the name.

John Robinson, Chair.

Independent Auditor's Report to members of Livability

Opinion

We have audited the financial statements of Livability (the "charitable company") and its subsidiaries (the "group") for the year ended 31 March 2023 which comprise the Consolidated Statement of Financial Activities, the Charitable Company Statement of Financial Activities, the Group and Charitable Company Balance Sheets, the Group and Charitable Company Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 March 2023 and of the group's and charitable company's income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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.

Material uncertainty relating to going concern

We draw attention to Note 1 in the financial statements, which indicates that whilst Trustees consider the going concern basis to be appropriate, there are a number of uncertain factors in the forecasts used to consider going concern. The principal uncertainties are the timing of cash receipts of a significant legacy, the effectiveness of plans to increase operating contributions, increase fundraising revenue and reduce central costs and obtaining scheme approval to reduce pension payments due to asset position. In addition, the forecasts predict a need for a loan covenant waiver for December 2024 which at this time has not been agreed with the lender. Therefore, at the date of signing these financial statements there are plausible but not remote scenarios whereby the plans are not delivered in line with the forecast resulting in a cash deficit. As stated in Note 1, these events or conditions, indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern.

Our opinion is not modified in respect of this matter.

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information contained within the annual report. 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.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion based on the work undertaken in the course of our audit

- the information given in the trustees' report, which includes the directors' report and the strategic 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 the 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 light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within 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:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 30, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members including internal specialists. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, the Charities Act 2011, together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were Care Quality Commission and OfSTED Standards, General Data Protection Regulation, employment legislation and health and safety legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit Committee about their own identification and assessment of the risks of irregularities, sample testing revenue items, including local authority agreements and contracts to ensure the fees charged are in line with the terms of the agreement, and agree to bank, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, CQC and Ofsted, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

A further description of our responsibilities for the audit of the financial statements is available 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 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 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Julia Poulter**

Senior Statutory Auditor

For and on behalf of

Crowe U.K. LLP

Statutory Auditor

London, United Kingdom

7 February 2024

Primary Statements

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2023						
Group	2022/23	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
			£'000	£'000	£'000	£'000
Donations and Legacies	2		2,878	631	0	3,509
Charitable Activities	2		43,517	299	0	43,816
Other Trading Activities	2		1,028	0	0	1,028
Investments	3		191	0	0	191
Gain on Disposal of Fixed Assets	4		0	0	1,300	1,300
Total Income			47,613	930	1,300	49,843
Expenditure on:						
Raising Funds	5		1,249	14	0	1,263
Charitable Activities	5		51,397	366	46	51,808
Other	5		378	386	0	764
Loss on Disposal of Fixed Assets	4		295	0	0	295
Total Expenditure			53,319	766	46	54,131
Net Income/(Expenditure)			(5,706)	164	1,254	(4,288)
Transfer between funds	14		2,605	(2,020)	(585)	0
Actuarial Gains/(losses)	13		(1,625)	0	0	(1,625)
Net gain/(loss) on revaluation of properties	3		0	0	0	0
Net gain/(loss) on revaluation of Investment	3		(184)	0	0	(184)
Net Movement in funds			(4,911)	(1,856)	669	(6,098)
Reconciliation of funds			33,971	6,717	6,601	47,289
Total funds carried forward			29,060	4,861	7,271	41,191

Results in the statement of financial activities derive from continuing operations. The notes on pages 43- 78 form part of these financial statements

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2022

Group	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2a	4,398	1,563	-	5,961
Charitable Activities	2	41,769	376	-	42,145
Other Trading Activities	2	2,784	-	-	2,784
Investments	2	48	-	-	48
Gain on Disposal of Fixed Assets	4	2,578	-	-	2,578
Total Income		51,577	1,939	-	53,516
Expenditure on:					
Raising Funds	5	1,648	27	-	1,675
Charitable Activities	5	45,373	485	62	45,920
Other	5	1,848	844	-	2,692
Loss on Disposal of Fixed Assets	4	-	-	-	-
Total Expenditure		48,869	1,356	62	50,287
Net Income/(Expenditure)		2,708	583	(62)	3,229
Transfer between funds	14	32	(32)	-	-
Actuarial Gains/(losses)	13	1,930	-	-	1,930
Net gain/(loss) on revaluation of properties	3	8,045	-	-	8,045
Net gain/(loss) on revaluation of Investment	3	926	5	-	931
Net Movement in funds		13,641	556	(62)	14,135
Reconciliation of funds		20,330	6,161	6,663	33,154
Total funds carried forward		33,971	6,717	6,601	47,289

Results in the statement of financial activities derive from continuing operations. The notes on pages 43- 78 form part of these financial statements.

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2023

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	2,550	367	0	2,917
Charitable Activities	2	42,705	0	0	42,705
Other Trading Activities	2	795	0	0	795
Investments	3	134	0	0	134
Net gain on Disposal of Fixed Assets	4	0	0	0	0
Total Income		46,184	367	0	46,551
Expenditure on:					
Raising Funds	5	1,249	14	0	1,263
Charitable Activities	5	50,204	120	0	50,324
Other	5	178	0	0	178
Net Loss on Disposal of Fixed Assets	4	295	0	0	295
Total Expenditure		51,926	134	0	52,060
Net Income/(Expenditure)		(5,742)	234	0	(5,508)
Transfer between funds	14	1,459	(843)	(616)	0
Actuarial Gains/(losses)	13	(1,625)	0	0	(1,625)
Net gain/(loss) on revaluation of properties	3	0	0	0	0
Net gain/(loss) on revaluation of Investment	3	(185)	0	0	(185)
Net Movement in funds		(6,093)	(609)	(616)	(7,318)
Reconciliation of funds		33,328	2,630	5,985	41,943
Total funds carried forward		27,235	2,021	5,369	34,625

Results in the statement of financial activities derive from continuing operations. The notes on pages 43- 78 form part of these financial statements

Statement of Financial Activities incorporating an income and expenditure account for the year ended 31 March 2022

Charity	Note	Unrestricted Funds	Restricted Funds	Endowment funds	Total Funds
		£'000	£'000	£'000	£'000
Donations and Legacies	2	4,180	1,270	-	5,450
Charitable Activities	2	41,765	-	-	41,765
Other Trading Activities	2	78	-	-	78
Investments	3	9	-	-	9
Net gain on Disposal of Fixed Assets	4	2,578	-	-	2,578
Total Income		48,610	1,270	-	49,880
Expenditure on:					
Raising Funds	5	1,645	27	-	1,672
Charitable Activities	5	44,871	137	-	45,008
Other	5	-	844	-	844
Net Loss on Disposal of Fixed Assets	4	-	-	-	-
Total Expenditure		46,516	1,008	-	47,524
Net Income/(Expenditure)		2,094	262	-	2,356
Transfer between funds	14	32	(32)	-	-
Actuarial Gains/losses	13	1,930	-	-	1,930
Net gain/(loss) on revaluation of properties	3	8,045	-	-	8,045
Net gain/(loss) on revaluation of Investment	3	924	5	-	929
Net Movement in funds		13,025	235	-	13,260
Reconciliation of funds		20,303	2,395	5,985	28,683
Total funds carried forward		33,328	2,630	5,985	41,943

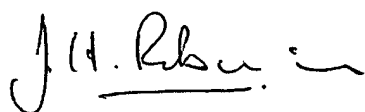
Results in the statement of financial activities derive from continuing operations. The notes on pages 43- 78 form part of these financial statements

Company Registration Number 5967087

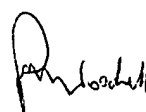
Balance Sheet – Livability Group and Charity for year ended 31 March 2023

		Group		Charity	
	Note	2023	2022	2023	2022
		£'000	£'000	£'000	£'000
Fixed Asset:					
Tangible Assets	8	42,589	43,172	37,184	37,693
Financial Investments	9	1,891	3,195	1,863	3,165
Social Investment	10	3,962	4,067	3,962	4,067
Total Fixed Assets		48,442	50,434	43,009	44,925
Current Assets:					
Debtors and Stocks	11	3,149	5,154	3,270	6,618
Cash at Bank		6,286	7,833	4,447	6,160
Total Current Assets		9,435	12,987	7,717	12,778
Liabilities					
Creditors: Amounts falling due in 1 year	12	(7,191)	(6,299)	(7,301)	(6,637)
Net Current Assets		2,244	6,688	416	6,141
Total Asset less Current Liabilities		50,686	57,122	43,425	51,066
Creditors: Amounts falling beyond one year	12	(9,471)	(9,796)	(8,776)	(9,086)
Net Assets excluding Pension Liability		41,215	47,326	34,649	41,980
Defined Benefit Pension Liability	13	(24)	(37)	(24)	(37)
Total Net Assets		41,191	47,289	34,625	41,943
The Funds of the Charity					
Permanent Endowment Funds	14	7,271	6,601	5,369	5,985
Restricted Funds	14	4,861	6,717	2,021	2,630
Unrestricted Funds	14	29,083	34,008	27,259	33,365
Pension Reserve	14	(24)	(37)	(24)	(37)
		41,191	47,289	34,625	41,943

The report was approved by the Board and signed in its behalf on 7 February 2024.



