



National Star

Realising the aspirations
of people with disabilities



Annual Report and Accounts 2022 – 2023

Year ended 31 August 2023

National Star is a working name of National Star Foundation which is registered in England and Wales, company number 00522846, charity number 220239. Registered office Ullenwood Manor, Ullenwood, Cheltenham, Gloucestershire, GL53 9QU



Without National Star...

“I would never have realised my potential and achieved what I have.”

Student Chelsea

When Chelsea started at National Star, she relied on others to get around, couldn't easily access IT independently and would get anxious about people she didn't know well providing her care. Now she can drive her powerchair using head switches, independently use a computer or iPad with switches and confidently direct people on how she wants her care provided.

She was Student Union President for two years, speaking up for her peers, and became an ambassador for National Star.

‘Enabling young people to realise their aspirations is absolutely what National Star did for Chelsea. She has exceeded all our expectations thanks to the amazing experiences at National Star,’ said her parents Alison and Barbara.

Whatever was offered Chelsea threw herself into it, whether it was the ski experience to Andorra, trialling new equipment in physiotherapy or taking part in board of governors' meetings.

‘I've done a lot more than I ever imagined,’ said Chelsea, who has cerebral palsy and autism. She said she has developed a greater compassion for others to be more tolerant.

Access to physiotherapy, said her parents, has enabled Chelsea to become the most physically fit she has ever been and has improved her ability to contribute to her movement. Working with the Emotional Wellbeing Service team has helped Chelsea learn to manage her anxieties.

‘Chelsea has learned so much and she is equipped for the life we hope she will have,’ said her parents.

Chelsea's advice to new students is: ‘Take every opportunity you can at National Star. Make the most of it.’



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Eddie, age 22

Without National Star...

“Eddy really is a changed person.”

Shane
DEYA Brewery

Thanks to the support of National Star and the team at a craft brewery, Eddy has achieved his dream – a paid job.

It started with a month of voluntary work at DEYA Brewery in Cheltenham. He was supported by his job coach from National Star. He got on so well that DEYA offered him paid work. Two years on, Eddy continues to work in the warehouse picking and packing orders received through DEYA's online shop.

'When Eddy first arrived, he was quite shy, not very talkative and relied heavily on his job coach,' said Shane Pargeter, Warehouse Manager at DEYA. 'Now he works independently and can solely take care of his job. He's a very funny and clever character with an amazing memory. He is well suited to the job he does.'

Eddy's confidence has soared since working at DEYA thanks to the fantastic support of the team around him and travel training that has enabled him to travel to and from work independently.

'Once he started to do things on his own, we could sense a huge feeling of pride and achievement in himself. He really is a changed person,' said Shane.



Who we are

National Star is a charitable provider of exceptional education, personal development, accommodation, care and support services for young people and adults with complex disabilities and learning difficulties. Every year, we work with hundreds of young people and adults from across the UK.

The charity started in 1967 with just 10 learners at its base in Ullenwood, Cheltenham. Since then we have grown with a

campus at Ullenwood and day education provision in Wales and Hereford. We have long-term living accommodation in Cheltenham, Gloucester, Malvern and Hereford. We now support and care for young people with more complex medical needs than we have done in the past. We also provide a range of work outcome programmes and independent travel training in several locations across England and Wales.

The constant thread is National Star's belief in realising the aspirations of people with disabilities.

Our vision

A world in which people with disabilities are able to realise their potential as equal and active citizens in control of their lives.

Our mission

To realise the aspirations of people with disabilities through personalised learning, transition, support and care and accommodation services.

Our values

- Collaboration
- Ambition
- Respect
- Integrity
- Sustainability

What we do

National Star provides and maintains exceptional programmes and services for a wide range of young people and adults with disabilities and learning difficulties.

The education programmes are offered on a residential and day basis. Our range of programmes enable us to support young people with varying needs.

In addition, the expertise and knowledge of staff has enabled us to expand the work of the charity by developing additional services in the key areas of personal development and care and by supporting other organisations, in the UK and overseas.

Our strategy focuses on three key charitable activities: education and personal development; accommodation and care services, and support services.

Education and personal development

National Star provides high quality education and personal development programmes for a wide range of learners with complex disabilities and learning difficulties.

Accommodation and care services

National Star provides a range of care, therapies and accommodation services, including the provision of short and long-term living, short breaks and respite care.

Support services

National Star provides a range of support services for individuals and their families, as well as delivering professional development opportunities, training and consultancy.

Our impact

811,197

Hours of service provided by National Star in 2022 – 2023 to young people with disabilities and learning difficulties.



Education and personal development

479 Young people accessed National Star’s education and personal development programmes.



71,336 Hours of education delivered in the past year.

92% Of learners fully achieved their personal learning goals.



Accommodation and care



32 Young people and adults live permanently in four National Star long-term residences.

695,335

Hours of care provided.



44,526 Hours of therapy provided by National Star’s multi-disciplinary teams.

Introduction

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Chief Executive’s and Chair’s Statement

Building a brighter future

The year 2022–2023 saw National Star’s post-pandemic objectives of growth and development at the forefront, alongside our ongoing commitment to providing young people and adults with complex needs and learning difficulties, quality education, care and support.

In July 2022, National Star took a leap of faith and launched its Building a Brighter Future public appeal to help fund a new specialist residence at our campus in Ullenwood. This £6.2 million, 13-bedroom complex is designed to meet the needs of the most complex young people. Construction started in the summer of 2022 and was completed in 12 months, ready for learners to move in for the September 2023 term. Securing the necessary funds during a period of economic uncertainty represented a challenge, but this important project was successfully fully funded by its completion. This incredible achievement reflects the commitment and generosity of our donors, from individuals and community organisations to businesses and charitable trusts and foundations.

The completion of the new residence marked the end of a busy year. In January we had an Ofsted inspection. Inspectors recognised the staff’s ‘very high expectations’ and ‘clear vision’ for the young people they teach. Support provided by ‘well qualified’ staff was a common theme throughout the inspectors’ report. We received an overall Good rating with Outstanding grading for behaviour and attitudes under the Ofsted Education Inspection Framework (EIF). Following a Care Quality Commission (CQC) direct monitoring visit, we maintained our Outstanding rating for the residential care at Ullenwood.

The economic environment continues to add increasing pressure to the special educational needs and disabilities (SEND) sector. Unprecedented cost of living increases has meant that many providers of specialist care and education have closed or reduced their services. With appropriate provision reducing as the need for these places, especially for young people with complex needs, continues to grow, it is creating more demand than the sector can meet.



Chief Executive Lynette Barrett with a National Star student



Chairman Paul Styles with a National Star student

Difficulty in recruiting and retaining employees in critical roles such as health and social care is an ongoing battle and requires continued investment in time and financial resources from the charity.

According to the Department for Education SEND Survey data (January 2023), there are 141,169 young adults (aged between 16–24) with Education, Health and Care Plans (EHCP), an increase of 8,393 from 2022. Local authorities placed 81,007 young people with EHCPs in further education – 7,654 (10%) of those are in specialist colleges.

We believe young people with SEND should have the freedom to choose the support which best meets their needs and prepare them for their future. The current situation is making this increasingly challenging for them to do so. That commitment to be there and to provide support is the main driver to the charity’s policy concerning its reserves. While part of the reserves are earmarked for developing our facilities and resources, the remainder is to ensure that we can fund unexpected costs or shortfalls in income. Taken into context that the charity’s expenditure was £38.5m, the level of reserves is a small percentage of what the charity spends on delivering services.

It is the commitment of the entire National Star team, from senior managers to facilitators who provide care and support, that enables us to deliver such quality care and learning. We thank them for their outstanding efforts.

Completing the first phase of the Building a Brighter Future campaign was a huge achievement, however, there is more for us to do. Recognising the growing need and demand for our services, we now must focus on future priorities for our development, providing additional accommodation and facilities for young people with complex needs. We need your help to fund this project. Together we can Build a Brighter Future.

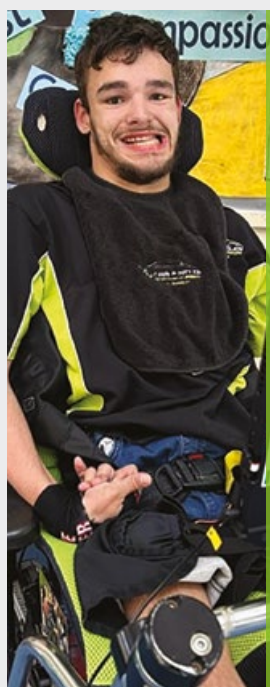
Paul K Styles
Chair of Trustees

Lynette Barrett
Chief Executive

Our learners' contribution

Making a difference

Every year current and former National Star learners make a huge difference to their communities in myriad ways. These are just a few examples of young people who truly embody National Star's vision of being equal and active citizens.



Cain

When Cain left National Star, he was determined to change perceptions of disability. Working with his PA Helen, they launched 'Racing through barriers of disability.' In 18 months, Cain gave more than 70 talks at primary schools in Gloucestershire and Worcestershire. The feedback from schools was amazing. The project has now finished but it has provided Cain with the opportunity to develop his communication skills and grow in confidence.



Molly

Molly's passion for art has seen her involvement in a range of community activities. She's a volunteer teaching assistant at a specialist secondary and post-16 school in Wiltshire. She was a volunteer at ArtCare at Salisbury District Hospital and at a charity shop. She is currently developing plans for an art club in her hometown that would support young teenagers, which she hopes to launch in 2024. Molly has also raised £547 for National Star in two different challenges and has volunteered her time to help National Star create training videos.



Sam

Sam is campaigning to make the familiar disabled Blue Badge sign more inclusive for people with non-visible disabilities. His new alternative logo has been adopted by Cheltenham Festivals, Cheltenham Borough Council, Cheltenham BID, Cheltenham Chamber of Commerce and Visit Cheltenham printed 1,000 window stickers and they are being displayed by businesses and organisations. Other communities and organisations have approached him about his campaign. 'Only a small percentage of people with disabilities use a wheelchair,' said Sam. 'It's time for a change and I'm proud that my hometown is leading the way.'



Francesca

Since leaving National Star in 2020, Francesca has supported the charity in a wide variety of ways. She serves on the Advisory Board and has been involved in family and carer forums, sharing her experiences. She has attended events at National Star, acting as an ambassador, and she has mentored new students, helping them understand what college will be like.



Adam

Adam, a former National Star student, set a new world record by doing the fastest journey from Land's End to John O'Groats in an electric wheelchair. Adam has cerebral palsy and his wheelchair was upgraded by the Mercedes Formula One team to help him complete the route. He finished the 874-mile journey in 22 days, six hours and 16 minutes. Adam said National Star taught him to grab every opportunity that comes his way – and to use his initiative to make his own opportunities.

Financial review 2022 – 2023

National Star has continued to operate on a sound financial basis despite the pressures from reductions in statutory funding, changes in high needs funding systems, and a competitive fundraising environment.

While the provision of most of the charity's services are funded by fees, it does not adequately cover the full underlying operational costs of the charity. This has been exacerbated by rising inflationary costs. The charity is highly reliant on other income generation activities, including fundraising, to maintain the charity's high level of services and facilities.

The trustees consider the key performance indicators for the sustainability of the charity to be the cash flow generated from operating activities and the operating surplus. These together with the other movements in income and costs are considered below:

- The charity's overall income at £40.1m represented £3.7m growth on the previous year, with fee activities income at £26.9m showing an increase of £2.4m (2022: £24.5m), reflecting the increased complexity and needs of learners' disabilities alongside fee increases due to inflation. This is the charity's principal funding source and comes from the ESFA and local authorities.
- Income relating to other projects and charitable activities increased to £9.5m (2022: £8.3m), representing the diversification of additional activities and provision as detailed in note 3.
- Donation and legacy income for the year increased to £2.5m (2022: £2.4m including a one-off £1.3m legacy) reflecting the increased amounts received from trusts, legacies and major donors in support of Building a Brighter Future appeal.
- Total expenditure has risen compared with the previous year to £38.5m (2022: £36.2m) with the rise in expenditure due to the learners' more complex requirements, the need for greater staffing levels to support them resulting in increased staff costs and the increasing range in provision of services as well as inflationary pressures.
- The group has recorded a surplus (net income before investment gains) of £1.5m (2022: £215k), reflecting the contribution from fundraising.
- The group has a negative cash flow generated from operating activities of £2.4m (2022: positive £358k) after capital expenditure of £6.4m (2022: £1.6m).
- The group's total value of net assets at the end of the year was £36.0m (2022: £34.3m) of which £31.1m (2022: £26.3m) was represented in tangible fixed assets.

The financial instruments, being the financial assets and financial liabilities of the charity, comprise cash and other items such as trade debtors, trade creditors, which arise directly from its operations. The main purpose of these financial instruments is to finance the operations of the charity. Their nature means that they are not subject to price risk or liquidity risk.

Investment policy

The charity held investments during the year in Schroder Unit Trusts Charity Equity Fund, CCLA Investment Management Ltd COIF Charities Investment Fund, and investment funds with St. James's Place Wealth Management. These investments are subject to price risk arising on the underlying investment portfolio. The trustees maintain a finance and investment committee to oversee its investment policy and monitor performance against relevant industry benchmarks.

The investment policy objectives in furtherance of the charity's objectives include obtaining an optimum financial return on investments in accordance with the charity's investment powers and attitude to risk, maintaining a responsible approach to investments and protecting capital in real terms.

The charity's risk attitude in relation to its investments is described as 'modest'.

The overall investment portfolio on a period-end value to value basis saw total gains of £150k, or 4.8% (2022: losses of £131k, or 3.1%).

Reserves policy

The trustees consider that reserves are needed to enable the charity to operate effectively and responsibly; representing the funds that might be needed to support expenditure in the event of reduced income or changes in circumstances. Accordingly, the charity maintains a reserves policy and the trustees monitor the finances of the organisation through regular management accounts.

The reserves policy accounts for anticipated future income and its volatility, the needs of current and future beneficiaries and the levels of known liabilities. Its reserves enable the charity to help fund unexpected expenditure or shortfalls in income, to support working capital requirements, to mitigate for risks and to be able to take advantage of change and opportunities.

The reserves are represented by the organisation's net current assets (free of restricted or designated funds) plus investments and alternative investment assets. The reserves policy states that these should equate to a value of not less than £3.3m, (c. 8.5% of our annual expenditure). The charity's restricted and designated funds are detailed in notes 14 to 16 to the Financial statements. Note 15 details unrestricted funds of £31.9m after allowing £2.2m of designated funds towards ongoing capital development, of which £29.3m is represented as fixed assets deployed to support the charity's activities.

After adjustment for £380k fixed assets available to the charity and not deployed in charitable activity the charity had a reserves assessment as of 31 August 2023 of £2,984,163 (2022: £3,278,991). Whilst the level of free reserves is less than the current reserves policy requirement of £3.3m, the trustees and directors consider that the overall level of available funds, taking account of the designated funds identified and described above, is appropriate and in line with the charity's policy.

