



# Annual Review

**For The Year Ended 31 August 2016**

Company Number 4466362    Charity Number 1092857

## Annual Review

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# Annual Review

## Welcome

Thanks to the generosity of our fundraisers and the tireless work of our staff 2015/16 has been a hugely successful year for our students. Academic results have been strong with close to 100% success rates in external exams; we've had success on the sports field including former student David Smith's gold in Paralympic boccia; our arts and drama productions continue to astound and there has been a steady stream of individual good news stories whether it be an independence skill mastered or a long-held ambition realised.

The increasing complexity of our student cohort means these successes are hard won and it is only thanks to the generosity of our supporters that we are able to create an environment that nurtures the talents of our students allowing them to flourish and achieve their dreams.

Further highlights and achievements for Treloar's included Ofsted Outstanding ratings for our College and for School residential, an Investors In People Gold Award, a Leaders in Diversity Award, a newly refurbished boarding house and a new nursery. Each has provided an excellent foundation for us to move forward, and move forward we must, as there is an increasing number of young people who need support and a decreasing pool of government funding which struggles to provide more than statutory minimum levels. Our students deserve the best possible opportunities to let their talents shine through and, in spite of this challenging funding environment, we are committed to create opportunities through our unrivalled student-centric and multi-disciplinary approach and through our state of the art facilities.

We hope that the pages that follow help to give you a better insight into what we have achieved over the year and a flavour of what we want to achieve going forward.

Once again, we thank all those who work for, or in support of, Treloar's. Without this commitment we would be unable to provide the excellent education, care and hope for the future that these exceptional young people so richly deserve.

*Tony Reid, CEO, and Alistair Mackintosh, Chair of Trustees*



# About Treloar's

## Our vision

To create a world where physically disabled young people learn to take control of their lives and dare to dream.

## Our mission

To remove barriers and provide opportunities for physically disabled young people to learn, develop independence and realise their potential.

## How we do it

Treloar's, as a charity, has four main activities:

- A non-maintained special school for young people with physical disabilities from age 2 to 19 years and a specialist college of further education for young people with physical disabilities aged between 16 and 25.
- Residential care and overnight short breaks
- Clinical services including therapy and medical provision
- Outreach services to benefit the disabled community beyond Treloar's.

At the heart of these is the School and College where we aim to provide each student with the support, confidence and skills to achieve his or her best in every aspect of life. Our great strength is the integrated, student-centred approach to learning, skills development, independence training, therapy, nursing and residential support. Staff across the organisation work with individual students to support them in determining their potential, in achieving personal and independence related goals and in developing a wide range of vocational skills and academic knowledge.

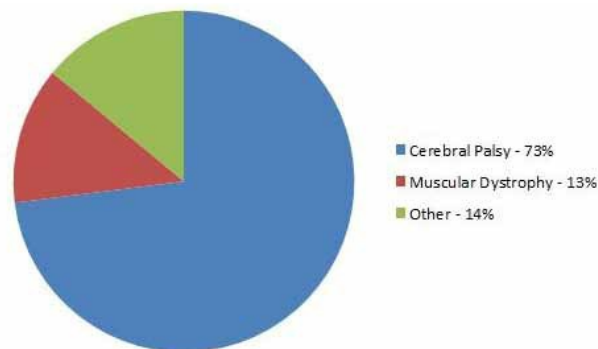




## Staff

To meet the needs of these young people Treloar's employs the equivalent of 563 full-time staff of which 85% work in care, education and therapies. We have an extensive and robust training programme to ensure that staff qualifications and professional development meet the needs of the student cohort. We also enjoy the support of a growing number of volunteers who give their time and enthusiasm across the organisation to enhance the experiences of our students.

## Disability at Treloar's



## The complexity of Treloar's

The disabilities of our students are clustered at the most challenging end of the spectrum of complexity and we believe that this will continue to be the case or even increase in the future. 98% of our students use wheelchairs and many use additional equipment for various purposes. 80% of students have speech, language and communication challenges and 46% are non-verbal or require support from augmentative-alternative communication equipment. 26% of students have gastronomies or are tube fed and 31% have a visual impairment or visual perceptual loss. 18% of our students have a life limiting condition.



## Zack's Story

Zack and his mum joined our parent and child support group when he was 8 months old. Born with a rare genetic mutation in the KCNQ2 gene, coming to Treloar's was, according to his mum, the first positive thing they did together as he had been in hospital until then.