Chair: John Robinson



Trustee: Peter Woodall

Statement of Cashflows for the year ended 31 March 2023

		Group		Charity	
		2023	2022	2023	2022
		£'000	£'000	£'000	£'000
Cashflows from Operating activities					
Net cash provided by/ (used in) by operating activities	C1	(2,976)	(381)	(1,873)	(1,015)
Cashflows from Investing activities					
Dividends, Interest and rent from Investments		190	-	134	-
Proceeds from the sales of property, plant and equipment		1,835	7,940	535	7,940
Purchase of Property, Plant and Investment		(747)	(322)	(748)	(322)
Proceeds from sales of investments		1,111	-	1,111	-
Purchase of Investments		-	-	-	-
Net cash provided by/(used in) investing activities		2,389	7,618	1,032	7,618
Cash flows from financing activities					
Interest on financing activities		(546)	(393)	(503)	(393)
Repayments of borrowings		(414)	(254)	(370)	(254)
Cash inflow from borrowing		-	(2,826)	-	(2,759)
Net cash provided by /(used in) financing activities		(960)	(3,473)	(873)	(3,406)
Change in cash and cash equivalents in the period		(1,547)	3,764	(1,713)	3,197
Cash and cash equivalents at the start of the period		7,833	4,069	6,160	2,963
Cash and cash equivalents at the end of the period		6,286	7,833	4,447	6,160

Notes to the statement of cashflows

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
C1: Reconciliation of net income /(expenditure) to net cash flow from operations				
Net income/(expenditure) for the year as stated in the Statement of Financial Activities	(4,288)	4,160	(5,508)	3,285
Adjustments for:				
Depreciation	811	523	736	712
Revaluation/(Impairment) of functional assets	(146)	5,110	(145)	5,110
Revaluation/(Impairment) of social investment	(105)	(224)	(105)	(224)
(Gain)/Losses on investments	79	(931)	80	(929)
Dividends, interest and rent from investments	(190)	-	(134)	-
Interest on financing activities	546	421	503	393
Non-cash movements in defined benefit pension scheme	(1,625)	1,930	(1,625)	1,930
(Gain)/Losses on the disposal of fixed assets	(1,004)	(2,578)	296	(2,578)
(Increase)/Decrease in debtors	2,055	(3,095)	3,365	(3,492)
Increase/(Decrease) in creditors	892	(5,697)	665	(5,222)
Net cash flow provided by/(used in) Operations	(2,976)	(381)	(1,873)	(1,015)

C2: Analysis of cash and cash equivalents

	Group		Charity	
	At 31	At 31	At 31	At 31
	March	March	March	March
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Cash at bank and in hand	6,286	7,833	4,447	6,160
Notice of deposits	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
Total cash and cash equivalents	6,286	7,833	4,447	6,160

C3: Analysis of changes in net debts

Group	At start	Cashflow	Other non	At year
	of year		cash	end
	£'000	£'000	changes	£'000
			£'000	
Cash	7,833	(1,547)	-	6,286
Cash equivalents	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
	7,833	(1,547)	-	6,286
Loans falling due with one year	(437)	-	66	(371)
Loans falling due after one year	(9,820)	414	(66)	(9,471)
Finance obligations	-	-	-	-
Total	(2,424)	(1,133)	-	(3,557)

Charity	At start	Cashflow	Other non	At year
	of year		cash	end
	£'000	£'000	changes	£'000
			£'000	
Cash	6,160	(1,713)	-	4,447
Cash equivalents	-	-	-	-
Overdraft facility repayable on demand	-	-	-	-
	6,160	(1,713)	-	4,447
Loans falling due within one year	(414)	-	60	(354)
Loans falling due after one year	(9,086)	370	(60)	(8,776)
Finance obligations	-	-	-	-
Total	(3,340)	(1,343)	-	(4,683)

Notes to the Primary Statements

Note 1 Accounting Policies

The policies below set out the bases of recognition and measurement used by Livability and its subsidiary charities and companies for material items in the financial statements.

Basis of preparation

The consolidated financial statements have been prepared on a going concern basis, in accordance with applicable accounting standards, under the historical cost convention, as modified by the inclusion of investments and functional property at fair value. They have also been prepared in accordance with the Charities SORP (FRS 102)

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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 as applied to charitable companies.

Livability meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated statement of financial activities (SOFA) and consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line-by-line basis.

The consolidated financial statements include the income, expenditure, assets, liabilities and funds of Livability and its subsidiary charities and companies. These amounts are included on each line in the financial statements with investments, transactions and balances between the members of the Livability charity group eliminated so that the consolidated financial statements report the interactions between the Livability group and external parties.

Going Concern

As set out in the Financial Review, the environment in which Livability has been operating has been very challenging. This continues the trends noted in previous years and it has been well documented in the national press that social care has been hit hard on the recruitment front. As noted in the Financial Review, the most significant impact regarding the financial performance has been the increased costs from impaired recruitment and retention in the care sector, particularly the significantly increased agency costs. These factors were the reason behind the development of the improvement plan described in this section of the Trustees Report last year.

Projects described at that time were: the desire to move to open book arrangements to ensure full cost recovery from commissioners; to agree fee increases in Care and Education to compensate for rising costs more generally; to increase the recruitment of own staff through a number of approaches; and to take advantage of capacity for increased student numbers in the Education business and, particularly, at Millie College.

In addition, action has been taken on overhead costs, the two defined benefit pension schemes have provided their support and several property disposals have been completed. An initial receipt has also been received in June 2023 from the major legacy highlighted in last year's report.

The actions taken are bearing fruit in the current financial year and there has been a consequent improvement in financial performance. The focus continues to be on ensuring financial stability whilst delivering quality services and Trustees regularly monitor progress with the improvement plan.

It was noted in last year's report that flexibility would be sought from Metro Bank with regard to the financial covenant. Whilst that flexibility was offered, Livability's progress enabled the covenant to be met. Should a period of flexibility around the financial covenant be required, then the Executive will hold discussions with Metro Bank.

Trustees agreed that the actions noted above must be addressed for Livability to be financially sustainable and, as such, the conditions noted above indicate the existence of a material uncertainty that may cast significant doubt upon the entity's ability to continue as a going concern.

Whilst acknowledging the uncertainties that could impact on cash flow, namely revenue growth, cost reduction and the timing of legacy receipts, having considered the charity's forecasted cash flow projections covering a period of at least 12 months from the date of signing of the financial statements, the trustees have concluded that it is appropriate to adopt the going concern basis in the preparation of these financial statements.

A. Funds

Unrestricted funds

Unrestricted funds arise from income donated to or earned by the charity in pursuit of its charitable objectives and may be applied in any way that meets those charitable objectives.

Designated funds

Designated funds are those unrestricted funds that the Trustees have identified and set aside to meet particular purposes or to segregate them from the General Fund. A more detailed description of these funds is available at note 14.

General Fund

The Charity's General Fund are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds

Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objectives of Livability. Restricted funds arise from conditions attached to them by the donor or the activity generating the funds, by deliberate requests for such funds by the Charity. Subsidiary charities whose objectives are consistent with, but more narrowly drawn than those of Livability are also reported within restricted funds.

Permanent endowment funds

Restricted endowment funds represent assets that are specified by their donor for the capital to be retained and for any derived income to be used by the Charity to pursue its objectives, unless the donor specifies otherwise.

Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations, legacies and grants

Income from donations, legacies and grants is recorded in the financial statements when entitlement to the income is established, it is more likely than not that the income will be received and the amount to be received can be reliably estimated and any conditions required to receive the funds have been met or are within the control of the charity. In practice, most donations income is recognised when received.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the Charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy is recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the Charity, can be reliably measured. Where a life interest in an estate exists, no income is recognised other than from distributions from that estate to Livability.

Livability was notified prior to 31 March 2023 of a number of residuary legacies expected to be received in future years. These legacies are not included in the financial statements as the amount cannot be quantified with reasonable certainty.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

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

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the Charity's accounting policies.