Subsidiary undertakings

Two subsidiary undertakings operated during the year. NSF Trading Limited (company number: 01168043) operated as the organisation's trading subsidiary for non-charitable purpose trading. NSF Design & Build Limited (company number 08628807) was established in 2013 and undertakes accommodation development projects on behalf of the charity. Both subsidiaries generated surpluses in the year after direct costs, administrative costs and audit fees (as detailed in notes 2a and 2b) which resulted in Gift Aiding a total of £210,816 (2022: £98,175) to the charity. Shareholdings are disclosed in note 10 to the Financial statements.

Related parties

The charity has related party transactions with its two wholly owned subsidiaries. Please see note 20 to the Financial statements for details.

Going concern statement

The trustees have reviewed the group and the charity's financial position, taking into account the levels of reserves, amounts receivable, the annual plan and the financial plan,

together with its systems of financial and risk management. We have prepared several scenarios that consider our position, sources of income, and planned expenditure. This includes ongoing understanding of the impact of inflationary and cost of living increases on operational costs and increased financial pressures faced by local authorities for SEND education and ongoing social care. These scenarios consider fee increases which do not cover inflationary costs, delayed fee payments and potential bad debts involving local authorities which issue Section 114 notices (being unable to meet their expenditure. Sensitivity around these assumptions has also been considered in our forecasting. Results of this cash flow and sensitivity analysis indicate that the cash reserves of the charity are adequate to meet the charity's obligations as they fall due.

As a result of its review, the trustees believe that the group and the charity is well placed to manage operational and financial risk successfully. Accordingly, the trustees have a reasonable expectation that it has sufficient resources to continue in operational existence for the foreseeable future and therefore continue to adopt the going concern basis of accounting in preparing the annual consolidated Financial statements.

John, age 38

Without National Star...

“John wouldn't have the quality of life he is able to enjoy at Matrixcare.

”
Maria
 John's mum

At 38, John is still able to surprise his mother. With the support of the team at Matrixcare, National Star's long-term living community in Malvern, John went to visit his mum in their hometown. It was the first time in 12 years that he had returned to his hometown.

John, who has Down's Syndrome, loves to walk but is reluctant to use any form of transport. 'He's always developed strong likes and dislikes,' said his mother, Maria. 'Once he gets an idea in his head, he can be very stubborn.'

The team at Matrixcare started to work with John for travelling on a train. By building up his confidence and developing a routine, John got on a train to travel to Evesham to meet his mum for lunch.

'It was quite emotional when I met him at the station. I was so proud of him and it demonstrates how much he trusts and likes the team at Matrixcare,' said Maria. 'Now that he has done it once I hope he will do it again!'

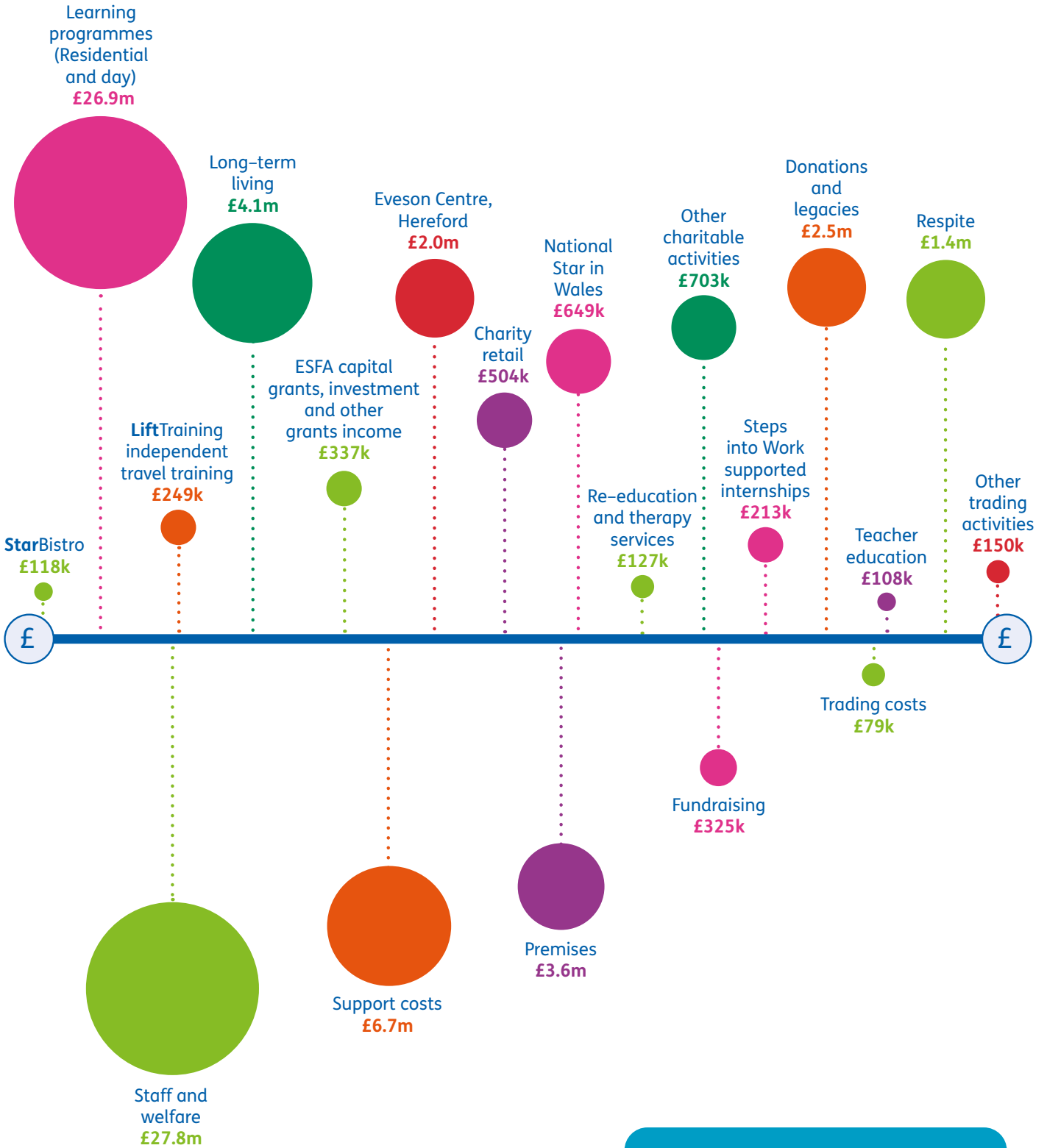
When John was born, his family was told that he would not survive. 'He has proven them all wrong and has brought such joy to all our family,' said Maria.

'I was recently widowed and now, more than ever, I am so thankful John is settled at Matrixcare. The staff are wonderful to him, and I don't have to worry about his future.'



Financial review 2022 – 2023

How we raise our funds



How we spend our funds

national-star
natstarcollege
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nationalstar



Without National Star...

“ I would not be as confident as I am now. I am stronger both physically and emotionally and am ready to face the future. ”

Student Liam

Before Liam started at National Star in Hereford, leaving the house and mixing with people made him anxious. He didn't leave his home for two years and trying to fit into mainstream school was a crisis point for him. 'I felt very isolated and insular,' explained Liam. 'National Star has given me methods to deal with anxiety.'

What attracted him to National Star in Hereford was the farm dog Fred. 'I just find being around animals is easier than humans,' said Liam. 'You don't have to worry about what you say.'

During his two years at National Star, Liam went from finding it difficult to eat with his peers to leading life skills sessions and delivering a presentation to students and staff. He maintained a work placement in a charity eBay shop. After leaving college he now volunteers two days a week on the till of a busy charity shop and is hoping to get paid work.

In 2020 Liam was admitted to hospital with liver failure. His ill health and his medication had a dramatic impact on his fitness and weight. He came up with a routine to improve his fitness and stuck to it. He lost more than 60kg and goes to the gym three times a week. He was highly commended in National Star's award for outstanding personal development.

'Before I started college, I couldn't walk to the end of the road because I'd turn white - you could literally see the blood drain from me. Now I feel much more confident and all round happier.'

What we achieved



National Star supports young people to develop their confidence and communication skills

Education and personal development

National Star believes in the importance of providing young people with complex disabilities a wide range of exceptional education and personal development programmes to achieve outcomes that can enable them to become equal and active citizens in their future adult lives.

Our aim

To deliver high-quality residential and day education and personal development programmes for people with disabilities, to help individuals develop and sustain personal skills.

What we achieved

Every learning experience is unique at National Star to ensure it meets the needs and aspirations of the individual. Our multi-disciplinary approach means education, therapies, residential and nursing teams work together to support the learner.

The main education sites are Ullenwood in Cheltenham, Hereford and Mamhilad in Wales, as well as partnerships with mainstream colleges and local authorities across England, providing work-related programmes into employment and independent travel training. During the year, 479 young adults benefitted from our education and personal development programmes.

National Star prepares young people for adulthood, whether that means securing paid work, contributing to society as a volunteer or being able to direct one's own care and plan and prepare balanced meals. There is a focus on supporting learners to develop their confidence and communication skills, and to become active citizens in their community. An example is our ski experience which saw 28 learners put their newly acquired skills into action on a week-long trip to Andorra.

We believe that residential learning is an important part of our education offering because of the life skills learners master, alongside greater independence and confidence. In 2022 - 2023 we supported 106 residential learners.

There are 55 independent specialist providers in the UK which meet a variety of needs and provide 1,107 places in residential education. There is a high demand for places as it provides young people with disabilities with the opportunity to move away from home to college, the same as their able-bodied peers.

National Star's education centre in Hereford continued to grow, with 45 learners accessing day education and supported internships in 2022 - 2023. The college choir won the honour of performing at the switch-on of Hereford's Christmas lights.

In January we had an Ofsted inspection at Ullenwood and Hereford. Inspectors recognised the staff's 'very high expectations'

and ‘clear vision’ for the young people they teach. Support provided by ‘well qualified’ staff was a common theme throughout the inspectors’ report. We received an overall Good rating with Outstanding grading for behaviour and attitudes under the Ofsted Education Inspection Framework (EIF).

There were 12 learners at National Star’s Welsh education centre in Mamhilad in 2022 – 2023. In October 2022, Estyn inspectors (the Welsh equivalent of Ofsted) carried out its first full inspection at our day education centre since we opened in 2016. The inspectors said staff at National Star provide a calm, happy and nurturing environment and that ‘the college is very effective in supporting learners to develop their own self-advocacy skills’.

Our **Lift** Training programme helps people learn the skills to travel independently. During 2022 – 2023, we worked with 62 learners in Derbyshire, East Sussex and Cambridgeshire.

Learner voice

Learner voice plays an integral part at National Star. Members of the Student Union (SU) give updates and presentations to governors and trustees. Current and former learners sit on the Advisory Board, as well as assisting at staff interviews.

In November 2022 and April 2023, the SU participated in the virtual Natspec Student Parliament which involved hundreds of students across the country. Learners have been actively involved in the planning and decoration of the new specialist residence at Ullenwood. They were also consulted on the charity’s future strategy and played an active role in the creation of the college’s new Equality, Diversity and Inclusion curriculum.

The SU has been sharing experiences with their peers at the University of Worcester. It is the beginning of a long-term relationship in which peers will be able to work together on projects and share knowledge.

Community engagement

National Star staff and learners are passionate about breaking down barriers around disability. We do that in countless ways, from selling tea and cake in a community café in Gloucester, to planting trees as part of a community project.

Our social enterprises provided real work opportunities for learners. Ullenwood day learners helped at cafes at the Folk Museum in Gloucester and at Tewkesbury Abbey. **StarBistro**,

based at Ullenwood, is open to the public and provided learners with work experience in the kitchen and front of house.

Learners created a range of crafts in the Art Factory project sessions, which were sold in the **StarShop** at Ullenwood and at our charity shops. **StarPrint**, another social enterprise, provided work experience with the young people producing a range of mugs, canvasses and coasters for National Star and external customers.

We ran a range of adult community learning classes at Ullenwood, as well as community arts projects including Apt Dance, Ad-Apt Youth Dance and Apt Orche**Star**.

National Star focuses on supporting learners to become active citizens in their communities. They volunteer for countless organisations and charities. The Duke of Edinburgh’s Award programme is an important part of that. In 2022 – 2023, 15 learners from Ullenwood and Hereford completed either Gold, Silver or Bronze Awards.

Ambitions

For the year ahead

- Implement the next stage of development at Hereford to ensure we have sufficient appropriate teaching and therapy space to meet growing demand.
- Review and further improve high-quality learning and teaching across all National Star provision, ensuring positive outcomes for learners and cost effectiveness.
- To establish a new pilot satellite education provision, potentially through partnerships with general further education providers.
- Review existing facilities at Ullenwood and create development programmes to enhance student resources.

What we achieved last year

- *Sustained exceptional learning and teaching across all National Star sites.*
- *Introduced transition events in Hereford and Wales.*
- *Sourced additional temporary teaching space at Hereford.*
- *Introduced a new learning programme with a more sensory approach to meet learners’ needs and aspirations.*

How we made a difference

92%

Of learners who left in July 2023 received an accredited full award.

71,336

Hours of education delivered in the past year.

479

Young people accessed National Star’s education and personal development programme.

92%

Of learners fully achieved their personal learning goals.

87%

Of learners who took part in a student perception survey said college was either fantastic or good.



National Star is a permanent home for 32 young adults with a range of complex needs

Accommodation and care services

National Star is committed to providing high-quality care for the young people and adults who depend on our services.

Their families also depend on our services as National Star provides care for residential learners and respite, as well as long-term living and therapy services.

Our aim

To provide a range of exceptional care, therapies and accommodation services.

What we achieved

Residential learning

National Star provides residential specialist college places for young people with a range of disabilities and medical conditions. Our residential teams are experts at supporting learners, often leaving home for the first time in their lives.

The residential care and nursing teams work closely together and are part of our multi-disciplinary approach. This enables learning to continue beyond the classroom. It becomes an integral part of the college experience, embedded within their residential experience.

In 2022 – 2023, National Star had 106 residential learners based in accommodation at Ullenwood and Bradbury Gardens in Cheltenham, as well as Elizabeth House, Gloucester. Many of

those learners lived with us beyond term time, with National Star supporting them during breaks and holidays.

National Star took the decision that Elizabeth House no longer met the needs of some learners with the most complex disabilities and in the summer of 2022 started building a new residence at Ullenwood. Elizabeth House was sold in 2023. In preparation for the move to the new Scott House and Bradbury House in September 2023, the teams worked with learners to help them get to know the space before the move. Learners played an active role in making decisions on the final look of the new accommodation and were able to stay a few nights to get to know the new space.

All the houses have large communal areas for socialising, studying and developing life skills. Learners work together to plan evening and weekend social activities in their houses. This may include themed food nights, shopping and theatre trips.