Zack then moved to our Nursery when he was two, where he now attends two sessions a week. This gave him the consistency he needed with staff in order to thrive within his environment. The Nursery provides a consistent staff approach to enable the children to form attachments, be more open and responsive within their environment and to develop their skills according to their individual needs. Highly trained specialist therapists from the School work alongside Nursery team members in order to provide a therapeutic environment for those who attend the nursery sessions.

Zack is happy and content at the Nursery and, with the right support, now makes choices independently using symbols. His mum has been thrilled with his progress: "It is lovely to see what Zack is up to at Nursery and also it's lovely to look back and see how far Zack has come".







## Activities and Achievements

### Educational Achievements

Academically, the student body includes young people with above national levels of average intelligence, aiming for GCSE, AS/A2 levels and places at university, and those with a major cognitive and/or communication challenge who focus their attention on foundation learning achievements. Our ability at School and College to offer learners progression at different levels, within a knowledgeable and understanding environment, is a huge advantage and serves to explain why our work unlocks an individual's ability to learn.

We are very proud that Treloar's have been graded outstanding in all areas as a College, which is due to a committed team of staff and of course our wonderful students.

Treloar School has three comprehensive pathways, which are reviewed annually to reflect the needs of the current student cohort: the Integrated Pathway, the Entry Level Pathway and the Average Cognitive Pathway.

Overall outcomes for students at Treloar School in 2015/16 are really impressive:

- The majority of students met or exceeded their expected progress in English, maths and science, when comparing their progress of CASPA benchmark expectations
- Students achievement of their academic targets and targets in their individual education plans was outstanding at 88% and 90% respectively
- 100% of students who were studying entry level qualifications fully achieved them
- 89% of students who were studying level one and two qualifications fully achieved them
- 90% of students who left in July 2016 achieved their intended destinations.

Treloar College provides vocational and academic courses from pre-entry level to level 3. Learners are individually time tabled along pathways ranging from 'Interactive and Sensory', 'Creative and Enterprise', 'Vocational' and 'Pathway to Work' study areas. Many of our advanced level learners study with one of our partners, Alton College, where they are fully supported in and out of class by Treloar's Learning Support Assistants. The partnership with Alton College is very important for both institutions.

Overall outcomes for students at Treloar College in 2015/16 were outstanding based on their achievement of intended destinations, individual learning plan (ILP) achievement, distance travelled in independence curriculum skills and functional skills and achievement of accredited provision. In particular:

- Achievement of ILP targets was outstanding at 96% overall
- The progress students made in developing independence skills and wider curriculum skills was outstanding with 95% of students enhancing their communication skills, 98% improving their accessing the community and leisure skills, 100% improving their health and wellbeing skills, 98% improving their independent living skills and 96% improving their transition and work experience skills
- 80% of students made improvements in maths and 79% in English
- Qualification Success:
  - 98% of students who were studying entry level 1, 2 and 3 qualifications fully achieved them
  - 100% of students who were studying level one and two qualifications fully achieved them
  - 100% of students who were studying AS/A levels passed them and
  - 87% of students who were studying vocational level 3 qualifications fully achieved them.

Almost all students took part in a wide range of high quality external work experiences. Made possible due to the fantastic relationships that have been developed with employers.

In addition to formal education we focus in both the School and College on the integration and celebration of social, cultural, spiritual and moral development which is embedded in our curriculum, as is the promotion of British values and equality, diversity and inclusion. Students were successful in attaining the highest of the three levels of The John Muir Award, the first time a special school had attained this. This project also inspired two photographic collages which were exhibited at the Winchester Discovery Centre.

We were fortunate to work alongside professional poet Hannah Lowe, taking part in a project funded by the Winchester Arts Festival. Hannah ran a series of poetry workshops and the final poems produced were presented at a poetry presentation to both the Treloar's community and outside visitors. The poems have since been printed as a collection of poems in a book which featured at the Winchester Poetry Festival in October 2016.





We welcomed inspectors from Ofsted in December 2016 who rated the College as Outstanding. They also visited in March 2016 and rated the School's residential provision as Outstanding. In November 2014 Ofsted rated the School's education provision as Good in all areas. CQC inspected the College in October 2014 and rated us Good in all five areas of care.

