

THE OUTWARD BOUND TRUST

(COMPANY LIMITED BY GUARANTEE)

Trustees' Report and Financial Statements for the year ended 30 September 2024

Company Number: 6748835

Registered Charity in England and Wales (1128090) and in Scotland (SC040341)

Incorporating Stafford House Trust (registered charity in England and Wales 305271)



The Outward Bound Trust is extremely grateful to the following donors and supporters for their generous support over the course of the year:

All our major donors
All our dedicated challenge event participants
All those involved in The Big Rappel at The Empire State Building
All our generous alumni supporters
All our volunteer Outward Bound Associations
All supporters of our Scotland's Next Generation project
All supporters of the Mark Scott Leadership for Life Award
All supporters who remembered the Trust in their wills
All trusts and foundations supporters
The 29th May 1961 Charitable Trust
AkzoNobel UK
Alderley Group
The Barratt Foundation
Barratt Redrow
The Bawden Fund
Berghaus Ltd
Bulkhaul Ltd
Burberry PLC
The Chartley Foundation
Clarion Solicitors
CNOOC International
The Constance Travis Charitable Trust
Daisy Group UK
Defra Green Recovery Fund
Deltec International
The Derek Raphael Charitable Trust
DHL UK Foundation/DHL
The DS Smith Charitable Foundation
The Dulverton Trust
Equip UK (RAB & Lowe Alpine)
Ernest Cook Trust
Esri UK
The Eveson Trust
Evotix
Fidelity UK Foundation
Forbo Flooring Systems
The Gannochy Trust
Gapuma
Glasgow City Council
The Gosling Foundation
The Hands Trust
The Hargreaves Foundation
The Hodge Foundation
Henry Schein One
Hugh Fraser Foundation
The Hutchinson Charitable Trust
The Ingram Trust
The Jo Walters Trust
The Johnnie Johnson Trust
Keela
Lotus Group
M & J Construction Group
The MacRobert Trust
The Mark Scott Foundation
Mattioli Woods
The Mike Gooley Trailfinders Charity
Miss Isabel Harvey Charitable Trust
Moodie Charitable Trust
Mowi Scotland
The Nineveh Charitable Trust
North West Young Peoples Development Trust
Northwood Charitable Trust
Old Hall Trust
One Savings Bank
P F Charitable Trust
Pacific Marketing Ltd
The Peter Cundill Foundation
Peter Henrickson
Philip Gower Foundation
The Portman Foundation
QA
Ramble Worldwide Outdoor Trust
Reliance Worldwide Corporation
Renold Plc
Robert Barr's Charitable Trust
Scot JCB
The Scott (Eredine) Charitable Trust
The Scottish Government
Sigma Capital Group Limited
Simon Gibson Charitable Trust
The Sir James Knott Trust
Sir John Priestman Charity Trust
Souter Charitable Trust
The Stevenson Trust
Stichting West Coast Foundation
The Thompson Family Charitable Trust
The Tillyloss Trust
TP Bennett
Trendsetter Home Furnishings Ltd
UK Youth Fund: Adventures Away from Home
U-POL Ltd
Vanquis Banking Group
VF International SAGL (The North Face)
The W A Cargill Fund
Wax Chandlers' Charitable Trust

THE OUTWARD BOUND TRUST FOR THE YEAR ENDED 30 SEPTEMBER 2024

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THE OUTWARD BOUND TRUST FOR THE YEAR ENDED 30 SEPTEMBER 2024

REFERENCE AND ADMINISTRATIVE DETAILS

BACKGROUND and STATUS: The Outward Bound Trust was established as a charity in 1941 and incorporated as a company limited by guarantee on 27 February 1946. Following a reorganisation of the group in April 2009 the assets and liabilities of The Trust were transferred to a new company which was incorporated on 13 November 2008 and registered as a charity on 14 February 2009. At the date of the transfer the new company was renamed The Outward Bound Trust and the preceding company became Outward Bound Global.

GOVERNING DOCUMENT: The Trust was established under a Memorandum and Articles of Association which includes the objects and powers of the charitable company

COMPANY NUMBER: 6748835

CHARITY NUMBER: 1128090 and in Scotland SC040341

REGISTERED AND OPERATING OFFICE:

Hackthorpe Hall	Website: outwardbound.org.uk
Hackthorpe	Email: enquiries@outwardbound.org.uk
Penrith	Telephone: 01931 740000
Cumbria, CA10 2HX	Fax: 01931 740001

DEPUTY PATRONS: The Lord Kirkham CVO
Sir Chris Bonington CVO CBE

TRUSTEES:

- Jonathan Lewis – Chair ²
- Her Royal Highness Princess Beatrice of York
- Youlande Harrowell ^{2,4}
- Sir David Hempleman-Adams KCVO OBE KStJ DL ²
- Leo Houlding
- Nick Sanderson¹
- Paul Voller ⁴
- Guy Williams ³
- Helen Wright ^{1,2}
- Jo Hallas ^{3,4} (appointed 19 March 2024)
- Lynn Rattigan ¹ (appointed 19 March 2024)
- Mark Baker ³ (appointed 20 Sep 2024)
- Charles Philipps (resigned 12 Dec 2023)
- Julia Abel (resigned 18 June 2024)
- Nicholas Gair MBE (resigned 20 Sep 2024)

¹ Member of the Audit Committee

² Member of Remuneration & Nominations Committee

³ Member of Operational Risk Management Committee

⁴ Member of Mission Oversight Committee

SENIOR EXECUTIVES:

Martin Davidson	Chief Executive
Alan Bolchover	Director of Fundraising
Martin Cooper	Director of Learning and Adventure
Jake Chalmers	Director of Partnerships and Capital Projects
Natalie Harling	Director of Business Development
Kim Parry	Director of Finance and Resources (to 31 Dec 2024)
Fiona Norcross	Director of Finance and Resources (from 1 Jan 2025)

COMPANY SECRETARY: Kim Parry

AUDITORS: HaysMac LLP
10 Queen Street Place
London
EC4R 1AG

BANKERS: Barclays Bank Plc Level 27
1 Churchill Place
London, E14 5HP

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

OBJECTIVES AND ACTIVITIES

The Trust is driven by the words of its co-founder, Kurt Hahn: *“We are all better than we know. If only we can be made to realise this, we may never again be prepared to settle for anything less”*. The mission, vision and values of The Outward Bound Trust are as follows:

The Outward Bound Trust mission

Our mission is to *inspire young people to realise their potential through learning and adventure in the outdoors*.

The Outward Bound Trust vision

Outward Bound delivers inspirational outdoor learning that enables positive, purposeful change in tens of thousands of young people every year.

The Outward Bound Trust core values

We believe...

- That we all have undiscovered potential.
- In the power and intensity of learning through adventure.
- In the balance between risk, reward and responsibility.
- In compassion and respect for each other, and for our environment.
- That all staff and participants should always feel valued and encouraged to be themselves.

All Outward Bound® courses share the same distinctive features which enable impactful learning and adventure for young people. We combine competent, compassionate staff with adventures in the natural environment and deliberate learning. These provide distinctive features (the three Ps, People, Process and Place) that are easy to identify in our work with young people.

Outward Bound is one of the originators of learning through outdoor adventure. We work hard to always achieve the very best outcomes for young people. Our adventures are wild – in both the level of challenge and the environments in which we operate. Our people inspire and create stretching experiences for participants at every opportunity. Our centres are high quality providing great food, a dynamic and inspiring environment and a safe space for young people to be themselves. Our courses create memories for life – personalised learning will be at the heart of every Outward Bound experience.

In recent years, Outward Bound has focused on ensuring that the impact on participants' lives is meaningful, tangible, and significant. We empower young people to discover their unique strengths, to be able to build and sustain positive relationships with others, and to develop pro-environmental behaviours. We strive to work with a broad range of young people of school age and in the early stages of their careers, and we provide Charitable Funding where required. We have invested in research and evaluation to help inform our practice and to demonstrate to key stakeholders and supporters the value of our work for young people and society more generally. We have developed and refined the way the organisation is run and governed. We have developed effective processes and systems, a clear focus on sustainability and ensuring the organisation is financially resilient. We have sought to maximise the number of young people we work with, and our six residential centres are substantially fully utilised. We have begun a journey to ensure we are a more diverse and inclusive workplace.

Building upon our proven model, we have set ourselves the bold ambition to materially increase the number of young people we work with annually. We will be relentless in ensuring that every young person is inspired to do and be more as a result of their Outward Bound experience. We will actively collaborate with others to champion the right for young people to access transformational outdoor adventures.

® Outward Bound and the compass rose device are each registered trademarks of The Outward Bound Trust.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The Governing document of The Trust is its Memorandum and Articles of Association. The Trust's charitable objectives, as described in the Memorandum, are "to promote for the public benefit the personal development of young people by education and instruction through participation in a wide variety of activities with special emphasis on physical endeavour in the outdoors". In 1994 the Trustees agreed with the Charity Commission that in this context young people mean those under the age of 25.

