

**St John**  
**Ambulance**  
**Cymru**



THE PRIORY FOR WALES OF THE MOST VENERABLE  
ORDER OF THE HOSPITAL OF ST JOHN OF JERUSALEM

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# Annual Report and Consolidated Financial Statements

31 December 2022

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**REPORT AND FINANCIAL STATEMENTS 2022**

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**St John**  
**Ambulance**  
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# Trustees' Report



The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem (the 'Charity') is a company limited by guarantee having no share capital, and trades under the name of St John Ambulance Cymru ('SJAC').

The Trustees are pleased to present their annual report together with the consolidated financial statements of the group of companies controlled by the Charity (the 'Group') for the year ended 31 December 2022 ('2022' or the 'year'). These are prepared to meet the requirements for a directors' report and accounts as set out in the Companies Act 2006 ('Companies Act').

The financial statements have been prepared in accordance with the accounting policies set out in note 1 in the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" ('Charities SORP' or the 'SORP') (effective 1 January 2019).

## **OUR OBJECTIVES**

The continued objects of SJAC are the relief of persons in sickness, distress, suffering or danger; and the rendering of aid to the sick, wounded or disabled.

### **VISION**

**First Aid for everyone,  
anytime, anywhere**

### **MISSION**

**Save lives and enhance the health and  
wellbeing of the communities in Wales**

In shaping this vision, and in producing the strategic direction, the Trustees have at all times considered the Charity Commission's guidance on public benefit, giving clear regard to 'Public Benefit: the Public Benefit Requirement - PBI', and have ensured that as a charity, we meet both the 'Benefit Aspect' and the 'Public Aspect'.

Throughout 2022, our strategic vision for the organisation in 2025 ('Strategy 2025') and the underlying Strategic Plan 2022-2025 to deliver Strategy 2025 started taking shape, as the Charity began to recover from the pandemic and the significant financial impact it had brought. The Strategy 2025 was launched to the public on St Johns Day, 24 June 2022.

A key factor in the development of the Charity's strategy is the consideration of the external environment in which charities are operating. Political, regulatory and demographic changes, as well as public perception of charities are ever more demanding and complex, and it is vital that SJAC meets these demands and expectations. SJAC's values are enshrined in the motto "For the faith and in the service of humanity"; and Trustees demand that the highest standards are upheld and are able to bear the closest scrutiny.

## **OUR IMPACT**

SJAC is a volunteer organisation, and we rely heavily on our volunteers to enable us to work towards the achievement of our vision. The Trustees are very grateful for their dedication and commitment, and for relentlessly and selflessly pursuing the achievement of our objectives through providing first aid at events and by training others in first aid, in order that more lives may be saved.



Throughout 2022 our dedicated team of volunteers helped to support our local communities across Wales. Our committed volunteers gave up their time to ensure people were kept safe at local events like firework displays and Christmas parades, together with large, national events like the Urdd National Eisteddfod, large capacity concerts and the Rugby Six Nations.



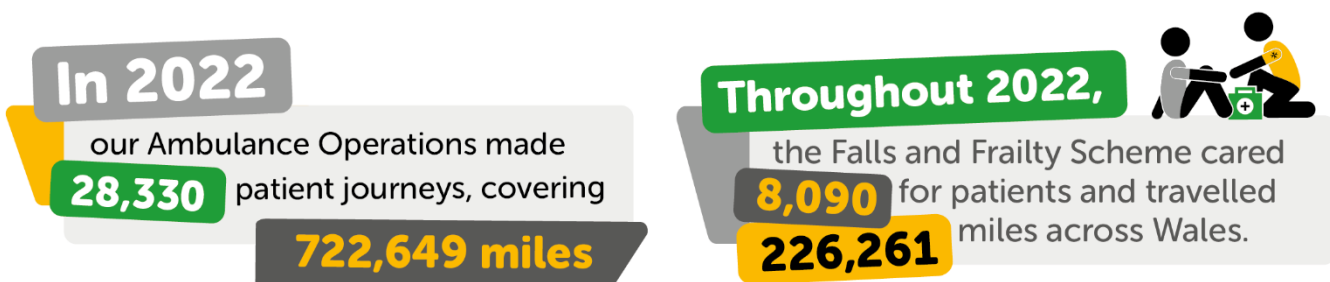
We spent 780 hours supporting the Rhyl Air Show event and 4,391 hours supporting the public at the Gerallt Davies Help Point in Swansea. We also provided a combined total of 7,610 hours of first aid cover for events at the Principality Stadium.

## **OUR PERFORMANCE**

2022 brought challenge and change to SJAC. We were grateful to be able to return to a full program of face-to-face training sessions and fundraising again, but were also faced with unprecedented increased running costs across our charities activities, due to the ongoing cost of living crisis.

We also saw the Charity further develop its success in delivering the Prince of Wales Nursing Cadet Scheme, to provide increased opportunities for our younger people to aspire to a career within NHS Wales.

Our Ambulance Operations teams continued to provide vital services at the heart of local communities, supporting the Welsh Ambulance Services NHS Trust (WAST) during another challenging year. We helped to ensure people across Wales got the care they needed through our range of programmes.



(2021: 4,357 patients and 111,088 miles)



The number of patients we helped increased by **6%**. Our mileage increased by **39%**, we travelled a further distance helping those who need us most in some of the most rural communities across Wales.

(2021-26,600 journeys covering 625,574 miles)

We deployed, on-line new hybrid RAV4 cars to support the Falls and Fragility Scheme. This brought SJAC one step closer to achieving our Strategy 2025 promise of achieving carbon neutrality by 2035.

During 2022, both our commercial and community training teams worked hard to empower the people of Wales with lifesaving first aid skills. Our commercial trainers delivered a range of different first aid courses, from First Aid at Work to Mental Health Awareness Training.

Campaigns like Defibrbruary, Save a Life September and Child Safety Week trained large numbers of the public for free. Our community trainers and volunteers also visited local schools and community groups throughout the year, delivering vital information and demonstrations for no charge.



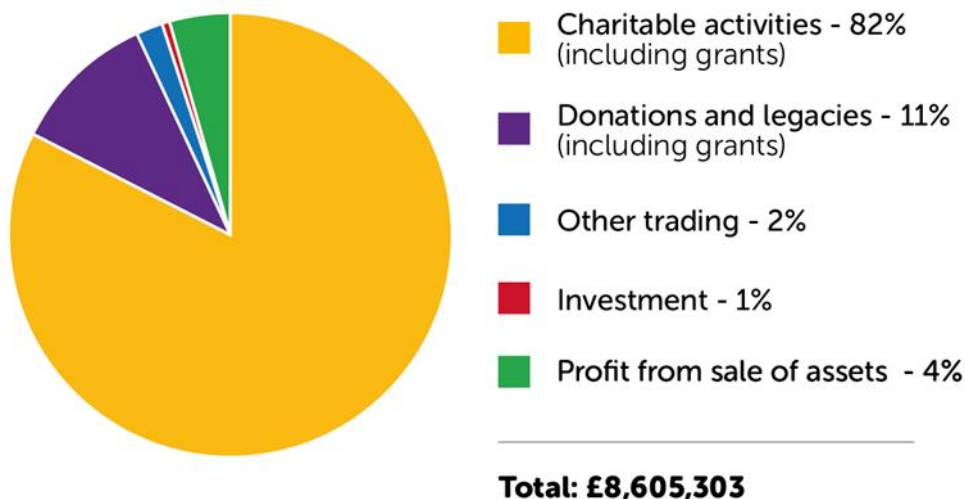
(2021-25,412 people trained, including 3,514 in Save a Life September)

### Financial

During 2022, we invested in reinforcing and modernising our operational structures and supporting resources to provide a platform to develop our services and drive our key income streams. In the face of the economy going through a recessionary phase, ongoing recovery from the pandemic and the entrance of new competition, there has been a focus on developing new income streams, robustly pressure testing the resilience of any agreed targets, and effective cost reduction to protect value for money. This has included scrutiny of our costs, pricing and margin resilience, taking steps to remediate or exit less financially viable areas and focussing on our key strengths where we can have the greatest impact for the people and communities of Wales. We continue to engage with Welsh Government, Health Boards, WAST and other key stakeholders. We do this to raise the Charity's profile to keep us at the fore of multi-agency concept development and to ensure both the commercial and charitable ventures are intrinsically linked to collaborative intervention and associated Welsh Government funding.

The Charity continued to generate enough income to continue supporting communities in Wales and to meet the increasing demand on services. We are grateful to all our volunteers and staff who continue to show a resilience and flexibility that gives us confidence to continue focusing on the right areas in 2023, allowing us to continue to enhance the health and wellbeing of communities across Wales.

## Income



## Ceremonial Awards & Honours

During 2022, the Priory of Wales recognised the most selfless contributions to our cause with a range of honours and awards given in recognition of efforts and achievements towards our mission. Our Investiture Services were held at Llandaff Cathedral in June and St Asaph Cathedral in October. It was especially memorable to welcome the Lord Prior to the service at Llandaff Cathedral. These services are an important occasion when we honour, provide thanks and celebrate the selfless commitment and personal sacrifices our volunteers make for the people of Wales.

We continued to raise significant funds for the Jerusalem Eye Hospital, sponsoring a mobile eye health clinic in the West Bank and a number of other key posts and interventions which are promoting ocular health in very challenging circumstances. Our Jerusalem Eye Hospital Carol Service in December was a wonderful occasion to gather together and celebrate this important commitment.

### We also issued the following awards:

- ✦ **X1 Meritorious Service Certificate** Ashleigh Brooks
- ✦ **X1 Certificate of Commendation** Martyn Price
- ✦ **X1 Cadet Commendation** Alison Bunting
- ✦ **X2 Badger Commendation** Lowri Gowen, Osian Jones
- ✦ **X2 Sovereign Award** Georgina Knapman, Jaqueline Argent
- ✦ **X2 Priory Vote of Thanks** Simon Tucker of Heartbeat Trust UK, North Wales Police
- ✦ **X2 Prince of Wales Nursing Cadet Scheme** Oliver James, Jonathan Ratcliffe



**X19** Long Service Medals (10 years)    **X5** Ultra Long Service Medal (50 years)

**X34** Long Service Bars (various years)    **X3** Ultra Long Service bars (55 years)





## OUR PEOPLE

### Organisational Development/Workforce

In addition to the review of Pay and Reward, other key projects included the introduction of a Leadership and Management Development programme, in support of our plans to develop a framework for leadership and management development across the organisation. The initial phase of this programme was specifically supporting staff into leadership roles, but we are continuing to work on the development and rollout of the in-house 'People Management Skills for Managers' programme. This will further support all levels of management, fully inclusive of the Charity's volunteers, encompassing a blend of face-to-face and on-line learning.

### "Care to Share"

'Care to Share' was initially launched during February 2020, before the onset of the pandemic. This is why it was deferred during 2021, knowing also that there have been a number of changes across the whole organisation since. Re-launched during November 2022, the survey remains key to measuring levels of employee and volunteer engagement and satisfaction. This pulse survey is underpinned by the Net Promotor Score (NPS) methodology which is designed to assess those who are highly satisfied or deeply dissatisfied across the areas including job/role, organisation (SJAC), management, team, personal development and health, safety and well-being.

Launched on 1 November, it was pleasing to note that the overall response within the first few days outstripped the total responses received during 2020, when the engagement and satisfaction survey was previously rolled out.