## Success beyond the classroom - Sports

Treloar's encourages a high level of sport participation. Students enjoy sport as a leisure activity for fitness and fun as well as at a competitive level. In College we offer the Sport Leadership Award at Level 1 and 2 and the Level 3 Certificate in Higher Sports Leadership. Students continue to achieve outstanding personal and team results in boccia and swimming and are also very active in sailing, indoor kayaking, wheelchair football, archery and basketball. Students are also progressing well with the Duke of Edinburgh's Award scheme.

## Gauvain House

The redevelopment of Gauvain House came straight after the Evans House project, wonderful donations from our supporters allowed us to provide updated accommodation in a format that our students would find once they moved on from Treloar's. The accommodation was also designed to take account of the increasing complexity of our students needs.

Gauvain, originally built in the 1960's, was updated to 13 en suite student bedrooms with a shared communal area, all designed with equipment and spaces to encourage each student to become as independent as they can possibly be.

Gauvain also has a student flat with rooms for 5 students and shared common area. The most common configuration that students may encounter in their years beyond Treloar's. They have the opportunity to get used to social interaction.



## David's Story

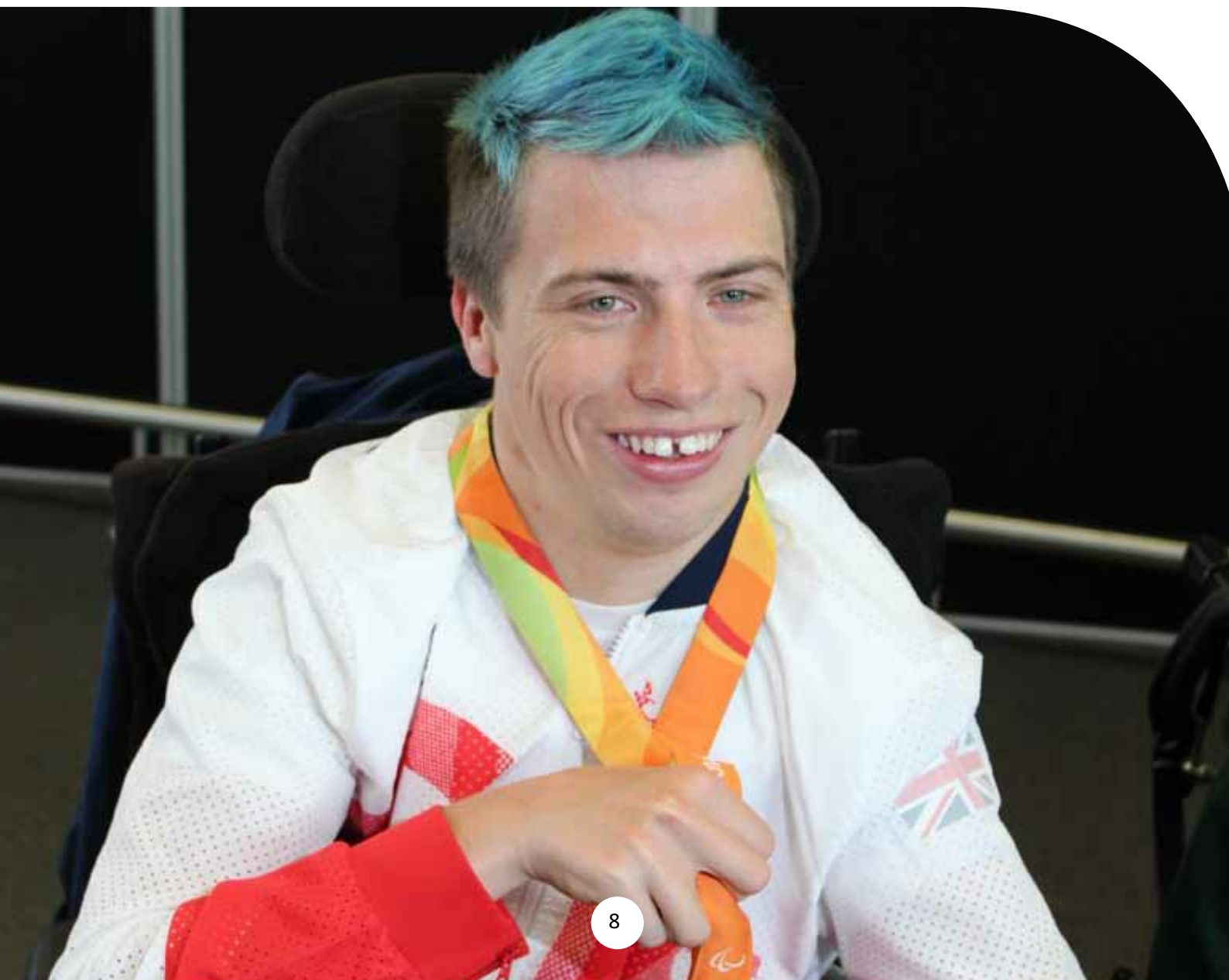
David, who has cerebral palsy, grew up in Eastleigh and attended both Treloar School and Treloar College. His passion for boccia started in PE lessons where he showed he had talent so was invited to join the after-school boccia club under the guidance of coach Barry Bowden. David thrived under Barry's tutelage, becoming the youngest ever British boccia champion in 2003 at the age of 15.