In setting our objectives and planning our activities The Trustees have given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary public benefit guidance on advancing education and on fee-charging. This is borne out by our commitment to provide a first class Outward Bound experience to as wide a range of young people as possible, irrespective of their financial circumstances. Of the young people who came to our centres from schools this year, 76% were awarded Charitable Funding (bursary) that enabled them to attend.

Trustees

The current Trustees, listed in this Report, are also the directors and members of the company. The liability of members is limited, and their individual limit of guarantee is £10. There are no members of The Trust who are not Trustees.

Trustees are appointed on the recommendation of the Remuneration and Nominations Committee, which aims to ensure that the Board is well balanced and represents the breadth of work undertaken by The Trust. The Committee is responsible for reviewing the specific skills and the rotation of the Trustees and identifying what training may be required.

During the year under review Charles Philipps, Julia Abel and Nicholas Gair resigned. We thank our Trustees for their service to Outward Bound.

All new Trustees undergo an induction programme that includes a visit to one of the centres operated by The Trust and meetings with existing Trustees, senior executives and other key members of staff.

Ordinarily the Trustees meet formally four times a year and take responsibility for the strategic direction of the organisation. Day to day decision making is delegated to the Chief Executive who also advises and seeks approval of the Trustees as to overall strategy. The Chief Executive meets and briefs the Chairman on a regular basis.

One of these Board of Trustees meetings is held at a centre, preceded by an afternoon of activities and observation at the centre and an evening of informal planning and discussion. This closer engagement with the work of The Trust consolidates the working knowledge of the Trustees and helps build a better understanding between the Trustees and the staff.

The Trustees have considered The Trust's governance practices in the light of the Charity Governance Code. The Trustees believe that governance practices at The Trust substantially conform to those best practices advocated within the Charity Governance Code. On a recurring basis, Trustees are asked to complete a Board Effectiveness Survey, with the latest survey being completed in September 2022. This survey is coordinated by the Chairman and the results are used to improve the workings of the Board.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

COMPANIES ACT, SECTION 172 STATEMENT

Director's duties under Section 172(1) of the Companies Act require that a director of a company must act in the way he or she considers, in good faith, would be most likely to promote the success of the company for the benefit of its members as a whole and in doing so have regard to:

- the likely consequences of any decision in the long term
- the interests of the company's employees
- the need to foster the company's business relationships with suppliers, parents, the community and others
- the impact of the company's operations on the community and the environment
- the desirability of the company maintaining a reputation for high standards of business conduct
- the need to act fairly between members of the company

All Directors of the Company have acted in good faith in a manner most likely to achieve the long-term success of The Trust in achieving its charitable objectives as described in the objects, aims objectives and activities section of this report.

The Trustees have specific regard to the employees' interests as described in the Statement of Engagement with Employees. The Board also pays close attention to the relationships that are formed with our suppliers, customers, donors and wider community stakeholders, and these are described in the Statement of Engagement with Suppliers, Customers, Donors and the Community. These two statements are provided within this Report of the Trustees.

The Directors have considered the impact of the Charity on the community in complying with public benefit requirements as described in the objectives and activities section of this report. The Directors have also considered the Charity's impact on the environment as outlined in the Carbon and Energy Reporting Statement on page 8 of this report.

The Directors recognise the importance of acting in good faith and fairly between Directors and other stakeholders of The Trust.

STATEMENT OF ENGAGEMENT WITH SUPPLIERS, CUSTOMERS, THE COMMUNITY AND OTHERS

The Trustees are committed to building positive long-term relationships with all suppliers, customers, donors and the wider communities within which we operate. The Trust has worked hard to establish open and honest communication with all of our key stakeholder groups, building trust and mutual respect wherever possible:

- With suppliers we continue to apply our normal timely payment processes, enabling strong relationships to be maintained.
- We work closely at all times with our clients, ensuring that the needs of the young people in question remain central to our planning for the future.
- We are also in constant contact with our donors and maintain these relationships through a range of events throughout the year.
- And with our communities we are careful to consider the local impact of our activities upon these important stakeholders.
- More broadly we aim to work positively and constructively as part of the wider community, taking our responsibilities seriously in this domain

STATEMENT OF ENGAGEMENT WITH EMPLOYEES

The Trustees also pay very close attention to the well-being and interests of all Trust employees, meeting regularly with the Senior Management Team and attending events at centres and offices throughout the year, when possible, to meet with staff. The Board is provided with regular updates on staff matters.

We ensure that our recruitment and selection policies and processes are regularly reviewed to ensure they comply with our equality and diversity principles, ensuring all applicants are treated solely based on their abilities and potential, regardless of race, colour, nationality, ethnic origin, religious or political belief or affiliation, age, gender, gender identity, gender reassignment, marital and civil partnership status, sexual orientation, disability, socio-economic background, or any other inappropriate distinction."

Organisation

The Trust owns four residential centres in the United Kingdom: Aberdovey in Snowdonia and Ullswater, Howtown and Eskdale in the Lake District. In addition, The Trust leases a fifth centre at Loch Eil in the Highlands of Scotland and a sixth centre at Ogwen Cottage in Eryri (Snowdonia) which is operated in partnership with the National Trust. The Trust also operates the Mark Scott Leadership for Life Award from a base in Glasgow; this is a non-residential operation working with young people from the central belt area of Scotland.

A subsidiary company, Outward Bound Corporate Limited, delivers experiential outdoor learning and development programmes for apprentices and graduates. Profits from this company are transferred to The Trust under a gift aid payment.

The Trust's Head Office, incorporating the offices of the Chief Executive, the financial and administrative functions, the operational management and the sales and marketing teams, is based at Hackthorpe near Penrith in Cumbria. The fundraising office is located on Waterloo Road, London. There is also a Scottish fundraising office located on Bath Street, Glasgow.

The Outward Bound Trust is also the sole trustee of the dormant charity, Stafford House Trust.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT (CONTINUED)

OUR ACCESS AND CHARITABLE FUNDING POLICIES

The Outward Bound Trust is a charity which seeks to benefit the public through the pursuit of its stated aims. Our fees are set at a level to ensure the financial viability of The Trust and at a level that is consistent with our aim of providing a first-class experience to all participants.

The Trust welcomes participants from all backgrounds. To admit a prospective participant, we need to be satisfied that The Trust will be able to engage with the young person to the best of their potential and in line with the general standards achieved by their peers. With this in mind we work closely with schools, employers and other organisations sending students on our courses. An individual's economic status, gender, ethnicity, race or religion do not form part of our assessment processes.

The Trust is committed to safeguarding and promoting the welfare of our participants and expects all staff and volunteers to share this commitment. We provide customer feedback questionnaires at the end of all courses for completion by participants and visiting members of staff from the participants' schools and employers. The comments received are taken very seriously and all questionnaires are reviewed centrally. We are constantly striving to make sure that our courses are linked to relevant learning outcomes and provide genuine educational benefits for participants.

We believe our participants benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps our participants develop an understanding of the perspectives of other people that will be vital in their adult lives.

The Trust has an Evaluation Team dedicated to monitoring the learning outcomes achieved on our courses. We aim to produce a regular, comprehensive Social Impact Report that brings together the internal and external research related to The Trust's effectiveness in delivering its mission.

Our Charitable Funding (bursary) policy contributes to a widening of access to the courses we offer and the facilities we enjoy. It is important to us that access to the courses we offer is not restricted only to those who can afford our full fees. The Trustees view our Charitable Funding awards as important in helping to ensure young people from families who would otherwise not be able to afford the fees can access the courses we offer. Our Charitable Funding awards are available to all who meet our requirements. These are made based on participants qualifying for free school meals, low-income families, English as a second language, special educational needs, poor educational attainment, at risk of offending, ethnic minority backgrounds and any other valid reasons for Charitable Funding assistance put forward by schools or parents.

The Charitable Funding (bursary) awards range in scale from 10% through to almost 100% remission of fees depending on the nature of the specific funding stream and the particular circumstances of the young people in question. Further details of our Charitable Funding policy and how to apply are available on our website, www.outwardbound.org.uk, and movements in our Charitable Funding balance are set out in note 13(c) to the accounts.

RELATED PARTIES AND ORGANISATIONS

Volunteer Outward Bound Associations

Volunteers, operating within the regionally based Outward Bound Associations, undertake immensely valuable work by promoting The Trust, working with young people in the local area and by raising funds to help pay for course fees. Associations work as branches under the umbrella of The Trust. The working relationship between the Outward Bound Associations and The Trust are governed by an Accreditation Agreement. These Agreements entitle the Associations to use The Trust's trademarked name and logo and set standards for the conduct of their work. The Trust does not currently include a valuation of volunteers' time within the financial statements.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

STRATEGIC REPORT

ACHIEVEMENTS AND PERFORMANCE OVER THE YEAR

The period to 30 September 2024 has been a year of many achievements, along with planning for the future leading to the publication of a new strategic framework, *'The Next Horizon'*.