Learners play an active role in their residences, deciding on what extra-curricular activities they want to take part in and what they would like to make National Star feel like home. The residential care teams support the learners to access education sessions and are an important part of the multi-disciplinary team. They provide continuity and the important link to home, ensuring families and carers keep in touch with what is happening at college.

In July 2023, the Care Quality Commission carried out a direct monitoring inspection at our residential learning provision at Ullenwood. The result was that we maintained our Outstanding rating at Ullenwood.

Long-term living

National Star developed long-term living in response to former National Star learners struggling to find suitable homes. Young adults want to live with their peers and to continue their personal development.

We do just that by providing long-term living at Foundation House in Gloucester, Matrixcare in Malvern, Bradbury Gardens in Cheltenham and Ledbury Road in Hereford. Foundation House is rated Outstanding by the Care Quality Commission and the other three are rated as Good. These long-term accommodations were home to 32 adults last year. With the challenges in the health and social care sector, the demand for our long-term living services continues to grow.

As with the college accommodation, employees in all long-term living houses work hard to keep residents safe and ensure individuals can access meaningful activities to have happy and fulfilling lives. Residents themselves have a say in activities and are involved in the planning.

Respite

The demand for National Star's respite services reflects the shortage of accessible care in the community. It also reflects the increase of residential learners who remain at National Star for up to 52 weeks a year. It is vital for us to ensure continuity for learners and additional support for families. Last year we provided 50,911 hours of respite care.

Therapy services

National Star is fortunate to have purpose-built therapy facilities and teams of highly skilled professionals who are passionate about what they do. As a charity, it is important for us to share these facilities and expertise with the wider community and our service users. We do that through offering additional therapy services. Last year we provided more than 1,289 hours of private therapy, including aquatic therapy, physiotherapy, occupational therapy, speech and language therapy and emotional wellbeing support.

How we made a difference

44,526

Hours of therapy provided by National Star's multi-disciplinary teams.

32

Young people and adults live permanently in four National Star long-term residences.

695,335

Hours of care provided.

Ullenwood maintains its Outstanding rating from the Care Quality Commission.

50,911

Hours of respite care provided.

“ The staff at National Star are all amazing, it's the little details of care that impress me. They don't just care for Issy without asking her what she wants, they ensure she makes her own choices and has control over her life.

Heather, Issy's mum

Ambitions

For the year ahead

- Open and establish the new residence at Ullenwood for the 2023 – 2024 academic year.
- Explore opportunities to create long-term living accommodation in Wales.
- Review provision of long-term living in Worcestershire.
- Focus on recruiting and retaining skilled and professional care staff within a competitive market.
- Secure appropriate funding levels to sustain long-term residential living.

What we achieved last year

- Improved retention of employees and achieved a major reduction in the vacancy rate for care staff.
- Maintained our Outstanding rating with the Care Quality Commission for our Ullenwood provision.
- Finished the academic year at Elizabeth House and carried a smooth transition of teams and learners to the new residence at Ullenwood.



Residential students develop their independence skills



National Star is committed to sharing its expertise

Sharing our expertise

As a centre of excellence, National Star is committed to sharing best practice and expertise across the UK.

Our aim

National Star provides a range of support services for individuals and their families, as well as delivering professional development opportunities and training, consultancy and working collaboratively with other organisations to develop capacity and improve quality of provision for people with disabilities.

What we achieved

In 2022 – 2023, National Star shared best practice through a range of opportunities and settings. Our National Lead for Safeguarding supported the specialist sector by contributing to consultations with Natspec (the membership association for specialist providers).

Learner voice is hugely important at National Star. The charity's Learner Voice Coordinator shared our best practice with other colleges in his seconded role as the Natspec Learner Voice Coordinator. In November 2022, one of National Star's tutors took part in a Natspec Learner Voice practitioners' event on how to engage young people with PMLD (profound and multiple learning disabilities). In June 2023, three members of National Star and a member of a Student Union delivered a Learner Voice workshop at Natspec's national conference.

We provided a range of training in the UK for The Education and Training Foundation (ETF). We also offered teacher education with participants from a range of specialist and mainstream

further education colleges, with 54 people completing their training with us. We delivered training in Kirkby (Liverpool), Loughborough, Devon, Kettering and Luton.

Working with the ETF and Weston College, National Star's Chief Executive and Chief Operations Officer delivered a webinar in March on how SEND managers can maximise quality.

In June, National Star held its first Reverse Jobs Fair, in partnership with the ETF as part of their Universal SEND programme funded by the Department for Education. More than 40 National Star learners created displays and presentations that showcased their talents to employers.

Technological expertise

National Star has a wealth of knowledge about adaptive and assistive technology and how to personalise technology to enable young people to be more independent.

In January 2023, a group of learners led a demonstration on inclusion in esports at the Bett Show, the largest teaching technology conference in the world. This was in association with the British Esports Association. National Star also hosted a panel discussion on the SEND review.

A group of learners took part in the Cheltenham Science Festival in June 2023. They planned and organised a stand on assistive technology as part of the arcade for children. They demonstrated how to build and move a robot by controlling a computer with your eyes and how to play esports with a variety of technologies. The arcade was visited by thousands of school children during the festival.

National leaders

As one of the national leaders in specialist post-16 education, National Star was active in contributing to national reviews and research projects in 2022 – 2023.

National Star's Chief Executive Lynette Barrett is also Chair of Natspec, ensuring that National Star is at the forefront of national discussions on further education provision for young people with complex disabilities. National Star is one of six specialist colleges working closely with the Department for Education as policy is developed for the SEND education reforms in the new SEND Improvement Plan.

National Star proactively seeks therapeutic innovations which can enhance learners' lives. In 2023, we were the first UK specialist college to trial the Mollii Suit, an innovative therapy technology designed to improve functional movement and mobility.

The full-body garment delivers targeted relief to up to 40 muscle groups through neurostimulation, which is well documented for management of spasticity. Many learners report that they find treatments for spasticity, such as botox or surgery, painful. The suit offers a pain-free and non-invasive way of managing spasticity.

Seven learners were involved in the National Star trial with the physiotherapy team. For an hour, every other day, the learners wore the suit with its impact lasting up to 48 hours. The regime was integrated into learners' daily routines and, as part of our multi-disciplinary approach, residential teams played a key role in this research. The results were encouraging, and further research will be carried out in 2023 – 2024 with the hope of raising money to purchase our own suits.

In April 2023, 13 learners were involved in a five-week pilot to trial the Innowalk Pro, a cross trainer designed for people who use wheelchairs. The physiotherapy team leading the project wanted to evaluate how the technology would improve learners' cardiovascular fitness and enable them to exercise in standing positions. The results were very positive with learners

showing a major improvement in fitness, better fatigue management, strength and mobility and mental wellbeing (See Shannon's story, page 30).

Ambitions

For the year ahead

- Further develop a partnership with Team Teach, which provides positive behaviour training within education and social care.
- Develop a training and consultancy service to share National Star expertise.
- Launch and complete a national research project in partnership with the Together Trust on what happens after young people with disabilities leave education.
- To work with learners to develop and deliver a presentation on the mainstage of Bett UK 2024, the world's biggest EdTech event.
- Work with the Education and Training Foundation's Centres for Excellence (CfE) to deliver SEND training for people working within further education and businesses and companies.

What we achieved last year

- *Provided valuable data and insight to national reviews and consultations, including the All-Party Parliamentary Group on Cerebral Palsy.*
- *Completed a project with Erasmus + and the EU on disability employment.*
- *Carried out pilot projects and collected data on new innovative technology within physiotherapy.*
- *Worked with other national charities to raise the profile of young people with disabilities and the challenges they and their families face.*
- *Contacted all MPs raising concerns about the cost of living crisis on social care.*

How we made a difference

Strengthened relationships with mainstream further education colleges so that we can support more young people with SEND.

Supported a learner to launch an alternative blue badge that embraces visible and non-visible disabilities. (See Sam's story, page 7).

Shared best practice in safeguarding and learner voice through our Natspec partnership.

Took a leading role in raising awareness of the issues facing young people with disabilities and their families.

Shone a light on the talent and achievements of young people with disabilities through a wide variety of media opportunities and research projects.

Supported learners to host a stand at the Cheltenham Science Festival's Arcade, which was visited by more than 25,000 school children.

Chair of Governors' Statement

Safeguarding those in our care

National Star's approach to safeguarding is straightforward – it is everyone's responsibility to ensure the safety of the vulnerable young people using our services.

The charity promotes an open-door policy for any employee, learner or resident who has concerns about safeguarding. The number of reported incidents demonstrates how learners and employees feel safe to express concerns and the strong culture within National Star.

In the summer term of 2021, an employee raised a safeguarding concern which was promptly investigated. We shared our findings with the Gloucestershire Safeguarding Adults team, the local authority, Care Quality Commission and Gloucestershire police. The two employees were dismissed following a formal disciplinary process.

We worked closely with the family and supported them throughout the investigation. The young person has remained with us and is happy and progressing well. We made several changes, including increased management and leadership in residences and enhanced training and mentoring of new employees.

In July 2023, two men admitted ill-treating or wilfully neglecting a young person in their care. The pair had tampered with the young person's communication device, causing them distress.

This incident demonstrates how our open-door policy for employees and learners is working. We have taken action to ensure this was a one-off and we have further strengthened our safeguarding processes.

National Star's safeguarding team collate information on all referrals, regardless of whether they meet the internal or external 'safeguarding' threshold. We do this so that employees do not feel

they need to decide about whether something is a safeguarding concern or not.

Most of the investigations carried out by National Star's safeguarding team are low level concerns which often only require employee management supervision and / or refresher training. In the past year the number of potential incidents which met external reporting requirements dropped 4.5%. Of the 425 (315, 2021 – 2022) reported incidents, 21 (30, 2021 – 2022) were referred to other external agencies such as Gloucestershire safeguarding, the home area local authority and the Care Quality Commission. Of those, three were referrals related to incidents occurring while the person was not in the care of National Star.

Safeguarding is high on the charity's agenda, ensuring employees have a good understanding and there are regular discussions at team meetings. This starts when they join the charity and continues through their career with us. In the 2022 – 2023 staff survey, 91% of staff felt safeguarding arrangements are effective. The increased number of reported potential incidents reflects the improved employee awareness.

National Star has strong relationships with Gloucestershire Safeguarding Children and Adults' teams. We continue to meet the high standards required from Gloucestershire's Safeguarding Board's annual audit.

National Star works with learners individually to help them to stay safe, both in and out of the classroom. In the 2022 – 2023 Student Perception of College survey, 96% of learners who completed the survey felt safe at college all or most of the time.

A new learner safeguarding phone app and QR code have been developed in partnership with the Student Union. Learners and residents can download the app and view up to date and relevant safeguarding information and contact the safeguarding team.

During an Ofsted inspection in January 2023, inspectors found National Star's arrangements for safeguarding effective. In their report they stated that National Star's designated safeguarding lead and their deputies 'implement comprehensive safeguarding policies to keep students and apprentices safe, including an appropriate safe recruitment process to ensure that staff are suitable to work with young people and vulnerable adults'.



Nikki Richardson
Chair of Governors



Nikki Richardson, Chair of Governors,
with a National Star student



Without National Star...

“ Rachel would not have been able to move away from home and have the independent life she dreamed of. ”

Rachel's mum Kelly

National Star has enabled Rachel to fulfil her ambition of moving away from home and her parents into her own place. 'It's a massive achievement for Rachel. Thanks to National Star, she is able to take charge of what she needs and wants which we never thought she would do,' said her mum Kelly.

Rachel, who uses a powerchair, has severe vision impairment and cerebral palsy. She depended on others for everything from being supported to get up in the morning to checking her emails and turning on her TV.

That lack of control had a huge impact on her behaviour and Rachel would be upset for days. With the support of the Emotional Wellbeing Service team, Rachel can now regulate her emotions and manage her anxiety.

The team worked with Rachel to find the latest technology and equipment to enable her to be more in charge of her own life. She can answer and send emails independently by using Speaking Emails.

Thanks to smart technology, Rachel can control her TV, listen to music when she chooses and control the lighting in her room, from changing the colours and intensity of the light to opening the curtains. She also uses an AI (artificial intelligence) app which describes food products, reads printed material and can even give a description of a person.

Rachel took part in a pilot project using the Mollii Suit, which has built-in electro-stimulation and aims to reduce pain and make movement easier. It had a huge impact on her, enabling her to be able to sit up in bed without support and grip a cup.

'Rachel is now so grown up and so determined to be independent,' said mum Kelly. 'She's an absolute star.'

How we achieved it



National Star's greatest asset is the employees and their breadth of skill and expertise

Our people

National Star employees are the charity's most valuable asset, and the reason National Star is able to provide high-quality services. Recruiting and retaining those highly skilled, talented and committed employees is critical to the survival and growth of the charity.

The rising cost of living and the shortage of skilled workers in the care and health sector continued to impact the charity in 2022 – 2023. National Star introduced a range of rewards and benefits to support existing employees and help recruit new ones. We also focused on enabling people to develop their skills.

The charity's professional development and training team provided more than 16,150 hours of training through face-to-face sessions and eLearning. There are currently 94 people working on a range of apprenticeships, degrees and management qualifications.

The charity has 1,227 employees (as of 31 August 2023), many of whom work part-time or term-time. They are representative of and drawn from the surrounding local communities, with 7.4% declaring a disability and 9.39% declared as ethnic minorities, which was in line with the charity's Equality and Diversity targets. The gender split is 76.7% female and 23.3% male.

We operate an Equal Opportunities policy and are a disability confident employer in respect of all employees and prospective employees. The charity maintains fair employment practices in the recruitment, selection, retention and training of all employees. All employees are subject to necessary Disclosure and Barring Service (DBS) checks and safeguarding training.

The charity has done much work to enhance its Equality and Diversity, including appointing an Equality, Diversity and Inclusion Lead. All employees are represented through the LINK Group, an elected employee consultation group working with and for colleagues across the organisation. Its responsibilities were reviewed last year. The charity's whistleblowing policy and procedures also encourage employees to raise any concerns they may have.

Directors engage with employees through the governance structure. The Board of Governors has delegated oversight responsibility for the operational aspects of National Star's activities.

Inspection outcomes by local authorities, Ofsted, Estyn and the Care Quality Commission confirm that the processes and people are in place to maintain a very high standard of provision.

National Star has an open policy in seeking and encouraging employee views. Feedback – positive and negative – from the annual employee survey helps National Star to build on its good working environment.

In 2022 – 2023 National Star was shortlisted as Employer of the Year at the National Learning Disabilities and Autism Awards, won Best Place to Work at the Circle2Success business awards in Gloucestershire and National Star in Wales won Third Sector Business of the Year at the Torfaen and Monmouthshire Business Awards.

Ambitions

For the year ahead

- Appoint a wellbeing lead and further strengthen the physical and mental wellbeing offer for employees.
- Review processes and how technology can be made more user friendly and time efficient. This includes the introduction of a new HR system.
- Review how we listen to employees and get feedback.
- Focus on actions to further reduce attrition and increase employee retention.
- Ensure we have the right employees in the right place at the right time providing the right service.