David joined the GB national team, making his international debut in 2005 at the European Championships. At the 2008 Beijing Paralympics, he won gold as a member of the BC1/BC2 team. At London 2012 David won silver in the individual BC1 event and bronze as a member of the BC1/BC2 team. Rio 2016 showed David fighting his way through to the finals of the individual competition, winning gold in BC1. Intermingled with these Paralympic medals were, amongst others, gold medals in the World Cup in 2007 and 2014 and at the European Championships in 2009, 2013 and 2015.

Through our partnership with Alton College, David studied maths, further maths, physics and PE. Graduating in 2008 with a GCE AS in Further Maths Double and a GCE AS in PE, David was accepted and enrolled in Swansea University's Aerospace Engineering degree programme. He combined his studies with his boccia training, completing his Master's degree in 2014. David became a Treloar's patron in October 2012 and has represented Treloar's at events and given motivational talks both to our students as well as supporters.

Not only is David an immensely talented athlete and an inspiration to our students, he is an incredibly open and welcoming person. With the assistance and support provided at Treloar's and with his drive and determination, David has been able to accomplish incredible things.

David is now based in Swansea training full-time, following his studying of Aerospace Engineering degree at Swansea University.





## Working in Partnership

Treloar's has for many years enhanced its provision by working with partners - for example, the School and College have an excellent relationship with the nearby sixth form Alton College. Together we offer learners with disabilities a full range of courses on the Alton College campus plus integrated therapy, residential, nursing and learning support from Treloar's. We have also established close links with local schools and colleges for the benefit of both our and their students. In addition students in mainstream education benefit from therapy supplied by the Treloar's team via our seconded therapy provision.

During the year Treloar's has worked especially closely with:

**Hampshire County Council (HCC)** - providing our resources in areas where HCC have a gap in their provision;

**The Department for Education** – ensuring we provide a voice for our students and the wider disabled community; and

**Local Authorities** – with our help on Education, Health and Care Plans being singled out for praise.



## Enabling independence - beyond Treloar's

At the heart of Treloar's is the principle of preparing students for life after they leave us and equipping them with the confidence, independence skills and, where applicable, qualifications they require. We 'work backward' right from our initial assessment of students for places at School or College by partnering with families and local authorities to set challenging goals, targets and objectives to get the student to where they want to be in the future. From there the whole focus of the multi-disciplinary team is tailored to meet these, making adjustments along the way as necessary as the student progresses through the School or College. The transition team, who support this process, work with students from assessment through to their expected destination.

An important element of planning for the future is work experience and the progress and transition team work with a large number of employers to arrange suitable placements. This year all College students, where this was a planned destination for them, benefited from work experience ranging from placements at television and radio stations to financial institutions.

Enterprise opportunities flourish and include horticulture, retail experience, the Treloar Enterprise Printing Solutions and the Ian Karten Centre (IKC), an in-house commercial printing service.

We also follow and support students after leaving Treloar's through our Billesden Former Students Officer, a position made possible through the support of The Merchant Taylors' Company and The Worshipful Company of Skinners.

Treloar's continues to invest in facilities, such as the refurbishment of Evans and Gauvain Houses, to enable students to learn to live independently.





## Samuel's Story

Samuel joined Treloar College in September 2015. As part of Treloar's partnership with Alton College, he is studying AS Geography, AS Government & Politics and AS History. Samuel lives in one of the independence flats in Evans House. He hopes to learn numerous independence skills such as cooking, laundry and shopping, all of which will be essential skills for him as he plans to go to university to read geography. Below Samuel tells his story:

"I am a student studying at Alton College but am learning my independence skills here at Treloar's. I joined Treloar's in September 2015 and haven't looked back. I was previously at a mainstream school where I made a lot of friends but I wasn't on a very level playing field. Coming to Treloar's has enabled me to make lifelong friends whom I can relate to and to learn independence skills that would be very useful for me in the future; I am grateful for Treloar's for giving me this amazing opportunity.