The main achievements in the year ended 30th September 2024 have included the following:

- We worked with 24,534 young people, who now have improved confidence, resilience, ability to develop and sustain positive relationships, and have an awareness and respect for the natural world.
- Working with global Outward Bound partners we executed a significant fundraising event, a rappel on the Empire State Building, generating positive PR and raising around £1m.
- Following the generous donation of a residential property in Wales the subsequent sale contributed nearly £700k to our General Fund.
- We delivered a unifying and uplifting Staff Conference.
- We have managed our best Summer Adventure programme in recent years, working with over 1,300 young people on courses between 5 and 19 days in length.
- We exceeded budget and returned a General Fund surplus before exceptional items.
- We published a Social Impact Report which powerfully and clearly evidences the impact of Outward Bound
- We made significant progress with the Digital Transformation Project including launching and embedding a new CRM and bookings system
- We completed the revision of our pedagogy and practice and published *Being Outward Bound*.
- We delivered the *Let Us Out* campaign in support of the various Outdoor Education Bills in the Westminster, Welsh and Scottish Parliaments.
- We continued to invest in the infrastructure of our centres including replacement of the heating system and repairing the roof at our Eskdale Centre, and commencing and making significant progress with creating a state of the art Learning Village at our Loch Eil Centre.
- We successfully transitioned the Chair of the Board of Trustees to Jonathan Lewis, following the retirement of Charles Philipps after 5 years of outstanding service as Chair and 8 years as a Trustee before that.
- We finalised, signed off and launched the new strategic framework, *The Next Horizon*.

PLANS FOR FUTURE YEARS

Now more than ever, society needs young people who are self-aware, confident and resilient, able to thrive and respond to the fast-moving digital, and often uncertain world. We know that Outward Bound can equip young people with the skills and capabilities to realise their potential and to positively contribute to their schools, workplaces and communities. Outward Bound has a moral imperative to reach as many young people as possible.

Following a process of strategic review considering our ambition and priorities for the future we have developed and published our new strategic framework for 2024 to 2030, *The Next Horizon*.

The Next Horizon sets out:

Our Vision: *Outward Bound delivers inspirational outdoor learning that enables positive, purposeful change in tens of thousands of young people every year.*

Two strategic objectives:

- 1) Our Strategic Foundation: that we sustain our current quality, consistency and scale, and build upon this platform of strength in the coming years.
- 2) Our Strategic Intent: to materially increase the number of young people we work with annually.

Three strategic priorities:

- 1) Our People: ensuring that people aspire to work for Outward Bound, our people are inspired in their work, and as we increase the number of participants, that we grow our workforce.
- 2) Our Charity: ensuring we are a modern, relevant and responsible charity.
- 3) Our Capacity: growing our delivery capacity to enable us to work with more young people.

The Board and the Senior Management Team have identified specific objectives for the next 2-3 years which we will be starting to progress in 2024/25.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

FINANCIAL REVIEW

FINANCIAL RESULTS

The financial statements again confirm a robust position for The Trust at the balance sheet date. The organisation has continued to operate efficiently, with high levels of occupancy at our centres and with forward demand for our courses and programmes both positive and reassuring. Our donors and supporters have continued to provide invaluable support throughout the year, with our 'Big Rappel' on the Empire State Building a particular highlight in terms of raising our profile and a generating an outstanding financial contribution. Fundraising activity was also boosted by the sale of a property which was gifted, very generously, to The Trust during the year. Client and donor income generation has been largely positive therefore, but we are still challenged by cost pressures across our core expenditure, not least in terms of our staffing costs. We have been able to contain these cost increases this year, returning a small trading surplus in our General Fund activity before exceptional Fundraising items, but this is still being achieved with significant assistance from interest receivable income on our cash balances.

The Consolidated Statement of Financial Activities for the year ended 30 September 2024 shows a total surplus of £616,000 (2023: surplus of £1,648,000); this is made up of a surplus of £1,098,000 (2022: £1,005,000) in Unrestricted Fund activities and a deficit of £482,000 (2022: surplus of £643,000) in Restricted Fund movements. Within the Unrestricted Funds a General Fund surplus of £1,849,000 was recorded before designations, due largely to the impact of the exceptional surpluses realised from the Big Rappel in New York and on the disposal of Bryn Haf, the property in west Wales which was gifted to The Trust during the year. The underlying Unrestricted Fund performance was also slightly stronger than initially anticipated, largely due to strong demand for our courses and programmes throughout the year and assisted by total operating costs that were slightly lower than expected.

As a result of the General Fund performance during the year and given the revisions to our Reserves Policy (see below), the Trustees have agreed to make a number of Designated Fund transfers to prioritise and enable a range of strategic projects. We have transferred £2.1m from the General Fund to Designated Funds at the balance sheet date; these transfers include the allocation of £1.0m to capital growth projects, £400,000 towards the ongoing upkeep of our existing sites and facilities, £200,000 to a Special Projects Fund that will help us to deliver our new strategy and £200,000 to further the ongoing delivery and embedding of our Digital Transformation project. These reserve allocations provide funding for essential next stage investments for the Charity without reducing our General Fund reserve to an inappropriate or unsustainable position.

Net assets at 30 September were £29.1m (2023: £28.5m), with net current assets of £11.1m (2023: £11.9m); this small reduction in net current assets is due mainly to planned cash expenditure on projects which have been capitalised at year end. Cash balances stood at £10.6m at the balance sheet date (2023: £16.1m), with the reduction in the year resulting from the repayment of the Barclays medium term loan facility in April and also due to planned expenditure on a range of capital projects throughout the year.

Overall, the results for the 2023-24 financial year confirm that The Trust has a solid financial base from which to move forward and focus on our strategic priorities during 2024-25 and the medium term future. We are determined to make progress with the objectives set out in 'The Next Horizon' and we are ambitious to increase our operating capacity to enable more young people to benefit from a life changing Outward Bound opportunity. But we are also aware that we need to balance these aspirations against the importance of maintaining a sustainable long term financial model for the organisation; further work is required to ensure that our General Fund position remains financially robust in the medium term, and we are focussed acutely on the changing nature of the fundraising marketplace and our ability to sustain appropriate levels of Charitable Fund (bursary) and capital donor income. Our updated Reserves Policy takes full account of these priorities and the associated market factors.

RESERVES POLICY

The Reserves Policy, which is reviewed and approved by the Board on an annual basis, sets out an assessment of an appropriate level of free reserves after designations.

During the Covid pandemic the Board established and maintained an elevated reserves target of £8.5m for the duration of the ongoing restrictions, given the range of significant and ongoing financial uncertainties. This Reserves Policy was re-considered at 30 September 2022, when The Trust was returning to a more stable operating position, with the reserves target reduced to £5.5m. This target was based on an assessment of the various risks that The Trust was still confronting at that time; in particular the Board took account of the ongoing trading deficit and also of the potential negative impact upon bookings of the ongoing 'cost of living' and wider economic crisis. The Trustees amended the Policy further at 30 September 2023, establishing a revised General Fund reserve target of £4.0m based upon a further reduction in assessed risk levels.

At 30 September 2024 the Trustees have again reviewed the General Fund reserves policy, with reference to the updated Risk Register and taking account of the wider financial context. Given a further reduction in the assessed levels of risk around the demand for courses, in particular, Trustees have concluded that a further reduction in the General Fund reserve to £2.5m is now appropriate. In establishing this revision to the policy, Trustees have considered the Risk Register and a range of wider mitigating factors; in particular these include the positive forward booking position for 2024-25, the significant Designated Fund resources that are yet to be fully committed and the extent of the 'Charitable Funding (bursary)' reserves carried within our Restricted Funds.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

It should be noted that Trustees required the General Fund reserve target of £2.5m to be held in cash or cash equivalent assets, rather than the reserve relying upon less liquid asset types such as Fixed Assets. At 30 September 2024 the total General Fund reserve is £4.1m, this being made up of £1.5m of Fixed Assets and £2.6m of cash and cash equivalents; overall therefore the Reserves target of £2.5m is met and exceeded by appropriate asset types.

In addition to our General Fund reserves target of £2.5m, the Board also consider it appropriate and prudent to carry a Restricted 'Charitable Funding (bursary)' reserve with a target of £3.5m; this sum is equivalent to the total value of bursaries allocated in any given twelve month period. This reserve recognises that most of our client bookings for the following financial year have already been made at the balance sheet date, meaning that we have already committed significant fundraised income at that time. At 30 September 2024 we were carrying a restricted 'Charitable Funding (bursary)' reserve of £4.3m.

Total reserves, excluding those associated with The Trust's properties, stood at £14.3m at 30 September; of these £4.1m are now General Funds, £5.0m are Designated Funds for ongoing and future projects and £5.2m are Restricted Funds. This is a sound financial position, well supported by cash resources, which will help to support our ambition to increase our capacity to provide courses to young people whilst ensuring that we can also sustain and invest in our ongoing centre operations.

The Trustees consider that the practices adopted by the Board, Committees and the Senior Management Team in planning and evaluating ongoing operational and financial performance are appropriate for monitoring and maintaining this revised Reserves Policy.

PAY POLICY FOR SENIOR STAFF

The Trustees consider that the Board of Trustees and the Senior Executive Team comprise the key management personnel of the charity, in charge of directing and controlling, running and operating the Charity on a day to day basis.

The pay of the Senior Executive Team and all staff is reviewed annually and normally increased in accordance with average earnings to reflect a cost of living adjustment. In view of the nature of the organisation, the Trustees benchmark against pay levels in other charities. The remuneration benchmark is in the upper quartile of the range paid for similar roles in similar charities and sizes.