During 2020, the response rate for staff equated to 27% and slightly less than 10% of our volunteers. During 2022, this had almost doubled where the response rate for staff was 52% and for volunteers was 21%. Strategy 2025, specifically "Putting People First" commits to attaining an 80% engagement and satisfaction rate for our people. These scores sit apart from the response rates but it remains pleasing that more people had engaged in the 2022 survey.

Volunteers			Staff		
NUMBER OF REPOSES	TOTAL NPS SCORE	TOTAL SATISFACTION SCORE	NUMBER OF REPOSES	TOTAL NPS SCORE	TOTAL SATISFACTION SCORE
296 out of 1542 25% completion rate	<b>+3.4</b>	<b>36.04%</b>	126 out of 217 58% completion rate	<b>+6.95</b>	<b>35.4%</b>
+31% vs 2020	+16.87% vs 2020	+6.04% vs 2020	+31% vs 2020	+26.66% vs 2020	+7.4% vs 2020

- The average overall engagement/satisfaction score for volunteers was 36% and for employees was 35.4%, giving an overall organisational wide score of 35.7%, an increase of 6.7% when compared with 2020 results.
- The two highest scoring areas for volunteers were 'Management' and 'Teamwork' at 37% and 48% favourable responses respectively, and similarly for employees with the same two areas revealing 41%.
- We saw significant improvement across every single statement for both staff and volunteers, with the exception of the statement "I am given the opportunity to make suggestions to improve the work of my team/division" which decreased by 0.8 NPS.
- The overall NPS score for the organisation therefore increased to +5.18, compared with -16.59 in 2020, an overall increase of 21.77 NPS points, putting us in the 'good' category.

### Workforce Management

Towards the end of 2022, sickness absence decreased from 4.20% from 3.32%, the lowest sickness absence experience during a Q4 period when looking back three years. This coincided with the launch of a new sickness policy and training on the effective management of sickness absence.

The majority of leavers were within Ambulance Operations, leaving to join WAST. In response, an intuitive exit questionnaire was developed and rolled out to gain a greater understanding of the underlying key reasons for employees leaving. The primary reason appearing to be career progression.

### Leadership & Management Development

During 2022, the charity remained on a sponsored pathway to modernise its culture, behaviours and attitudes, embracing a values-led and people-centric environment, where each person is provided with the opportunity to develop, thrive and fulfil their maximum potential.

The delivery of the ILM (Institute of Leadership & Management) Levels 2, 3 and 5 learning programmes continued to play a key role in the overall learning and development syllabus however SJAC also had a complimentary internal skills programme being built. Aligned to a phased rollout, this was in essence HR Skills for Managers to ensure managers are sufficiently competent and confident in dealing with:

- Sickness absence management
- Conflict resolution
- Effective feedback
- Performance Development Review
- Candidate assessment & selection
- Promoting equality & diversity
- Investigations

On the horizon, in construction as we left 2022, was the development and rollout of an Aspiring Leaders Programme.



## OUR OPERATIONAL SERVICES

### Ambulance Operations

SJAC operates across Wales, providing Urgent Care (UCS), Non-Emergency Patient Transport, Falls and Mental Health Response services in partnership with WAST, health boards, the Vale of Glamorgan council, Adferiad and the Welsh Ambulance Commissioner.

During 2022, as Wales started to come out of the pandemic, we saw continued pressures on the Welsh NHS and the communities we serve. Ambulance Operations continued to provide a wide range of services through the supply of ambulances, Falls cars and highly trained crews who undertook 160,483 operational hours. An additional 4,483 hours, a 3% increase, compared to 2021 (2021: 156,000).

**Ambulance Operations  
attended a total of  
28,330 patients**

(2021: 26,600)

which represents a  
**6.5%**  
increase compared  
to last year.

This was in part due to a significant increase in how many Falls patients our responders attended, with 7,847 patients seen (2021: 4,357), an 80% increase compared to 2021. 57% (4,467) of the patients were able to remain at home (2021: 2,557) which saw a significant reduction in emergency department admissions. This increase was in part due to the start of Falls cars providing 24-hour cover in the West and the Southeast of Wales.

Ambulance Operations crews travelled 722,649 miles to ensure patients were seen in a timely manner and conveyed to a place of care when required. This is especially important for the work with Mental Health services and in support of the addiction charity Adferiad.

2022 saw a 14% increase in income for Ambulance Operations, from £3,835,033 in 2021 to £4,371,894 in 2022, with October 2022 being the best month ever for the operation. This was helped by additional contracts being started with the Vale of Glamorgan for Falls, Adferiad transport services for rehabilitation clients and the continued support of WAST with Urgent Care work.

During 2022, the UK was able to celebrate the Jubilee of HM Queen Elizabeth II and Ambulance Operations was able to play its part by providing support to the Jubilee Celebrations in support of WAST. With the sad loss of Her Majesty in September 2022, Ambulance Operations once again stepped in to provide WAST with a SJAC tactical commander at their Cwmbran HQ, to coordinate our response for the period of mourning and the funeral, providing additional support for memorial events as was needed.

**Ambulance Operations crews travelled 722,649 miles**

(2021: 625,574 miles)



**TRUSTEES' REPORT INCORPORATING STRATEGIC REPORT  
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Additionally, Ambulance Operations continued to provide demand response to WAST for UCS support throughout the year, even though the official winter pressures support ended in March 2022. Due to the high level of demand on WAST and their extended placement in REAP4, Ambulance Operations were often asked to provide additional UCS crews at short notice. We also saw the return of UCS activity in August 2022 for North Wales and Cardiff and the Vale of Glamorgan. This was a lot earlier than our traditional September/October engagement, when we saw additional support being provided for Swansea Bay and Aneurin Bevan health board regions.

In January 2022, Ambulance Operations concluded its support to St John England for their Stepping Hill contract which was being decommissioned. However, this was shortly replaced thereafter by Welsh Government funded discharge support for the Wrexham Maelor hospital which continued until July 2022 and enabled the release of 496 patients/beds.

Ambulance Operations underwent a restructure during the year with the confirmation of a Head of Ambulance Operations, the appointment of Operations and Business Managers and the engagement of 10 Team Leaders to provide support to staff, thus enabling our operations to provide 24-hour operational support to our clients.

As the year closed, we saw continued expansion of our Mental Health service enabling Ambulance Operations to transport 1807 patients (2021: 728), a 148% increase, ensuring those in the most desperate need were able to be taken to appropriate treatment within 2 hours.

We also started providing Non-Emergency Patient Transfer Services for Morriston Hospital, having being successfully awarded the new contract.

### **Community Operations**

Community Operations became a distinct team from the start of August 2022. This brought together three existing areas: Internal Training (previously under the Training Directorate), Schools and Community Training (previously under the Training Directorate) and Events (previously under the Operations Directorate). A new portfolio was also formed, Community Response, which has previously been covered across multiple areas. Community Operations now covers all training and operational activity of our volunteers and the training of our Ambulance Operations staff.

### **Internal Training**

Internal Training covers the training of all volunteers and the training of our Ambulance Operations staff. 530 individuals undertook a new role training course and there were an additional 773 courses undertaken outside of the 'normal' weekly training within divisions. There were also 8,870 courses completed in 2022 on our eLearning platform. 2023 will see an overhaul of all role training levels across SJAC.

### **Schools and Community Training**

Our Schools and Community Training department have continued to deliver free training and awareness sessions to schools and community groups across Wales. The team have three full-time trainers who work alongside our volunteer trainers. The team supported initiatives such as Save a Life September, Defibruary and Child and Infant Safety Week. During 2022 they delivered sessions for 24,877 people across Wales. During 2023 we will be looking to build on a partnership with SADS UK and SaLC, as well as supporting a new initiative utilising nurses and other hospital staff to deliver sessions to even more people.

### Events

A new National Event Manager was appointed in autumn 2022 and was tasked with implementing a new 'events cycle' ensuring a consistent approach in relation to events across Wales and providing a formal link between our volunteer County Operations teams and NHQ. Working with the National EPRR lead, they will also be looking at the outcomes of the Manchester Arena Inquiry and implementing any relevant changes. During 2023 all data will be collated in terms of events and will provide a much more detailed overview of this arm of volunteering within SJAC.

### Community Response

Community Response has been tasked with looking at how our volunteers support in their local communities, outside of our more traditional events. They will oversee aspects such as Community First Responders/Alternative Responders, GoodSAM responders and our Ferryside Lifeboat Division. Night-Time Economy (NTE) will also be supported by this department, with our Swansea Help Point (now renamed the Gerallt Davies Help Point) being one of these examples. Community Response have also been tasked by the Ambulance Commissioner to look at how we can support those in our communities and are working on a 'Virtual Ward Responder' programme.

### Commercial Training

Commercial training continued to feel the impact of Covid-19 during January 2022, with some restrictions being imposed during the month. In February 2022 we were finally able to ease away from Covid-19 and welcome back full classes again.

Despite January's restrictions, we had a successful year, reaching a turnover of £1.67m, and training some 12,002 people across the commercial service in 2022, adding to the overall total below.



### Children & young people

2022 saw St John Ambulance Cymru continuing to provide many opportunities and development programmes centred on first aid knowledge and life-saving skills for children and young people aged between 5-25 years old. We are dedicated to developing ambitious capable young people. In a fast-changing work and social environment, our children and young people programmes are evolving, developing skills in communication, leadership, co-operation and forming foundational values in citizenship, compassion and empathy, promoting a caring connection.

Our vision is to continue to build a high-quality programme, underpinned by a high level of leadership, recognising our responsibilities to offer children and young people opportunities to develop their knowledge and skills in not only lifesaving first aid but also personal/social skills. These skills will enable them to grow in confidence as they transition from being a child, through adolescence to young adulthood. Within this, the Charity continues to build age-appropriate activities to enable continual feedback and recognition as a golden thread to our programmes, whether that be Sovereign, Amalfi or Grand Prior awards.

In 2022 we began a scheme in which 16 and 17-year-old members were able to qualify as adult Basic First Aiders and volunteer at events. This started with the Autumn Internationals in the Principality Stadium.

By the end of 2022 we had 428 Badgers and 805 Cadets learning first aid and other invaluable life skills across 34 Badger Setts and 82 Cadet Divisions pan Wales.

Our Badgers achieved 364 awards and our Cadets achieved 584 awards this year. These awards reminded our young people how proud we are of their hard work.



**Our Badgers achieved 364 awards**



**Our Cadets achieved 584 awards**

### National Participation Standards\* Award

At the end of April 2022, SJAC received the wonderful news that it had been awarded the Participation Kite Mark by Children in Wales.

This is widely viewed as both a prestigious and difficult award to achieve, supported by the Welsh Government, considered to be a standard of excellence for children's participation within Wales.

This most recent award further demonstrates good practice, duty of care and respect to the children and young people of our organisation. It sets an excellent precedent to other organisations with whom we work collaboratively and will demonstrate both internally and externally that we have the very best standards, service, and fairness in the opportunities we offer our young volunteers. SJAC wants to be seen as one of the leading children and young person provisions across Wales and achieving this Kitemark will help us in our mission to do this.





### Strategic Voluntary Youth Work Organisation Grant (SVYWO)

During August 2022, SJAC received confirmation that its application to secure further grant funding had been successful with allocated funds of £47,328.00 for 2022-23 and £81,134.00 for 2023-24. The funding related to an initial period of 1 September 2022 to 31 March 2023, followed by a full year's funding from 1 April 2023 to 31 March 2024. The 2023-24 award was subsequently increased to £85,190.70 to help with increased costs and extended by a further full year's funding of £85,190.70 for 2024-25.