"When I first started, I didn't know many people but within a week I had many friends who I will never forget. Being on Evans House has really helped me with learning vital independence skills such as doing my own laundry (any boy's nightmare!), booking in times for staff to help me and starting to cook my own meals, all of which will be essential in living an independent life. Yes, the staff can be a bit naggy at times but it's because they want you to be as independent as possible.

"I live in an Evans House flat and am very much looking forward to the challenge of living independently whereby I have to cook my own meals, do my own shopping, washing up (the thought of it!!) and generally living an independent life as much as possible. This will be extremely useful for me as I am planning to attend university next year for which I will most definitely be living in my own flat. Bring on the challenge!!"





## Outreach Services

Treloar's outreach provides professional and tailored services delivered by our highly trained, expert staff to support people with a physical disability or with additional needs to access education, independence or employability.

## Independent living provision

A pilot contract with Hampshire County Council delivering independence skills training and helping users transition to independent living was run successfully using our independent living units at Campbell Court. Those tenants are still being supported at Campbell Court. Two further units are occupied by ex-Treloar's students, one of whom attends the University of Creative Arts in Farnham.

## Clinical Services and Assistive Technologies

Treloar's continued to provide seconded clinical services for a sixth consecutive year and expanded its offer to include clinical consultancy. We saw an increase in demand for counselling and hydrotherapy and a new service was introduced to assist augmentative-alternative communication applications and referrals. Assistive technology continued to support private clients with adaptations and access to ICT.

## Lettings

Hire of Treloar's facilities continues to be popular with groups supporting the physically disabled due to the highly resourced, truly accessible nature of our campus. Whizz Kidz, Tavistock Muscular Dystrophy, Through the Roof and The Orpheus Centre each held residential short breaks onsite, hiring one or more of our residential houses to enable their disabled community to benefit from our facilities. Alton College, BEEs Boccia and Southern All Stars boccia group regularly hire our facilities during term time.

## Training

Treloar's Training offers a choice of accredited and continuous development courses that can be accessed in class or via distance learning. We specialise in courses for those who educate, work with or care for children and young people with additional needs. Last year our training courses were attended by staff from over 90 schools, colleges, charities and voluntary organisations.

## Treloar Enterprises Ltd (TEL)

Wholly owned subsidiary TEL's principal business is the letting of facilities and sundry retail activities including the campus shop. All profits are invested in our students.



# A Generous Year of Support

Over £1.6M was raised for investment in a wide range of essential services and equipment for our students. We are thrilled that with your help we managed to complete the refurbishment of Gauvain House. After a similar project in Evans House last year, it became obvious just how unsuitable Gauvain had become for our current cohort of students. We are very grateful to all who helped us.

Other examples of how your donations helped to change students lives include:

## IMPact

On average £30,000 a year is given as grants to our independent mobility project, including grants towards more suitable wheelchairs and a transition from manual to an electric wheelchair with associated improvements in independence or to buy some software or augmented equipment that supports independence in class for our young learners.

## Dietitian

Donations paid for a highly skilled professional to advise, develop dietary needs on a personal basis and train students, giving them skills for life. Some students need controlled diets to keep weight in check or high calorie diets due to their conditions. Some will need special diets on a constantly changing basis to meet growth spurts and specific health needs. Students moving towards independence need to develop the skills to either make themselves healthy meals and snacks in a safe way or be able to direct someone to do this for them, giving the student another level of independence.

## Equipment

Every year's intake of new students provides new challenges and there is significant demand for new technical equipment. Donations help buy the life-changing switches, buttons and even adapted tablets and laptop computers.

## Fundraising Governance

There has been an extended period of uncertainty in the charitable world with new regulations and a new authority being set up. We want to remind all our donors that we are committed to the highest standards and always have been. We follow the Institute of Fundraising's *Code of Fundraising Practice* where we do not cause a nuisance with excessive mailings or other communications. We are also signed up to the Fundraising Standards Board. We have always respected the rights, dignity and privacy of all our donors and would like to emphasise we have never and will never share or sell personal details entrusted to us.