Income from charitable activities

Where Livability provides services or goods in return for payment, the income from these items is recognised when Livability completes its part of the agreement by delivering the services or goods.

Grants related to performance of contractual obligations are recognised when Livability has entitlement to the income, it is probable that income will be received and the amount of income can be measured reliably.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

Income tax recoverable

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

B. Expenditure and allocation of support costs

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. All expenditure is accounted for on an accruals basis and has been listed in such a way as to accumulate all the charity's costs of employees, goods and services relating to a particular activity of the charity under that activity heading. Direct costs, including attributable salaries and associated costs, are allocated on an actual basis to the key areas of activities. Indirect costs (support costs), primarily comprising staff costs of employees based at the charity's National Office in London, are allocated to each activity heading using a number of identified cost drivers, including expenditure as a proxy measure for usage of resources and staff numbers.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

C. Fundraising Costs

Expenditure on raising funds comprise salary costs and other associated expenditure relating to the generation of voluntary income.

D. Tangible fixed assets

Tangible fixed assets are significant physical items of property, plant and equipment held for continuing use by the charity in delivering its charitable objectives.

Recognition

Tangible fixed assets costing £5,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, the charity estimates fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of Funds note.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

At each reporting date the Charity assesses whether there is any indication of impairment. If such an indication exists, the recoverable amount of the asset is determined to be the higher of its fair value

less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Separate components

The charity holds freehold buildings with significant components that have materially different useful lives from the rest of the building. These components are depreciated separately over their individual lives at the following rates:

Main Fabric	- 100 years
Pitched Roof	- 70
Flat Roof	- 40
Windows and Doors	- 40
Boilers and Heaters	- 15
Mechanical systems	- 30
Bathrooms	- 30
Kitchens	- 20
Lifts	- 25
Electrics	- 40
Alarms and Security	- 15

Freehold land and assets in the course of construction are not depreciated.

Other Fixed Assets

Assets are depreciated evenly to their estimated residual values over their estimated useful lives as follows:

Leasehold buildings	over the lease term
Horticultural buildings	over 25 years
Equipment, fittings and furniture	over 5 years
Plant and machinery	over 20 years
Cars	over 4 years
Minibuses and coaches	over 6 years
Computers and software	over 3 years
Chalets and mobile homes	over between 10 and 30 years

The residual value of all assets is assumed to be zero.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Consolidated statement of financial activities

E. Financial Investments

Investments are items of property and other assets held to generate income and capital growth for the Charity.

Listed and other financial investments

Investments that have a ready market where the value can be determined by reference to published data are valued at the bid price. Where no market is available in the investments, they are valued at cost less impairment.

Investment properties

Investment properties are initially measured at cost and subsequently at fair value with any change therein recognised in the statement of financial activities. Livability's valuation methodology is to obtain external revaluation of its investment properties on a five-year rolling basis. The properties were externally revalued in 2022. In the intervening period between the 5 years, the charity has obtained pre-market advice on projected sales. More recent property disposals support the trustees view that the book values are not materially misstated.

Investments in group entities

Investments in group entities are held at their cost less any identified impairment.

Gains and losses

All gains and losses are taken to the Statement of Financial Activities as arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value. Unrealised gains and losses are calculated as the difference between fair value at year end and their carrying value. Realised and unrealised gains and losses are combined in the Statement of Financial Activities.

F. Social investments

Programme-related investments

Programme-related properties are properties that are held by the charity and provided to individuals or organisations in delivering charitable objects which are in line with Livability's own charitable objects. This type of fixed asset is held without seeking to make a return, other than one which is incidental.

Properties held in trust by Livability are held at historical transfer costs.

G. Financial Instruments

Financial instruments are contracts that give rise to a financial asset for one party to the contract and a financial liability or equity instrument for the other party.

Basic Financial Instruments

Livability and its group entities have basic financial instruments that are recognised when the provisions of the contract are met and for which the accounting policies are as follows:

Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Trade debtors and other amounts receivable

Trade debtors and other amounts receivable are recognised at the value defined by the contract, agreement or legislation giving rise to the amount receivable. Impairment of receivable amounts is recognised as expenditure in the Statement of Financial Activities.

Trade creditors and other amounts payable

Trade creditors and other amounts payable are recognised at the value defined by the contract, agreement or legislation giving rise to the liability.

Bank loans

Bank loans are recognised at the present value of the cash flows under the loan agreement, discounted at the effective interest rate for each bank loan.

Other Financial Instruments

The accounting policies for other financial instruments are as follows:

Derivative financial assets and liabilities

Livability carries derivative financial assets and liabilities at their fair value and accounts for changes in fair value through the Statement of Financial Activities. Interest rate collars, which are a combination of a put and a call interest rate option, are valued at the option value using standard tools for the calculation of such items. Amounts payable or receivable under loan contracts for the purchase of property made to or by the charity that vary with the price of the related property are recognised separately from the loan itself and changes in the value are recognised in the Statement of Financial Activities. The loan is accounted for as a basic financial instrument as set out above.

H. Entity combinations

Entity combinations are the effect on the accounts of Livability and the Livability group of changes to the structure of the charity and the group that arise from the purchase of businesses and companies, the gift of charities and mergers between charities. In accounting for entity combinations, Livability applies the requirements of FRS 102 s19 and section PBE34.75 – PBE34.86.

Unless the requirements for merger accounting are met, an acquiring entity is identified in an entity combination, being the dominant party in a charity merger or the contractual acquirer of a business or company.

In all combinations the assets and liabilities of the entity joining the group that exist at the date of combination are included in the group accounts. These assets and liabilities may include Intangible assets such as brand value, customer lists and order books that are not recognised in the individual financial statements of an acquired entity. All assets and liabilities in the combination are initially recognised at their fair values. After that date, the accounting policies set out in this note are applied to recognition, de-recognition and valuation of the assets and liabilities.

When the transaction is in substance a gift from the Trustees or members of an existing charity, a gift with the value of the net asset value of the assets and liabilities of the gifted charity is recorded and an investment with the same value is recorded in the books of the charity. Transaction costs associated with the combination are recognised in the statement of financial activities (SOFA) as incurred.

When a business or company is purchased, the cost of the investment is recognised as the fair value of the consideration payable, including transaction costs.

I. Impairment of assets

At each accounts date, the recoverable amounts of assets are assessed to determine whether they have fallen below their carrying values. When the recoverable amount of an asset falls below its carrying amount, the value of the asset is said to be impaired. The carrying amount is reduced to the recoverable amount with the loss in value reported in income and expenditure.

The recoverable amount of an asset is the higher of the amount that can be generated by using the asset or by selling it. When assessing the recoverable amount of purchased goodwill, the cash flows arising from the group of assets that make up the cash-generating unit in an entity combination are used to assess the amount generated by using the assets. The amount attributable to goodwill is taken to be the excess of the recoverable amount of the cash-generating unit over the fair values of the individual assets in the cash-generating unit.

J. Leases

Operating leases

Where Livability acts as the lessee, the cost of operating leases is recognised by spreading the total payments under the lease, including lease premiums paid, evenly over the lease term. Lease incentives that reduce the rent payable under the lease are taken as part of the total payments.

Where Livability acts as the lessor, income is recognised by spreading the total receipts under the lease evenly over the lease term. Lease incentives paid and premiums received are treated as part of the total receipts. Costs of arranging the lease of an asset are added to the cost of the leased asset and recognised over the lease term in the same way as the lease income.

K. Short-term employee benefits

The liability to pay short-term employee benefits, which are mainly salary, the entitlement to paid leave and related employment taxes, is recognised as the employees earn entitlement to pay and paid leave under the terms of their employment contract, with a corresponding expense recognised in expenditure. Amounts paid are deducted from the liability when paid.

L. Redundancy and termination payments

Redundancy and termination payments are recognised in the Statement of Financial Activities when they become due for payment as a result of notice given to staff or agreement between the charity and the employee.

M. Pensions

Defined contribution pension schemes

Contributions to defined contribution pension schemes are recognised in the Statement of Financial Activities when entitlement to the contributions has been earned by the member of staff. The cost is allocated to the activity within which the staff member has worked and the fund that is resourcing the activity.

Defined benefit pension schemes – single employer schemes

As the principal employer in such schemes, Livability has a duty to fund the schemes to enable them to pay the benefits due to the scheme members. A liability equal to the net present value of future liabilities payable under the schemes net of the fair value of the assets of the scheme is recognised at the date of the accounts.