In response, SJAC continues to progress its children and younger people strategy, with high level objectives including:

- Increasing membership and reach – to increase our reach to young people across Wales;
- To target young people who are vulnerable/ disadvantaged/ out of mainstream populations;
- To work with Careers Wales and local authorities to access and target NEET (16+) populations, developing a NEET access and training package for each region;
- Young people's participation and rights – to develop seven regional young people's councils across Wales;
- To ensure all young people are aware of and have access to their rights (organisational and UNCRC)
  - 100% of young people to be offered programme modules/ training courses on rights
  - 75% completion rate achieved;
- Accreditation/ recognition/ reward; and
- Use and promotion of Welsh language.

### Prince of Wales Nursing Cadet Scheme

During May 2022, hosted by the Royal College of Nursing (RCN) with support from SJAC, a 'mop up' day was held at the Clinical Skills Suite (USW). This saw a further 9 Cadets complete and satisfy their learning log (including 1 ACF cadet) and who have since moved on to their placements to complete the scheme.

Health Education and Improvement Wales (HEIW) have confirmed with RCN their satisfaction with the progress and commitment of SJAC which led to further funding for fourth and future cohorts.

The fourth cohort commence during the autumn, involving over 30 Cadets with targeted recruitment within the Hywel Dda, Powys and Aneurin Bevan Health Board regions. During 2022, our National POWNCS Lead Officer (volunteer) continued to fulfil a pivotal role in the overall management of SJAC's cohorts. Whilst she receives support from the Children and Young People NHQ team, there was a need to increase our overall resilience to manage existing and future cohorts. As a result, SJAC appointed three Regional POWNCS Co-ordinators who are co-ordinating the required training in conjunction with RCN to ensure continued engagement with and support to the Cadets.

The scheme continues to include 70 hours of learning which is tutor led, 40 hours of guided learning, 20 hours of clinical observation placement within a health care environment and 10 hours of self-directed learning.

### Fundraising Activities & Performance

**A big thank you to everyone who donated and supported St John Ambulance Cymru in 2022. With your kind and generous donations we raised £1,038,128 (2021: £1,791,107) through fundraising activity.**

As was the case for many charities, 2022 was a challenging year for fundraising, recovering and rebuilding from the pandemic whilst also facing a new challenge with the cost-of-living crisis.

We continued to focus on the delivery of our Fundraising Strategy, building the Fundraising Team under a new structure, following the appointment of the Head of Fundraising, Communications and Engagements at the beginning of the year.

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Grants and Foundations remained a strong focus for fundraising and in-roads were made in re-establishing relationships with previous funders and developing relationships with new grant bodies. Community and Events activity restarted with mass participation events back in the calendar, alongside fundraising in our communities across Wales. In 2022 we launched a new SJAC mobile lottery and continued to actively promote legacy giving as a way the public can support our lifesaving work.

We continued working with Wesser Ltd, a professional fundraising agency who supported us in 2022 by providing administration for our regular donors. Wesser Ltd are a well-established business and have helped us to bring on-board thousands of regular givers over the years. As a professional agency, Wesser Ltd are registered with the Fundraising Regulator and subject to regular audits to ensure the highest level of professionalism and service is provided.

Throughout 2022 St John Ambulance Cymru remained registered with the Fundraising Regulator and worked in line with the Code of Fundraising Practice across all our fundraising activity. A new Ethical Fundraising Policy was developed and signed off, alongside a new Prospect Research Policy.

No complaints in relation to fundraising were received in 2022 and there were no instances of non-compliance with the Code of Fundraising Practice.





## **OUR FINANCIAL PERFORMANCE**

The financial year 2022 saw SJAC continue to recover from the aftermath of the pandemic, and the Charity began returning to normal trading after the lifting of Covid-19 restrictions early in the year. There was a need to invest in the Charity and its infrastructure to achieve its aims and strategic plan for 2025, and to that end new roles and responsibilities were introduced to improve governance and management of key activities within the Charity. It is envisaged that the direct impact of this investment will be realised in results in future periods. During 2022, the Charity also suffered the effects of the rising inflationary cost impact felt across the economy, with higher levels of costs incurred, including rising utility and fuel expenses.

The Charity incurred a deficit of £473k, (2021: £364k surplus) which was as a direct result of the investment in the new infrastructure and increase in activities and associated costs. There was further investment to promote the excellent work of the Charity and to attract further income in future periods, such as increased activity from the fundraising function, and investment in central areas that had been reduced in function during the pandemic period.

Income increased from the previous year due to the ability to undertake further activities after the lifting of lockdown restrictions, and encouragingly this income was not enhanced by any significant amount of additional income related to Covid-19 business support. Total income in 2022 was £8,245k, which was a £565k increase on the previous year (2021: £7,680k).

Events income was £940k, up from £326k in 2021. This income now demonstrates income consistent with pre-pandemic levels of circa £1m per annum for the Charity.

Commercial training income totalled £1,668k, which was £295k above the prior year (2021: £1,373k). This again represents ongoing improvement due to a return to normal classroom fill rates and the removal of social distancing rules imposed during the pandemic.

Our Healthcare Services (Ambulance/Patient Transport [PTS] support) saw increases in income generated throughout 2022 due to increased demand for services and significant growth in work such as the Falls and Mental Health transport provision. Compared to 2021, the income in Ambulance / PTS support saw growth of 14% to £4,371k (2021: £3,833k).

Overall, the Group is reporting a deficit of £473,087 for 2022 (2021: £363,647 surplus) including unrealised losses on investment assets of £182,094 (2021: £201,280 gain).

The deficit included £286k attributable to depreciation and amortisation, with £105k relating to the depreciation of our fleet of vehicles, and £122k relating to property. The deficit also included profit on sale of assets of £361k (2021: £27k). This related to the disposal of freehold divisional properties during 2022 which were deemed no longer required by the Charity.

Investment income overall, which includes interest earned, was higher in 2022 at £72,058 than in 2021 (2021: £64,602). In 2022, we are showing losses on investment assets of £202,618 (2021: gains of £247,080) consisting of £20,524 realised and £182,094 unrealised losses.

### **Balance sheet**

The balance sheet remains strong with net assets of £6,260,564 (2021: £6,733,651). Cash balances were £26,398 (2021: £54,318) with an overdraft facility of £361,817.

In 2022, £253,281 was invested in fixed assets. This included £162,351 for patient equipment, and £70,114 for website development. Profits on disposal of assets comprised £360,776, with profits on the sale of five divisional properties equating to £334,849, and the remaining profits relating to vehicle disposals on assets fully depreciated.



### Donations and legacies

Donations and legacies amounted to £922,208 and account for 11% of the Charity's total incoming resources (2021: £1,697,720 - 22%). No grants over £5,000 were received by divisions in 2022 (2021: one grant over £5,000).

Donations and legacies are generated through donations, via fundraising by our volunteers at a local level throughout Wales, and through our dedicated fundraising department who secure income from trusts and foundations, legacies, and other sources. During 2022, we faced strong competition for funding from trusts and foundations, and as many sources of funding were heavily oversubscribed we saw a reduction in successful applications. We also saw the end of all the Covid-19 support, which had helped support the Charity during that difficult period.

The cost of generating this income, described as 'expenditure on raising funds', was £598,231 (2021: £455,162), and includes the cost of the Marketing and PR Team which supports the wider needs of the organisation. The direct cost of raising funds was £465,622 (2021: £220,852), an increase of 111%.

### Provision of First Aid and Youth Development

The provision of first aid duties across Wales, training of first aid in the local communities and various revenue grants received, has produced an income for the year of £1,022,260 (2021: £537,692). This area includes the activity of the Charity's extensive youth programmes. Expenditure in this area for 2022 was £2,086,407 (2021: £1,641,074).

### Ambulance and transport services

The performance in this area was strong again, with income 14% higher than the previous year. Total income for 2022 was £4,371,117 (2021: £3,833,342), with 93% of total revenue attributable to work conducted for WAST (2021: 85% of work).

### First Aid training

One of the core activities of the Charity is the teaching of first aid. This activity is conducted on a commercial and charitable basis. The figures under this category in the financial statements are from the commercial business and show a net surplus of 288,766 (2021: £207,098 surplus).

### First Aid Products

The supplies function in the Charity aims to sell first aid products externally to generate surplus funds for charitable use. The sale of supplies was transferred to St John Ambulance (England) in 2022 with us receiving a rebate for items sold in Wales, which enabled us to concentrate on the commercial training side of the business and still receive an income from supplies. Income fell 40% in 2022 to £44,370 (2021: £74,057), including the rebate relating to 2022 of £3,865.

## **RESERVES POLICY**

In line with best practice, the Charity and group reviews its policy for holding reserves on an annual basis.

At 31 December 2022, the funds of the group are as follows:

	£'000
<i>Restricted income funds</i>	1,367
<i>Unrestricted income funds</i>	
Fixed asset property reserve	2,607
Revaluation reserve	470
Heritage assets valuation reserve	115
Other charitable funds	1,702
<b>Total Charity funds</b>	<b>6,261</b>

**Restricted income funds** are those funds for which use is specifically restricted; they are not available for the general purposes of the Charity.

**Unrestricted income funds** are funds which are available for use, however, some funds may only be realised by the disposal of assets. These include the Fixed Asset Property Reserve, the Revaluation Reserve and the Heritage Assets Valuation reserve.

The remaining unrestricted income funds are those which are readily available for use and include 'Other Charitable Funds'.

### **Free Reserves**

The Trustees consider that it is important to maintain adequate free reserves to ensure the future viability of the Charity, but equally, to ensure that in the event that the Charity's long-term viability is in doubt, that we are able to meet our obligations and commitments to those individuals and organisations that work in partnership with us, particularly our staff, volunteers and suppliers.

SJAC relies heavily on four main revenue streams – healthcare services (PTS) contracts, commercial training and supplies, first aid duties at events and fundraising. Of these, only PTS contracts provide any longer-term certainty in terms of income, as we seek to develop fixed term contracts of a duration that will provide better financial security. Commercial training, supplies and events have contracts, but none to a level which provide long term security. Similarly, fundraising's income by its very nature is insecure, cannot be guaranteed and can potentially be significantly impacted by changes in the economic environment. Indeed, many charities are already finding it more challenging to raise funds via grants and donations.

With this in mind, the Trustees consider that it is prudent to maintain a level of reserves that would ensure that in the event of serious difficulty or business continuity issues, SJAC would be able to function for a set period. The different areas of the business have been considered separately, but the Trustees require the ongoing operations of SJAC to be protected for up to six months, allowing time and opportunity for alternative solutions to be sought or in the very worst case, the 'wind-up' of operations. SJAC would seek to ensure therefore, that we increase our free reserves to reach a level of approximately £2m.

To calculate the optimum level of reserves, we have applied different calculations to our 'trading activities' than to our charitable activity and the Trustees have taken a cautious approach.

Where our charitable operations are concerned, we wish to ensure that we have no less than six months of expenditure available. SJAC would seek to safeguard the important contribution its volunteers make to society and the communities of Wales. Having these funds available should ensure our ability to do so.

Free reserves at the end of 2022 are £1.52m (2021: £1.95m).

**St John**  
**Ambulance**  
Cymru



# Governance & Risk Management

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Organisational Structure**

The Charity is based in Wales with its national headquarters in Cardiff and trades under the name St John Ambulance Cymru. It previously operated under the name St John Cymru.