All Trustees give of their time freely, and other than as specified in note 7 of the financial statements, no Trustee received remuneration in the year.

The charity undertakes fundraising activity with its supporters via direct mail, telephone and email in line with the Fundraising Code of Practice set by Fundraising Regulator. Below is our fundraising promise, this is also available on our website to reassure supporters of our approach.

FUNDRAISING APPROACH AND PERFORMANCE

When you support us, you can be sure of the following:

- We will never sell your contact details to anyone.
- We will only contact you if you have expressed an interest in our work.
- If we phone you, we will always check you are happy to take the call.
- If you ask us to change how we communicate with you, or stop, we will respect that.
- We do not engage in cold-calling, door to door or street fundraising.
- We try hard to ensure no one ever feels pressurised to support our work.
- We are registered with the Fundraising Regulator and adhere to the Fundraising Code of Practice.
- All our activities are open, fair, honest and legal.

We have a training programme for all our fundraising staff to regularly reinforce our fundraising promise.

Charity supporters registered on the Telephone Preference Service are only called with an appeal if they have agreed to receive such calls. Callers are thoroughly trained and updated on the charity's work and calls are regularly monitored.

No complaints about fundraising activity were received in the year.

Our fundraising activities generated funds of £4.7m from donations and legacies with a further £2.3m of net income raised from various one-off events.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

FINANCIAL REVIEW(CONTINUED)

CARBON & ENERGY REPORTING

	2024	2023	
UK energy use	3,928,838 kWh	3,780,581 kWh	Gas, oil, electricity and fuel
Associated greenhouse gas emissions Tonnes CO2 equivalent	637.0 tonnes	636.7 tonnes	
Intensity ratio Emissions per Group Activity Day 10,377 (2023: 9,793)	0.065	0.065	The intensity ratio measures energy usage compared with an appropriate business metric.
Outside of scope emissions from biogenic content of combusted fuels	311.8 tonnes	294.8 tonnes	

ENERGY EFFICIENCY AND EMISSIONS REDUCTIONS MEASURES UNDERTAKEN IN THIS FINANCIAL YEAR

Major projects at the listed Gate House at Eskdale have improved the fabric of the building through roof repairs and replaced the former oil-fired heating system with a modern bivalent ASHP and LPG system, with final commissioning now completed. This is expected to reduce emissions at this site by over 80 tCO₂e across Scopes 1 and 3 in the 2024-25 financial year, although we anticipate heating energy consumption increasing as central heating coverage is greater.

Two legacy units of staff housing at Loch Eil could not be improved to acceptable energy performance standards and have been vacant with nil consumption since January 2024. The remaining five units have had insulation improved and upgraded storage heaters. These measures combined have reduced the energy consumption of staff housing at the site by 52.6 MWh, or 54% of the FY23 total. These properties have been on green electricity tariffs since September 2023, reducing associated emissions of staff housing by 19 tCO₂e.

While there has been less reclaimed mileage recorded and a corresponding reduction in emissions this may be due to under-recording rather than a genuine decrease in activity. Emissions from air travel are much higher than last year, due mostly to travel for the Big Rappel event in New York, which required 20 return flights that produced 52.9 tCO₂e emissions.

METHODOLOGY

We continue to develop and refine our methodology for energy and carbon accounting in preparation for a planned re-baselining in FY26 and this has led to some changes to the scope within which we report some emission sources.

Activity data is collected from supplier invoices, meter readings and expense claims. Energy consumption, where not provided directly, is calculated based on fuel net CV data or other sources. Where vehicle fuel is claimed for by cost rather than volume, the fuel price for that month from DESNZ Monthly and annual prices of road fuels and petroleum products is used to estimate the volume of fuel purchased. We only calculate greenhouse gas emissions of air travel, not related energy consumption.

The 2024 Government greenhouse gas conversion factors for company reporting from DESNZ are used to calculate emissions as tonnes of CO₂ equivalent.

Group Activity Day (GAD) used in the intensity ratio is our unit of production and is one day of delivered activity to one group of participants.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

PRINCIPAL RISKS AND UNCERTAINTIES

RISK MANAGEMENT

The Chief Executive, who reports directly to the Trustees, is responsible for the overall management of The Trust's operations and activities and any associated risks.

A summary of the major risks to The Trust and their mitigating controls is held on a risk register, and this is reviewed every six months by the Board. These risks are derived from an internal exercise which is led by the Chief Executive and the senior managers across the organisation, with mitigation plans owned and managed by specific members of senior staff.

Example of key risks and their mitigation plans include the following:

Operational safety failure or accident risk

Managed through detailed scrutiny, review and reporting through the Operational Risk Management Committee.

Child protection or safeguarding failure

Mitigation plans involve Trust-wide staff induction, on-going training and briefings, and whistle-blowing policies.

Client or donor income shortfall

Three year rolling income projections are maintained and reviewed regularly. High risk clients and income streams are monitored closely and there is a focus on high quality relationship management. The reserves policy also helps address this risk.

IT system failure or cyber security risk

These risks are managed in partnership with key third party partners and suppliers, alongside a specific cyber risk register and management strategy.

In addition, The Trust has an Operational Risk Management Committee which is chaired by Mark Baker, who is also a Trustee. The Chief Executive sits on this Committee, as do a range of external experts and senior operational staff, and it considers and reviews the operational working practices of the day to day activities of the organisation, considering any reported incidents in detail. This Committee reports formally to the main Trustee Board twice a year. The Chair of the Operational Risk Management Committee also meets annually with the Chair of the Audit Committee, to help ensure that all aspects of risk to which The Trust might be exposed are being attended to.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

FINANCIAL RISK MANAGEMENT

The following statements summarise The Trust's position on managing identified forms of financial risk:

Price risk

The Trust manages price risk through two key mechanisms. Firstly, selling prices are reviewed annually to take account of cost changes and market conditions. Secondly, salaries, which represent the most significant cost to The Trust, are also reviewed annually to take account of inflation and other market factors. All other costs are kept under review through monthly and annual accounting and budgeting procedures.

Credit risk

Credit risk on amounts owed to The Trust by its customers is considered to be low since the standard Terms and Conditions of business require that, in the majority of cases, amounts due are settled in full prior to the commencement of the relevant course.

Liquidity risk

The availability of cash resources remains a key focus for the organisation, with cashflow projections reviewed on a regular basis.

Interest rate cash flow risk

The Trust places surplus funds on short and medium term deposits with Barclays Bank plc. Interest rate cash flow risk is considered to be insignificant.

INVESTMENT POWERS AND POLICY

There are no restrictions on the charity's power to invest. The Trust's investments continue to be managed by our Investment Managers, who manage our portfolios in accordance with the approved investment policy.

The cash in The Trust bank accounts is retained for its liquidity and short term capital investment needs and the level of cash held is reviewed on an ongoing basis.

THE OUTWARD BOUND TRUST REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30 SEPTEMBER 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees, who are also the directors of the charitable company, are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year and not approve the financial statements unless they are satisfied that the financial statements give a true and fair view of the state of the affairs of the Charity as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the year then ended. In preparing the financial statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed and statements of recommended practice 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 company will continue on that basis.

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

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

Each of the directors, who held office at the date of approval of this Trustees' Report, has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are made aware of such information.

AUDITORS

HaysMac LLP have expressed their willingness to continue in office as auditors. A resolution proposing that HaysMac LLP be reappointed as auditors of the charitable company for the forthcoming year will be put to members at the Annual General Meeting. The company's auditors changed their name from Haysmacintyre LLP to HaysMac LLP on 18th November 2024.

By order of the Board



Jonathan Lewis, Trustee
9 December 2024

THE OUTWARD BOUND TRUST INDEPENDENT AUDITOR'S REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE OUTWARD BOUND TRUST

Opinion

We have audited the financial statements of The Outward Bound Trust for the year ended 30 September 2024 which comprise the Consolidated Statement of Financial Activities, the Group and charity Balance Sheet, Consolidated Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, 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 of the parent charitable company's affairs as at 30 September 2024 and of the group's and parent charitable company's net movement in funds, including the 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 and the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 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. The other information comprises the information included in the Trustees' Report. 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and 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 the light of the knowledge and understanding of the group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charity Accounts (Scotland) Regulations (as amended) require us to report to you if, in our opinion:

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

THE OUTWARD BOUND TRUST INDEPENDENT AUDITOR'S REPORT FOR THE YEAR ENDED 30 SEPTEMBER 2024

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 15, 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 group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Health & Safety regulations, safeguarding, fundraising regulations, GDPR, and employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and income tax, payroll tax and sales tax regulations.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls). Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Review of trustee meeting minutes for discussion of non-compliance with laws and regulations.
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates relating to income recognition and valuation of assets held for sale.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 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.