The net present value of the future liabilities is calculated for each scheme by a qualified actuary using the project unit credit method, taking account of expected changes to future benefits arising from salary changes and changes in pension payments from inflation and other effects. The discount rate applied to the future liabilities is set by reference to the return rate from high-quality corporate bonds with the same currency and similar maturity as the pension payments.

An interest charge equal to the unwinding of the discount on the net liability is recognised each year. The costs of administration of the schemes are recognised as an expense each year.

Changes to the net liability from changes to actuarial assumptions underlying the valuation and the difference between the actual return on assets and that included in the annual interest charge are recorded as actuarial changes and presented in the SOFA within other recognised gains and losses.

Defined benefit pension schemes – multi-employer schemes

The multi-employer defined benefit pension scheme is accounted for as a defined contribution scheme, due to insufficient information available from the actuary, to split the assets and liabilities of the scheme by employer, to enable the scheme to be accounted for as a defined benefit scheme.

Contributions made towards the scheme are charged to the Statement of Financial Activities when they become payable.

Where Livability has a liability to pay deficit reduction payments to multi-employer schemes, the present value of the agreed payments are discounted using the corporate bond rate as an appropriate discount rate. The discount is unwound annually with the unwinding effect charged to the Statement of Financial Activities.

N. Cash flows

The consolidated cash flows of Livability and its subsidiary companies are shown and reported using the indirect method of calculating cash flows, eliminating flows between the entities in the Livability group

O. Properties held for Sale

Properties held for sale are stated at the lower of carrying value and net realisable value (NRV). NRV is based on the actual or estimated selling price less all further costs to completion.

P. Taxation Status

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

The subsidiary companies make qualifying donations of all taxable profit to Livability.

Q. Judgements and Uncertainties

In preparing these financial statements, the directors have made judgements to determine whether there are indicators of impairment of the charity's tangible fixed assets. Factors taken into consideration in reaching such a decision include the economic viability, expected future financial performance of the asset and valuation of investment and fixed assets.

The other key source of estimated uncertainty is in relation to the depreciation of tangible fixed assets (see note 8).

Tangible fixed assets, are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on a number of factors. Fixed assets and investments are annually valued to assess and recognise any change in values. (see accounting policy note 1.D for further details)

Estimates of the net pension liability depend on a number of complex judgements relating to the discount rate used, changes in retirement ages and mortality rates. The group engages a firm of actuaries to provide expert advice about the assumptions made and the effect on the pension liability of the changes in these assumptions (see accounting policy note 1.M for further details).

Note 2 Analysis of Income for the year ended 31 March 2023

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,291	604	0	1,895
Income from Charitable events	0	0	0	0
Legacies	1,358	27	0	1,386
Grants from government and other public bodies	228	0	0	228
Total Donations and Legacies	2,878	631	0	3,509
Charitable Activities				
Residential and Community	33,653	0	0	33,653
Education and Care	9,848	0	0	9,848
Community Engagement	16	299	0	315
Trusts	0	0	0	0
Total Charitable Activities	43,517	299	0	43,816
Other Trading	1,028	0	0	1,028
Investment Income	191	0	0	191

Note 2 Analysis of Income for the year ended 31 March 2022

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	1,026	405	-	1,431
Income from Charitable events	20	-	-	20
Legacies	2,264	21	-	2,285
Grants from government and other public bodies	1,088	1,137	-	2,225
Total Donations and Legacies	4,398	1,563	-	5,961
Charitable Activities				
Residential and Community	33,268	-	-	33,268
Education and Care	8,477	376	-	8,853
Community Engagement	-	-	-	-
Trusts	24	-	-	24
Total Charitable Activities	41,769	376	-	42,145
Other Trading	2,784	-	-	2,784

Note 2 Analysis of Income for year ended 31 March 2023

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	963	340	0	1,304
Income from Charitable events	0	0	0	0
Legacies	1,358	27	0	1,386
Grant from Government & Other public bodies- Note 2a	228	0	0	228
Total Donations and Legacies	2,550	367	0	2,917
Charitable Activities	0			
Residential and Community	32,857	0	0	32,857
Education and Care	9,848	0	0	9,848
Community Engagement	0	0	0	0
Trusts	0	0	0	0
Total Charitable Activities	42,705	0	0	42,705
Other Trading	795	0	0	795

Note 2 Analysis of Income for the year ended 31 March 2022

Charity	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Donations and Legacies				
Donations	916	405	-	1,321
Income from Charitable events	-	-	-	-
Legacies	2,264	21	-	2,285
Grant from Government & Other public bodies Note 2a	1,000	844	-	1,844
Total Donations and Legacies	4,180	1,270	-	5,450
Charitable Activities				
Residential and Community	33,268	-	-	33,268
Education and Care	8,473	-	-	8,473
Community Engagement	-	-	-	-
Trusts	24	-	-	24
Total Charitable Activities	41,765	-	-	41,765
Other Trading	78	-	-	78

Note 2a Grants receivable from government and other public bodies for the year ended March 2023

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds £'000	Total Funds £'000
Grant Income				
Greater London Authority	0	0	0	0
Rural Payment Agency	0	0	0	0
Coronavirus Job Retention Scheme (CJRS)	154	0	0	154
Inner and Outer London Authorities	0	0	0	0
Non-London Local Authorities	74	0	0	74
	228	0	0	228

Note 2a Grants receivable from government and other public bodies for the year ended March 2022

Group	Unrestricted Funds £'000	Restricted Funds £'000	Endowment funds Total Funds £'000	Total Funds £'000
Grant Income				
Greater London Authority	-	844	-	844
Rural Payment Agency	-	-	-	-
Coronavirus Job Retention Scheme (CJRS)	162	-	-	162
Inner and Outer London Authorities	240	-	-	240
Non-London Local Authorities	686	293	-	979
	1,088	1,137	-	2,225

Grant income from London and Non London local Authorities received for Covid 19 related control measures including PPE

Note: 3 Income from Investments for the year ended 31 March 2023

Group	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
				0

Analysis of Income from Investments

Property Rental	75	-	-	75
Interest Receivable	59	0	0	59
Other Investment income	56	0	0	56
Total Investment income	191	0	0	191

Analysis of gain/(loss) from Investment Revaluation

Listed Investment	(79)	0	0	(79)
Investment Property	(105)	0	0	(105)
Social Investment	0	0	0	0
Total gain/(loss) from Investment Revaluations	(184)	0	0	(184)

Note: 3 Income from Investments for the year ended 31 March 2022

Group	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
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Analysis of Income from Investments

Property Rental	39	-	-	39
Interest Receivable	-	-	-	-
Other Investment income	9	-	-	9
Total Investment income	48	-	-	48

Analysis of gain/(loss) from Investment Revaluation

Listed Investment	11	5	-	16
Investment Property	1,139	-	-	1,139
Social Investment	(224)	-	-	(224)
Total gain/(loss) from Investment Revaluations	924	5	-	929

Note: 3 Income from Investments for the year ended 31 March 2023

Charity	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
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Analysis of Income from Investments

Property Rental	75	-	-	75
Interest Receivable	59	-	-	59
Other Investment income	0	-	-	0
Total Investment income	134	0	0	134

Analysis of **gain/(loss)** from Investment Revaluation

Listed Investment	(80)	0	0	(80)
Investment Property	(105)	0	0	(105)
Social Investment	0	-	-	0
Total (gain)/loss from Investment Revaluations	(185)	0	0	(185)

Analysis of **gain/(loss)** from Property Revaluation

Functional Property	0	0	0	0
Total (gain)/loss from Investment Revaluations	0	0	0	0

Note: 3 Income from Investments for the year ended 31 March 2022

Charity	Unrestricted Fund £'000	Restricted Fund £'000	Endowment Fund £'000	Total £'000
Analysis of Income from Investments				
Property Rental	-	-	-	-
Interest Receivable	-	-	-	-
Other Investment income	9	-	-	9
Total Investment income	9	-	-	9
Analysis of gain/(loss) Investment Revaluation				
Listed Investment	11	5	-	16
Investment Property	1,139	-	-	1,139
Social Investment	(224)	-	-	(224)
Total (gains)/loss from Investment Revaluations	926	5	-	929
Analysis of gain/loss from Property Revaluation				
Functional Property	8,045	-	-	8,045
Total (gains)/loss/ from Investment Revaluations	8,045	-	-	8,045

Income from Trust £1,3m refers to income from the sale of land owned by Kingsley Hall Trust for the development and used of KHCC. The same value has been as treated as endowment fund.