The Priory Chapter (the 'Board', the 'Board of Trustees' or the 'Board of Directors') is the supreme governing and legislative body of the Charity and of all affairs of the Charity within Wales, under the Sovereign Head and the Grand Prior.

The Charity is one of 11 autonomous Priors that form The Most Venerable Order of The Hospital of St John of Jerusalem (the 'Order' or the 'Order of St John').

The Charity is governed by its Articles of Association and these incorporate the rules, which were approved by the Grand Prior of the Order on 23 October 1999, under the authority of the Order's Royal Charter and Statutes. The Articles of Association were comprehensively reviewed, and became the Charity's Governing Document on 29 January 2016. The Regulations of the Charity underwent further review, taking into account the outcomes of the Governance Review, as a result of which the Articles were updated again on 18 March 2022.

The Charity will appoint Trustees on the recommendation of an Appointment Panel to the Board. The Regulations of the Charity set out the process for the recruitment of Trustees and the membership of the Committees.

All operations of the Charity occur directly within that entity during both the current and prior years. The Charity has one trading subsidiary, Maindy Estates Limited (No. 516242), which is wholly owned and whose principal activity is that of property ownership. In addition, the Charity had the following dormant subsidiaries, each of which is wholly owned and has been non-trading throughout both the current and prior years:

- St. John Ambulance in Wales (Priory for Wales) (No. 5071232)
- St. John Wales Patient Transport Limited (No. 5071126)
- St. John Wales Training Company Limited (No. 3318160)
- Order of St. John Priory for Wales Trustee Corporation Limited (2968029)

The Charity is organised into seven regions with approximately 80 divisions operating across Wales. The principal activities are:

- Recruitment and training of members of the public in first aid and care.
- Provision of First Aiders at public events.
- Training of young people from the age of five - teaching them first aid, care and general citizenship skills.
- The relief of sickness and the protection and preservation of public health, through the provision to health authorities, hospitals and others, of services including the carriage of patients and other transport requirements.

### **Governance**

The governing body of the Charity is the Chapter. The members of the Chapter are also Trustees of the Charity for the purpose of the Charities Act 2011. The number of Trustees shall be not less than ten but unless otherwise determined by the Charity in general meetings, shall not be subject to any maximum.

The Board meets at least four times per year and is chaired by the Prior. The Board, also subject to the regulations of the Charity, appoints standing committees, as appropriate, to assist the Board.



## Management

The Trustees are responsible for setting strategies and policies and for ensuring that these are implemented. The Charity now operates with seven Standing Committees of the Board, with three supporting committees or panels focussing on specific areas of work. The committees established to assist the Board are as set out below.

## **OUR BOARD OF TRUSTEES**

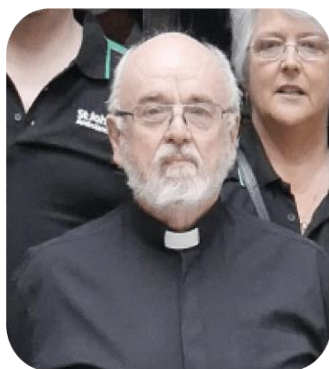


### **Sir Paul Williams OBE KStJ DL**

Prior for Wales (Chair of the Board) and Chair of Honours & Awards Committee

Sir Paul completed a successful and distinguished career as an NHS Manager spanning 45 years, serving as a Chief Executive of three NHS Trusts, chair and member of numerous National Committees and culminating as CEO NHS Wales and Director-General for Health and Social Services, Welsh Government and is a Past President of the Institute of Health Care Management. He has been a member of independent health and social care think tank the Bevan Commission since 2013.

Sir Paul was appointed Officer of the Order of the British Empire (OBE) in 2000 for services to the NHS in Wales, was High Sheriff for the County of South Glamorgan in 2007/08, appointed a Deputy Lord Lieutenant in 2010 and knighted in the 2011 Birthday Honours. He was appointed Chancellor in 2011 and Prior for Wales in 2017.



### **Reverend Desmond Kitto MBE KStJ JP**

Acting Chancellor (Vice Chair of the Board) and Chair of People Committee

Des has spent 60 years as a member of SJAC, becoming a trustee in 2017. He has spent his professional career in both private and public sectors, e.g. University College Cardiff, progressing to be UK Sales and Marketing Manager in a laboratory supplies company. He joined Mid Glamorgan Health Authority as Commercial Manager and was seconded to Merthyr Tydfil Local Health Board as Lead Public and Patient Involvement Manager. Des is currently Chief Officer at the Board of Community Health Councils in Wales, heading the Senior Management Team. He was a founding trustee of Wales Air Ambulance in 1999. He is an ordained minister and has been a Justice of the Peace for 25 years.



### **Richard Paskell MBE CStJ**

Chief Volunteer

Richard is a serving police officer and has been a trustee since 2017. He has a passion for volunteering and it has played a key part in his life, dedicating over twenty-six years at numerous agencies and charitable organisations, notably a decade with both the Scout Association and Mountain Rescue England and Wales. In 2019 he was appointed as our Chief Volunteer. Richard has championed the voice of the volunteers, working alongside them on the frontline, building trust, and enhancing communication between the Board and the membership.



### **Reverend Canon David Morris CStJ**

Priory Dean and Chair of Pro Fide Committee

Originally from the Rhondda Valley, David has been an Anglican priest for over ten years serving parishes in Merthyr Tydfil, Cardiff and the Vale of Glamorgan. He is currently the Director of Ministry for the Diocese of Bangor. David has been a chaplain within SJAC for ten years and currently serves as Dean of the Welsh Priory. As Dean, he is responsible for nurturing and sustaining the Christian ethos of the organisation and providing pastoral care to all staff and volunteers through chaplaincy provision. David joined the Board in 2020.



### **Emily Bristow OStJ**

Chair of Digital & Data Committee

As Head of Customer Success for UK multinational software corporation Blue Prism, Emily has worked with many major customers to help make the most of their digital workforce. Previously, Emily was the UK Head of Intelligent Automation at the global IT consulting firm CGI before joining Blue Prism in June 2018. Emily has more than 10 years' experience across a variety of IT and operational roles. Emily's first encounter with SJAC was when she joined the charity as a Badger in Gwent in the 1990s. Her involvement with the Charity has come full circle as she became a trustee in February 2021 and is Board lead on digital and data development and compliance.



### **Caryn Cox CStJ**

Chancellor Designate and Chair of Clinical Advisory Panel

Caryn has over 30 years' experience in health care and social care across the NHS, local government, World Health Organisation, the EU and within the private sector. In her current role as a consultant in public health in the NHS in Wales and England, with a specialism in communicable diseases/ health protection, she has been playing a key part in the Covid-19 pandemic response in Wales and England. She has been involved with St John for over 40 years, starting as a member of St John Ambulance in England in childhood. She has been a trustee of St John Ambulance Cymru since 2017 and chairs the Clinical Advisory Panel. In June 2023, Caryn was appointed as the next Chancellor for Wales.



### **Professor Colonel Kevin Davies MBE RRC CStJ TD DL PhD RN**

Chair of Audit, Risk & Governance Committee

Kevin is a Professor of Nursing with an interest in disaster and pre-hospital care. He is Vice Chair of WAST and Colonel Commandant at Queen Alexandra's Royal Army Nursing Corps (QARANC). He has extensive international experience in Japan, China, South Korea and is a former Honorary Fellow at Hong Kong Polytechnic University. He served in Bosnia, Kosovo, Iraq and Afghanistan and was awarded the Royal Red Cross. Previously an Emergency Department Charge Nurse and nurse educator, Kevin has led international Masters' programmes and supervises/examines at Masters and PhD level. Very focussed on enhancing opportunities for young people to access career opportunities in health care, he has links with the RCN on the evolving Prince of Wales Nursing Cadet Scheme on behalf of SJAC and RHQ QARANC.



### **Andrew Mitchell CStJ**

A longstanding civil servant, Andrew joined the St John Ambulance Cymru Board of Trustees in 2017 and brings his experience of volunteering - having been a St John Ambulance Cymru member for 36 years - along with his Civil Service experience and standards. He is currently a VAT Manager, having fulfilled various roles within HMRC - the most rewarding of which for him was the 15 years spent in Learning and Development with responsibility for the introduction and delivery of Tax Credits. He is a member of the Chartered Management Institute. Andrew believes community, family and friends are the bedrock of our society.



### **James O'Connor OStJ FCA CEnv MRSC**

Chair of Finance & Resources Committee and Acting Chair of Property Panel

James joined the not-for-profit sector in 2016 after over a decade with PwC, the world's largest firm of professional advisors. A Fellow of the Institute of Chartered Accountants, James brings his experience of governance, risk management and stakeholder alignment to SJAC where he has served as a trustee since early 2021. James is currently Director of Corporate Finance at Pobl Group, Wales' largest housing association, where he oversees the strategic treasury approach for the loan and capital markets portfolio to fund the development of more homes for people in need. He is also a non-executive board member for organisations supporting vulnerable people and collaborative development of sustainable communities of energy-efficient new homes.



### **Nick Stork FCA**

Chair of Investment Panel

Nick, a Fellow of the Institute of Chartered Accountants, became a trustee at SJAC in early 2021. With over 25 years corporate finance and banking experience behind him, Nick is now New Investments Fund Manager at Development Bank of Wales. Dealing with large corporate and SME businesses on a daily basis, Nick is no stranger to advising businesses on their funding requirements both domestically and internationally.



### **Shereen Williams MBE OStJ DL**

A trustee of SJAC since 2018, Shereen is currently the Chief Executive Officer of the Local Democracy and Boundary Commission for Wales (LDBCW). Prior to taking up the post with LDBCW in January 2019, she worked in local government for nearly a decade. As a local government officer, Shereen worked across East Gwent, managing teams responsible for the delivery of strategic Priorities including migration, preventing violent extremism, equalities and community cohesion. Shereen has been a community activist for 15 years and has an interest in race and diversity matters, cohesion, and inclusion. She currently sits as a magistrate in Gwent and is a Board member of the Institute of Welsh Affairs.





## **Helen Willson**

Chair of Fundraising & Engagement Committee

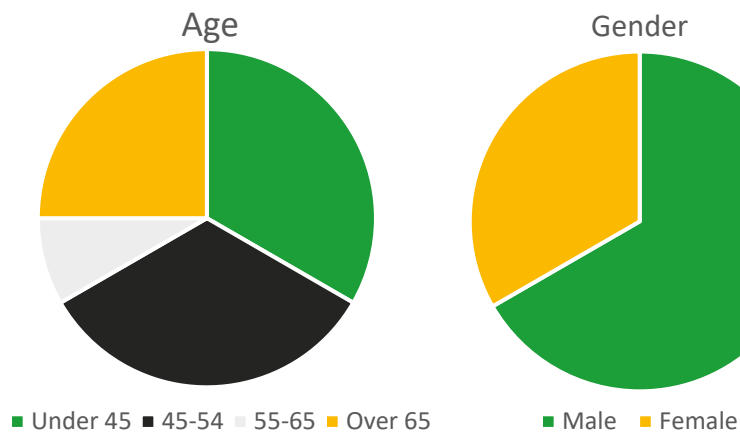
Helen spent 15 years running the Museums and Heritage Service at Caerphilly County Borough Council where she was Principal Museums and Heritage Officer between 2007 and 2017. There, she was responsible for the successful management, development and delivery of the Museums and Heritage Service, its sites, staff and volunteers. With a passion for volunteering, Helen has given her time to support several charitable causes including the Cub Scouts and her local PTA. In her current role, Helen is responsible for leading on volunteering and participation for the National Trust in Wales and has brought her third sector expertise of volunteer-based charities to the Board since February 2021.