What we achieved last year

- Promoted career development with a career progression section of the employee intranet and ran an online careers progression event.
- Set up a task force to look at ways to further enhance the charity's Equality, Diversity and Inclusion.
- Held our first employee long-service awards evening.
- Generated a recruitment and retention strategy with a team focused on actions to reduce attrition, which is currently below that of the industry.



Jack Thorne and Rachel Mason at the opening of the new specialist residence at Ullenwood

Income generation

It has been an incredibly successful year for the fundraising and charity retail teams, raising vital funds to support the charity and increasing awareness of what we do.

The fundraising team, in July 2022, launched a public appeal as part of our Building a Brighter Future campaign to help fund the building of a new £6.2 million specialist residence at the campus in Ullenwood. Construction started in the summer of 2022 and was completed in summer 2023, ready for learners to move in for the new term in September 2023. Securing the necessary funds for this important project during a period of economic uncertainty represented a challenge, but the project was fully funded by its completion. The new 13-bedroom complex was officially opened in October 2023 by supporters Jack Thorne and Rachel Mason.

We opened two further charity shops and saw retail sales almost double to £503,935. The number of shop volunteers almost trebled from 32 to 88 and the number of volunteer hours doubled during the financial year.

Whilst most of the charity's services are largely funded through statutory sources, we are dependent on our fundraising and other income generation activities to help fund our specialist facilities and to enhance the resources and experiences for those who depend on what we provide.

Fundraising

The generosity of supporters is vital and this past year National Star raised an exceptional £2.4m in voluntary income, with the Building a Brighter Future campaign being our primary focus and raising £1.9m of voluntary income, particularly from a range of trusts, foundations and supporters. Two direct mail appeals were successfully launched to our donors, three events were held and we continued to promote our legacy programme. We were named Charity of the Year at the Gloucestershire Business Awards in October 2023 and shortlisted in the same category in the SoGlos Business Awards.

Trusts and foundations

Gifts from trusts and foundations made up 80% of the charity's total voluntary income for the year. Thirty-seven trusts and foundations supported the charity, with 26 of those providing vital funds for our main capital appeal, Building a Brighter Future, while 11 others supported a number of projects and equipment needs. Two trusts each gave twice during the year to the Building a Brighter Future fund and a third trust gave two gifts to different projects.

Major gifts

Major gifts comprised 3.8% of the charity's total voluntary income for the year. Most of these gifts supported the Building a Brighter Future appeal. Through the kindness of major donors, we have also been able to purchase our own mobile aerial dance rig. Having our own rig means that the facility can be used more frequently throughout the year by learners and staff. The rig enables young people with disabilities to experience movement.

Events, corporate partners and community support

Events, corporate fundraising and community support raised 4% of the charity's total voluntary income for the year. Events staged by the charity included the Sunrise Walk and Go Far, Be a Star which focused on individual challenges, both of which supported our Building a Brighter Future appeal. We also staged a Comedy, Curry and Quiz evening with comedian Lost Voice Guy.

Support from the local community came from an extensive range of groups, businesses, schools and individuals who staged golf events, held concerts and fetes and aided collections.

Corporate partners provided invaluable support. Our corporate supporters included The Property Centre, Speller Metcalfe, Benefact, DEYA Brewing Company and Wagada Digital.

Individual giving including Gifts in Wills

Gifts from individuals, in the form of donations, Gifts in Wills and taking part in the National Star Lottery, generated 11% of total voluntary income. It was with gracious thanks to a legacy from long-term supporter Mrs Scott that enabled us to start the public appeal (Building a Brighter Future) for the much-needed specialist accommodation and assessment suite. Gifts in Wills, however big or small, make an incredible difference to the work we do. Through regular communications, such as mailing appeals and the twice-yearly **StarNews**, donors see the incredible difference their support has made whilst appreciating the charity's continued need to raise funds to support the specialist accommodation and facilities.

Charity retail

Our charity retail operation is becoming a key income generation stream for National Star. We opened our first shop in Hereford in October 2022 and opened our third shop in Gloucestershire, in Cheltenham in May 2023. The four shops generated sales of £503,935 (2021 – 2022: £255,022) with a further £26,603 (2021 – 2022: £13,100) from Gift Aided sales. Our 88 volunteers donated more than 10,200 hours to our shops. One of the most popular ranges in the shops are the learner-made crafts from Art Factory, another social enterprise run by National Star.

Social enterprises

The charity is passionate about sharing its accessible facilities where it can. Last year it hosted 93 external bookings to other user groups, including 73 residents as part of a Salvation Army summer arts camp. Gloucestershire charity Allsorts regularly accessed our pool at Ullenwood.

The focus of **StarGlamping**, **StarGolf** and **StarBistro** is to provide meaningful work experience and learning outcomes for the learners. **StarBistro** and its strong link with the community was recognised in the Gloucestershire Foodie Awards 2023, when it received the Food or Community Hero award. **StarGolf** continued to work with Cotswold Hills Golf Club with the Ladies in Golf Partnership, which enables players to become members at **StarGolf** while on Cotswold Hills' waiting list. In the past year, 6,569 rounds of golf were played. Learners undertake tasks such as tidying bunkers, picking up obstacles and welcoming golfers.

Learners are involved in setting up the glamping pods for visitors and dealing with queries. There were 337 nights booked in the pods over the past year. Details about **StarBistro** can be found in the Education and Personal Development section on pages 12–13.

Thank you for your support

National Star is grateful to all the people and organisations that have supported the charity. Together we have made a huge difference to the lives of young people with complex disabilities. The challenge is to meet the growing demand for National Star's specialist support. By raising awareness of the impact of our work, by working closely with supporters and by engaging new ones, National Star will strive to meet that demand.

Ambitions

For the year ahead

- Continue phased opening of further charity shops.
- Further develop in-person events and visits to the charity, including regular supporter tours.
- Further develop a range of fundraising events to attract a wider audience of supporters.
- Assess and develop a fundraising plan for Phase 2 of Building a Brighter Future for additional learner accommodation at Ullenwood.

What we achieved last year

- *Opened our third shop in Gloucestershire and our first in Hereford.*
- *Successfully fully funded and completed Phase 1 of our capital appeal project, Building a Brighter Future, a new 13-bedroom specialist residence.*
- *Held a range of face-to-face supporter and fundraising events.*
- *Established a regional fundraising role in Hereford.*
- *Upgraded the supporter database.*

Fundraising practices

We have high standards about the way our fundraising is undertaken, and how we communicate with supporters and the public as set out in our Supporter Promise.

Fundraising activities are carried out in accordance with the Code of Fundraising Practice, and we comply with the law as it applies to charities and fundraising. We are members of the Fundraising Regulator's voluntary regulation scheme and display the Fundraising Regulator badge on all our fundraising materials.

To ensure volunteers and third parties uphold these standards when undertaking fundraising on our behalf, we make sure they have the information and tools needed to be compliant.

Our complaints process is clear and easily accessible. Complaints received are recorded and investigated in line with the charity's complaints policy. In 2022 – 2023 we received no complaints about our fundraising activities carried out by the charity or someone on behalf of the charity.

We entered a short-term Commercial Participator Agreement with DEYA Brewing Company in 2022 – 2023 for a collaboration beer.

Our fundraisers are aware of the need to be sensitive and careful when engaging with vulnerable people, and our approach reflects this. We never put pressure on anyone to make a gift, and if people do not want to give or wish to stop giving, we respect their decision. We do not engage in doorstep fundraising and we don't use services of external call centres or sales canvassing companies to support our fundraising activities. We never sell or pass on supporter details to other organisations.

We make it as easy as possible for people to contact us to opt-out of receiving communications from us, or to change the method of communication, including working with the Fundraising Preference Service.

Registered with



FUNDRAISING
REGULATOR

Plans for the future



National Star's success – and future growth – depends on the quality of our staff and facilities

Maximising our impact

We remain passionate about supporting young people with disabilities to achieve their aspirations. While every year National Star supports hundreds of young people and their families, there are hundreds more who are unable to realise their potential and National Star would like to reach more of those young people.

Our success – and future growth – depends on the quality of our services. That can only be achieved by continuing to invest in our employees, infrastructure and facilities, and evolving National Star's overall delivery model to reflect changing needs of the individuals we work with and the wider sector. Focusing on recruiting and retaining the best multi-disciplinary teams and providing them with the appropriate systems and facilities to carry out their work to the highest quality, is a key part of this.

The charity will continue to strengthen its expertise, improve internal systems and processes, and invest in facilities. That quality of systems, facilities and specialist equipment, together with our people, underpins the quality of our provision. We will continue to concentrate on employee development, with an emphasis on improving the impact of leadership and management training across the organisation.

It is vital that the charity is sustainable and cost effective, and this will be a crucial consideration as we evolve how we deliver education, therapy and care services across the organisation.

Our aim is to grow further, work with a greater number of individuals and influence opinion formers and decision makers across the country by being seen as a recognised leader in the sector. Any growth must be underpinned to quality services, and we will not compromise our quality for expansion.

We will look to develop high-quality education and personal development programmes in partnership with mainstream colleges. Delivering these programmes will enable more young people to benefit and to develop their own potential. We will also develop our plans for Phase 2 of Building a Brighter Future for additional learner accommodation at Ullenwood and look to increase our day education facilities in Hereford.

There is an incredible need for more long-term living communities like those provided by National Star. Over the next few years, our ambition is to open our first long-term living community in Wales and to ensure our existing long-term living communities are sustainable.

Another priority in the years ahead is to further safeguard our financial security by investing in additional income opportunities beyond local authority and health funding, while improving the quality of life for young people with complex disabilities. We will do that by developing a programme of information and knowledge sharing activities for professionals and families, nationally and beyond. By sharing our expertise through training and consultancy, we will also share our best practice, positively impacting the lives of more young people.

This sharing of expertise is a vital part of our desire to be seen as a leader in the sector. We know what young people with complex disabilities can achieve with the right level of quality care and support. National Star is well positioned to influence the quality of specialist further education and care young people receive across the UK, through training and developing colleagues across the sector.

By working with a greater number of individuals, businesspeople, opinion formers and decision makers across the country, we can focus on the long-term benefits of appropriate care and personal development for the young people themselves and for the wider community.

Principal risks and uncertainties

National Star's Board of Trustees is responsible for ensuring that effective and adequate risk management and internal control systems are in place to identify and manage the key risks to the charity.

Risk management process

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

The processes in place regarding risk management include the following:

- A comprehensive risk management framework considers the key strategic risks and their inherent level of risk, together with the relevant internal controls and assurances, as well as sources of external assurance sources. This enables the current level of residual risk to be assessed and actions to be established to achieve a desired target level of risk. The risks are regularly reviewed by the Senior Management Team, other risk 'owners' and the Head of Risk and Compliance, and documented in a risk register.
- The Risk and Assurance Committee reviews the framework and receives regular reports from the Head of Risk and Compliance and the Chief Executive on the effectiveness of controls.

Managing key strategic risks

Throughout the year, National Star identified the following as areas of key organisational risk and a number of mitigating actions were developed and implemented:

- Maintain sufficient and appropriate employee levels: To mitigate the risk of losing valuable staff and to support them during this period of inflation and high costs of living, the Senior Management Team and trustees agreed to review pay levels for those on lower pay scales and implement exceptional payments, other incentives and pay increases. These combined actions, along with greater opportunities for additional training and career development, have enabled the charity to improve staff retention. Recruitment marketing continues to be a priority.
- Sustain high quality student programmes and appropriate recruitment of learners: There was an overall formal review of curriculum and learner progress to ensure content and delivery met the needs of learners. A review was carried out to identify areas for development and action plans were implemented, including upskilling of employees.
- Sustain standards of medical and personal care and the ability to meet therapy needs: We carried out a robust review programme of service delivery and mandatory employee training.

- Ensure acceptable safeguarding standards: To mitigate risk of unacceptable safeguarding standards, the organisation ensures learner/resident voice is at the centre of all activities and is monitored through regular surveys and interviews. Additional safeguarding training was developed and is audited regularly.
- Ensure security of core IT against breaches and failure: There was an ongoing assessment of resilience and performance of technology and its security and a review of ongoing safeguards and controls to ensure our IT systems and information is protected from breaches. Mandatory data protection training for employees was maintained and monitored. Further projects and new systems are assessed to ensure they are fit for purpose.
- Ensure accommodation and facilities are fit for purpose: The organisation recognises the need for accommodation and facilities to be appropriate for the changing cohort of learners and their complex disabilities. To mitigate that risk there was a rolling survey programme for condition of buildings and suitability for cohort. The findings informed planned maintenance and improvement programmes, including capital projects.
- Ensure sufficient funding to deliver services: The organisation recognised the importance of maintaining a range of income streams across service delivery and charitable fundraising to mitigate risk. It endeavoured to manage finances responsibly and ensure effectiveness and efficiency. The organisation also focussed on securing appropriate increases in fees where required and to maintain good working relationships with funders.

Our risk profile going forward

The rise in inflation and economic instability and increased cyber security threats are among the key potential risks to be managed and mitigated by the charity. These are detailed below and include:

- The potential impact on our income from the financial instability of local authorities and available public funding to match inflationary cost increases in existing learner placements in the short-term and to fund future placements in the long-term.
- The integrity of our information security with the increased risk of cyber-attacks. The charity deals with high levels of very personal data and the impact of a cyber-attack could pose a serious risk to the charity.
- The pressures of inflation and increases in energy costs have been acutely felt in the long-term living sector where it has been challenging to negotiate with local authorities to increase fees to meet rising costs. This has left social care placements running at a deficit which is unsustainable.
- The impact on our capital development programme and maintaining the quality of facilities, due to the pressures on fundraising and other income generation activities, affected by the wider macroeconomic crisis such as inflationary costs.

Kathryn's legacy



“We were fortunate that Kathryn spent much of her career at National Star where she touched the lives of so many.”

Lynette Barrett
Chief Executive, National Star

When Kathryn Rudd, a former Principal of National Star, sadly passed away, it was her wish to leave a legacy to the charity that would celebrate and support young people with disabilities.

New resources, equipment and technologies can provide life-enhancing opportunities to people with disabilities. But, as Kathryn knew, these are often expensive and not available to everyone. The Kathryn Rudd Opportunity Fund will help realise her dream to level the playing field, providing new opportunities to those who would benefit from them.

‘I’ve seen directly the power of newly developed innovation and technology on the lives of young people and their families,’ said Kathryn.

‘National Star has a team of highly skilled specialists who work together with the young person and the technology to provide tailor-made solutions. They make the impossible possible.’

Kathryn worked at National Star for 16 years and although she left in 2016, she remained a great champion and supporter of the charity. Kathryn received an OBE in 2014 for services in further education for young people with disabilities. She passed away in August 2023.

Chief Executive Lynette Barrett said: ‘Kathryn devoted her career to supporting young people with complex disabilities and learning difficulties and ensuring they received the educational opportunities and the support they needed to reach their potential. Through her fund, Kathryn will continue to touch the lives of young people.’