It all adds up to

Livability

Note: 4 Profit/(Loss) on Disposal of Fixed assets

	Group	
	2023	2022
	£'000	£'000

	Charity	
	2023	2022
	£'000	£'000

Functional Property

Disposal Proceeds net of costs	535	7,940	535	7,940
Net book value of disposal assets	(665)	(5,362)	(665)	(5,362)
Gain/(Losses) on Disposal	(130)	2,578	(130)	2,578

Investment Property

Disposal Proceeds net of costs	1,111	0	1,111	0
Net book value of disposal assets	(1,276)	0	(1,276)	0
Gain/(Losses) on Disposal	(166)	0	(166)	0

Endowment Property

Disposal Proceeds net of costs	1,300	0	0	0
Net book value of disposal assets	-	0	0	0
Gain/(Losses) on Disposal	1,300	0	0	0

Note 5 Expenditure Analysis for the year ended 2023

Group	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	632	14	0	646
Internal Fundraising Costs	0	0	0	0
Support Costs	617	0	0	617
Total Raising Funds	1,249	14	0	1,263
Costs of Charitable activities				
Residential and Community	39,485	110	0	39,594
Education	11,516	241	0	11,757
Community Engagement	396	15	46	457
Trusts	0	0	0	0
Total Charitable activities	51,396	366	46	51,808
Other	378	386	0	764

Note 5 Expenditure Analysis for the year ended 2022

Group	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,648	27	-	1,675
Internal Fundraising Costs	-	-	-	-
Support Costs	-	-	-	-
Total Raising Funds	1,648	27	-	1,675
Costs of Charitable activities				
Residential and Community	36,924	116	-	37,040
Education	8,417	369	-	8,786
Community Engagement	32	-	-	32
Total Charitable activities	45,373	485	62	45,920

Note 5 Expenditure Analysis for the year ended 31 March 2022

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	1,645	27	-	1,672
Internal Fundraising Costs	-	-	-	-
Support Costs	-	-	-	-
Total Raising Funds	1,645	27	-	1,672
Costs of Charitable activities				
Residential and Community	36,422	116	-	36,538
Education	8,417	21	-	8,438
Community Engagement	32	-	-	32
Trusts	-	-	-	-
Total Charitable activities	44,871	137	-	45,008
Other	-	844	-	844
Other	1,848	844	-	2,692

Note 5 Expenditure Analysis for the year ended 31 March 2023

Charity	Unrestricted Funds £'000	Restricted Fund £'000	Endowment Funds £'000	Total Funds £'000
Analysis of Expenditure				
Raising Funds	632	14	0	646
Internal Fundraising Costs	0	0	0	0
Support Costs	617	0	0	617
Total Raising Funds	1,249	14	0	1,263
Costs of Charitable activities				
Residential and Community	39,485	110	0	39,594
Education	10,719	10	0	10,730
Community Engagement	(0)	0	0	(0)
Trusts	0	-	-	0
Total Charitable activities	50,204	120	0	50,324
Other	178			178

Allocation of Support Costs for year ended 31 March 2023

	Raising Funds	Residential & Communication	Education	Community Engagement	Total 2023
	£'000	£'000	£'000	£'000	£'000
Senior Management	26	238	70	0	334
Human Resources	37	336	98	0	470
Finance	187	1,703	498	0	2,389
Information Technology	146	1,332	390	0	1,868
Corporate Services	195	1,774	519	0	2,488
Marketing and Communications	26	241	71	0	339
	617	5,625	1,646	0	7,888

Group Only**Analysis of Direct and Support Costs****Direct Costs****Support Costs****Total
2022/23**

	£'000	£'000	£'000
Internal Fundraising cost			
Bought in services	646	617	1,263
Support costs	-	-	-
Total Raising Funds	646	617	1,263
Costs of Charitable activities	-	-	-
Residential & Community	33,969	5,625	39,594
Education	10,111	1,646	11,757
Community Engagement Trusts	457	(0)	457
Total Charitable Activities	44,537	7,271	51,808
Other	764	-	764

Group Only			
Analysis of Direct and Support Costs	Direct Costs	Support Costs	Total
	£'000	£'000	2021/22
			£'000
Internal Fundraising cost			
Bought in services	1,422	253	1,675
Support costs	-	-	-
Total Raising Funds	1,422	253	1,675
Costs of Charitable activities	30,820	6,282	37,102
Residential & Community	7,391	1,395	8,786
Education	21	11	32
Community Engagement	-	-	-
Trusts			
Total	38,232	7,688	45,920
Other	2,692	-	2,692

Note: 6 Staff and Staffing costs

	Group	Group		
	2023	2023	2022	2022
	Number	FTE	Number	FTE
Education Services	303	295	281	250
Residential and Community Services	888	781	963	866
Community Engagement	1	1	1	1
Generating Funds	13	13	6	9
Support Function	145	150	123	135
Total	1,350	1,240	1,374	1,261

Net income/(Expenditure) is stated after charging	Group	
	2023 £'000	2022 £'000
Depreciation	737	1,156
Audit current year	65	70
Other services	-	-
Other group auditors		
Interest payable	546	393
Operating lease charges:		
Land and Buildings	1,510	642
Other equipment	39	37

Analysis of staff costs	Group		Charity	
	2023 £'000	2022 £'000	2023 £'000	2022 £'000
Wages and Salaries	28,193	26,657	27,120	26,221
Social Security costs	2,388	2,155	2,308	2,125
Employer contributions to defined contribution pension schemes	981	885	924	875
Operating Costs of defined benefit pension	178	256	178	256
Redundancy and Termination Payments	86	117	86	117
Agency staff	9,307	5,877	9,307	5,877
Total staff cost	41,133	35,947	39,924	35,471

For the Group, redundancy payments were £45k (2022 £101k) and the termination payments were £41k (2022 £16k).

High paid staff - Group

The number of staff with remuneration excluding employer pension contribution of £60,000 or above, split into bands of £10,000 was:

	2023	2022
£60,000 - £69,999	8	8
£70,000 - £79,999	2	1
£80,000 - £89,999	1	1
£90,000 - £99,999	1	2
£100,000 - £109,999	2	-
£110,000 - £119,999	-	-
£120,000 - £129,999	-	-
£130,000 - £139,999	-	-
£140,000 - £149,999	-	-
£150,000 - £159,999	-	1
£160,000 - £169,999	1	-

Remuneration of key management personnel (Executive Leadership team)

	2023 £'000	2022 £'000
Wages and salaries	491	356
Contributions to defined contribution pension schemes	44	7
Termination payments	-	-
Employers national Insurance	66	45
Agency staff	-	162
Total	601	570

Note 7: Subsidiary Undertaking

Name	Function	Company Registration	Registered Charity number	Financial Year end
Livability Icanho Limited	Brain injury rehabilitation Services	2167304	N/A	31st March
Kingsley Hall Church and Community Centre, a company limited by guarantee.	Social and religious services to the Becontree Estate	6129881	1120001	31st March
Livability Contracting Services Limited	Construction and related services to the Livability group	3594964	N/A	31st March
East Holton Charity a company limited by guarantee	Dormant	2717228	1011867	31st March
Holton Lee Limited	Dormant	2871759	N/A	31st March
The Shaftesbury Society, a company limited by guarantee	Predecessor charity to Livability	38751	221948	31st March
Prospects for People with learning disabilities, a company limited by guarantee	Dormant	3305658	1060571	31st March
At Home in the Community Limited, a company limited by guarantee	Dormant	2470260	803280	31st March
John Grooms, a company limited by guarantee	Dormant	113685	212463	31st March
Prospects Trading Limited	Dormant	3222851	N/A	31st March
A Cause for Concern	Dormant	N/A	271600	31st March
Livability Trading Limited	Dormant	3232362	N/A	31st March
Shaftesbury Care Limited	Dormant	3232329	N/A	31st March

It all adds up to

Livability

	Turnover	Operating profit or net incoming /(outgoing) resources	Transfer to the charity	Aggregate Assets	Aggregate Liabilities	Net Asset/ (Liabilities)
Shaftesbury Society	0	(1)	0	46	0	46
Livability Icanho	796	13	13	1	1	0
Kingsley Hall Church and Community Centre	2,319	1,221	0	7,244	(725)	6,519
Livability Contracting Services Ltd	176	(0)	0	272	(272)	(0)
	3,291	1,233	13	7,563	998	6,564

Note: 8 Tangible Fixed Assets

Group	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2022	38,806	2,827	1,685	10,624	53,942
Additions	257	21	16	454	748
Transfer	2,827	(2,827)	0	0	0
Disposals	(650)	0	0	(41)	(691)
Revaluation adjustments	(160)	0	92	584	516
At 31 March 2023	41,080	21	1,792	11,621	54,514
Depreciation at 1 April 2022	(892)	0	(300)	(9,578)	(10,770)
Charged in the year	(485)	0	(27)	(300)	(811)
Revaluation Adjustments	556	0	(53)	(873)	(370)
Release on disposal	8	0	0	17	25
At 31 March 2023	(813)	0	(380)	(10,734)	(11,927)
Net book value at 31 March 2023	40,267	21	1,413	888	42,589
Net book value at 31 March 2022	37,914	2,827	1,385	1,046	43,171

Group Fixed assets include assets with carrying values of £28m (2022: £28m) which have been pledged as security for bank loans disclosed in note 12.