All the activities carried out by our fundraising team are accountable to the Treloar's Fundraising Management Committee, the Trust's Chief Executive and the Chair of Trustees.

## Key Fundraising Events

- The official opening of Evans House was by our Royal Patron, HRH The Countess of Wessex, who then met delighted students, staff, Trustees, patrons and donors.
- A wonderful and slightly unusual event “The Literary Lunch” featured publishers and authors giving an insight about their work to 150 people enjoying tea and cakes in a beautifully decorated marquee.
- As part of our on-going project to make our grounds as stimulating as our classrooms, global software company SAP not only donated funds but completed the dipping pond

Project with plants and banked areas, which has proved hugely popular with students.



- The magnificent annual Mansion House Gala Dinner was again a great success. Mike, Henry and Amy sang songs about London, wowing the audience with their talents and were, as ever, brilliantly marshalled by Treloar’s Head of Music Jocelyn Watkins.

- The Hart Male Voice Choir joined Treloar’s own performers at the Alton Malting’s Centre for a Christmas concert that was a magical and memorable night for all.

- Former student Olly has great difficulty walking and wanted

desperately to run a marathon but knew 26 miles was too much so Andy, with a wheelchair supplied by Treloar’s, worked with him and pushed Olly for the distance of the Brighton Marathon Olly could not run. They did this as a fundraiser for Treloar’s and were nominated for an East Hampshire District Council Sports Award.

- The inaugural Treloar Talks was attended by over 100 guests, gathering to hear an eclectic group of speakers at London’s stunning Glaziers Hall. Speakers included Treloar’s patron and former Lord Mayor Sir David Brewer; Treloar’s patron and newscaster Alistair Stewart; Treloar’s Trustee and Falklands War veteran Sir Hew Pike; Treloar’s alumnus, patron and

Paralympic medallist Ben Rushgrove; and the “luckiest man alive”, survivor of a Khmer Rouge prison camp and an African land mine explosion, Chris Moon.



- Treloar’s is located along St Swithun’s Way, an ancient path once used by pilgrims travelling to Winchester. The annual St Swithun’s Way Walk and Run saw 280 people participating to walk and run the 5-mile route from Treloar’s Holybourne campus to Bentley and, for those adventurous enough to finish the full 10 miles, on to Farnham.



## Aramark Wonderful Supporters of Treloar's

Once again Treloar's linked up with global food service company Aramark this year to host a day of activities on the theme of inspiring people to lead healthier lives. The aim was to get young people excited by the ideas of healthier lifestyles and better nutrition in a day of activities which included a 'Ready Steady Cook' style challenge focussing on wholegrains and a 'make your own smoothie' event. Their visit marked the third time that Aramark employees have come together at Treloar's for a day of volunteering. Activities also included creating new features in the sensory garden which Aramark colleagues first built during a previous year's volunteering day.

Aramark held the event as part of its third annual global volunteering day, known as Aramark Building Community Day. Aramark have adopted Treloar's as their preferred charity in the south of England so each year the Aramark team come to Treloar's to identify a project and then revisit to deliver that project. The relationship has grown significantly with both organisations hugely benefitting from the activities.

In addition to their global volunteering day, Aramark also organised a team to attend this year's Christmas Fayre and provide some lovely Christmas treats for the shoppers as well as donating a generous raffle prize for the Mansion House Charity Gala Dinner. Individual Aramark staff have also raised money for Treloar's by taking part in triathlons, the Prudential Ride100, the London Marathon and our St Swithun's Way Walk and Run.

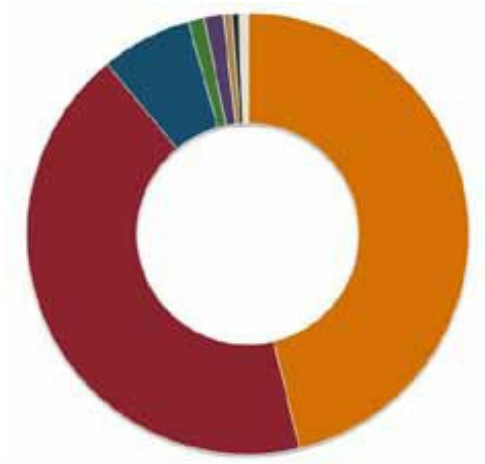
Since Aramark first came to Treloar's in 2013 we have enjoyed fantastic support from them: the outdoor classroom has been beautifully decorated; the courtyard garden transformed into a much more useable space and the multi-sensory garden lifted to another level. We have enjoyed delicious food and received generous support, donations for our domestic science teams and superb raffle prizes.