## **BOARD DIVERSITY**

The enormous diversity across our organisation is one of our great strengths. We are committed to creating an inclusive culture, and believe that multiple perspectives result in more meaningful, strategic decisions, and greater Board diversity and inclusion is a priority for SJAC. We aim to cultivate a broad spectrum of demographic attributes and characteristics to positively influence decision-making.



Trustees are appointed for a three-year term and may be reappointed for a second three-year term, after which they leave the Board after a maximum of six years, except in the case of taking up appointment as Prior, Chancellor or Priory Dean, in which case up to a further six years in such office is permitted up to an overall maximum of 12 years.

**Current average  
Trustee tenure:**

**5.1 years**



## **STANDING COMMITTEES**

### **Audit, Risk & Governance Committee**

The Audit, Risk and Governance Committee reviews the effectiveness of internal financial controls and risk management systems, along with the clarity and completeness of disclosures in the financial statements of the Charity and its subsidiaries. The Committee will also consider risks presented from the Clinical Assurance Panel. Furthermore, the committee will consider Governance arrangements and will provide detailed assurance to Chapter around the implementation of the Governance Review recommendations. The committee meets a minimum of four times per year and is chaired by a Trustee.

### **Finance & Resources Committee**

The Finance and Resources Committee meets a minimum of four times per year and is chaired by a Trustee with professional financial experience and qualifications. Its purpose is to provide financial oversight of the organisation and reports directly to Chapter. Membership includes both Trustees and independent members.

### **People Committee**

The People Committee provides assurance to the Board regarding the Charity's responsibilities to all matters relating to volunteers, staff and organisational development. It also maintains a strategic overview of the Charity's people arrangements with a view of ensuring that these are designed to provide a positive environment for both colleagues and volunteers. The committee meets four times per year and is chaired by a Trustee. Membership includes Trustees and an Independent Committee Member.

### **Honours & Awards Committee**

The Honours and Awards Committee meets at least twice per year and recommends admissions to and promotions within the Order below the rank of Knight and Dame, the award of Priory Votes of Thanks and the award of the Life Saving Medal or a Certificate of Honour of the Order. It can also make nominations for Civil Honours and Awards and promotions to Knight or Dame. The committee is chaired by the Prior. Membership includes Trustees and independent members.

### **Fundraising & Engagement Committee**

The Fundraising & Engagement Committee exercises strategic oversight of fundraising strategy, policy and practice, ensuring fundraising activities are in keeping with the purpose, values and culture of the Charity. The committee also has governance oversight of communications and engagement activity to further raise the profile of the Charity and publicise the charitable impact and public benefit. Membership includes a minimum of two Trustees, Chair of The Eye Hospital Committee and independent external members. The Committee meets 4 times per year and is chaired by a Trustee.

### **Pro Fide Committee**

The Pro Fide Committee has replaced the Ecclesiastical Committee and was refreshed during 2021 holding its first meeting as the Pro Fide Committee in September 2021. It advises the Prior on all spiritual and ecclesiastical matters pertaining to the Charity. It also takes note of guidance issued by the Prelate through Grand Council. The committee approves forms of service and prayers used by the Charity. Membership includes the Archbishop of Wales, and the Priory's representative on the St John College of Deans. The Committee meets twice per year and is chaired by the Dean of the Priory.



## **SUPPORTING COMMITTEES/PANELS**

### **Investment Panel**

The Investment Panel, which meets twice per year, is primarily responsible for recommending to the Trustees an overall investment strategy for the Charity, appointing and monitoring the performance of investment managers on their behalf and ensuring that the Charity complies with all statutory requirements in respect of investments. The Committee is chaired by a Trustee and reports to Chapter through the Finance Committee.

### **St John Eye Hospital Committee**

The Eye Hospital Committee's primary objective is to fundraise for the St John Eye Hospital in Jerusalem. The Committee meets at least six times per year. The Committee is chaired by the Hospitaller.

### **Property Panel**

The Property Panel provides advice and guidance to officers, as well as considering recommendations for disposal and acquisition of property. It further supports the Charity in relation to ensuring governance of its subsidiary Maindy Estates Limited. The Committee is chaired by a Trustee.



## **EXECUTIVE LEADERSHIP TEAM**

The Key Management Personnel to whom Trustees delegated day-to-day management of the Charity in 2022, were:



### **Andy Jones MStJ FCIPD**

Interim Chief Executive

Andy became Interim Chief Executive in November 2022 after joining as Director of People and Organisational Development in August 2019, having previously worked in various not-for-profit organisations and held senior positions in the NHS.

A Fellow of the CIPD, Andy has a breadth of strategic experience including managing large-scale change programmes. He is passionate about strengthening engagement, workplace health and the Charity's equality, excellence and is a key influencer in creating a place where our people can grow, realise their own potential and achieve success.



### **Darren Pritchard FCCA**

Director of Finance & Corporate Services

Darren was appointed as our Director of Finance & Corporate Services in September 2020, after over a decade working within third-sector senior financial management. He is a qualified Fellow of the ACCA with over 30 years of financial experience.

Darren has overseen development across the business that has led to better value for money and more effective use of resources, making more money available to front-line activities and furthering the mission and objectives.



### **Benjamin Savage MStJ**

Chief Operating Officer

Ben joined as Chief Operating Officer in June 2021 from St John Ambulance in England, where he was first a volunteer, then Ambulance Operations Manager for Greater Manchester and latterly Head of Planning & Programmes for Event Planning.

Having led and implemented major improvement programmes in his previous roles and working and volunteering on the front line across the pandemic, Ben's passion for patient care and enhancing community services has been a constant of his career.



### **David Monk MStJ FInstLM MBA**

Clinical Director

David joined SJAC at the beginning of January 2023 with a broad background in urgent and emergency care. David has held senior leadership roles in the NHS since 2008. A paramedic by profession, David has worked in clinical roles since 1997. David has been a volunteer with St John Ambulance in England for 22 years. David holds an MBA and is a fellow of the Institute of Leadership and Management.

David's role includes clinical leadership and oversight of all our activity. Working closely with clinical, quality and safety leads, his focus is on strengthening the Charity's clinical governance and developing the clinical management and leadership model to support operational service delivery.



## **RISK MANAGEMENT**

SJAC has an integrated Risk Management Framework within which it operates, ensuring that all significant risks are identified and assessed, controls are introduced, and remedial action taken. The Framework dictates that the risks and associated mitigating actions are monitored monthly by the senior management team, reported quarterly to the Audit, Risk and Governance Committee and in turn to the Board, where necessary.

The Risk Register is revised and reviewed quarterly by the Audit, Risk and Governance Committee. The Register takes account of best practice guidelines issued by the Charity Commission and forms an essential element of SJAC's governance arrangements. Good risk management provides the organisation with increased confidence in achieving its desired outcomes, constrains threats to acceptable levels and assists in taking informed decisions about exploiting opportunities.

The primary risk to the Charity for 2022, is its continued financial recovery following the pandemic, compounded by the significant inflationary pressures which gave rise during the second half of the year, the charity's increased running costs, further compounded by societal hardship levels, impacting fundraising.

### **The principal risks faced by the Charity are:**

- **liquidity risk** - ensuring sufficient cash availability to fund our ongoing charitable operations whilst not depleting investment reserves;
- **financial stability risk** - building predictable and sustainable financial surplus positions following the disruptive years of the pandemic;
- **clinical risk** - maintaining the right oversight to ensure clinical care delivered continues to be excellent;
- **safeguarding risk** - continuing to protect children and vulnerable adults with the right culture, controls and oversight;
- **regulatory risk** - ensuring compliance with changing regulations around the services we deliver, the information we hold and manage, and the regulatory bodies to which we are accountable;
- **cyber risk** - vigilance against the risk of incursion, disruption, fraud or data loss; and
- **fleet risk** - ensuring the right ongoing investment is made in our vehicles and drivers to ensure safe and efficient operation.

### **Policy Modernisation**

During 2022, a roadmap for policy modernisation was agreed, spanning 2022 and 2023. All is on track, with the following policies developed and approved via the People Committee and signed off by the Audit, Risk and Governance Committee:

- **Performance Development Review – “Our Business, Our Discussion, Your Future”**
- **Sickness at Work**
- **Homeworking/Agile working – “The agility to Deliver”**
- **Anti-Slavery and Human Trafficking**
- **Social Media**
- **Welsh Language**
- **Family Friendly (Maternity, Paternity, Adoption & Parental Leave)**

### Pay and Remuneration of Key Management Personnel

Heading into 2022, the Board had sponsored the need to undertake a full review of pay and reward, considered vital to ensuring:

- **equal pay – a commitment to equality of opportunity to ensure current and future colleagues receive equal pay for like work;**
- **job evaluation – to achieve a demonstrably fair system of job evaluation that is transparent, objective, bias-free and which equips the business to deliver its goals;**
- **rewarding contribution – commitment to objective performance management and to recognising and rewarding excellence through pay and positive leadership and management; and**
- **benchmarking – to ensure regular reviews of the job market to ensure our pay ranges remain competitive.**

This review represented a significant strategic objective, underpinned by a large work programme, which aside from salaries, included a review of employee benefits, annual leave, maternity and other key provisions. In essence this programme was the total reward package to ensure the charity is able to recruit and retain talent whilst driving and incentivising performance.

From 1 April, the charity uplifted salaries to ensure compliance with the National Minimum/Living Wage for a number of staff within Ambulance Services and its National Headquarters.

The full review of the Charity's pay and reward framework concluded in September, its findings and recommendations were received by the Executive Leadership Team and subsequently Chapter Board during October. A limited range of enhancements were agreed, fully costed and were incorporated into the 2023 consolidated budget. This first phase in the review of pay and reward is congruent with Strategy 2025 "Putting People First", where any further enhancements will need to be considered within the Charity's financial health, resilience and levels of affordability but where we will continually strive to extend levels of pay and reward, regularly benchmarking to ensure the Charity remains competitive when seeking to attract and retain talent.