The money raised through the Kathryn Rudd Opportunity Fund will help National Star purchase life-changing specialist equipment to ensure that young people with disabilities have the chance to live their lives as independently as possible.

Environmental, social and governance

Structure and management

In accordance with the Memorandum and Articles of Association (as incorporated 20 August 1953 and last amended 9 February 2023), the members of the company are those persons who are appointed and hold office as the charity's trustees and directors of the company.

New trustees / directors are considered based on their skills and relevant experience alongside the balance of existing skills and experience amongst the board, and regular training is provided.

Following an external Governance Review undertaken in 2022, the Nominations and Remuneration Committee developed and agreed a number of recommendations in consultation with trustees and governors. This led to the appointment of two new trustees who also sit on the Board of Governors (as Chair and Deputy Chair) and two new governors.

In June 2023 a specialist consultant was appointed to lead the recruitment process for a new chair of trustees, to succeed Paul Styles upon his retirement from the Board in 2024.

The charity indemnifies its directors and officers against the consequences of any neglect or default on their part through an indemnity insurance policy. The trustees have given consideration of guidance provided in the Governance Code and undertaken a review of Governance Structures and members.

Committees of the Board

Twelve trustees served on the main board during the year, all volunteers from a range of professional backgrounds and sectors. The board is chaired by Paul Styles. Trustees are not remunerated for their role, though they are entitled to be paid out-of-pocket expenses (see note 8 to the Financial statements).

The trustees are also the company directors. The board delegates certain powers in connection with the charity's governance and administration through its committee structure. This delegation is controlled by requiring the committees to report back regularly to the board, ensuring that all decisions made under delegated powers are ratified by the full board. A number of board members serve on the committees within the governance structure in order to provide expertise, scrutiny and governance oversight of each committee.

All committees operate under agreed terms of reference, provide meeting minutes and report to the board on key areas of work undertaken. Other working project groups are ad hoc as required.

The board meets quarterly. Trustees, governors and committee members also receive regular operational updates from the Chief Executive.

Board of Governors

The Board of Governors has delegated oversight responsibility for the operational aspects of National Star programmes and activities, including safeguarding, quality and achievements. Two new governors were appointed to the Board following a governance review. The Board of Governors meets quarterly and operates within terms of reference agreed by the Board of Trustees.

Finance and Investment Committee

The Finance and Investment Committee meets quarterly and is responsible for the oversight of the charity's financial affairs. The committee has a duty to keep a watching brief and provide advice, where appropriate, on potential and actual financial opportunities and threats, liaising with the Risk and Assurance Committee as appropriate.

Risk and Assurance Committee

The Risk and Assurance Committee meets quarterly and is responsible for reviewing the charity's risk assessment, risk management and internal control systems and processes. It may investigate any areas of concern or perceived risk. It acts as the corporate recipient of any information in line with the whistleblowing policy and to ensure that appropriate action is taken.

Advisory Board

The Advisory Board is made up of student governors, an adult learner representative, Student Union President, former learners and members of the community, and acts as a consultative and representative group of the charity's beneficiaries to help inform the charity's plans and as part of its stakeholder engagement.

Nominations and Remuneration Committee

This committee includes representatives of trustees and governors and is responsible for the recruitment and succession planning of trustees and governors as well as reviewing and recommending senior staff remuneration.

Chief Executive

Day-to-day management of the charity is delegated to the Chief Executive, Lynette Barrett, supported by the Deputy Chief Executive, Chief Operations Officer / Principal, Chief People Officer and a senior management team. The board set the pay for key management personnel (as detailed in note 8) by relation to industry standards and organisations of a similar size and activity.

Public Benefit

The trustees confirm that they have complied with the requirements and duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit; 'Charities and Public Benefit' and that the extensive charitable purposes and provision of the charity, particularly in the areas of education and disability services (as detailed in pages 12-17), are for the public benefit.

Subsidiary undertakings

Two subsidiary undertakings operated during the year. NSF Trading Limited (company number 01168043) operated as the organisation's trading subsidiary for non-charitable purpose trading. NSF Design & Build Limited (company number 08628807) undertakes accommodation and facilities development projects on behalf of the charity. Both subsidiaries generated surpluses in the year after direct costs, administrative costs and audit fees (as detailed in notes 2a and 2b to the Financial statements) which resulted in Gift Aiding a total of £210,816 (2022: £98,175) to the charity. Shareholdings are disclosed in note 10 to the Financial statements.

Trustees (Directors)

Name of Trustees / Directors	Risk and Assurance Committee	Finance and Investment Committee	Governor	Advisory Board	Nominations and Remuneration Committee
Paul Styles (Chair of Trustees)	●				●
Frances Allcock (Chair of the Nominations and Remuneration Committee)					●
Peter Barefoot	●				
Liz Cadman (Chair of the Risk and Assurance Committee)	●				
Brian Chatfield		●			
Tim Cooper (retired July 2023)					●
Chris Hallam (Chair of the Finance and Investment Committee)		●			
Robert Haymon-Collins			●		
Chas Howes (retired from Risk and Assurance Committee July 2023)	●	●			
Jane Matheson (Deputy Chair of Governors) (Appointed Trustee February 2023)	●		●		
Nikki Richardson (Chair of Governors, from August 2023) (Appointed Trustee July 2023)			●		
Matt Shayle	●				
Margaret Sheather					●

Trustees' duty to promote the success of the Charity (Section 172 statement)

Trustees as directors of the company have a duty to promote its success and, in doing so, are required by section 172(1) of the Companies Act 2006 to have regard to various specific factors, including:

- The likely consequences of decisions in the long-term.
- The interests of employees.
- The need to foster relationships with third party stakeholders.
- The impact of the organisation's operations on the community and the environment.
- The desirability of the organisation maintaining a reputation for high standards of business conduct.
- Maintaining a reputation for high standards of conduct.

Day-to-day management is delegated to the Chief Executive and a senior management team, who are required to act in furtherance of the charity's purpose and organisational strategy and to ensure that activities are carried out in compliance with policies approved by the board. The trustees and governors review strategies to assess progress and to identify areas of focus for the following year and beyond. Policies are reviewed periodically by the board or on its behalf by board committees.

The board receives regular updates on the organisation's performance and progress with its plans for the future direction of the charity. The board and its committees keep under review the charity's principal risks and its risk appetite, considering emerging risks and regularly reviewing changes in the charity's risk profile and responses. By ensuring that management act in accordance with the strategy and in compliance with specific policies, the board and its committees obtain assurance that in promoting the success of the charity, due regard is given to the factors set out in Section 172.

The senior management team regularly report to the board and its committees on key stakeholder relations and engagement activities, current issues and relevant feedback received from interaction with stakeholders.

The likely consequences of any decision in the long term

The charity's strategy is based on its ambition to deliver and further develop high-quality, relevant education, care and support services for people with disabilities. Trustees and management continued to review the long-term strategic plan and areas of potential development of the charity's learning, education and care services. The trustees' consideration of all aspects of the future direction of the charity's work is informed by the feedback received from engagement with stakeholders.

Other Governors, Advisory Board and Committee Members

Name of other Governors, Advisory Board and Committee Members	Governor	Parent Governor	Student Governor	Staff Governor	Advisory Board	Risk and Assurance Committee	Nominations and Remuneration Committee
Mary Saunders OBE (Chair of Governors retired July 2023)	●						
Kim Anderson		●					
Elliott Caswell						●	
Mike Cooke						●	
Lyn Dance (Governor from July 2023)	●						
Andrew Evans (Chair of Advisory Board)						●	
Jason Felce						●	
Margaret Goldie	●						
Chris Harber (Governor from September 2023)	●						
Sue Hawkins				●			
Andrea Lewis	●					●	
Chelsea Pettitt (until July 2023)			●				
Chris Ratcliffe	●						
Jack Reeve (from May 2023)			●			●	
Andrea Riga						●	
Laith Ritchie (from September 2023)	●					●	
Lara Rowlands	●						
Francesca Vismara						●	
Alisha Williams (until September 2023)						●	

The desirability of the charity maintaining a reputation for high standards of business conduct

Trustees have responsibility for setting the charity’s culture, values and standards, and ensuring that its obligations to its stakeholders are met. The charity has in place a range of policies and processes that promote corporate responsibility and ethical behaviour. Areas covered include fundraising (National Star’s fundraising practices are discussed on page 22), safeguarding, equal opportunities and whistleblowing. All these policies are reviewed periodically and updated as necessary by the board or the relevant committee and are subject to periodic review of compliance.

The board and its committees regularly review guidance from the Charity Commission and other regulatory authorities and take on board any recommendations regarding good practice. The charity’s core activities support vulnerable young adults and maintaining very high safeguarding processes is central to its operations.

It is essential that public trust in the charity is maintained and not damaged because of accepting donations from inappropriate sources. The board has approved a policy that enables trustees to refuse a donation which may be considered unethical.

Engaging with stakeholders

Through regular engagement with key stakeholders, trustees, governors and the senior management team maintain an understanding of stakeholders’ needs that informs how the charity defines its organisational objectives, policies and strategy. The board’s decision-making process considers the impact of potential decisions on relevant stakeholders, and the board obtains assurance that proper consideration is given by its committees to stakeholder interests through regular reports from each committee.

Service users

These are the young people and adults who use the charity’s services and their families. Learner voice is very important to National Star. There is an active elected Student Union which was consulted over the year about a range of issues. Members provide updates to the Board of Governors and are involved in staff recruitment and training. Feedback from learners and service users informs organisational improvements. Learners and parent governors have a voice on the Board of Governors and parents, and learners and former learners are involved with the Advisory Board. The care and education teams continuously review learners’ progress and residents’ support to ensure they, and their families and carers, are kept informed and that the service users have an active say in their lives. Learners also work with governors and trustees on their strategy day. Regular virtual Family and Carer Forums are held throughout the year.

Local authorities and other funding bodies

National Star’s core income comes from fees paid by local authorities, the NHS and the Education and Skills Funding Agency (ESFA). The charity works closely with these bodies to ensure it is meeting the needs of the young people in its care.

The charity has also worked closely with local authorities to provide local provision.

SEND education and care communities

National Star is committed to sharing best practice and its expertise. It consults and works closely with a range of professional bodies and specialist organisations to develop resources and share knowledge in the UK. National Star continued to work with The Education Training Foundation to support the development of high-quality programmes and practice across the further education sector. The charity contributes to the Natspec practitioner network.

Key opinion leaders and other influencers

National Star works closely with key opinion leaders and influencers – both Parliamentarians and national bodies. For example, we work closely with the Department for Education, NHS England, NHS Wales, Public Health England, Ofsted, VODG, Estyn, Association of Colleges, Natspec (the membership association for organisations which offers specialist further education and training for learners with learning difficulties and / or disabilities) and the Care Quality Commission to help shape and inform policy to secure the best outcomes for young people with complex disabilities and learning difficulties. We strive to work in partnership with other SEND bodies in pursuing shared policy outcomes.

Supporters

National Star consults its supporters about its fundraising activities in several ways. The charity engages with supporters on a regular basis through tailored communications to specific audiences. This includes face-to-face visits, telephone and virtual conversations, and written communications. Several supporters are invited to share in celebratory events at National Star, providing them with the opportunity to meet beneficiaries and their families. National Star employees visit many community groups and organisations to talk about the charity’s work and its fundraising needs.

Employees

The senior management team, with the support of the trustees, provide employees with information on matters of concern to them as employees through various channels of communications, including National Star’s intranet, the employee consultation group (LINK) and regular updates from the Chief Executive, the Chair of Trustees, the Chair of Governors and other senior managers. There are a range of regular staff communications to ensure all employees are kept informed. An annual colleague survey was carried out in June 2023, which resulted in actions led by the senior management team. The trustees and the Board of Governors are kept informed about employee relations and regularly review employee feedback and employment policies.

Supporting the Environment

Sustainability and supporting the environment plays an important role at National Star. Everyone from learners to staff are encouraged to play a part in protecting the environment.

From 2023 – 2024, the charity will have a Head of Sustainability to champion the environment and reflect its commitment to sustainability.

We took part in various green initiatives throughout the year, including planting 420 saplings at Ullenwood, thanks to the

Woodland Trust, and learners created a hedgehog trail as part of the Hedgehog Friendly Campus Silver Award. We achieved the Silver Award and have started working towards our Gold Award. In the autumn of 2023, learners picked 130kg of apples from the Ullenwood Orchard, the majority of which were professionally pressed to make juice to be sold in **StarBistro**.

Energy consultants Hydrock completed collecting the data needed to create National Star's Carbon Management Plan. The next task will be to work on proposed targets for us to work towards on the route to Net Zero.

Streamlined Energy and Carbon Reporting

Type of Emission	Scope	Activity	Unit	2022/23	2022/23	2022/23	2022/23	2021/22	2021/22	2021/22	2021/22	
				Quantity	kWh Energy	tCO2e	% of total	Quantity	kWh Energy	tCO2e	% of total	
Direct	1	Services – Biomass	kWh	2,530,000	2,530,000	27	3%	2,230,400	2,230,400	23	2%	
		Services – Gas	kWh	753,639	753,639	139	17%	817,081	817,081	150	15%	
		Services – Oil	litres	28,158	333,414	89	11%	86,078	1,019,233	273	28%	
		Services – LPG	litres	8,867	64,370	14	2%	10,440	75,789	16	2%	
		Owned Vehicles	litres – diesel	61,279	643,886	154	19%	51,161	542,662	131	13%	
		Owned Vehicles	litres – petrol	837	7,920	2	0%	1,242	11,820	3	0%	
Energy Indirect	2	Services – Electricity	kWh	1,728,909	1,728,909	358	44%	1,795,680	1,795,680	347	36%	
Other Indirect	3	Personal Vehicles	miles	143,434	165,805	38	5%	110,021	129,040	23	3%	
Total Gross Emissions (tCO2e)						821		974				
Total Energy Consumed (kWh)					6,227,943			6,621,705				

Intensity Metric Ratio:	2022/23	2021/22
Number of Employees (FTEs)	904	880
Tonnes of CO2e Per Employee	0.91	1.11

During 2022 – 2023, National Star made progress on implementing further measures to improve energy efficiency, including installing LED lighting, installing inverters on all pool pumps to reduce their speed at no detriment to operation, and discouraged the use of electric fan heaters. Electricity meters were fitted to all residential buildings to enable comparisons to be made and support reduction through monthly readings.

The vast majority of Ullenwood heating from the Energy Centre transferred back to biomass following the replacement of the original 500kW boiler which came online in November 2022. The two biomass boilers output 2,530,000 kwh (2022 – 2023), an increase of 300,000 kwh on the previous year. As a result, we saw our oil usage reduce significantly to 28,158L, a decrease of 59,920L. The introduction of the new biomass boiler enabled us to reduce our CO2 output by 171.44 tonnes.

Overall heating energy from the Energy Centre reduced from 2,862,000 kwh to 2,751,000 kwh, a reduction of 111,000 kwh.