## We are all extremely grateful for this ongoing support



# Financial Information

## Where the money comes from (£000's) 2015-2016



Fee income College*	9,403
Fee income School	8,684
Donations and legacies	1,354
Independent Adult Living	245
Lottery and events	280
Investments	129
Outreach services	102
Other income	133
Total	20,330

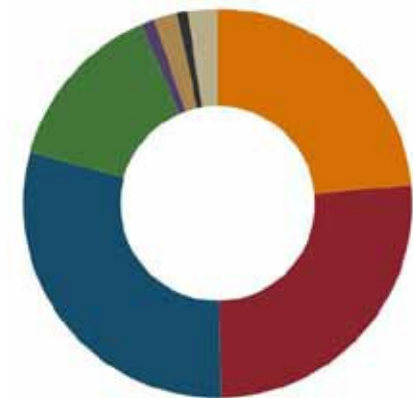
Excludes \*£838k of one off transitional support from the EFA.

In terms of corporate governance, trustees have overall responsibility for ensuring that the Charity has appropriate systems and controls, financial and otherwise.

To provide assurance that:

- The Charity is operating efficiently and effectively.
- All assets are safeguarded against unauthorised use or disposition and are properly applied.
- Proper records are maintained and financial information used within the Charity, or for publication, is reliable and -
- The Charity complies with relevant laws and regulations.

## Where the money goes (£000's) 2015-2016



Education	4,700
Residential	5,246
Facilities and ancillary	5,917
Medical	2,873
Governance	214
Fundraising	390
Lottery and events	173
Other	499
Total	20,012

### Trustees' Responsibilities and Corporate Governance

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.



# Who's who at Treloar's

## Trustees

Alistair Mackintosh BSc MBA (Appointed Chairman of Trust 1st September 2015)  
Michael Chadwick ACA CTAI (Chairman of Governors, Treloar School and College)  
Michael Del Mar  
Jane Cooke  
Nick Wilson BA  
Max Lyons RIBA FRSA  
Sir Alex Allan KCB MA MSc  
Dr Helen Harvey BSc PhD  
Pamela Charlwood BA  
Simon Taylor BA

## Bankers

Lloyds plc  
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PO Box 72  
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## Solicitors

Stone King LLP  
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91 Charterhouse  
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80 Victoria Street London  
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## Senior Executives

Tony Reid BA  
Martin Ingram BSc PGCE  
Jo McSherrie, MA Ed, BSc, R.G.N., Dip. App. SS  
Jon Colville BA DMS DipM  
Simon Birch BA MBA ACA  
Kay Griffiths BSc FCIPD  
Helen Goodenough Cert SCM  
Caroline Francis-Goulds BA MBA RGN  
Joanne Cox BA PGCE

## Honorary Trustee

Rt. Hon. The Lord Mayor of The City of London

## Royal Patron

HRH The Countess of Wessex GCVO

## Patrons

Ade Adepitan  
Michael Aspel OBE  
Dan Bentley  
Roger Black MBE  
Stuart C Boreham  
Sir David Brewer CMG JP  
Lady Tessa Brewer  
Michael Campbell MBE DL  
Michael Cassidy CBE BA MBA  
Julie Fernandez  
Humphrey Hawksley  
Sascha Kindred CBE  
Damon de Laszlo DL  
Robert Powell MA  
Canon Roger Royle  
Ben Rushgrove  
David Smith MBE  
Admiral Sir Jock Slater GCB LVO DL  
Nigel Spackman  
Jeff Stelling  
Alastair Stewart OBE  
Richard Stilgoe OBE DL  
Alan Titchmarsh MBE DL  
Sir Alan Traill GBE QSO MA  
The Right Reverend David Williams, Bishop of Basingstoke  
Dame Jacqueline Wilson

Chief Executive, Company Secretary and Clerk to the Governing Body  
Principal of Treloar School and College  
Head of School and College  
Director of Fundraising  
Finance and Resources Director  
Head of Human Resources  
Head of Residential Services  
Clinical Services Director  
Head of Quality



[www.treloar.org.uk](http://www.treloar.org.uk)

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Registered office as above. Charity number 1092857

  
Enabling Education