The overall package of pay and reward agreed was understandably restricted by the financial position but nevertheless enabled the following:

- **new salary structure;**
- **increased contractual annual leave;**
- **additional flexibility;**
- **enhanced 'family friendly' allowances; and**
- **additional salary sacrifice schemes.**

Within the above:

- **new agile and homeworking policy launched – performance based on output, increased flexibility in how work is completed;**
- **'purchase' of additional annual leave enabled – salary sacrifice allows employees to purchase up to an additional 10 annual leave days each year;**
- **Unpaid leave permitted – ability to request up to 10 x unpaid leave days per year; and**
- **Increased flexibility with contracts – part-time working, job share, annualised hours, compressed hours.**

## **REFERENCE AND ADMINISTRATIVE DETAILS**

### Name

The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem

### Other operating names

St John Ambulance Cymru

### Registration numbers

Company – 05071073

Charity – 250523

**Address:** Priory House, Beignon Close, Ocean Way, Cardiff, CF24 5PB

**Telephone:** 0300 2011 999

**Website:** [www.sjacymru.org.uk](http://www.sjacymru.org.uk)

### TRUSTEES/DIRECTORS (Chapter)

Sir Paul Williams, Prior

Gareth Chapman, Chancellor

Revd Desmond Kitto

Richard Paskell, Chief Volunteer

Revd Canon David Morris, Priory Dean

Andrew Mitchell

Caryn Cox

Shereen Williams

Emily Bristow

Caryn Cox

Prof Kevin Davies

Andrew Mitchell

James O'Connor

Nicholas Stork

Shereen Williams

Helen Willson

Resigned 20 August 2022

Acting Chancellor from 27 August 2022

### COMPANY SECRETARY

Darren Pritchard

### ADDITIONAL OFFICERS OF THE PRIORY

Dr Robert Broughton, Archivist/Librarian

John Petrie, Director of Ceremonies

Dr Akram Baig, Hospitaller

### SUB PRELATES

The Most Revd John Davies, former Archbishop of Wales

The Most Rev George Stack, Archbishop of Cardiff



## STANDING COMMITTEES

### **Audit, Risk & Governance Committee**

Chair - Prof Kevin Davies

Gareth Chapman

Caryn Cox

James O'Connor

Nicholas Stork

Resigned 20 August 2022

### **Finance & Resources Committee**

Chair – James O'Connor

Emily Bristow

Gareth Chapman

Derek Howell, Independent Member

Revd Desmond Kitto

Nicholas Stork

Resigned 9 May 2022

Resigned 20 August 2022

Resigned 15 November 2022

Appointed 27 August 2022

### **People Committee**

Chair – Revd Desmond Kitto

Richard Paskell

Emily Bristow

Helen Willson

Andrew Mitchell

Richard Paskell

Helen Willson

### **Fundraising & Engagement Committee**

Chair – Helen Willson

Prof Kevin Davies

Andrew Mitchell

Revd David Morris

Alison Pritchard, Independent Member

Shereen Williams

Andrew Mitchell

### **Digital & Data Committee**

Chair – Emily Bristow

Revd Desmond Kitto

James O'Connor

Shereen Williams

James O'Connor

Helen Willson

### **Pro Fide Committee**

Chair – Revd Canon David Morris

The Rt Revd Gregory Cameron, Independent Member

Revd Ian Howells, Independent Member

Revd Canon Sarah Jones, Independent Member

The Very Revd Dr S Rowland Jones, Independent Member

Revd Desmond Kitto

The Very Revd Dr S Rowland Jones, Independent Member

Fr Jordan Spencer, Independent Member

**TRUSTEES' REPORT INCORPORATING STRATEGIC REPORT  
For the year ended 31 December 2022**

Honours And Awards Committee

Chair – Sir Paul Williams

Gareth Chapman

Caryn Cox

Prof Kevin Davies

Sheila Davies, Independent Member

Colin Jones, Independent Member

David Melding, Independent Member

Richard Paskell

Prof Kevin Davies

Peter Vaughan, Independent Member

Sheila Davies, Independent Member

Resigned 20 August 2022



**TRUSTEES' REPORT INCORPORATING STRATEGIC REPORT  
For the year ended 31 December 2022**

**SUPPORTING COMMITTEES & PANELS**

**Eye Hospital Committee**

Chair - Dr Akram Baig

Richard Baxter

Moawia Bin-Sufyan

Sian Burke

Lyn Clifton-Davies

Iona David

Diane Davies

Michael Flanagan

Ruth Lewis

Richard Paskell

Granville Thomas

Maria Thomas

Richard Thomas

Matthew Keats

Paul O'Shea

David Peters

Appointed 22/10/22

Appointed 22/10/22

Appointed 22/10/22

**Investment Panel**

Chair – Nicholas Stork

James O'Connor

Christopher Davies, Independent Member

Jon Lloyd, Independent Member

**Property Panel**

Chair – Gareth Chapman

James O'Connor

David Davies, Independent Member

Brian Fraser, Independent Member

Carwyn Griffiths, Independent Member

Andrew Mitchell

Richard Paskell

Andrew Mitchell

Nicholas Stork

Resigned 20 August 2022

Chair from 21 August 2022

Resigned 12 June 2022

David Davies, Independent Member

Carwyn Griffiths, Independent Member

**BANKERS**

Barclays Bank PLC, 1-3 Windsor Place, Cardiff CF10 3BX

**SOLICITORS**

Blake Morgan LLP, One Central Square, Cardiff CF10 1FS

**INVESTMENT MANAGERS**

Brewin Dolphin Ltd, 5 Callaghan Square, Cardiff CF10 5BT

**INDEPENDENT AUDITORS**

Azets Audit Services, Ty Derw, Lime Tree Court, Cardiff Gate Business Park, Cardiff CF23 8AB



**RESPONSIBILITIES OF THE BOARD OF DIRECTORS  
For the year ended 31 December 2022**

The Trustees (who are also directors of The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem for the purposes of company law) are responsible for preparing the Trustees' report (incorporating the directors' report) and the financial statements in accordance with 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).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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.

**Approved by the Board of Directors on 23 June 2023 and signed on its behalf by:**

**Sir Paul Williams, OBE, KStJ, DL**  
Prior for Wales and Chair of the Board



**St John**  
**Ambulance**  
**Cymru**



# Independant Auditors' Report

**INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER OF THE HOSPITAL OF ST JOHN OF JERUSALEM**  
**For the year ended 31 December 2022**

**Opinion**

We have audited the financial statements of The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2021 which comprise the consolidated Statement of Financial Activities, the consolidated and parent Balance Sheet, the consolidated Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2021, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs [UK]) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company 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 or parent charitable company'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 other information comprises the information included in the Trustees annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual 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. 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 course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER OF THE HOSPITAL OF ST JOHN OF JERUSALEM**  
**For the year ended 31 December 2022**

**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 (incorporating the strategic report and directors report) 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 including 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 parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report included within the Trustees report.

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

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

**Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement set out on page 27, the Trustees (who are also the directors of the parent 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 groups and 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 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**

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

**INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER OF THE HOSPITAL OF ST JOHN OF JERUSALEM**  
**For the year ended 31 December 2022**

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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 of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



17-08-2023

**Andrew Howells**

(Senior Statutory Auditor)

For and on behalf of Azets Audit Services

Chartered Accountants and Statutory Auditor

Tŷ Derw, Lime Tree Court, Cardiff Gate Business Park, Cardiff, CF23 8AB



**St John**  
**Ambulance**  
Cymru



# Financial Statements

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(incorporating an income and expenditure account)**  
**Year ended 31 December 2022**

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
<b>Income and endowments from:</b>					
Donations and legacies	4	623,842	298,366	922,208	1,697,720
Other trading activities	6	144,231	-	144,231	99,770
Investments	7	72,058	-	72,058	64,602
		<u>840,131</u>	<u>298,366</u>	<u>1,138,497</u>	<u>1,862,092</u>
<b>Charitable activities</b>					
Provision of first aid and youth development	5,8	978,140	44,120	1,022,260	537,692
Ambulance and transport services	5	4,299,317	71,800	4,371,117	3,833,342
First aid training	5	1,668,252	-	1,668,252	1,372,770
First aid products	5	44,370	-	44,370	74,057
		<u>6,990,079</u>	<u>115,920</u>	<u>7,105,999</u>	<u>5,817,861</u>
<i>Total income and endowments</i>		<u>7,830,210</u>	<u>414,286</u>	<u>8,244,496</u>	<u>7,679,953</u>
<b>Expenditure on:</b>					
Raising funds	9	551,562	46,669	598,231	455,162
<b>Charitable activities</b>					
Provision of first aid and youth development	8,10	1,776,217	310,190	2,086,407	1,641,074
Ambulance and transport services	10	4,677,900	81,443	4,759,343	4,214,168
First aid training	10	1,361,531	17,955	1,379,486	1,165,672
First aid products	10	30,356	-	30,356	97,455
		<u>7,846,004</u>	<u>409,588</u>	<u>8,255,592</u>	<u>7,118,369</u>
Governance	10	21,950	-	21,950	16,413
<i>Total expenditure</i>		<u>8,419,516</u>	<u>456,257</u>	<u>8,875,773</u>	<u>7,589,944</u>
<b>Net gains/(losses) on investments</b>					
Realised gains/(losses) on investment assets	18	(20,493)	-	(20,493)	45,800
Unrealised gains/(losses) on investment assets	18	(182,094)	-	(182,094)	201,280
<i>Net income/(expenditure)</i>		<u>(791,893)</u>	<u>(41,971)</u>	<u>(833,864)</u>	<u>337,089</u>
Transfers between funds		(14,898)	14,898	-	-
<b>Other recognised gains/losses:</b>					
Profit on sale of assets		360,776	-	360,776	26,558
<i>Net movement in funds</i>		<u>(446,015)</u>	<u>(27,073)</u>	<u>(473,088)</u>	<u>363,647</u>
<b>Reconciliation of funds</b>					
Total funds brought forward	27,28	5,339,568	1,394,083	6,733,651	6,370,004
<i>Total funds carried forward</i>	28,29	<u>4,893,553</u>	<u>1,367,010</u>	<u>6,260,563</u>	<u>6,733,651</u>

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES  
(incorporating an income and expenditure account)  
Year ended 31 December 2022**

All activities are continuing.

Other recognised gains and losses for the current and the prior financial year have been shown in the statement of financial activities and, accordingly, no separate statement of total recognised gains and losses is presented.

The surplus for the year for Companies Act purposes comprises the net deficit for the year of £631,277 (2021: net surplus of £90,009) and realised losses on investments of £20,493 (2021: £45,800 gains), totalling a deficit of £651,770 (2021: £135,809 surplus).

There is no material difference between the net deficit for the financial year stated above and the historical costs equivalent.

There are no movements in funds other than as stated above.

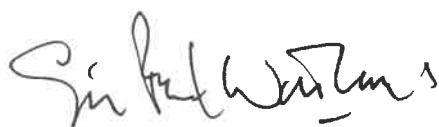
**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CONSOLIDATED BALANCE SHEET  
As at 31 December 2022**

	Note	2022		2021	
		£	£	£	£
<b>Fixed assets:</b>					
Heritage assets	15		114,730		114,730
Intangible assets	16		162,825		111,143
Tangible assets:					
Freehold and leasehold properties	17a		3,943,615		4,124,192
Vehicles, equipment, computers and other	17b		351,183		313,958
Investments	18		<u>2,106,174</u>		<u>2,311,555</u>
			<u>6,678,527</u>		<u>6,975,578</u>
<b>Current assets:</b>					
Stock	19	330		497	
Debtors	20	1,588,868		1,178,697	
Investments	21	4,029		4,029	
Cash at bank and in hand		<u>26,398</u>		<u>54,318</u>	
		<u>1,619,625</u>		<u>1,237,541</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	22	<u>(1,969,655)</u>		<u>(1,267,490)</u>	
<b>Net current liabilities</b>			<u>(350,030)</u>		<u>(29,949)</u>
<b>Total assets less current liabilities</b>			<u>6,328,497</u>		<u>6,945,629</u>
Creditors: amounts falling due after more than one year	23		(67,934)		(211,978)
<b>Net assets</b>			<u><u>6,260,563</u></u>		<u><u>6,733,651</u></u>
<b>The funds of the Charity:</b>					
Restricted income funds	27,29		1,367,010		1,391,084
Unrestricted income funds					
Other charitable funds	28,29		1,701,812		2,000,781
Fixed asset property reserve	28,29		2,606,791		2,637,976
Revaluation reserve	28,29		470,220		589,080
Heritage assets valuation reserve	28,29		114,730		114,730
<b>Total Charity funds</b>			<u><u>6,260,563</u></u>		<u><u>6,733,651</u></u>

The notes on pages 47 – 74 form part of the financial statements.