This is due to the combination of employees being more careful of energy usage and the additional investment in control systems and infrastructure. Solar panels were installed on the new building at Ullenwood and we are reviewing quotes for solar installations on other buildings.

This report is provided in accordance with The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, which came into force from 1 April 2019. As a large charitable company, National Star is required to provide the following information for the Group in relation to its UK energy use, associated greenhouse gas emissions, intensity ratio and energy efficiency actions.

Methodology

Our reporting methodology was based on the UK Government's Environmental Reporting Guidelines, 2019. Our calculations were based on the UK Government GHG Conversion Factors for Company Reporting (2023). All emissions calculations are derived from activity data representing the Group, including its subsidiary undertakings. Parameters include those emissions for which National Star has operational control. The reporting period is 1 September 2022 to 31 August 2023.

Statement of trustees' responsibilities

The trustees (who are directors of National Star Foundation for the purpose of company law) are responsible for preparing the Trustees' Report (including the Strategic Report) and the Financial statements in accordance with applicable law and generally accepted accounting practice (United Kingdom Accounting Standards).

Company law requires the trustees to prepare Financial statements for each financial year. 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 situation of the charity and the group and of the incoming resources, including the income and expenditure of the charity and the group for that period.

In preparing these Financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Statement of Recommended Practice: Accounting and Reporting by Charities as revised in 2019.
- Make reasonable and prudent judgements and estimates.
- State whether applicable UK accounting standards, comprising FRS102, 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 group and charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show the charity's transactions, 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 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and the group and for taking reasonable steps to prevent and detect fraud, and other irregularities.

In so far as each of the trustees of the charity at the date of approval of this report is aware, there is no relevant audit information needed by the charity's auditor in connection with preparing the audit report of which the charity's auditor is unaware. Each trustee has taken all of the necessary steps in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The trustees confirm that they have had regard to the Charity Commission's guidance on public benefit and report on the charity's objectives and achievements on pages 12 to 17. The reference and administrative details on page 55 form part of the Trustees' Report.

By order of the Board of Trustees, the Annual Report (incorporating the Strategic Report) has been approved by the Board of Trustees and signed on its behalf by:



Paul K Styles
Chair of Trustees
31 January 2024

Shannon, age 21

Without National Star...

“Without National Star, I wouldn't be so independent.”

Student Shannon

When Shannon was asked to trial a new piece of physiotherapy equipment, no one could imagine the impact it would have on her life.

Shannon, who received life-changing injuries in a car accident at the age of 11, uses a power wheelchair and an electronic communication device to speak. She struggled to settle into college and to engage in any form of physiotherapy.

Then the physiotherapy team trialled the Innowalk Pro, a piece of physiotherapy equipment designed to improve the fitness of people with disabilities.

It was an instant success with Shannon. 'I love it so, so, much. I want to spend nine hours on it,' she said.

Not only has it helped Shannon's physical fitness but her mental health as well.

It has had such an impact on Shannon's life that her family have been able to fund her own Innowalk. 'It is the best thing National Star has given her,' said her parents Fiona and Paul. 'She hates her standing frame so the Innowalk will change her life. She is motivated and it is helping her in so many ways.'



Independent auditors' report

Opinion

We have audited the Financial statements of National Star Foundation ('the charitable company') and its subsidiaries ('the group') for the year ended 31 August 2022 which comprise the Consolidated Statement of Financial Activities, Consolidated Balance Sheet, Charity Balance Sheet, Consolidated 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 August 2022 and of the group'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.

Conclusions relating to going concern

In auditing the Financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the Financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group's ability to continue as a going concern for a period of at least twelve months from when the Financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees 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 group and 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:

- Adequate and proper accounting records have not been kept; or
- The Financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 34, 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 of as

Independent auditors' report

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.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

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. 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 operations were CQC Regulations for service providers and managers, Ofsted, General Data Protection Regulation (GDPR), taxation legislation and employment 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 the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Finance & Investment Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission 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.

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.



Tara Westcott

Partner, Social Purpose and Non Profits
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
4th Floor
St James House
St James' Square
Cheltenham
GL50 3PR

Date: 13 February 2024

National Star Foundation

Consolidated statement of financial activities

(Incorporating an income and expenditure account for the year ended 31 August 2023)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	4/14	371,212	2,113,221	2,484,433	2,407,933
Charitable activities					
Student fees		26,949,888	–	26,949,888	24,456,997
Other charitable activities	3	9,453,774	–	9,453,774	8,271,064
ESFA capital grants		189,011	–	189,011	137,902
Teachers' Pension Grant		146,613	–	146,613	128,277
Adult Social Care Infection Control Grant		1,033	–	1,033	127,293
Workforce Recruitment and Retention Grant		–	–	–	414,066
Other trading activities					
Trading turnover – NSF Trading Limited	2a	149,803	–	149,803	150,729
Investments		139,799	–	139,799	25,861
Other					
Other income	5	543,525	–	543,525	285,416
Total income		37,944,658	2,113,221	40,057,879	36,405,538
Expenditure on:					
Raising funds	6	324,784	–	324,784	321,648
Charitable activities	6/14	37,932,651	193,950	38,126,601	35,806,821
Other expenditure					
NSF Trading Limited	2a	67,628	–	67,628	58,162
NSF Design & Build Limited	2b	10,929	–	10,929	3,797
Total expenditure		38,335,992	193,950	38,529,942	36,190,428
Net (expenditure) / income before gains / (losses) on investments		(391,334)	1,919,271	1,527,937	215,110
Net gains / (losses) on investments	10	149,834	–	149,834	(131,459)
Net income		(241,500)	1,919,271	1,677,771	83,651
Transfer between funds	14/15	2,060,902	(2,060,902)	–	–
Net movement in funds		1,819,402	(141,631)	1,677,771	83,651
Reconciliation of funds:					
Total funds at 1 September 2022	14/15	31,868,359	2,412,668	34,281,027	34,197,376
Total funds at 31 August 2023	14/15	33,687,761	2,271,037	35,958,798	34,281,027

The notes on pages 37 to 54 form part of these Financial statements.

National Star Foundation

Consolidated balance sheet

As at 31 August 2023

Company Number: 00522846

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	9a	31,080,058	26,311,181
Investments	10	3,297,589	3,147,755
		34,377,647	29,458,936
Current assets			
Debtors: amounts falling due within one year	11	1,758,691	2,958,729
Cash at bank and in hand		5,063,139	7,469,828
		6,821,830	10,428,557
Liabilities			
Creditors: amounts falling due within one year	12	(5,240,679)	(5,606,466)
		1,581,151	4,822,091
Net current assets			
Creditors: amounts falling due after one year	12	-	-
		35,958,798	34,281,027
The funds of the group			
Restricted funds	14	2,271,037	2,412,668
Unrestricted funds	15	33,687,761	31,868,359
		35,958,798	34,281,027

The charity net income in the year was £1,827,021 (2022: £105,550) before group consolidation.

These Financial statements were approved and authorised for issue by the Board of Trustees on 31 January 2024 and signed on its behalf by:



Paul K Styles
Director

The notes on pages 37 to 54 form part of these Financial statements.

National Star Foundation

Charity balance sheet

As at 31 August 2023

Company Number: 00522846

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	9b	31,535,325	26,617,198
Investments	10	3,297,690	3,147,856
		34,833,015	29,765,054
Current assets			
Debtors: amounts falling due within one year	11	1,885,346	2,901,697
Cash at bank and in hand		4,764,977	7,348,559
		6,650,323	10,250,256
Liabilities			
Creditors: amounts falling due within one year	12	(5,069,273)	(5,428,266)
		1,581,050	4,821,990
Creditors: amounts falling due after one year	12	-	-
Total net assets		36,414,065	34,587,044
The funds of the charity			
Restricted funds	14	2,271,037	2,412,668
Unrestricted funds	15	34,143,028	32,174,376
Total charity funds		36,414,065	34,587,044

These Financial statements were approved and authorised for issue by the Board of Trustees on 31 January 2024 and signed on its behalf by:



Paul K Styles
Director

The notes on pages 37 to 54 form part of these Financial statements.

National Star Foundation

Consolidated statement of cash flows

For the year ended 31 August 2023

Reconciliation of net income to net cash inflow from operating activities	2023 £	2022 £
Net income for the reporting period	1,677,771	83,651
Adjustments for:		
Depreciation charges	1,598,141	1,425,684
Interest from investments	(139,799)	(25,861)
(Gains) / losses on investments	(149,834)	131,460
(Profit) on sale of fixed assets	(270)	(1,650)
Decrease / (Increase) in debtors	1,200,038	(1,208,693)
(Decrease) / Increase in creditors	(352,158)	854,630
Net cash provided by operating activities	3,833,889	1,259,221
Cash flows from financing activities		
Repayment of borrowings	(13,629)	(53,721)
Net cash used in financing activities	(13,629)	(53,721)
Cash flows from investing activities		
Interest	139,799	25,861
Proceeds from the sale of property, plant and equipment	270	1,650
Proceeds from sale of investments	–	700,000
Purchase of property plant and equipment	(6,367,018)	(1,574,716)
Net cash used in investing activities	(6,226,949)	(847,205)
Change in cash and cash equivalents in the reporting period	(2,406,689)	358,295
Cash and cash equivalents at the beginning of the reporting period	7,469,828	7,111,533
Cash and cash equivalents at the end of the reporting period	5,063,139	7,469,828
Analysis of cash and cash equivalents		
Cash in hand	5,063,139	4,469,828
Notice deposits (less than 3 months)	–	3,000,000
	5,063,139	7,469,828

The notes on pages 37 to 54 form part of these Financial statements.

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

1. Accounting policies

a) Charity information

National Star Foundation is a registered charity (charity number: 220239) and was incorporated as a private company limited by guarantee in England and Wales (company number: 00522846) on 20 August 1953. The address of its registered office is Ullenwood Manor, Ullenwood, Cheltenham, Gloucestershire, GL53 9QU. This is also the registered address of NSF Trading Limited and NSF Design & Build Limited.

b) Accounting convention

The consolidated Financial statements have been prepared under the historical cost convention, as modified by the revaluation of investments.

The consolidated Financial statements have been prepared in accordance with 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) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

National Star Foundation meets the definition of a public benefit entity under FRS 102.

c) Going concern

The group and charity have cash resources and have no requirement for external funding. The trustees have reviewed the position carefully with a view to ensuring the ongoing provision of care for the learners and residents as well as employment of employees. The charity currently holds significant cash balances supplemented, if needed, by an overdraft facility. Demand for places remains strong for the academic year 2023 - 2024. Conservative cash flow modelling with sensitivity analysis indicates that the cash reserves of the charity are adequate to meet the charity's obligations as they fall due. Accordingly, the trustees believe that financial resources are sufficient to ensure the charity will continue as a going concern for the foreseeable future, being at least 12 months from the date of approval of the Financial statements and have therefore prepared the Financial statements on a going concern basis.

d) Consolidated Financial statements

These Financial statements consolidate the charity and its subsidiary undertakings NSF Design & Build Limited and NSF Trading Limited to 31 August 2023, all inter group sales and profits have been eliminated on consolidation.

Net income of £1,827,021 (2022: £105,550) was attributable to the charity for the year. The charity has also taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a charity only Statement of Cash Flows and certain disclosures about the charity's financial instruments within the consolidated Financial statements.

No separate Statement of Financial Activities ("SOFA") has been prepared for the charity alone as permitted by Section 408 of the Companies Act 2006.

e) Fund accounting

Unrestricted funds 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.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the Financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors. The aims of the restricted funds are set out in the notes to the Financial statements.

f) Income

All income is included in the SOFA when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

1. Accounting policies (continued)

Donations and gifts represent amounts receivable during the year, together with any associated tax refund and do not include the value of any pledges secured for future donations.

Fees are accounted for in the SOFA in the year in which the service is provided.

Grants (including government grants) are included in the Financial statements on an entitlement basis. The balance of income received for a specific purpose but not expended in the year is shown in the relevant funds on the Balance Sheet. Where entitlement occurs before income is received, the income is accrued.

Where income is received in advance of the charity having entitlement to the fund the income is deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably, and the charity has been notified of the executor's intention to make a distribution.

All capital grants received are recognised in the SOFA and credited to a separate restricted fund where there are restrictions on the future use of the fund. Any depreciation charged on that element of the cost of assets funded by grants is charged to restricted funds.

g) Expenditure

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Expenditure on raising funds include all fundraising, financing and trading costs of the subsidiaries.

All expenditure is accounted for on an accrual basis. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year on a basis consistent with use of the resources. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs are included within support costs and include strategic planning costs for the charity's future development, external audit and all costs of complying with constitutional and statutory requirements, such as costs of board and committee meetings and for preparing statutory Financial statements and satisfying public accountability.

h) Pension costs

The charity contributes to the Teachers' Pension Scheme at the advised rates. As it is not possible to separately identify the assets and liabilities of the Teachers' Pension Scheme, it is accounted for as if it were a defined contribution scheme. The charity's contributions to the scheme are charged in the Financial statements as they accrue.

Regarding non-teaching employees, contributions are made to the charity's defined contribution pension scheme. All contributions are charged to the SOFA as they become payable in accordance with the rules of the schemes.

i) Tangible fixed assets

All expenditure above £500 for ICT and £1,000 for all other assets for the acquisition, enhancement, production and installation of fixed assets and all fixed assets received by way of donation are capitalised. Tangible fixed assets are stated in the Balance Sheet at cost less depreciation and impairment, or at estimated value at date of donation less depreciation in respect of donated assets.

Depreciation is calculated to write off the cost or valuation less estimated residual value of tangible assets over their estimated useful lives at the following rates:

Freehold land	Not depreciated
Freehold buildings	2% – 10%
Leasehold property improvements	20% (or over the lease term)
Fixtures and equipment	10% – 20%
ICT	10% – 25%
Motor vehicles	10% – 25%

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

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

1. Accounting policies (continued)

j) Investments

Investments are stated at market value at the Balance Sheet date. All gains and losses relating to investments are accounted for in the SOFA. Investments in subsidiaries are held at cost.

k) Debtors

Short-term debtors are initially measured at the settlement price, less any impairment. Prepayments are valued at the amount prepaid net of any trade discounts.

l) Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions with a short maturity of three months or less.

m) Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Short term creditors are initially measured at the settlement amount.

n) Financial instruments

National Star Foundation only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

o) Operating leases

Rentals payable under operating leases are charged to the SOFA on a straight-line basis over the lease term.

p) Taxation

National Star Foundation is a registered charity, and as such is entitled to tax exemptions on all its income and gains, properly applied for its charitable purposes.

q) Judgements in applying accounting policies and key sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The items in the Financial statements where these estimates and judgements have been made include the following:

i) Useful economic lives of tangible assets

The annual depreciation charges for the tangible assets are sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation and the physical condition of the assets. See note 9 for the carrying amount of the tangible assets and note 1i for the useful lives for each class of asset.

ii) Useful economic lives of intangible assets

Intangible assets are stated at their historical cost and amortised on a straight-line basis over their expected useful economic lives. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on economic utilisation associated with the specific asset. Intangible assets are derecognised on disposal or when no future economic benefits are expected from their use. Intangible assets include software purchased from third parties and related software implementation costs. See note 9 for the cost amount of intangible assets.

iii) Impairment of debtors

The Group makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 11 for the net carrying amount of the debtors and associated impairment provision.

iv) Income provision

The charity has a provision for some elements of income in relation to learners and service users who left through the year or were absent for part of the year. When assessing the level of provision required, the charity has considered levels of fee income, services provided, availability of placement and pattern of attendance, as well as relevant funding guidance.