Note: 8 Tangible Fixed Assets

Charity	Functional Freehold Property £'000	Asset under construction £'000	Functional leasehold Property £'000	Other Fixed Assets £'000	Total £'000
Cost at 1 April 2022	35,512	0	1,700	11,193	48,405
Additions	257	21	16	454	747
Transfer	0	0	0	0	0
Disposals	(650)	0	0	(41)	(691)
Revaluation adjustments	273	0	77	(73)	277
At 31 March 2023	35,392	21	1,792	11,532	48,738
Depreciation at 1 April 2022	0	0	(324)	(10,389)	(10,712)
Charged in the year	(414)	0	(27)	(295)	(736)
Revaluation adjustments	(102)	0	(29)	(1)	(131)
Release on disposal	8	0	0	17	25
At 31 March 2023	(508)	0	(380)	(10,666)	(11,555)
Net book value at 31 March 2023	34,883	21	1,412	866	37,184
Net book value at 31 March 2022	35,512	0	1,376	805	37,693

Charity Fixed assets include assets with carrying values of £28m (2022: £28m) which have been pledged as security for bank loans disclosed in note 12.

Revaluation adjustment refers to presentation adjustment to align the register to the balance sheet. The net impact is £146k.

Note: 9 Financial Investments

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Analysis of changes in investment values				
Investments at start of year	3,195	2,017	3,165	1,998
Additions	0	-	0	-
Disposals	(1,325)	-	(1,325)	-
Gains on revaluation/Listed Investment	21	1,178	21	1,167
Impairment of Subsidiary investment	-	-	0	-
Investments at the year end	1,891	3,195	1,863	3,165

Analysis of Investments

Investment Properties	1,057	2,307	1,057	2,307
Cash and Equivalents	190	175	190	175
Listed investments	636	713	608	675
Investments in subsidiary entities	8	-	8	8
Total Investments	1,891	3,195	1,863	3,165

Note: 10 Social Investments

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Analysis of changes in investment values				
Investments at start of year	4,067	6,536	4,067	6,536
Additions	0	-	0	-
Disposals	0	(2,245)	0	(2,245)
Gains/(Losses) on revaluation	(105)	(224)	(105)	(224)
Social Investments at the year end	3,962	4,067	3,962	4,067

Note: 11 Debtors

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Trade Receivables	1,067	1,637	1027	1,630
Prepayments and Accrued Income	1,723	2,649	1,679	2,618
Other Debtors	359	868	334	707
Amounts due from Subsidiary undertaking	0	-	232	1,663
Investments at the year end	3,149	5,154	3,271	6,618

Note: 12 Creditors

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Amounts falling due within 1 year				
Derivative Financial Instrument Liabilities		0		0
Trade Payables	3,206	2,079	3,202	1,929
Accrued charges and Deferred income	1,685	1,790	1,649	1,753
Taxation and Social Security	573	587	573	587
Bank Loans within 1yr	371	437	354	414
Other Creditors	1,355	1,406	1,344	1,326
Amounts due to Group Entities	0	-	180	628
	7,191	6,299	7,301	6,637

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Amount falling due after more than 1 year:				
Accrued charge and Deferred income	-	-	-	-
Other loans	-	-	-	-
Bank loans	9,471	9,796	8,776	9,086
	9,471	9,796	8,776	9,086

The Bank Loans are repayable by instalments falling due in the following periods:

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Within 1 year	371	437	354	414
Within 1 - 2 years	1,141	450	446	426
Within 2 - 5 years	1,433	1,472	1,433	1,395
After 5 years	6,897	7,874	6,897	7,265
	9,843	10,233	9,131	9,500

The lenders, principle terms of borrowing and the security given for the borrowings are set out in the table below:

Facility Provider:	Interest Basis	Margin	31 March 23	Repayable by
		%	£'000	
Metro Bank Term Loan	Metro Bank base rate	3.25%	5,754	15/03/2029
Metro Bank Term Loan	Metro Bank base rate	3.75%	3,746	15/03/2029
Charity Bank Term Loan (Group - KHCC)	Bank of England	3.25%	733	20/06/2043

Note 13 Pensions

The Charity contributes to seven staff pension schemes, which are:

A Group Personal Pension Plan defined contribution scheme operated by **Aegon** which all permanent non-bank employees of Livability, who have successfully completed their probationary period of employment, were eligible to join until October 2013.

A Group Personal Pension Plan defined contribution scheme operated by the **People's Pension** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator.

A Group Personal Pension Plan defined contribution scheme operated by **Legal and General** into which all employees are enrolled when they meet the criteria for automatic enrolment and are not already enrolled in a pension scheme that meets the criteria of the Pensions Regulator

The Livability Final Salary Pension Scheme ("Livability DB scheme"), a defined benefit scheme which was closed to new members and further service accrual in June 2007. This scheme is administered by The Pensions Trust.

The John Grooms Pension and Assurance Scheme ("JGPAS"), a defined benefit scheme, which had been closed to new members some years ago, was closed to further service accrual in June 2007. This scheme is administered by XPS.

The Teachers' Pension Scheme (a multi-employer defined benefit scheme) in which teaching staff are eligible to be members, and to which the Charity contributes at a rate fixed by the Fund actuaries.

The Pensions Trust Growth Plan (a multi-employer defined benefit scheme). There only 1 active member of this scheme which is closed to further benefit accrual; contributions are made at the minimum level required to maintain membership of the scheme and for reduction of the deficit in the scheme. Withdrawal from the scheme would trigger a liability estimated at 31 March 2023 at £24,000 (2022:

£37,000). There is no intention to withdraw from the scheme and therefore this liability is not recognised in the Accounts at 31 March 2023.

Kingsley Hall Church and Community Centre contributes to a defined contribution scheme operated by the Pensions Trust for one member of staff.

The Livability DB scheme and JGPAS were closed to new members and benefit accrual in June 2007; members employed at the closure date retain a link between their salary and benefits payable until their retirement or their earlier date of leaving employment.

The cost of employer contributions to the defined contribution plans was £1,278,000 in the year (2022: £1,774,000). There are no prepaid contributions in respect of any of the schemes at the balance sheet date.

The defined benefit schemes are both contracted-out of the State Second Pension Scheme (S2P) and their assets are held separately from those of the Charity. Contributions to the schemes were agreed with the schemes' Trustees, in accordance with the agreed technical provisions and recovery periods agreed for each scheme.

The last triennial valuation of the Livability DB scheme was carried out as at 30 September 2020 and has been updated to 31 March 2021 by an independent qualified actuary, in accordance with FRS 102.

This most recent actuarial valuation as at 30 September 2018 showed a deficit of £6,140,000. The employer has agreed with the Trustee that it will aim to eliminate the deficit over a period of 3 years and 10 months from 1 April 2020 by the payment of annual contributions of £1,100,000, increasing at 2.6% per annum with first increase on 1 April 2021, in respect of the deficit. In addition, the employer will pay annual contributions of £115,000 in respect of scheme expenses.

The recovery contribution made to the Livability DB scheme by the Charity in the year was £1,278,000, as set out in the previous agreed deficit recovery plan, plus a contribution for administration expenses of £113,000.