Kathryn Burton (Senior Statutory Auditor)
For and on behalf of HaysMac LLP, Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

20/12/2024

THE OUTWARD BOUND TRUST
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating the income and expenditure account)
FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Note	General Funds 2024 £000	Designated Funds 2024 £000	Restricted Funds 2024 £000	Total 2024 £000	Unrestricted Funds 2023 £000	Restricted Funds 2023 £000	Total 2023 £000
INCOME								
Donations, grants and legacies	2	820	-	3,845	4,665	1,179	4,261	5,440
Income from charitable activities:								
Outward Bound young people course, net course fees	3	7,666	-	-	7,666	7,134	-	7,134
Income from other trading activities:								
Activities for generating funds	4	7,342	-	-	7,342	4,382	-	4,382
Other income:								
Investment income		697	-	5	702	659	4	663
Gain on disposal of assets held for resale		676	-	-	676	1,412	-	1,412
Total income		17,201	-	3,850	21,051	14,766	4,265	19,031
EXPENDITURE								
Raising donation, grants and legacies		(2,225)	-	-	(2,225)	(1,998)	-	(1,998)
Expenditure on charitable activities:								
Outward Bound young people courses		(13,839)	-	(2)	(13,841)	(12,501)	(4)	(12,505)
Expenditure on other trading activities:								
Activities for generating funds		(4,388)	-	-	(4,388)	(3,181)	-	(3,181)
Bank interest paid		(116)	-	-	(116)	(188)	-	(188)
Total expenditure	5	(20,568)	-	(2)	(20,570)	(17,868)	(4)	(17,872)
Net income/expenditure		(3,367)	-	3,848	481	(3,102)	4,261	1,159
Other recognised gains/(losses):								
Gains/losses on investment assets	9	40	-	95	135	(10)	(25)	(35)
Revaluation adjustment	8	-	-	-	-	-	-	-
Net movement of funds before transfers		(3,327)	-	3,943	616	(3,112)	4,236	1,124
Charitable Funding (bursary) funds transfer	3	3,479	-	(3,479)	-	3,060	(3,060)	-
Transfers to fixed assets	13	-	-	-	-	-	524	524
Transfers to Designated Funds	14	(2,100)	2,100	-	-	-	-	-
Transfers between other funds	13	1,997	(1,051)	(946)	-	1,057	(1,057)	-
Net movement of funds after allocations		49	1,049	(482)	616	1,005	643	1,648
Total fund balances at 1 October 2023		4,046	18,777	5,656	28,479	21,818	5,013	26,831
Total fund balances at 30 September 2024		4,095	19,826	5,174	29,095	22,823	5,656	28,479

The notes below form part of these accounts.

All income and expenditure relates to continuing activities. There are no gains and losses other than those recognised above therefore no separate statement of total recognised gains and losses has been prepared.

THE OUTWARD BOUND TRUST
BALANCE SHEETS
AT 30 SEPTEMBER 2023

COMPANY REG NO: 6748835

	Note	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
FIXED ASSETS					
Tangible assets	8(a)	15,557	14,456	15,548	14,441
Intangible assets	8(c)	683	524	683	524
Investments	9	1,735	1,548	1,735	1,548
		<u>17,975</u>	<u>16,528</u>	<u>17,966</u>	<u>16,513</u>
CURRENT ASSETS					
Asset held for resale		-	-	-	-
Stocks	10	180	176	166	167
Debtors	11	4,045	2,352	4,249	2,496
Cash at bank and in hand		3,117	11,664	2,796	11,377
Short term cash deposits		7,500	4,500	7,500	4,500
		<u>14,842</u>	<u>18,692</u>	<u>14,711</u>	<u>18,540</u>
Creditors: amounts falling due within one year	12	(3,722)	(6,741)	(3,582)	(6,574)
Net current assets		<u>11,120</u>	<u>11,951</u>	<u>11,129</u>	<u>11,966</u>
NET ASSETS		<u>29,095</u>	<u>28,479</u>	<u>29,095</u>	<u>28,479</u>
UNRESTRICTED FUNDS					
General Fund Reserves		4,095	4,046	4,095	4,046
Designated Project Funds		5,057	5,838	5,057	5,838
Designated Property Funds		14,769	12,939	14,769	12,939
		<u>23,921</u>	<u>22,823</u>	<u>23,921</u>	<u>22,823</u>
RESTRICTED & ENDOWMENT FUNDS					
Restricted Charitable Funding (bursary)		4,352	3,876	4,352	3,876
Other Restricted Funds		726	1,694	726	1,694
Endowment Funds		96	86	96	86
		<u>5,174</u>	<u>5,656</u>	<u>5,174</u>	<u>5,656</u>
TOTAL FUNDS	13	<u>29,095</u>	<u>28,479</u>	<u>29,095</u>	<u>28,479</u>

The surplus of the parent charity was £616,000 (2023: £1,648,000). The notes on below form part of these accounts.

The financial statements were approved and authorised for issue by the Board of the Trustees on 9 December 2024 and were signed below on its behalf by:



Jonathan Lewis, Trustee



Lynn Rattigan, Trustee

CONSOLIDATED CASH FLOW STATEMENT FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Note	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Cash flows from operating activities	20	(2,252)	(1,491)	(2,286)	(1,277)
Cash flows from investing activities:		-	-	-	-
Interest income		702	663	702	663
Purchase of tangible fixed assets		(1,751)	(37)	(1,751)	(35)
Purchase of investments		(417)	(272)	(417)	(272)
Sale of investments		364	184	364	184
Sale of tangible fixed assets		676	-	676	-
Sale of assets held for resale		-	1,962	-	1,962
Loan (repaid)/received		(2,869)	43	(2,869)	43
(Decrease)/increase in cash and cash equivalents in the year		(5,547)	1,052	(5,581)	1,268
Cash at bank and in hand at the beginning of the year		11,664	8,292	11,377	7,789
Short term cash deposits at the beginning of the year		4,500	6,820	4,500	6,820
Total cash and cash equivalents at the beginning of the year		16,164	15,112	15,877	14,609
Cash at bank and in hand at the end of the year		3,117	11,664	2,796	11,377
Short term cash deposits at the end of the year		7,500	4,500	7,500	4,500
Total cash and cash equivalents at the end of the year		10,617	16,164	10,296	15,877

The notes below form part of these accounts.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

NOTES TO THE FINANCIAL STATEMENTS

1 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The 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) (Second Edition effective 1 January 2020) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Outward Bound Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Preparation of accounts on a going concern basis

The Trustees have given careful consideration to the Charity's ability to continue as a going concern.

During the period the Audit Committee, on behalf of the Board, has continued to work closely with the Senior Management Team to review the trading and cashflow projections for the current and future years.

In the year to 30 September 2024 these reviews confirmed ongoing stability in the cash position and an improvement in the underlying financial sustainability, enabled by our return to full operating capacity, by strong demand from our school and corporate clients and with ongoing support from our donors and reinforced by the disposal of an out of use property. The combined effect of the property disposal and an improved General Fund performance provides the organisation with a stronger than expected balance sheet and cash position at 30 September, giving us a robust platform for the period ahead.

We currently expect to make a small General Fund deficit in 2024-25 due to the ongoing pressure of the cost increases experienced by the organisation and in spite of our return to very positive operating volumes. Having said this we are confident that we have an appropriate level of reserves and cash resources to withstand the ongoing challenge, and our revised Reserves Policy reflects a fair and thorough assessment of the potential risks that lie ahead. We are also working on a range of financial sustainability projects that we expect to deliver improvements in our General Fund resilience within the next 12 months. Given the strong balance sheet position at 30 September and having carried out a detailed analysis of a range of possible scenarios in 2024-25 and 2025-26 the Trustees are confident that the charity remains a going concern for the foreseeable future.

Group accounts

The financial statements consolidate the results of the charity and its two wholly owned subsidiaries, Outward Bound Corporate Ltd and Outward Bound Trading Ltd, on a line-by-line basis.

A separate Statement of Financial Activities and Income and Expenditure Account for the charity has not been presented because the charity has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

The Outward Bound Associations are branches of the charity. Their income and expenditure, assets and liabilities as reported in their latest accounts, are consolidated into the charity's financial statements.

The Outward Bound Trust is the only trustee of Stafford House Trust (charity number 305271), which has been dormant for the current and prior year.

Critical accounting judgements and estimates

In preparing these financial statements, management has made judgements, estimates and assumptions that affect the application of the charity's accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. 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.

Income recognition

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

Donations and legacies

Donations and legacies are included in full in the Statement of Financial Activities when there is entitlement, probability of receipt and the amount of income receivable can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

1 ACCOUNTING POLICIES (CONTINUED)

Gifts in kind

Gifts in kind represent assets donated for distribution or use by the charity. Assets given for distribution are recognised as income only when distributed. Assets given for use by the charity are recognised when receivable. Gifts in kind are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.

Grants

Grants are recognised in full in the statement of financial activities in the year in which the charity has entitlement to the income, the amount of income receivable can be measured reliably and there is probability of receipt.

Income from charitable activities

Income from charitable activities is recognised as earned as the related services are provided, that is the total value invoiced to customers of Outward Bound courses which have a start date falling in the financial year. This income includes the value of Charitable Funding (bursary) assistance provided by The Trust towards course fees. Income from other trading activities is recognised as earned as the related goods are provided.