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

2. Results of subsidiaries

a) NSF Trading Limited

The charity owns 100% of NSF Trading Limited (company registration number: 01168043), which predominantly lets out the National Star Foundation facilities and undertakes the charity's trading activities. It has a signed ordinary resolution to Gift Aid its taxable profits to the charity. Its trading results, extracted from its audited Financial statements, were:

	2023 £	2022 £
Turnover	149,803	150,729
Cost of sales	(62,358)	(53,169)
Gross profit	87,445	97,560
Other income	-	-
Administrative expenses	(16,833)	(17,486)
Operating profit	70,612	80,074
Taxation	-	-
Profit after taxation	70,612	80,074
Retained earnings at start of period	-	-
Gift Aid donation to National Star Foundation	(70,612)	(80,074)
Retained earnings at end of period	-	-
Reserves		
Profit and loss reserves	-	-
Share capital	100	100
Shareholder's funds	100	100

The trading company made a Gift Aid donation of £70,612 (2022: £80,074) to the charity within nine months of the year end, with the result that it has a £nil annual corporation tax liability.

b) NSF Design & Build Limited

The charity owns 100% of NSF Design & Build Limited (company registration number: 08628807), which was set up to manage capital projects on behalf of National Star Foundation. It has a signed ordinary resolution to Gift Aid its taxable profits to the charity. Its trading results, extracted from its audited Financial statements, were:

	2023 £	2022 £
Turnover	5,188,907	751,852
Cost of sales	(5,037,774)	(729,954)
Gross profit	151,133	21,898
Administrative expenses	(10,929)	(3,797)
Operating profit	140,204	18,101
Taxation	-	-
Profit after taxation	140,204	18,101
Retained earnings at start of period	-	-
Gift Aid donation to National Star Foundation	(140,204)	(18,101)
Retained earnings at end of period	-	-
Reserves		
Profit and loss reserves	-	-
Share capital	1	1
Shareholder's funds	1	1

The trading company made a Gift Aid donation of £140,204 (2022: £18,101) to the charity within nine months of the year end, with the result that it has a £nil annual corporation tax liability.

3. Other charitable activities

Other Charitable Activities income of £9,453,774 (2022: £8,271,064) arises from a range of activities undertaken during the year including:

	2023 £	2022 £
Foundation House	1,571,394	1,431,028
Eveson Centre, Hereford	1,982,217	1,335,548
Hereford long-term residence	1,091,568	941,115
LiftTraining	249,032	339,476
Respite Provision	1,411,330	1,114,613
StarBistro	117,859	80,373
Steps into Work	212,884	194,299
Bradbury Gardens long-term residence	1,039,919	947,691
Mamhilad (Wales)	649,370	753,552
Matrixcare (Malvern)	430,652	412,479
Teacher Education	126,963	222,428
Re-education / Therapy Services	108,272	176,419

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

4. Donations and legacies

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
Donations	165,229	2,113,221	2,278,450	1,012,918
Legacies	193,890	–	193,890	1,379,477
Other voluntary income	12,093	–	12,093	15,538
	371,212	2,113,221	2,484,433	2,407,933

In addition, the charity received a government ESFA Building Conditions Grant of £189,011 (2022: £137,902), a Teachers' Pension Grant of £146,613 (2022: £128,277), an Adult Social Care Infection Control Grant of £1,033 (2022: £127,293), and no Workforce Recruitment & Retention Grant (2022: £414,066). There were no unfulfilled conditions or other contingencies attached to these grants.

£818,844 of income from donations in the prior year related to restricted funds. All other income from donations and legacies in the prior year related to unrestricted funds.

5. Other income

	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
StarShop and Student shops	33,160	–	33,160	12,169
Transport	220	–	220	442
Profit on sale of fixed assets	270	–	270	1,650
Charity retail	503,935	–	503,935	265,289
Other income	5,940	–	5,940	5,866
	543,525	–	543,525	285,416

All other income in the prior year related to unrestricted funds.

6. Analysis of expenditure

	Staff costs £	Other costs £	Depreciation £	Total 2023 £	Total 2022 £
Charitable activities					
Teaching and welfare	25,287,057	1,360,084	1,166,796	27,813,937	26,780,706
Premises	1,017,849	2,461,019	152,329	3,631,197	3,092,122
Support costs	4,457,596	1,944,855	279,016	6,681,467	5,933,993
	30,762,502	5,765,958	1,598,141	38,126,601	35,806,821
Raising funds					
Other	119,324	205,460	–	324,784	321,648
Trading costs	23,623	54,934	–	78,557	61,959
	30,905,449	6,026,352	1,598,141	38,529,942	36,190,428

Included within support costs are the following governance costs:

	2023 £	2022 £
Auditor's remuneration (gross)		
– Audit	29,415	28,010
– Non audit	7,423	11,076
Trustees' / directors' meeting costs	2,134	584
	38,972	39,670

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

7. Net income

	2023 £	2022 £
Net income is stated after charging / (crediting) the following:		
Depreciation	1,598,141	1,425,684
Auditor's remuneration (net)		
– audit	24,512	23,342
– non audit	6,186	9,230
Profit on sale of fixed assets	(270)	(1,650)
Bank loan interest	117	1,260
Operating lease payments		
– land and buildings	212,780	154,955
– other	58,068	50,506

8. Employee costs and key management personnel remuneration

	2023 £	2022 £
Wages and salaries	27,770,611	26,606,551
Social security costs	2,054,106	1,926,880
Other pension costs	1,080,732	967,458
	30,905,449	29,500,889

Included in the above are agency and subcontractor costs of £3,062,257 (2022: £2,030,411) in relation to National Star Foundation & NSF Trading Limited.

During the year, the trustees received £nil (2022: £nil) remuneration and no retirement benefits were accruing. No trustees received reimbursed expenses during the year (2022: £nil).

The average headcount of employees was:

	2023 No.	2022 No.
Charitable activities	1,213	1,169
Cost of generating funds – fundraising office	4	4
	1,217	1,173

After taking account of part-time employees the annual full-time equivalent number was 904 (2022: 880).

During the year, the charity made redundancy/termination payments of £13,021 (2022: £1,688).

The number of employees who received annual equivalent emoluments (including benefits in kind of between £86 and £1,378 per person) in excess of £60,000 during the period were in the following bands:

	2023 No.	2022 No.
£60,000 – £69,999	4	5
£70,000 – £79,999	4	1
£80,000 – £89,999	1	–
£90,000 – £99,999	–	2
£110,000 – £119,999	1	1
£120,000 – £129,999	1	–

Four of the above employees participated in the Teachers' Pension Scheme. During the year ended 31 August 2023 employer contributions for these employee members amounted to £65,845 (2022: £45,768). The other seven employees participated in the defined contribution pension scheme – total employer contributions for these staff members amounted to £50,649 (2022: £45,099).

The remuneration of key management personnel for the Group was:

	2023 £	2022 £
Total key management personnel remuneration	471,180	474,931

Key management personnel are defined as the Chief Executive, Deputy Chief Executive, Chief Operations Officer/Principal and Chief People Officer. The remuneration figure includes gross salary, employer's National Insurance, employer's pension and benefits in kind.

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

9a. Tangible fixed assets – group

	Freehold land and buildings £	Assets under construction £	Leasehold property improvements £	Motor vehicles £	Fixtures and equipment £	Total £
Cost						
At 1 September 2022	36,516,407	953,062	243,524	1,125,811	3,569,170	42,407,974
Additions	437,978	5,458,899	85,441	40,940	343,760	6,367,018
Disposals	(412,734)	–	–	(30,370)	(203,992)	(647,096)
Transfers	41,787	(41,787)	–	–	–	–
At 31 August 2023	36,583,438	6,370,174	328,965	1,136,381	3,708,938	48,127,896
Depreciation						
At 1 September 2022	12,624,021	–	182,707	743,497	2,546,568	16,096,793
Disposals	(412,734)	–	–	(30,370)	(203,992)	(647,096)
Charge for the period	1,158,852	–	19,754	77,051	342,484	1,598,141
At 31 August 2023	13,370,139	–	202,461	790,178	2,685,060	17,047,838
Net Book Value						
At 31 August 2023	23,213,299	6,370,174	126,504	346,203	1,023,878	31,080,058
At 31 August 2022	23,892,386	953,062	60,817	382,314	1,022,602	26,311,181

Included in the above within fixtures and equipment at cost is £292,647 (2022: £160,416) of intangible software assets with depreciation charged on these assets during the year of £11,907 (2022: £18,186).

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

9b. Tangible fixed assets – charity

	Freehold land and buildings £	Assets under construction £	Leasehold property improvements £	Motor vehicles £	Fixtures and equipment £	Total £
Cost						
At 1 September 2022	36,822,424	953,062	243,524	1,125,811	3,569,170	42,713,991
Additions	585,313	5,458,899	85,441	40,940	345,674	6,516,267
Disposals	(412,734)	–	–	(30,370)	(203,992)	(647,096)
Transfers	41,787	(41,787)	–	–	–	–
At 31 August 2023	37,036,790	6,370,174	328,965	1,136,381	3,710,853	48,583,163
Depreciation						
At 1 September 2022	12,624,021	–	182,707	743,497	2,546,568	16,096,793
Disposals	(412,734)	–	–	(30,370)	(203,992)	(647,096)
Charge for the period	1,158,852	–	19,754	77,051	342,484	1,598,141
At 31 August 2023	13,370,139	–	202,461	790,178	2,685,060	17,047,838
Net Book Value						
At 31 August 2023	23,666,651	6,370,174	126,504	346,203	1,025,793	31,535,325
At 31 August 2022	24,198,403	953,062	60,817	382,314	1,022,602	26,617,198

Included in the above within fixtures and equipment at cost is £292,647 (2022: £160,416) of intangible software assets with depreciation charged on these assets during the year of £11,907 (2022: £18,186).

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

10. Investments – group and charity

Cost or valuation	Charity listed investments £	Charity investment in subsidiary £	Charity total £
At 1 September 2022	3,147,755	101	3,147,856
Additions	–	–	–
Disposals	–	–	–
Gains on investments	149,834	–	149,834
Net Book Value			
At 31 August 2023	3,297,589	101	3,297,690

The historical cost of listed investments on 31 August 2023 was £1,817,250 (2022: £1,817,250).

On 31 August 2023 the investments comprise accumulation units in CCLA COIF Charities Investment Fund of £1,071,441 (2022: £1,060,780), Schroder Charity Equity Value Fund of £1,157,870 (2022: £1,045,689), and St. James's Place Wealth Management split into three separate investment funds; Diversified Bond £390,950 (2022: £387,245), Global Equity £243,544 (2022: £235,433) and Strategic Income £433,784 (2022: £418,608).

Such investments are primarily held to provide a return where monies are not required immediately for the charity's activities and form part of the charity's reserves policy.

Shares in Subsidiary

The charity holds 101 ordinary shares of £1 each representing 100% of the allocated share capital of NSF Trading Limited (100 shares) and NSF Design & Build Limited (1 share), both entities are incorporated in England and Wales. The value of the investments is the cost of £101.

11. Debtors – amounts falling due within one year

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Trade debtors	1,189,358	1,170,608	1,138,236	1,108,133
VAT	34,740	116,977	6,549	3,395
Amount owed by subsidiary undertaking	–	–	206,973	119,968
Prepayments and accrued income	499,388	1,636,745	498,383	1,635,802
Other debtors	35,205	34,399	35,205	34,399
	1,758,691	2,958,729	1,885,346	2,901,697

Trade debtors are stated after impairment provision totalling £30,898 (2022: £60,803).

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

12. Creditors – Amounts falling due within one year

	Group		Charity	
	2023 £	2022 £	2023 £	2022 £
Trade creditors	1,607,272	1,579,296	1,540,747	1,267,176
Taxes and social security costs	532,667	526,936	532,667	526,936
Amount owed to subsidiary undertaking	–	–	–	174,579
Accruals	929,075	1,208,042	837,041	1,177,580
Deferred income	1,481,951	1,344,368	1,470,228	1,334,788
Pension	169,716	157,393	169,716	157,393
Other creditors	519,998	776,802	518,876	776,185
Bank loan	–	13,629	–	13,629
	5,240,679	5,606,466	5,069,273	5,428,266

Deferred income	2023 £
Deferred income at 1 September 2022	1,344,368
Resources deferred in the year	1,481,951
Amounts released from previous years	(1,344,368)
Deferred income at 31 August 2023	1,481,951

The value of deferred income relates to income that has been received during the year that relates to future periods, such as ESFA element 1 and 2 funding, respite funding and LIFT income.

Creditors – amounts falling due after one year

£nil (2022: £nil).

Creditors – bank loan – group and charity

In November 2016 a loan of £300,000 was drawn from HSBC Bank plc. The loan was for a six-year term and was repayable by monthly instalments, with the final payment being made in November 2022. The loan was secured by way of a legal charge over the freehold property known as 2 Manor Barn, Ullenwood, Cheltenham. Interest was charged at a rate of 2.5% above the Bank of England Base Rate.

Included within the above are amounts falling due as follows:

	2023 £	2022 £
Within one year	–	13,629

As part of the organisation's response to its risk management processes, the organisation continues to hold an overdraft facility with HSBC to support any cash flow pressures that may result from a disruption to services and to mitigate risk. The facility of £2.5m is secured against the organisation's assets by way of a Debenture and was not used in the reporting period.

13. Share capital

The charity does not have a share capital as it is limited by guarantee. Each of the members is a guarantor to the extent of £1 in the event of the charity being wound up whilst they are members, or within one year of them ceasing to be members in respect of debts and liabilities contracted before they ceased to be a member.