Year	Description	Livability DB	JGPAS	Growth Plan	Total
2023	Fair value of scheme assets	28,885	15,263	–	44,148
	Present value of scheme liabilities	(28,586)	(13,702)	(24)	(42,312)
2022	Fair value of scheme assets	39,591	20,320	–	59,911
	Present value of scheme liabilities	(39,388)	(19,188)	(37)	(58,613)
2021	Fair value of scheme assets	38,086	20,155	–	58,241
	Present value of scheme liabilities	(40,988)	(20,674)	(204)	(61,866)
2020	Fair value of scheme assets	35,076	18,921	–	53,997
	Present value of scheme liabilities	(35,221)	(19,283)	(241)	(54,745)
2019	Fair value of scheme assets	33,457	18,612	–	52,069
	Present value of scheme liabilities	(36,456)	(20,068)	(293)	(56,817)

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total
	2023	2023	2023	2023
	£000	£000	£000	£000
Equity	590	3,650	–	4,240
Bonds	2,087	8,801	–	10,888
Property	2,476	–	–	2,476
Other	22,300	–	–	22,300
Cash and current liabilities	1,432	2,812	–	4,244
Fair value of scheme assets	28,885	15,263	–	44,148
Present value of scheme liabilities	(28,586)	(13,702)	(24)	(42,312)
Effect of asset ceiling	(299)	(1,561)	–	(1,860)
Pension liability disclosed in the financial statements	-	-	(24)	(24)
The actual return on scheme assets over the period was:	(10,576)	(4,941)	–	(15,517)

The assets in the schemes were:

	Livability DB	JGPAS	Growth Plan	Total
	2022	2022	2022	2022
	£000	£000	£000	£000
Equity	5,942	6,505	–	12,447
Bonds	18,260	11,092	–	29,352
Property	2,809	–	–	2,809
Other	12,087	–	–	12,087
Cash and current liabilities	493	2,723	–	3,216
Fair value of scheme assets	39,591	20,320	–	59,911
Present value of scheme liabilities	(39,388)	(19,188)	(37)	(58,613)
Effect of asset ceiling	(203)	(1,132)	–	(1,335)
Pension liability disclosed in the financial statements	-	-	(37)	(37)
The actual return on scheme assets over the period was:	1,626	372	–	1,998

An actuarial valuation of JGPAS was carried out as of 31 March 2015 and updated to 31 March 2021 by an independent qualified actuary. The recovery contribution made to the Scheme by the employer in the year was £530,000. The contributions for the year to 31st March 2023 are expected to be £Nil.

Amounts recognised in the Consolidated Statement of Financial Activities have been:

	2023	2022	2021	2020
	£000	£000	£000	£000
Expenses	178	113	116	120
Past service cost	0	—	—	—
Net interest cost	(59)	55	(1)	93
Included in net (income) / expenditure	119	168	115	213
Actuarial (gains) / losses	1,625	(1,930)	4,557	2,423

Total recognised (gains) and losses reported in the SOFA	1,744	(1,762)	4,672	2,636
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Contributions and administration fees payable in the year ending 31 March 2022 are expected to be:

	£000
The Livability Final Salary Pension Scheme	1,244
The Pensions Trust Growth Plan	52
John Grooms Pension and Assurance Scheme	530
	1,826

Contributions and administration fees payable in the year ending 31 March 2023 are expected to be:

	£000
The Livability Final Salary Pension Scheme	1,440
The Pensions Trust Growth Plan	13
John Grooms Pension and Assurance Scheme	541
	1,994

Note: 14 (Group) Funds

	Restated Balance at 31 March 2022 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2023 £'000
Designated Funds						
Maintenance reserves - Designated	9,653	0	0	0	0	9,653
Revaluation fund	14,617	0	0	0	0	14,617
Total Designated funds	24,270	0	0	0	0	24,270
Unrestricted Funds						
General fund	9,738	47,552	(53,325)	0	848	4,813
Unrestricted Funds before Pension Liability	34,008	47,552	(53,325)	0	848	29,084
Pension Reserve	(37)	59	(178)	(1,625)	1,757	(24)
Total Unrestricted Funds	33,971	47,611	(53,503)	(1,625)	2,605	29,060
Restricted Funds						
Education	347	4	(9)	0	(12)	330
Residential & Community Services	1,668	158	(114)	0	(686)	1,027
Community Engagement	25	207	(9)	0	(4)	218
Giving by Lending	57	0	(0)	0	(0)	57
F Clements Will Trust	30	0	0	0	0	30
Kingsley Hall Church & Community Hall	3,463	563	(632)	0	(553)	2,840
Kingsley Hall, Dagenham	765	0	0	0	(765)	0
Prospects	61	0	(1)	0	0	60
Holton Lee	301	0	0	0	0	301
Total Restricted Funds	6,717	931	(766)	0	(2,020)	4,861
Permanent Endowment Funds						
Chiswick	475	0	0	0	1	476
Highway	2,503	0	0	0	43	2,547
Marsh St	922	0	0	0	32	954
Coney Hill Will	26	0	0	0	22	48
Welcome	986	0	0	0	214	1,200
Kingsley Hall, Dagenham	570	1,300	(46)	0	33	1,857
SHBEF	34	0	0	0	-6	28
Shaftesbury Development	1,017	0	0	0	(939)	78
Beddington	68	0	0	0	16	84
Total Permanent Endowment Funds	6,601	1,300	(46)	0	(585)	7,271
Total Funds	47,289	49,842	(54,314)	(1,625)	(0)	41,191

Included in the transfers column is an opening balance adjustment to correct the fund balances of Kingsley Hall. The net effect is zero, but there are significant movements between the restricted funds and unrestricted funds.

Note: 14 (Group) Funds						
	Restated Balance at 31 March 2021 £'000	Income £'000	Expenditure £'000	Unrealised gains/(losses) £'000	Transfers £'000	Balance at 31 March 2022 £'000
Designated Funds:						
Maintenance reserves - Designated	9,653	0	0	0		9,653
Revaluation fund	8,230	0	0	8,045	(1,658)	14,617
Total Designated funds	17,883	0	0	8,045	(1,658)	24,270
Unrestricted Funds						
General fund	6,072	51,577	(48,869)	926	32	9,738
Unrestricted Funds before Pension Liability	23,955	51,577	(48,869)	8,971	(1,626)	34,008
Pension Reserve	(3,625)	0	0	1,930	1,658	(37)
Total Unrestricted Funds	20,330	51,577	(48,869)	10,901	32	33,971
Restricted Funds						
Education	343	47	(36)	5	(12)	347
Residential & Community Services	1,694	368	(379)	0	(15)	1,668
Community Engagement	56	0	(27)	0	(4)	25
Giving by Lending	57	0	(0)	0	(0)	57
F Clements Will Trust	30	0	0	0	0	30
Kingsley Hall Church & Community Hall	2,863	1,513	(913)	0	0	3,463
Kingsley Hall, Dagenham	765	0	0	0	0	765
Prospects	61	2	(1)	0	(1)	61
Holton Lee	292	9	0	0	0	301
Total Restricted Funds	6,161	1,939	(1,356)	5	(32)	6,717
Permanent Endowment Funds						
Chiswick	475	0	0	0	0	475
Highway	2,503	0	0	0	0	2,503
Marsh St	922	0	0	0	0	922
Cloney Hill Will	26	0	0	0	0	26
Welcome	986	0	0	0	0	986
Kingsley Hall, Dagenham	632	0	(62)	0	0	570
SHBEF	34	0	0	0	0	34
Shaftesbury Development	1,017	0	0	0	0	1,017
Beddington	68	0	0	0	0	68
Total Permanent Endowment Funds	6,663		(62)			6,601
Total Funds	33,154	53,516	(50,287)	10,906	(0)	47,289

A maintenance reserve and a revaluation reserve funds were created in line with the new reserve policy adopted by the trustees during the year. The property fund and the equipment fund were closed and transferred to reflect the change in the reserve policy.

During the year, £2.6m was transferred from restricted funds to unrestricted funds. Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objects of Livability. All expenses were individually identified and satisfies the reason for the transfer from restricted to unrestricted funds.

During the year end 2019, the endowment fund for Kingsley Hall was recognised and transferred from restricted fund to permanent endowment fund. The endowment fund was included as restricted fund under the group consolidation in earlier years. As at March 2023, £1.8m of unrestricted funds relates to Kingsley Hall and is accounted for in the transfer of funds. £1.3m of Endowment funds relate to the Sale of land during the financial year.

During the year end March 2023, £0.8m has been adjusted by a transfer from restricted funds to unrestricted funds. Restricted funds are those funds that are available for specific, restricted purposes within the overarching charitable objects of Livability. All expenses were individually identified and satisfies the reason for the transfer from restricted to unrestricted funds.