The financial statements were approved by the Board on 23 June 2023 and were signed on its behalf by:



**Sir Paul Williams, Chair**



**Mr James O'Connor, Trustee**



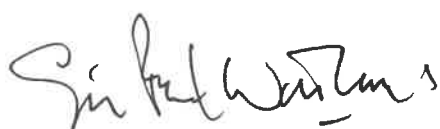
**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CHARITY BALANCE SHEET  
As at 31 December 2022**

		2022		2021 restated	
	Note	£	£	£	£
<b>Fixed assets:</b>					
Heritage assets	15		114,730		114,730
Intangible assets	16		162,825		111,143
<b>Tangible assets:</b>					
Freehold and leasehold properties	17a		3,743,615		3,924,192
Vehicles, equipment, computers and other	17b		351,183		313,958
<b>Investments:</b>					
Quoted investments	18		2,106,174		2,311,555
Other investments	18		57,189		57,189
			<u>6,535,716</u>		<u>6,832,767</u>
<b>Current assets:</b>					
Stock	19	330		497	
Debtors	20	1,600,549		1,189,743	
Investments	21	4,029		4,029	
Cash at bank and in hand		<u>24,014</u>		<u>52,945</u>	
		1,628,922		1,247,214	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	22	<u>(2,022,431)</u>		<u>(1,320,319)</u>	
<b>Net current liabilities</b>			(393,509)		(73,105)
<b>Total assets less current liabilities</b>			<u>6,142,207</u>		<u>6,759,662</u>
Creditors: amounts falling due after more than one year	23		(67,934)		(211,978)
<b>Net assets</b>			<u>6,074,273</u>		<u>6,547,684</u>
<b>The funds of the Charity:</b>					
Restricted income funds	27,29		1,367,010		1,391,084
<b>Unrestricted income funds</b>					
Other charitable funds	28,29		1,715,522		2,014,814
Fixed asset property reserve	28,29		2,599,291		2,630,476
Revaluation reserve	28,29		277,720		396,580
Heritage assets valuation reserve	28,29		114,730		114,730
<b>Total Charity funds</b>			<u>6,074,273</u>		<u>6,547,684</u>

The notes on pages 47 – 74 form part of the financial statements.

The financial statements were approved by the Board on 23 June 2023 and were signed on its behalf by:



**Sir Paul Williams, Chair**



**Mr James O'Connor, Trustee**

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
OF THE HOSPITAL OF ST JOHN OF JERUSALEM**

**CONSOLIDATED CASH FLOW STATEMENT**  
**Year Ended 31 December 2022**

	Note	2022 £	2021 £
Cash (expended on)/generated from operating activities	30	(472,166)	39,645
Finance costs	30	<u>(23,610)</u>	<u>(11,226)</u>
<b>Net cash (used in)/provided by operating activities</b>		<u><b>(495,776)</b></u>	<u><b>28,419</b></u>
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments	18	72,058	64,602
Purchase of tangible fixed assets	17a/b	<b>(183,167)</b>	(53,852)
Purchase of intangible fixed assets	16	<b>(70,114)</b>	(120,109)
Proceeds from sale of investments		250,076	392,248
Purchase of investments		<b>(247,280)</b>	(381,173)
Proceeds from sale of tangible fixed assets		<u>419,407</u>	<u>26,558</u>
<b>Net cash provided by/(used in) investing activities</b>		<u><b>240,980</b></u>	<u><b>(71,726)</b></u>
<b>Cash flows from financing activities:</b>			
Repayments of asset purchased via finance lease		<b>(10,551)</b>	(12,179)
Repayments of mortgages ending 2024		<b>(39,774)</b>	(39,738)
Repayments of loans		<b>(84,616)</b>	(56,250)
Cash inflows from new borrowing	24	<u>-</u>	<u>273,750</u>
<b>(Decrease)/increase in cash in the year</b>	31	<u><b>(134,941)</b></u>	<u><b>165,583</b></u>
<b>Change in cash and cash equivalents in the year</b>	31	<b>(389,737)</b>	122,276
<b>Cash and cash equivalents at 1 January</b>		<b>58,347</b>	<b>(63,929)</b>
<b>Cash and cash equivalents at 31 December</b>	31	<u><b>(331,390)</b></u>	<u><b>58,347</b></u>

## **NOTES TO THE FINANCIAL STATEMENTS**

**Year Ended 31 December 2022**

### **1. ACCOUNTING POLICIES**

The following accounting policies have been used consistently in dealing with items which are considered material in relation to the Charity's financial statements.

#### **Charity Information**

The Charity is a company limited by guarantee incorporated in England and Wales. The registered office is Priory House, Beignon Close, Ocean Way, Cardiff, CF24 5PB.

#### **Basis of Preparation**

The accounts have been prepared in accordance with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The Group has taken advantage of the exemption to not prepare a separate Statement of Financial Activities ('SOFA') and Cash Flow Statement for the Charity.

The financial statements are prepared in British pounds sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest pound.

#### **Going Concern**

The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The going concern basis of accounting has therefore continued to be used in preparing the annual financial statements.

#### **Accounting by charities**

The Charity has availed itself of paragraph 3(3) of Schedule 4 of the Companies Act and has adapted the Companies Act formats to reflect the special nature of the Charity's activities.

#### **Accounting treatment of subordinate organisations**

The financial statements represent the consolidated financial position of the Group. This includes the results of St John Wales Training Company Limited, St John Ambulance in Wales (Priory for Wales), St John Wales Patient Transport Services, Order of St John Priory for Wales Trustee Corporation Ltd and Maindy Estates Limited, all 100% subsidiaries of the Charity. All the subsidiary entities except for Maindy Estates Ltd are dormant.

The financial statements are consolidated on a line-by-line basis and cover the consolidated financial position and transactions of all companies controlled by the Charity. All intra-group transactions are eliminated on consolidation.



**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2022**

**ACCOUNTING POLICIES (continued)**

**Income recognition**

Course income is recognised at the time the course is run. Course income received in advance is treated as deferred income. Income from patient transport services and first aid cover is recognised when the service is provided. Supplies income is recognised when the goods are despatched. Fundraising and all other income is recognised in the statement of financial activities when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income consists of the invoiced value (excluding VAT) of goods sold/supplied to third parties and members.

No amounts are included in the financial statements for services donated by volunteers.

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

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

Sponsorship income is credited to the SOFA in the year in which it is due.

**Grants**

Grants for the purchase of equipment and towards the initial setting up of projects are credited in full to the various activities in furtherance of the Charity's objects in the year in which they are received. Grants that provide core funding, or are of a general nature provided by government and charitable foundations, are recorded as voluntary income. Grants received specifically for goods and services to be provided as part of charitable activities are recorded against the activity to which they relate.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Capital grants are released to the SOFA in the year of receipt.

Fixed assets relating to capital grants are capitalised, and depreciation charged is offset against the grant income, in a restricted fund.

**Bequests**

Bequests are credited to the income and expenditure account when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

**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 comprise the costs in relation to generating income such as fundraising activities
- Expenditure on charitable activities includes all costs relating to the furtherance of the Charity's objectives as stated in the Trustees' report

Governance costs comprise audit fees.

**Irrecoverable VAT**

Irrecoverable VAT incurred due to the use of the partial exemption method is allocated across all activities as a finance support cost.

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2022**

**ACCOUNTING POLICIES (continued)**

**Redundancy and termination payment policy**

Redundancy and termination payments are made in line with the legislation in place at the time. There is no contractual obligation to make any payments beyond the statutory payments.

**Heritage assets**

Heritage assets were valued at market value on 6 April 2016. No depreciation is charged due to them having an indefinite life.

**Intangible fixed assets**

Intangible fixed assets comprise software purchased which will be amortised over its estimated useful life, which is considered to be four years.

**Tangible fixed assets**

Tangible fixed assets are stated at historic purchase cost less accumulated depreciation. Cost includes the original purchase price of the asset and the costs attributable to bringing the asset to working condition for its intended use. Freehold land is not depreciated.

The following rates are used for the depreciation of the asset over its useful life:

Freehold properties	2%
Motor vehicles	14%
First Aid equipment	20%
Computers	25%
Other	20%

The Charity's capitalisation policy is that all single assets or group purchase of related assets costing £5,000 or more are capitalised. This policy was reviewed in 2016.

The freehold and leasehold properties were professionally revalued in 1996.

The Group treats freehold land that is held for capital appreciation, rental income or both, as investment properties. Investment properties are not depreciated and are instead carried at their fair values based on market value determined by the Trustees at each reporting date. These fair values are based upon advice given by Mr. David Davies (FRICS), a member of the Order.

**Investments**

Investments held as fixed assets are a form of basic financial instrument and are initially recognised at transaction value. They are subsequently measured at fair value as at the balance sheet date using the closing quoted market price.

Investments are stated at mid-market value in accordance with the SORP. Realised and unrealised gains and losses on disposal and revaluation of investments are taken to the SOFA.

Other investments represent unlisted investments in subsidiary companies and are stated at cost less any provision for impairment.

**Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**Stock**

Stock is stated at the lower of cost and net realisable value. Cost is determined on a first in first out basis.

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2022**

**ACCOUNTING POLICIES (continued)**

**Cash and cash equivalents**

Cash comprises cash in bank and in hand. Cash equivalents are short-term, highly liquid investments with a maturity of less than 90 days that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

**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.

**Deferred and accrued income**

Income received in advance is treated as deferred income. Income received in arrears is treated as accrued income.

**Liabilities policy**

Liabilities are recognised in the SOFA as they become payable.

**Operating leases**

Rental costs under operating leases are charged to the profit and loss account in equal annual amounts over the period of the leases.

**Fund accounting**

Unrestricted funds are those available for use at the discretion of the Trustees in furtherance of the general objects of the Charity, which have not been designated for other purposes.

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

A fixed asset property reserve reflects the funds already invested in property.

Restricted funds are those which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for a particular purposes. The cost of raising and administering such funds is charged against the specific fund. The aim and use of each restricted fund is set out in note 27.

**Financial instruments**

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.



## NOTES TO THE FINANCIAL STATEMENTS

Year Ended 31 December 2022

### ACCOUNTING POLICIES (continued)

#### Classification of financial liabilities

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the Charity after deducting all of its liabilities.

#### Basic financial liabilities

Basic financial liabilities, including creditors, bank loans and loans from fellow Group undertakings that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### Pension scheme

The pension scheme utilised by the Charity is a Scottish Widows defined contribution workplace pension scheme. Pension costs charged to the Statement of Financial Activities (SOFA) represent contributions payable by the Charity to the pension scheme during the year.

## **2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS**

In the application of Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

## **3. TAXATION STATUS**

The Charity is a company limited by guarantee and is a registered charity. The Charity is subject to the taxation relief applicable to charities except for a small amount of non-primary trading income.

The sole active subsidiary, Maindy Estates Limited (all other subsidiaries being dormant), is subject to Corporation Tax. No current tax charge arose in the period as tax losses from previous periods have been offset against the current year profit incurred by Maindy Estates Limited.