Investment income

Investment income is recognised on a receivable basis once the amounts can be measured reliably.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprises the costs of the London and Glasgow based fundraising teams and associated costs along with an allocation of overheads.
- Expenditure on charitable activities comprises the costs of providing the courses that we run at our centres along with an allocation of overheads.
- Other trading expenditure represents the costs of our fundraising events and the provision of our Outward Bound Corporate work, our apprentice training courses.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Expenditure is allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based on staff time attributable to each activity.

Allocation of costs

Staff costs are allocated between direct charitable expenditure and support costs based on the time spent on these activities. Other costs are allocated directly to the relevant heading.

Operating leases

Rental charges are charged on a straight line basis over the life of the lease.

Investments

Investments are a form of basic financial instrument and are initially shown in the financial statements at market value. Movements in the market values of investments are shown as unrealised gains and losses in the Statement of Financial Activities.

Profits and losses on the realisation of investments are shown as realised gains and losses in the Statement of Financial Activities. Realised gains and losses on investments are calculated between sales proceeds and their opening carrying values or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

1 ACCOUNTING POLICIES (CONTINUED)

Fixed assets

Fixed assets are stated at cost or deemed cost (donated valuation at estimated fair value) less accumulated depreciation and impairment losses. Assets costing more than £1,000 are capitalised.

Depreciation is calculated to write off the costs of the fixed asset by equal instalments as follows, all straight line:

Freehold buildings	2% per annum
Listed freehold buildings	1% per annum
Capital improvements to leasehold buildings	Over the remaining term of the lease
Other equipment	10% to 33% per annum as appropriate
Leasehold improvements	Life of lease

When property is redeveloped all costs are capitalised, the property is then valued and written down to the market value at completion. The property then continues to be written down in the normal way over the life of the asset.

Creditors and provisions

Creditors and provisions 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. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Stock

Stocks are valued at the lower of cost and net realisable value and are used on a first in first out basis.

Cash at bank and in hand

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

Deferred income

Deferred income represents the value of courses invoiced to customers before the year end with start dates after the year end and income received prior to 30 September 2024 for fundraising events being run after the year end.

Financial instruments

The group and charity only have financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments, including trade and other debtors and creditors are initially recognised at transaction value and subsequently measured at their settlement value.

	Group	Group	Charity	Charity
	2024	2023	2024	2023
	£000	£000	£000	£000
Financial assets				
Financial assets measured at fair value through profit or loss and debt	1,735	1,548	1,735	1,548
Cash and cash equivalents	3,117	11,664	2,795	11,383
Financial assets measured at amortised cost	3,534	1,732	3,236	1,882
	<u>8,386</u>	<u>14,944</u>	<u>7,766</u>	<u>14,813</u>
Financial liabilities				
Financial liabilities measured at amortised cost	(1,258)	(4,133)	(1,163)	(4,051)
	<u>(1,258)</u>	<u>(4,133)</u>	<u>(1,163)</u>	<u>(4,051)</u>

Financial assets measured at fair value through profit or loss comprise fixed asset investments

Financial assets measured at amortised cost comprise of trade debtors, other debtors and amounts due from subsidiary undertakings.

Cash and cash equivalents comprise cash at bank and in hand and short term deposits.

Financial liabilities measured at amortised cost comprise trade creditors, accruals, and other creditors

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

1 ACCOUNTING POLICIES (CONTINUED)

Funds

Unrestricted funds are donations and other income receivable or generated for the objects of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

Restricted funds are those funds which are to be used in accordance with specific instructions imposed by the donor or trust

Endowment funds are those where the capital is held in perpetuity to generate income for bursaries.

Employee benefits

Short term benefits

Short term benefits including holiday pay are recognised as an expense in the period in which the service is received.

Employee termination benefits

Termination benefits where appropriate are accounted for on an accrual basis and in line with FRS 102.

2 DONATIONS AND LEGACIES

	2024 £000	2023 £000
Donations for bursaries and general expenditure	4,097	4,391
Grants for specific projects	391	745
Legacies	177	304
	<u>4,665</u>	<u>5,440</u>

Donations for bursaries and general expenditure include intangible income of £137,000 (2023: £24,790) resulting from gifts in kind received from supporters. These gifts relate to legal and professional fees, materials for centre improvements and gifts for fundraising events.

3 INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	2024 £000	2023 £000
Outward Bound young people courses, gross course fees	11,145	10,194
Less: Charitable Funding (bursary) contributions from restricted funds	<u>(3,478)</u>	<u>(3,060)</u>
Outward Bound young people courses, net course fee income	<u>7,666</u>	<u>7,134</u>

4 ACTIVITIES FOR GENERATING FUNDS

	2024 £000	2023 £000
Fundraising events	2,323	316
Corporate learning and development income	<u>5,019</u>	<u>4,066</u>
	<u>7,342</u>	<u>4,382</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

5 ANALYSIS OF GROUP EXPENDITURE

	Staff Costs £000	Other Costs £000	Support Costs £000	Depreciation £000	2024 Total £000
Donations & legacies	1,199	782	243	1	2,225
Course delivery costs	8,820	3,752	814	455	13,841
Fundraising events	-	1,195	265	-	1,460
Corporate learning and development	1,975	751	167	35	2,928
Bank interest paid	-	116	-	-	116
	<u>11,994</u>	<u>6,596</u>	<u>1,489</u>	<u>491</u>	<u>20,570</u>

Prior year comparatives

	Staff Costs £000	Other Costs £000	Support Costs £000	Depreciation £000	2023 Total £000
Donations & legacies	1,314	353	110	1	1,778
Course delivery costs	8,195	3,353	730	275	12,553
Fundraising events	-	152	34	-	186
Corporate learning and development	1,912	997	221	37	3,167
Bank interest paid	-	188	-	-	188
	<u>11,421</u>	<u>5,043</u>	<u>1,095</u>	<u>313</u>	<u>17,872</u>

6 ANALYSIS OF SUPPORT COSTS

	Donations & Legacies £000	Course Delivery Costs £000	Activities for Generating Funds £000	2024 Total £000
Management	78	51	14	143
Sales and Marketing	46	138	26	210
Finance	50	75	24	149
Resources	333	551	103	987
	<u>508</u>	<u>814</u>	<u>167</u>	<u>1,489</u>

Prior year comparatives

	Donations & Legacies £000	Course Delivery Costs £000	Activities for Generating Funds £000	2023 Total £000
Management	22	46	19	87
Sales and Marketing	13	124	34	171
Finance	14	67	32	113
Resources	94	494	136	724
	<u>143</u>	<u>730</u>	<u>221</u>	<u>1,095</u>

(Resources includes costs of IT, premises and evaluation)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

6 ANALYSIS OF SUPPORT COSTS (CONTINUED)

	2024	2023
	£000	£000
Staff costs	11,994	11,421
Auditors' remuneration - charity	22	23
Auditors' remuneration - subsidiary	10	9
Auditors' remuneration - other services	15	2
Depreciation	491	313
Operating leases – equipment hire	215	165
Operating leases – rent payable	134	128

7 STAFF COSTS AND NUMBERS

Staff costs:

	2024	2023
	£000	£000
Wages and salaries	10,165	9,655
National Insurance costs	951	830
Pension costs	487	520
Other staff benefits and costs	391	416
	<u>11,994</u>	<u>11,421</u>

Mean average number of employees during the year:

	2024	2023
Charitable activities	293	276
Corporate training and development	45	42
Fundraising	19	17
Management and administration	5	6
	<u>361</u>	<u>341</u>

Employees of the charity whose emoluments (excluding pension contributions) were in excess of £60,000 per annum:

	2024	2023
	£000	£000
£ 60,001 - £ 70,000	3	1
£ 70,001 - £ 80,000	3	2
£ 80,001 - £ 90,000	1	2
£ 90,001 - £100,000	1	1
£100,001 - £110,000	2	1
£120,001 - £180,000	-	1

The total employee benefits of the key management personnel of the Group were £664,000 (2023: £545,000). The key management personnel of The Trust are considered to be the Senior Executive Team which comprise the Chief Executive and four senior executives. Management remuneration includes a bonus paid in respect of performance during the year under review.

Pension contributions in respect of these five employees totalled £61,000 in the year (2023: five employees £53,000).