Note 14 Funds (Group)

Name of Fund	Description, nature and purpose of Fund
Unrestricted Funds	
Property Fund	Represents the total amount (at cost less depreciation, impairment, unamortised government grants, mortgages and secured bank loans) invested in freehold and leasehold properties used for the functional purpose of the charity
Revaluation Fund	Represents the difference between depreciated historical cost and carrying value of the charity's property and investment assets resulting from revaluation
Equipment Fund	Represents the total amount at cost of valuation, less depreciation and unamortised government grants and direct borrowing, invested in fixtures and fittings and motor vehicles used for the functional purposes of the charity
General Funds	Represents undesignated monies retained to provide the working capital to enable the charity to carry out its activities
Pension Reserve	Represents the deficit in the charity's defined benefit pension schemes, as calculated under FRS 102
Restricted Funds	
Education	Various funds received to support individual educational establishments
Residential and Community Services	Various funds received to support individual adult support establishments and holidays, lifestyle and other operations
Giving by Lending	Monies received from individuals
F Clements Trust Fund	Income from this fund is to support the charity's general activities
Kingsley Hall Church and Community Centre	Represents the net assets of Kingsley Hall Church and Community Centre
Kingsley Hall, Dagenham	To promote social, educational and religious nature for the benefit of local residents
Holton Lee	Various funds supporting the work at Holton Lee
Prospects	Various funds brought in and maintained as part of the merger with Prospects

Note 14 Funds (Group)(Cont'd)

Permanent Endowment Funds	Commonly Known as	Objects
Chiswick Mission	Chiswick	To promote local mission purposes
Highway Evangelical Church (Stratford)	Highway	To promote local church and mission purposes
Marsh Street Mission (Walthamstow)	Marsh Street	To promote local mission purposes
The Coney Hill Will	Coney Hill Will	To promote the education and welfare of children and young persons
The Shaftesbury Welcome Mission (Battersea)	Welcome	To promote local mission and community purposes
Kingsley Hall, Dagenham	Kingsley Hall	To promote social, education and religious nature for the benefit of local residents
Samuel Hale Bibby Endowment Fund	SHBEF	To advance the education of children and young persons with physical disabilities
The Shaftesbury Development Fund	Shaftesbury Development	To apply income to the general purposes of Livability
The Beddington Fund	Beddington	To benefit children and young persons by ministering to their needs; aiding their advancement in life; establishing, taking over and maintaining homes; generally promoting their education and welfare

Note: 15 Analysis of Net Assets by Funds for year ended 31 March 2023

	General £'000	Designated £'000	Pension £'000	Restricted £'000	Permanent Endowment £'000	Total £'000
Tangible Fixed Assets	9,691	28,222	-	2,617	2,059	42,589
Financial Investments	548	-	-	57	1,286	1,891
Social Investments	-	1,337	-	-	2,625	3,962
Cash	4,324	-	-	1,962	-	6,286
Other current assets	2,024	-	-	226	1,300	3,550
Current liabilities	(7,591)	-	-	-	-	(7,591)
Long-term liabilities	(4,182)	(5,289)	(24)	-	-	(9,495)
Funds at 31 March 2023	4,814	24,270	(24)	4,861	7,271	41,191

Note: 15 Analysis of Net Assets by Funds for the year ended 31 March 2022

	General	Designated	Pension	Restricted	Permanent Endowment	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible Fixed Assets	15,981	24,566	-	-	2,625	43,172
Financial Investments	-	2,266	-	-	929	3,195
Social Investments	-	670	-	-	3,397	4,067
Cash	5,950	-	-	1,883	-	7,833
Other current assets	4,589	-	-	565	-	5,154
Current liabilities	(6,113)	-	-	(186)	-	(6,299)
Long-term liabilities	(3,192)	(5,754)	(37)	(850)	-	(9,833)
Funds at 31 March 2022	17,215	21,748	(37)	1,412	6,951	47,289

Note: 16 Obligations under Operating Leases

Group and Charity	2023			2022		
	£'000 Land & Building	£'000 Other Equipment	£'000 Total	£'000 Land & Building	£'000 Other Equipment	£'000 Total
Within 1 year	1,517	28	1,545	1,391	28	1,419
In 2 - 5 years	4,214	9	4,223	3,840	13	3,853
Over 5 years	10,746	-	10,746	10,075	-	10,075
	16,477	37	16,514	15,306	41	15,347

Note: 17 Financial Instruments

	Group		Charity	
	2023	2022	2023	2022
	£'000	£'000	£'000	£'000
Financial Assets at Fair Value through income & Expenditure				
Financial Investments	1,891	3,195	1,863	3,165
Social Investments	3,962	4,067	3,962	4,067
Financial Liabilities at Fair Value through income & Expenditure				
Interest rate options		-		-
Secured loans		-		-
Financial Liabilities measured at amortised cost				
Bank loans	(9,130)	(10,377)	(9,130)	(9,500)
Trade creditors	(3,206)	(2,079)	(3,202)	(1,929)
Amounts due to subsidiaries		-	(180)	(628)

Note 18 Related Parties

One Trustee received £25,000 for providing consulting services. No other trustee received remuneration in respect of their services as Trustees of Livability. Travel and other out of pocket expenses were reimbursed to 4 Trustees in the year to the value of £8,154 (2022:£5,251) and cost of providing training to Trustees in relation to their duties was £Nil (2022:Nil).

Livability received donations of £0 (2022: £360) from the Trustees.

It all adds up to

Livability

2023	Shaftesbury Society	Livability Icanho Ltd	Kingsley Church and Community Centre	Livability Contract Services Ltd	East Holton Charity	Holton Lee Ltd	Prospects for People with Learning Disabilities
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Balance sheet amounts							
Amounts due to Parent undertaking	0	0		232	0	0	8
Amounts due from Parent undertaking	18	2	0	160	0	0	0
Income							
Donation from Parent Charity	0	0	0	0	0	0	0
Expenditure							
Charitable Donation paid 2022		13					
Balance sheet amounts							
Amounts due from Parent undertaking	18	-	-	-	-	-	8
Income							
Donation from Parent Charity							
Expenditure							
Charitable Donation paid		0					

Trusts and supporters 2022-23

As well as the organisations listed below for their contributions towards our work, we also extend our thanks to those organisations who wished to remain anonymous, the families of those who remembered Livability in their Wills, and the thousands of generous individuals whose support makes such an enormous difference to our work and the people we support.

Trusts and Foundations

The Alice Ellen Cooper-Dean Charitable Foundation

The Barbara Price Charitable Trust

Dudley and Geoffrey Cox Charitable Trust

The Edith Murphy Foundation

The G F Macauley Charitable Trust

The Haremead Trust

Homelands Charitable Trust

Joan Ainslie Charitable Trust

Miss Patricia Ann Herberts Charitable Trust

The Thomson-Bree Charitable Trust

The Valentine Charitable Trust

Lawson Trust

Supporters

Masks for NHS Heroes

#Willdoes

Roy and Audrey Bradford

LNER

Will and Maria Black

Friends of Victoria Education Centre

Friends of John Grooms Court

Friends of Netteswell Rectory

Organisational details

Patron: Her Royal Highness, The Princess Royal

Vice-Patrons: The Rt Hon The Earl of Shaftesbury, Nicholas Ashley-Cooper

President: The Most Revd and Rt Hon Justin Welby, Archbishop of Canterbury

Senior Vice-President: Baroness Valerie Howarth of Breckland OBE

Vice-Presidents

Lord Donald Curry of Kirkharle CBE

David Harmer

Roy McCloughry

The Rt Hon Lord McColl of Dulwich CBE

Sarah Omond

Pamela Rhodes

The Revd Canon Roger Royle

Revd Michael Shaw

Trustees

John Robinson CBE, Chair of Trustees (appointed as Chair on 29 March 2022)

Anne Anketell (resigned 11 April 2023)

The Rt Revd Richard Frith (appointed 15 April 2022)

Duncan Ingram, Chair of Strategic Business Committee (appointed 15 April 2022)

Canon Sue Johns, Chair of Safeguarding and Services Committee (appointed 16 January 2020)

Tom O'Connor, Deputy Chair (appointed 15 April 2022)

Lisa Quinlan-Rahman (appointed 22 June 2022)

John Weaving, Chair of Audit Committee until 27 October 2022 (appointed 16 January 2020)

Andrew Wilson (appointed 21 March 2018)

Peter Woodall, Chair of Audit Committee since 27 October 2022 (appointed 16 January 2020)

Senior officers

Chief Executive Officer – Sally Chivers (appointed 29 July 2019)

Executive Director for Education - Adele Audin (appointed 19 January 2021)

Finance Director – Ayodele Laleye (appointed 3 February 2022, resigned 31 January 2023)

Acting Finance Director – Siva Gopalakrishnan (appointed 3 February 2023)

Executive Director of Care Operations – Jane Percy (appointed 11 May 2019)

Principal solicitors: Anthony Collins LLP, 134 Edmund Street, Birmingham, B3 2ES

Principal bankers: Metro Bank plc, One Southampton Row, WC1B 5HA

Auditors: Crowe UK LLP, 55 Ludgate Hill, London EC4M 7JW

Registered office: Coburg House, 1 Coburg Street, Gateshead, NE8 1NS

www.livability.org.uk