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

14. Restricted funds

2023	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 August 2023 £
Therapies Centre Star Appeal Development (Schroder Foundation – £50,000 September 2009)	36,917	–	(1,000)	–	35,917
Star Appeal / Development (The Henry Smith Charity – £125,000 May 2008/ £125,000 May 2011)	187,083	–	(5,000)	–	182,083
Elizabeth House Residential Accommodation Project (Big Lottery Fund – £300,000 January 2000)	164,500	–	(6,000)	–	158,500
Cleeve Bungalow Residential Accommodation Project (Big Lottery Fund – £250,000 July 2006)	164,583	–	(5,000)	–	159,583
Education and Skills Funding Agency – Building Improvement Fund Capital Grant – Pittville Project (£2,209,746 2014–2015). The restriction ends in 2025.	1,717,929	–	(56,404)	–	1,661,525
Committed Funds – various restricted gifts	63,013	149,409	(119,729)	(24,264)	68,429
Ledbury Road Hereford – various other restricted gifts	5,000	–	–	–	5,000
Building a Brighter Future development fund	73,643	1,963,812	(817)	(2,036,638)	–
	2,412,668	2,113,221	(193,950)	(2,060,902)	2,271,037

The Building a Brighter Future development fund income included a number of gifts for the development of new accommodation at Ullenwood from trusts, foundations, organisations and individuals. These included significant donations from Julia and Hans Rausing, The Edward Gostling Foundation, The Bradbury Foundation, The MariaMarina Foundation and Wolfson Foundation.

A number of the restricted funds detailed above relate to fundraised capital projects where the specified funder has required that the fund is separately noted and recorded.

Where a donation has been given and the asset is required to be held for a number of years, the fund has remained restricted, and the appropriate depreciation has been charged against it. The nature of the funding is identified in the schedule details above.

Where the funder's restrictions have been fulfilled and no further restrictions apply, the funds have been transferred to unrestricted funds as shown in the note.

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

14. Restricted funds (continued)

Comparative disclosure for year ended 31 August 2022	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 August 2022 £
Therapies Centre Star Appeal Development (Schroder Foundation – £50,000 September 2009)	37,917	–	(1,000)	–	36,917
Star Appeal / Development (The Henry Smith Charity – £125,000 May 2008 / £125,000 May 2011)	192,083	–	(5,000)	–	187,083
Elizabeth House Residential Accommodation Project (Big Lottery Fund – £300,000 January 2000)	170,500	–	(6,000)	–	164,500
Cleeve Bungalow Residential Accommodation Project (Big Lottery Fund – £250,000 July 2006)	169,583	–	(5,000)	–	164,583
Education and Skills Funding Agency – Building Improvement Fund Capital Grant – Pittville Project (£2,209,746 2014–2015). The restriction ends in 2025.	1,775,776	–	(57,847)	–	1,717,929
Committed Funds – various restricted gifts	67,620	150,377	(117,106)	(37,878)	63,013
Smart House Project – MW and AB Ingram’s Charitable Trust	183,997	–	–	(183,997)	–
Ledbury Road Hereford – various other restricted gifts	6,780	7,000	(780)	(8,000)	5,000
Building a Brighter Future development fund	130,500	661,467	–	(718,324)	73,643
	2,734,756	818,844	(192,733)	(948,199)	2,412,668

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

15. Unrestricted funds

2023	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers and investment gains £	Balance at 31 August 2023 £
General unrestricted funds	27,245,178	37,794,855	(38,257,435)	5,159,283	31,941,881
Designated Funds – future development	4,929,198	–	–	(2,728,051)	2,201,147
Charity	32,174,376	37,794,855	(38,257,435)	2,431,232	34,143,028
Non-charitable trading funds	–	149,803	(78,557)	(71,246)	–
Consolidation adjustments	(306,017)	–	–	(149,250)	(455,267)
Group	31,868,359	37,944,658	(38,335,992)	2,210,736	33,687,761

Designated funds

At the year end the trustees have designated funds of £2,201,147 (2022: £4,929,198) for future developments.

Comparative disclosure for year ended 31 August 2022	Balance at 1 September 2021 £	Income 2022 £	Expenditure 2022 £	Transfers and investment gains 2022 £	Balance at 31 August 2022 £
General unrestricted funds	28,923,929	35,435,965	(35,935,736)	(1,178,980)	27,245,178
Designated Funds – future development	1,778,125	–	–	3,151,073	4,929,198
Designated Funds – COVID-19 risk	1,044,684	–	–	(1,044,684)	–
Charity	31,746,738	35,435,965	(35,935,736)	927,409	32,174,376
Non-charitable trading funds	–	150,729	(61,959)	(88,770)	–
Consolidation adjustments	(284,118)	–	–	(21,899)	(306,017)
Group	31,462,620	35,586,694	(35,997,695)	816,740	31,868,359

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

16. Analysis of net assets between funds of the group and charity

	Fixed Assets £	Investments £	Net Current Assets / Liabilities £	Long Term Liabilities £	Fund Balance £
2023					
Restricted funds	2,197,607	–	73,430	–	2,271,037
Designated funds	–	–	2,201,147	–	2,201,147
Unrestricted funds	29,337,718	3,297,690	(693,527)	–	31,941,881
Charity	31,535,325	3,297,690	1,581,050	–	36,414,065
Subsidiary's Reserves – NSF Trading Limited	–	(100)	100	–	–
Subsidiary's Reserves – NSF Design & Build Limited	–	(1)	1	–	–
Consolidation	(455,267)	–	–	–	(455,267)
Group	31,080,058	3,297,589	1,581,151	–	35,958,798

Comparative disclosure for year ended 31 August 2022	Fixed assets £	Investments £	Net current assets / liabilities £	Long term liabilities £	Fund balances £
Restricted funds	2,271,011	–	141,657	–	2,412,668
Designated funds	–	–	4,929,198	–	4,929,198
Unrestricted funds	24,346,187	3,147,856	(248,865)	–	27,245,178
Charity	26,617,198	3,147,856	4,821,990	–	34,587,044
Subsidiary's Reserves – NSF Trading Limited	–	(100)	100	–	–
Subsidiary's Reserves – NSF Design and Build Limited	–	(1)	1	–	–
Consolidation	(306,017)	–	–	–	(306,017)
Group	26,311,181	3,147,755	4,822,091	–	34,281,027

17. Other financial commitments

At 31 August 2023 the group had future minimum lease payments under non-cancellable operating leases as follows:

Commitment expiring:	Property £	Other £	2023 Total £	2022 Total £
Within one year	180,333	29,354	209,687	210,492
One to five years inclusive	297,175	–	297,175	235,502
	477,508	29,354	506,862	445,994

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

18. Pension commitments

Defined contribution:

The charity operates defined contribution schemes for its non-teaching employees. The assets are held separately from those of the charity in independently administered funds, and the amount charged to the SOFA was £589,884 (2022: £524,700).

Defined benefit:

The charity participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £490,848 (2022: £442,758) and at the year-end £62,038 (2022: £52,241) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by The Teachers' Pensions Regulations 2010 (as amended) and The Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

19. Capital commitments

At 31 August 2023 the group had capital commitments as follows:

	2023 £	2022 £
Land and buildings:		
Authorised and contracted for – Ullenwood development	–	4,714,102
Authorised not yet contracted for – Ullenwood development	–	903,256
Authorised and contracted for – Biomass boiler upgrade	–	70,526

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

20. Related party transactions

As stated in Note 1 to the Financial statements, the charity has two wholly owned subsidiary companies – NSF Trading Limited and NSF Design & Build Limited.

During the year a management charge was made by National Star Foundation to NSF Trading Limited of £11,563 (2022: £12,494). At the end of the year Gift Aid of £70,612 (2022: £80,074) was payable by NSF Trading Limited to National Star Foundation. The total year-end balance owed to National Star Foundation was £106,169 (2022: £119,968).

During the year income was received by NSF Design & Build Limited from National Star Foundation of £5,188,908 (2022: £751,852), this related to recharged building costs plus fees. At the year-end Gift Aid of £140,204 (2022: £18,101) was payable by NSF Design & Build Limited to National Star Foundation. The total year-end balance owed to National Star Foundation was £100,804 (2021: £174,579 owed by National Star Foundation).

During the year the charity's Chief Executive Officer, Lynette Barrett, served on the board of Natspec (the membership association for organisations which offers specialist further education and training for learners with learning difficulties and/or disabilities aged 16 to 25) as its chair, and also served on the board of The Education & Training Foundation (in her capacity as Chair of Natspec). National Star is a member organisation of Natspec and also provides services on behalf of The Education & Training Foundation.

21. Agency arrangements

The charity acts as an agent in distributing 16–19 year olds bursary funds from the Education & Skills Funding Agency (ESFA). Payments received from the ESFA and subsequent disbursements are excluded from the SOFA as the charity does not have control over the charitable application of funds.

Summary of Bursary Account	2023 £	2022 £
At 1 September 2022	33,489	24,256
Income from ESFA	31,629	27,205
Bursary payments	(22,779)	(17,972)
At 31 August 2023	42,339	33,489

22. Financial instruments – group

	2023 £	2022 £
Financial assets		
Financial assets measured at fair value	3,297,589	3,147,755

Financial assets measured at fair value consist of investments.

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

23. Analysis of changes in net debt

	At 1 September 2022 £	Cash-flows £	New finance leases £	Other non-cash changes £	At 31 August 2023 £
Cash	4,469,828	593,311	-	-	5,063,139
Cash equivalents	3,000,000	(3,000,000)	-	-	-
Overdrafts	-	-	-	-	-
	7,469,828	(2,406,689)	-	-	5,063,139
Loans falling due within one year	(13,629)	13,629	-	-	-
Loans falling due after more than one year	-	-	-	-	-
Finance lease obligations	(445,994)	128,799	(189,667)	-	(506,862)
Total	7,010,205	(2,264,261)	(189,667)	-	4,556,277

24. Post balance sheet events

Subsequent to the year ending 31 August 2023, the charity completed the sale of Elizabeth House, Gloucester for £1,000,000 on 8 September 2023. Additionally, National Star purchased 369 Worcester Road, Malvern for £550,000 on 30 January 2024.

National Star Foundation

Notes to the Financial statements

For the year ended 31 August 2023

25. Consolidated statement of financial activities for the year ended 31 August 2022

	Note	Unrestricted Funds £	Restricted funds £	Total Funds 2022 £	Total Funds 2021 £
Income from:					
Donations and legacies	4/14	1,589,089	818,844	2,407,933	901,302
Charitable activities					
Student fees		24,456,997	–	24,456,997	23,394,021
Other charitable activities	3	8,271,064	–	8,271,064	7,135,450
ESFA capital grants		137,902	–	137,902	72,132
Teachers Pension Grant		128,277	–	128,277	123,253
Adult Social Care Infection Control Grant		127,293	–	127,293	381,539
Workforce Recruitment and Retention Grant		414,066	–	414,066	–
Other trading activities					
Trading turnover – NSF Trading Limited	2a	150,729	–	150,729	74,614
Investments		25,861	–	25,861	17
Other					
Other income	5	285,416	–	285,416	206,260
Total income		35,586,694	818,844	36,405,538	32,288,588
Expenditure on:					
Raising funds	6	321,648	–	321,648	384,147
Charitable activities	6/14	35,614,088	192,733	35,806,821	30,691,087
Other expenditure:					
NSF Trading Limited	2a	58,162	–	58,162	42,098
NSF Design & Build Limited	2b	3,797	–	3,797	2,777
Total expenditure		35,997,695	192,733	36,190,428	31,120,109
Net (expenditure) / income before (losses) / gains on investments		(411,001)	626,111	215,110	1,168,479
Net (losses) / gains on investments	10	(131,459)	–	(131,459)	780,709
Net (expenditure) / income		(542,460)	626,111	83,651	1,949,188
Transfer between funds	14/15	948,199	(948,199)	–	–
Net movement in funds		405,739	(322,088)	83,651	1,949,188
Reconciliation of funds:					
Total funds at 1 September 2021	14/15	31,462,620	2,734,756	34,197,376	32,248,188
Total funds at 31 August 2022	14/15	31,868,359	2,412,668	34,281,027	34,197,376

Administrative and legal details

National Star Foundation (formerly the National Star Centre for Disabled Youth) is a company ('the Company') limited by guarantee and a registered charity ('the Charity'). National Star Foundation is governed by its Memorandum and Articles of Association (as Incorporated 20 August 1953 and last amended 9 February 2023). It operates a wide range of activities and programmes in pursuance of its charitable purposes, the largest of which is the operation of National Star College ('the College'). It uses National Star as a working name and operates two subsidiary companies; NSF Trading Limited (company number 01168043) and NSF Design & Build Limited (company number 08628807), which form the group ('the Group').

Company number

00522846 in England and Wales

Charity number

220239

Registered office

Ullenwood Manor, Ullenwood, Cheltenham, GL53 9QU.

Auditors

Crowe U.K. LLP, 4th Floor, St. James House, St. James' Square, Cheltenham, GL50 3PR.

Bankers

HSBC Bank, 2 The Promenade, Cheltenham, GL50 1LR.

Solicitors

Veale Wasbrough Vizards, Narrow Quay House, Narrow Quay, Bristol.

Investment managers

CCLA Investment Management Ltd, Cazenove Capital and St. James's Place Wealth Management.

Reagan, age 21

Without National Star...

“Reagan would never have the confidence or the coping strategies to be able to attend a mainstream college.

Rhian, Reagan's mum

”

Reagan is attending a mainstream college – something his family never thought would be possible. The 21-year-old is taking an Independent Living Skills course at Coleg Gwent.

‘Two years ago, we would never have entertained the idea of Reagan going to Coleg Gwent,’ said his mum Rhian.

For Reagan, who has autism and learning disabilities, managing his anxiety is his biggest challenge. He has limited speech so it can be difficult for him to express himself.

At National Star in Wales, Reagan worked with regular staff members, and he was able to build a relationship with them. They understood what made Reagan anxious and have helped him develop ways to manage expressing those anxieties.

He accessed physiotherapy, occupational therapy and support from the charity's Emotional Wellbeing Service.

This combination of therapies and specialist teaching with a constant team around him who made him feel safe and supported, has enabled Reagan to flourish.

‘His confidence and self-esteem have hugely improved,’ said Rhian. ‘Because he felt safe, he was happy at National Star. His speech and understanding have come on.’

Reagan's progress has been so great that he received the Most Progress in Learning Award at the National Star in Wales Leavers' Award Ceremony.

‘During his time at National Star Reagan has blossomed. His progress has been massive and we are so proud of him.’



We're building a brighter future

National Star is a charity with big ideas. In July 2022, it started to construct a new specialist residence.

In September 2023, students moved into the £6.2 million specialist residence at Ullenwood. Not only was the building completed but the project was successfully fully funded.

This achievement reflects the commitment and generosity of our donors, our partners and the team who work at National Star.

National Star supporters Jack Thorne and Rachel Mason opened the new buildings in October 2023.

Jack, one of the most successful writers in the UK, said: 'National Star is magical. For its residents, students and staff, it's magical. It transforms. It changes lives.'

'National Star is a place that hinges on freedom and these new buildings are a prime example of the excellence of that creed. They are using technology to further release the individual brilliance of these students and residents here.'



THANK YOU!

Ullenwood, Cheltenham, Gloucestershire, GL53 9QU

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thenationalstar



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www.nationalstar.org



National Star

Realising the aspirations
of people with disabilities

National Star is a working name of National Star Foundation which is registered in England and Wales, company number 00522846, charity number 220239. Registered office Ullenwood Manor, Ullenwood, Cheltenham, Gloucestershire, GL53 9QU