Trustee received remuneration in the year was £nil (2023: £nil). Two Trustees received expenses for travelling and accommodation of £1,122 (2023: £1,000).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

8 FIXED ASSETS

(a) Group tangible fixed assets

	Land & Buildings £000	Short Leasehold Improvements £000	Fixtures, Fittings & Equipment £000	Group Total £000
Cost or valuation				
At 1 October 2023	14,317	2,697	2,652	19,666
Additions – transfers to fixed assets	805	615	1	1,421
Disposals	-	-	(14)	(14)
At 30 September 2024	15,122	3,312	2,639	21,073
Depreciation				
At 1 October 2023	(1,991)	(902)	(2,317)	(5,210)
Charge for the year	(150)	(88)	(82)	(320)
Disposals	-	-	14	14
At 30 September 2024	(2,141)	(990)	(2,385)	(5,516)
Net Book Value				
At 30 September 2024	12,981	2,322	254	15,557
At 30 September 2023	12,326	1,795	335	14,456

(b) Charity tangible fixed assets

	Land & Buildings £000	Short Leasehold Improvements £000	Fixtures, Fittings & Equipment £000	Charity Total £000
Cost or valuation				
At 1 October 2023	14,317	2,697	2,371	19,385
Additions – transfers to fixed assets	805	615	1	1,421
Disposals	-	-	(14)	(14)
At 30 September 2024	15,122	3,312	2,358	20,792
Depreciation				
At 1 October 2023	(1,991)	(902)	(2,051)	(4,944)
Charge for the year	(150)	(88)	(76)	(314)
Disposals	-	-	14	14
At 30 September 2024	(2,141)	(990)	(2,113)	(5,244)
Net Book Value				
At 30 September 2024	12,981	2,322	245	15,548
At 30 September 2023	12,326	1,795	320	14,441

(c) Intangible fixed assets

	Software development costs £000	Group & Charity Total £000
Cost or valuation		
At 1 October 2023	524	524
Additions – transfers to fixed assets	330	330
Disposals	-	-
At 30 September 2024	854	854
Amortisation		
At 1 October 2023	-	-
Charge for the year	(171)	(171)
Disposals	-	-
At 30 September 2024	(171)	(171)
Net Book Value		
At 30 September 2024	683	683
At 30 September 2023	524	524

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

8 FIXED ASSETS (CONTINUED)

There is a debenture held by Barclays Bank PLC from 2009 in respect of the Eskdale property.

The Loch Eil centre is operated by The Trust under a repairing lease from The Dulverton Trust. A new lease commenced in 2020 and will expire in 2045, with an option to extend to 2070 subject to the landlord not requiring the property for redevelopment. This centre is not valued in the balance sheet other than capital improvements to the buildings which are shown at cost. The boathouse facility at Loch Eil, which has been capitalised, is disclosed within freehold land and buildings as these assets are located on a piece of freehold land which was gifted to the Trust in 2002.

The Trust's operational properties are held in the accounts at value in use, in line with the accounting policies in Note 1.

All tangible fixed assets are held for charitable use, with the exception of land and buildings at Eskdale and also certain equipment having a net book value totalling £9,000 (2023: £15,000) which is held for operational use by The Trust's subsidiary, Outward Bound Corporate Limited.

9 FIXED ASSET INVESTMENTS

Listed UK investments at market value:

	Group and Charity	
	2024 £000	2023 £000
Valuation at 1 October 2023	1,547	1,494
Additions in year	417	272
Disposals in year	(364)	(184)
Increase / (Decrease) in market value	135	(35)
Valuation at 30 September 2024	<u>1,735</u>	<u>1,547</u>
Historical cost (or market value at date of gift) of investments	<u>1,198</u>	<u>1,198</u>

No individual investments make up 5% or more of the total market value of Group investments:

Note 13(d) shows the allocation of the above investments between the different types of funds.

The charity also holds investments in its two wholly owned subsidiaries, Outward Bound Trading Limited and Outward Bound Corporate Limited being two ordinary shares of £1 in each company (see also note 17).

10 STOCKS

	Group	Group	Charity	Charity
	2024 £000	2023 £000	2024 £000	2023 £000
Catering & equipment stock	<u>180</u>	<u>176</u>	<u>165</u>	<u>167</u>

Stock recognised in cost of sales during the year as an expense was £798,000 (2023: £627,000).

An impairment loss of £nil (2023: £nil) was recognised in cost of sales against stock during the year due to slow- moving and obsolete stock.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

11 DEBTORS

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Trade debtors	2,443	1,479	971	573
Amounts due from subsidiary undertakings	-	-	1,898	1,057
Prepayments	510	621	502	614
Other debtors	1,092	252	878	252
	<u>4,045</u>	<u>2,352</u>	<u>4,249</u>	<u>2,496</u>

12 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Group 2024 £000	Group 2023 £000	Charity 2024 £000	Charity 2023 £000
Deferred income	2,054	2,003	1,961	1,929
Trade creditors	612	587	576	505
Accruals	411	605	400	594
PAYE, National Insurance and VAT	500	532	500	532
Dulverton Trust loan	145	145	145	145
Bank loan	-	2,869	-	2,869
	<u>3,722</u>	<u>6,741</u>	<u>3,582</u>	<u>6,574</u>

A £3.0m medium term loan facility, provided by Barclays Bank plc, was drawn down in April 2021 to provide further resilience to the cash flows of The Trust. This facility had an initial one year capital repayment holiday, with repayments calculated over a 15 year term starting in June 2022 and with a final bullet repayment at the maturity date in April 2024 when this facility was repaid in full.

A £145,000 short-term loan was provided by The Dulverton Trust in August 2023 for the development of the Loch Eil Learning Village, this will be repaid in 2025.

Deferred income

	Balance 1 Oct-23 £000	Deferred income released 2023-24 £000	New deferred income 2023-24 £000	Balance 30 Sep-24 £000
Deferred income	<u>2,003</u>	<u>(12,287)</u>	<u>12,338</u>	<u>2,054</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

13 FUNDS

(a) Types of Funds

- (i) Unrestricted Funds
- The General Reserve Fund is an unrestricted fund which is used for all activities of The Trust which are not designated or restricted.
- (ii) Unrestricted Designated Funds
- Infrastructure fund – to be spent at our centres to improve their facilities and for smaller scale capital improvements.
 - Digital project – to be spent on the digital transformation of our IT systems.
 - Centre maintenance funds – to be spent on the ongoing work of maintaining our sites.
 - The Peter Cundill Foundation bursary – to be spent on additional Charitable Funding (bursary) in cases of particular need.
 - Capital growth – to be spent on projects that enable the Trust to reach an increasing number of young people
 - Special projects – to be allocated to projects that enable certain aspects of Outward Bound's new strategy.
 - Designated Fixed Asset Funds – represent funding for capital projects that have been fully completed, with the funds raised for the project in question transferred in from Restricted Funds. These funds are amortised over the life of the asset to which they relate, matching the depreciation charged in the General Fund.
- (iii) Restricted Charitable Funding (bursary)
- Restricted Charitable Funding holds donations from corporate and individual donors and provides bursaries for young people to attend Outward Bound courses. Also included in this fund are Trust, Foundation and Statutory Funds gifted specifically to fund young people attending Outward Bound courses.
 - There are also other Restricted Funds relating to projects with specific objectives which have been funded by supporters and other agencies, and also the investment income earned from the Endowment Fund investments intended for future use as bursaries.
- (iv) Endowment Bursary Fund
- The Endowment Fund holds specific legacies and donations which are to be retained in perpetuity in the form of investments to provide income for bursaries.
- (v) Restricted Capital Funds
- These Funds relate to funding that is to be spent on the refurbishment of our existing centres, the purchase of equipment and on other important projects.

From time to time The Trust also receives other income and donations which are subject to restrictions imposed by the donor. Funds are released to the General Fund when the original restriction on the donation has been satisfied.

(b) Movements in Unrestricted Funds:

	Balance 1 Oct 2023	Income £000	Charitable Funding allocation £000	Expenditure, gains and losses £000	Amortisation £000	Fund Transfers £000	Balance 30 Sep 2024
General Fund Reserves	4,046	17,241	3,479	(20,568)	275	(378)	4,095
Designated Funds:							
Infrastructure funds	1,553	-	-	-	-	(542)	1,011
Digital project	450	-	-	-	-	(104)	346
Centre maintenance	258	-	-	-	-	81	339
Peter Cundill Foundation bursary	1,327	-	-	-	-	(1,309)	18
Capital growth	2,000	-	-	-	-	1,000	3,000
Special projects	250	-	-	-	-	93	343
Fixed asset funds	12,939	-	-	-	(275)	2,105	14,769
Total Designated Funds	18,777	-	-	-	(275)	1,324	19,826
Total Unrestricted Funds	22,823	17,241	3,479	(20,568)	-	946	23,921

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

13 FUNDS (CONTINUED)

(c) Movements in Restricted and Endowment Funds:

	Balance 1 Oct 2023 £000	Income £000	Charitable Funding allocation £000	Expenses, gains and losses £000	Unrealised gains on revaluation £000	Fund transfers £000	Balance 30 Sep 2024 £000
Restricted Charitable Funds	3,877	3,468	(3,479)	(2)	85	404	4,353
Endowment Funds	86	-	-	-	10	-	96
Restricted Capital Funds	1,693	382	-	-	-	(1,350)	725
	<u>5,656</u>	<u>3,850</u>	<u>(3,479)</u>	<u>(2)</u>	<u>95</u>	<u>(946)</u>	<u>5,174</u>

(d) Analysis of net assets held by Funds

	General Fund £000	Designated Fixed Asset Funds £000	Designated Project Funds £000	Endowment & Restricted Funds £000	Total £000
Tangible fixed assets	1,471	14,086	-	-	15,557
Intangible fixed assets	-	683	-	-	683
Investments	472	-	-	1,263	1,735
Cash balances	1,669	-	5,057	3,891	10,617
Other net current assets / (liabilities)	483	-	-	20	503
Net assets	<u>4,095</u>	<u>14,769</u>	<u>5,057</u>	<u>5,174</u>	<u>29,095</u>

(e) Movements in Unrestricted Funds - Prior Year:

	Balance 1 Oct 2022	Income £000	Charitable Funding allocation £000	Expenditure, gains and losses £000	Amortisation £000	Fund Transfers £000	Balance 30 Sep 2023
General Fund Reserves	5,706	14,756	3,060	(17,868)	230	(1,838)	4,046
Designated Funds:	-	-	-	-	-	-	-
Infrastructure funds	1,000	-	-	-	-	553	1,553
Digital project	250	-	-	-	-	200	450
Centre maintenance	143	-	-	-	-	116	259
Peter Cundill Foundation bursary	1,550	-	-	-	-	(223)	1,327
Capital growth	-	-	-	-	-	2,000	2,000
Special projects	-	-	-	-	-	250	250
Fixed asset funds	13,169	-	-	-	(230)	(0)	12,939
Total Designated Funds	<u>16,112</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(230)</u>	<u>2,896</u>	<u>18,778</u>
	<u>21,818</u>	<u>14,756</u>	<u>3,060</u>	<u>(17,868)</u>	<u>-</u>	<u>1,058</u>	<u>22,824</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

13 FUNDS (CONTINUED)

(f) Movements in Restricted and Endowment Funds - Prior Year:

	Balance 1 Oct 2022 £000	Income £000	Charitable Funding allocation £000	Expenses, gains and losses £000	Unrealised gains on revaluation £000	Fund transfers £000	Transfer to intangible fixed assets £000	Balance 30 Sep 2023 £000
Restricted Charitable Funds	4,046	3,535	(3,060)	(4)	(23)	(617)	-	3,877
Endowment Funds	88	-	-	-	(2)	-	-	86
Restricted Capital Funds	879	731	-	-	-	(441)	524	1,693
	<u>5,013</u>	<u>4,266</u>	<u>(3,060)</u>	<u>(4)</u>	<u>(25)</u>	<u>(1,058)</u>	<u>524</u>	<u>5,656</u>

Movements in the funds of the parent charity are the same as for the group, less only the profits payable under a gift aid payment by the trading subsidiary company as disclosed in note 17.

For details of transfers between funds see note 15. The detailed movements on reserves for the comparative period were contained in the prior year accounts, which are available to view on the Charity Commission website.

14 TRANSFERS BETWEEN FUNDS

During the year net transfers of £1.1m were made between Restricted & Unrestricted Funds, the main components of which are as follows:

Transfers into General Fund from Restricted Funds donated and available for these purposes:

Purpose	Fund	Amount £000
Costs of fundraising	Charitable Funding (bursary)	901
Costs of various other small projects	Various	211

Transfers into Designated Funds from General Funds:

Purpose	Amount £000
Development of new capital projects for growth	1,000
Development and improvement of the infrastructure at our centres	400
Ongoing maintenance work at our centres	300
Digital transformation	200
Other special projects	200

15 RELATED PARTY TRANSACTIONS

During the year under review five Trustees made donations totalling £129,000 (2023: £50,763).

No other significant transactions with Trustees or companies controlled by Trustees occurred during the year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

16 SUBSIDIARY UNDERTAKINGS

The Trust has two wholly owned subsidiary companies, both registered in England.

Outward Bound Corporate Limited, registered office Hackthorpe Hall, Hackthorpe, Penrith CA10 2HX, (Company No 2892257) delivers learning and development programmes for corporate clients. Costs of £3,736,000 (2023: £3,354,000) were charged by the parent charity to Outward Bound Corporate Limited, representing the costs incurred by The Trust in connection with the employment of all staff formerly employed through Outward Bound Corporate Limited and an allocation of the costs of running apprentice courses in young people centres and of Head Office support services.

Outward Bound Trading Limited (Company No 3596931) is now dormant.

Both companies, when appropriate, transfer profits under a gift aid payment to the parent charity. A summary of their results is shown below. Full financial statements are filed annually with the Registrar of Companies and are available from the Company Secretary at The Outward Bound Trust's Head Office at Hackthorpe.

a) Profit and loss accounts for the year ended 30 September 2024

	Outward Bound Corporate Ltd		Outward Bound Trading Ltd	
	2024	2023	2024	2023
	£000	£000	£000	£000
Turnover	5,019	4,066	-	-
Cost of sales and administration costs	(4,481)	(4,064)	-	-
Operating profit for the year	538	2	-	-
Covenanted to the parent charity	(538)	(2)	-	-
Retained in subsidiary	-	-	-	-
Average no. of employees including part-time	-	-	-	-

No employees in either company received emoluments in excess of £50,000 (2023: nil Employees).

The Directors received no emoluments or expenses (2023: £ nil).

(b) Summarised balance sheets at 30 September 2024:

	Outward Bound Corporate Ltd		Outward Bound Trading Ltd	
	2024	2023	2024	2023
	£000	£000	£000	£000
Tangible fixed assets	9	15	-	-
Current assets	2,028	1,167	1	1
Current liabilities	(2,037)	(1,182)	(1)	(1)
Net current liabilities	(9)	(15)	-	-
Net assets / (liabilities)	-	-	-	-
Called up share capital and profit and loss account	-	-	-	-

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

17 OPERATING LEASES

At 30 September 2024 the company was committed to make the following payments in total in respect of operating leases:

	Group				Charity			
	Land & Buildings		Equipment		Land & Buildings		Equipment	
	2024 £000	2023 £000	2024 £000	2023 £000	2024 £000	2023 £000	2024 £000	2023 £000
Leases which expire:								
Within one year	153	94	194	69	153	94	190	65
Within two to five years	-	-	362	91	-	-	362	91
	<u>153</u>	<u>94</u>	<u>556</u>	<u>160</u>	<u>153</u>	<u>94</u>	<u>552</u>	<u>156</u>

18 TAXATION

The charity is exempt from corporation tax as all its income is charitable and is applied for its charitable purpose. The charity is not exempt from VAT which is included with the expenses to which it relates on the Statement of Financial Activities.

19 RECONCILIATION OF NET INCOME TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	Group	Group	Charity	Charity
	2024 £000	2023 £000	2024 £000	2023 £000
Net income for the year	481	1,159	481	1,159
Add back depreciation charge	491	329	485	322
(Profit) / loss on sale of tangible fixed assets	(676)	(1,408)	(676)	(1,408)
Deduct interest income shown in investing activities	(702)	(663)	(702)	(663)
Increase in stocks	(4)	24	1	24
Decrease / (increase) in debtors	(1,692)	(515)	(1,752)	(246)
(Decrease) / increase in creditors	(150)	(417)	(123)	(465)
Net cash (outflow)/inflow from operating activities	<u>(2,252)</u>	<u>(1,491)</u>	<u>(2,286)</u>	<u>(1,277)</u>

Cash held by Outward Bound Associations is not directly available to The Trust and cannot be set off against overdrafts. Association cash balances are raised primarily by local fundraising efforts, and the balances are used by Associations to pay for Outward Bound courses booked by them on behalf of local participants.

Outward Bound Associations raise funds to support the activities of The Trust. Association income is disclosed as fundraising income and the related expenditure disclosed as expenditure of the Association and as income of The Trust for course fees.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 SEPTEMBER 2024

20 NET DEBT

	Group 1 Sep-23 £000	Group Cashflow £000	Group 30 Oct-24 £000	Charity 1 Sep-23 £000	Charity Cashflow £000	Charity 30 Oct-24 £000
Cash and cash equivalents						
Cash at bank and in hand	11,664	(8,547)	3,117	11,377	(8,581)	2,796
Short term cash deposits	4,500	3,000	7,500	4,500	3,000	7,500
	<u>16,164</u>	<u>(5,547)</u>	<u>10,617</u>	<u>15,877</u>	<u>(5,581)</u>	<u>10,296</u>
Debt due within one year	(3,014)	2,869	(145)	(3,014)	2,869	(145)
	<u>13,150</u>	<u>(2,678)</u>	<u>10,472</u>	<u>12,863</u>	<u>(2,712)</u>	<u>10,151</u>

21 PENSIONS

The Outward Bound Trust operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held separately from those of The Trust in an independently administered fund. The pensions costs charged in the financial statements represent the contributions payable during the year. The majority of employees are in this scheme.

The Trust also supports membership of a small number of private pension schemes for certain individuals. Total contributions for these schemes for the year to 30 September 2024 were £42,600 (2023: £37,700). Contributions of £6,300 (2023: £5,900) were outstanding at the year end.

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Ogwen Cottage, Snowdonia, Wales
Ullswater, The Lake District, England
Howtown, The Lake District, England
Eskdale, The Lake District, England
Loch Eil, The Highlands, Scotland

*Outward Bound is a registered trademark of The Outward Bound Trust as is its device.

The Outward Bound Trust is a registered charity in England and Wales (1128090) and in Scotland (SC040341) and a company limited by guarantee, registered in England and Wales (company number 6748835).

Registered Office: Hackthorpe Hall, Hackthorpe, Penrith, Cumbria CA10 2HX. Printed on 50% recycled paper. Printed by H&H Reeds Printers.