#### Taxation

As a registered charity, The Priory for Wales of the Most Venerable Order of the Hospital of St John of Jerusalem is entitled to the exemption from taxation in respect of income and capital gains received with sections 478-489 of the Corporation Tax Act 2010 and section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects purposes only.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2022**

**4. INCOME FROM DONATIONS AND LEGACIES**

	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Donations, legacies and similar incoming resources	584,902	296,632	881,534	1,668,943
Oblation fees and members donations	38,940	-	38,940	28,421
St John of Jerusalem Eye Hospital	-	1,734	1,734	356
	<u>623,842</u>	<u>298,366</u>	<u>922,208</u>	<u>1,697,720</u>

**5. INCOME FROM CHARITABLE ACTIVITIES**

	Grants £	Other income £	Total funds 2022 £	Total funds 2021 £
Provision of first aid and youth development	44,120	978,140	1,022,260	537,692
Ambulance and transport services	71,800	4,299,317	4,371,117	3,833,342
First aid training	-	1,668,252	1,668,252	1,372,770
First aid products	-	44,370	44,370	74,057
	<u>115,920</u>	<u>6,990,079</u>	<u>7,105,999</u>	<u>5,817,861</u>

**6. INCOME FROM OTHER TRADING ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Income from property	108,812	-	108,812	74,185
Fundraising events	12,475	-	12,475	-
Sundry sales	22,944	-	22,944	25,585
	<u>144,231</u>	<u>-</u>	<u>144,231</u>	<u>99,770</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2022**

**7. INCOME FROM INVESTMENTS**

	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
Securities	72,058	-	72,058	64,602

**8. PROVISION OF FIRST AID AND YOUTH DEVELOPMENT**

	Unrestricted funds £	Restricted funds £	Total funds 2022 £	Total funds 2021 £
<b>Income</b>				
Events	939,683	-	939,683	325,779
Vaccination centres	23,442	-	23,442	126,921
Youth activities	-	44,120	44,120	84,993
Community training	15,015	-	15,015	-
	<u>978,140</u>	<u>44,120</u>	<u>1,022,260</u>	<u>537,693</u>
<b>Expenditure</b>				
Events and transport	574,055	-	574,055	353,621
Vaccination centres	3,418	-	3,418	32,474
Youth activities	35,808	82,128	117,936	104,359
Community training	126,384	39,404	165,788	125,966
Running divisions	823,989	179,048	1,003,037	844,246
Indirect support costs (see note 10)	212,563	9,610	222,173	180,408
	<u>1,776,217</u>	<u>310,190</u>	<u>2,086,407</u>	<u>1,641,074</u>

**9. EXPENDITURE ON RAISING FUNDS**

	Staff £	Deprec- iation £	Direct £	Other £	Support costs £	Total 2022 £	Total 2021 £
Cost of raising funds	274,996	-	185,362	5,264	132,609	598,231	455,162

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**10. EXPENDITURE ON CHARITABLE ACTIVITIES**

	Staff £	Deprec- iation £	Direct £	Other £	Support costs £	Total 2022 £	Total 2021 £
<b>Charitable activities</b>							
Provision of first aid and youth development	663,399	172,251	978,619	49,965	222,173	2,086,407	1,641,074
Ambulance and transport services	2,925,909	54,532	701,538	178,424	898,940	4,759,343	4,214,167
First aid training	833,248	-	169,998	25,678	350,562	1,379,486	1,165,672
First aid products	-	-	30,223	133	-	30,356	97,454
Governance costs	-	-	-	21,950	-	21,950	16,413
<b>Total charitable activities</b>	<b>4,422,556</b>	<b>226,783</b>	<b>1,880,378</b>	<b>276,150</b>	<b>1,471,675</b>	<b>8,277,542</b>	<b>7,134,780</b>
<b>Total resources expended</b>	<b>4,697,552</b>	<b>226,783</b>	<b>2,065,740</b>	<b>281,414</b>	<b>1,604,284</b>	<b>8,875,773</b>	<b>7,589,942</b>

A further £59,504 of depreciation and amortisation for the Charity is allocated to support costs, therefore total depreciation amounts to £286,287.

Governance costs comprise audit fees.

	2022 £	2021 £
<b>The above costs include</b>		
Fees payable for the audit	21,950	16,413
Fees payable to the auditors for other services	-	-
Operating lease rentals – equipment	1,253	4,402
Operating lease rentals – vehicles	7,288	-
Operating lease rentals – property	39,750	39,750
Investment management fees	10,881	11,075



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**11. ANALYSIS OF SUPPORT COSTS**

Total resources expended (see note 10) include all support costs, which comprise:

	Management £	Finance £	Information technology £	Facilities £	Total 2022 £	Total 2021 £
Cost of generating funds	25,837	25,208	10,385	71,179	132,609	104,111
Provision of first aid and youth development	58,134	56,718	31,168	76,153	222,173	180,408
Ambulance and transport services	439,234	428,538	31,168	-	898,940	818,493
First aid training	90,431	88,228	31,168	140,735	350,562	283,487
First aid products	-	-	-	-	-	15,765
	<b>613,636</b>	<b>598,692</b>	<b>103,889</b>	<b>288,067</b>	<b>1,604,284</b>	<b>1,402,264</b>

Management and finance costs have been allocated based on full-time equivalent employees.

Information technology costs have been allocated to key areas of activity on an equal split basis.

Facilities costs have been allocated based on floor space.

**12. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL**

Group and Charity	2022 £	2021 £
<b>Staff costs</b>		
Wages and salaries	5,013,832	4,261,461
Social security costs	418,470	333,535
Other pension costs	272,442	157,594
Pension payments to ex-employees	5,286	5,208
	<b>5,710,030</b>	<b>4,757,798</b>

The Trustees did not receive any emoluments in respect of their services to the Charity (2021: £nil). Travel expenses of £3,568 were paid to four Trustees during the year (2021: £2,495 was paid to three Trustees).

There were four employees (2021: two employees) earning over £60,000 per annum excluding pension contributions with three falling into the earnings band of £60,000 - £70,000 and one in the band £100,000 to £110,000. Pension contributions of £8,742 were paid in respect of these employees.

**NOTES TO THE FINANCIAL STATEMENTS**

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**12. ANALYSIS OF STAFF COSTS, TRUSTEE REMUNERATION AND EXPENSES, AND THE COST OF KEY MANAGEMENT PERSONNEL**  
**(continued)**

The organisation continues to make a voluntary payment in lieu of pension to one ex-employee; the last agreement to make such payments was undertaken in 1986. The pensioner is over 90 years of age.

The key management personnel of the Group and parent charity are as detailed in the Trustees' report. The total employee benefits (including salary, employer's national insurance, pension, benefits in kind and termination payments) of the key management personnel of the Charity were £339,456 (2021: £392,008).

Termination payments totalling £45,638 were paid for the year (2021: £88,263).

**13. STAFF NUMBERS**

**Group and Charity**

The average headcount for the year was :-

Fundraising (cost of raising funds)	8
Provision of first aid, transport and youth development	18
Ambulance and transport services	136
First aid training	30
Administration and finance	28

The average monthly number of employees by function, calculated on the basis of full-time equivalents, was:

	2022 No.	2021 No.
Fundraising (cost of raising funds)	8	2
Provision of first aid and youth development	18	14
Ambulance and transport services	136	123
First aid training	28	21
First aid products	-	1
Administration and finance	25	26
	<u>215</u>	<u>187</u>

**NOTES TO THE FINANCIAL STATEMENTS**

**Year Ended 31 December 2022**

**14. SUBSIDIARY UNDERTAKINGS**

The Charity owns 100% of the share capital of Maindy Estates Limited and St John Wales Training Company Limited. It directly controls St John Ambulance in Wales (Priory for Wales) and St John Wales Patient Transport Services, both of which are companies limited by guarantee and not having share capital. These consolidated financial statements incorporate the financial statements of the Charity and subsidiary undertakings.

All of the above named subsidiaries are incorporated in the United Kingdom. The activities of the subsidiaries are as follows:

**Maindy Estates Limited (Company Reg No. 516242):** Property ownership and management.

**St John Wales Training Company Limited (Company Reg No. 3318160):** The company has been dormant since 1 January 2020.

**St John Ambulance in Wales (Priory for Wales) (Company Reg No. 05071232):** The charity has been dormant since 1 April 2013.

**St John Wales Patient Transport Services (Company Reg No. 05071126):** The charity has been dormant since 1 April 2013.

A summary of the trading results for the years ended 31 December 2022 and 31 December 2021 of Maindy Estates Limited is shown below.

**Summary profit and loss account**

	<b>Maindy Estates Limited</b>	
	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Turnover	<b>3,095</b>	<b>2,855</b>
Costs of sales and administrative expenses	<b>(2,772)</b>	<b>(3,761)</b>
Operating profit / (loss)	<b>323</b>	<b>(906)</b>
Profit / (loss) on ordinary activities before and after tax	<b>323</b>	<b>(906)</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**14. SUBSIDIARY UNDERTAKINGS (continued)**

Summary balance sheet	St John Wales Training Company Limited		Maindy Estates Limited	
	2022 £	2021 £	2022 £	2021 £
Fixed assets	-	-	200,000	200,000
Current assets	57,129	57,129	2,889	1,513
Creditors: amounts falling due within one year	-	-	(16,539)	(15,486)
Net assets	<u>57,129</u>	<u>57,129</u>	<u>186,350</u>	<u>186,027</u>
Aggregate share capital and reserves	<u>57,129</u>	<u>57,129</u>	<u>186,350</u>	<u>186,027</u>

St John Wales Training Company Ltd has been dormant since 1 January 2020.

St John Ambulance in Wales (Priory for Wales) and St John Patient Transport Services, companies limited by guarantee and not having any share capital, have remained dormant since 1 April 2013 and hold no assets or liabilities.

**15. HERITAGE ASSETS**

The Charity has a number of heritage assets, which include a collection of works of art and objects of historical interest relating to the Order. The collection includes artefacts from the Order dating back to the eleventh century and forms a unique record of the history of the Order and St John Ambulance.

A valuation was carried out during 2016 by Bonhams 1793 Limited. The total heritage assets were valued at a market value of £87,880. No depreciation has been charged due to their having an indefinite life, and there has been no impairment.

In 2017, there was an addition to Heritage Assets of a WW1 Bullnose Morris Field Ambulance, gifted by our former Prior, Mr Dan Clayton Jones.

The values of heritage assets at 31 December 2022 are:

	£
Fine art	45,000
Heritage ambulance	26,850
Arms and armour	15,000
Silver	12,280
Textiles	8,500
Furniture	6,000
Books, maps, manuscripts and historical photographs	600
European sculpture and works of art	500
	<u>114,730</u>



**NOTES TO THE FINANCIAL STATEMENTS**  
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**16. INTANGIBLE ASSETS**

All intangible fixed assets are held for charitable use.

Group and Charity	Software £	Total £
<b>Cost or valuation</b>		
At 1 January 2022	200,171	200,171
Additions	70,114	70,114
At 31 December 2022	<u>270,285</u>	<u>270,285</u>
<b>Depreciation and impairment</b>		
At 1 January 2022	89,028	89,028
Charge for the year	18,432	18,432
At 31 December 2022	<u>107,460</u>	<u>107,460</u>
<b>Net book value</b>		
At 31 December 2022	<u>162,825</u>	<u>162,825</u>
At 31 December 2021	<u>111,143</u>	<u>111,143</u>

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**17. TANGIBLE FIXED ASSETS**

All tangible fixed assets within the Group are held for charitable use.

**a) Properties**

<b>Group</b>	<b>Freehold properties £</b>	<b>Investment properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>
<b>Cost or valuation</b>				
At 1 January 2022	4,528,613	200,000	1,227,812	5,956,425
Disposals	(102,488)	-	-	(102,488)
At 31 December 2022	<u>4,426,125</u>	<u>200,000</u>	<u>1,227,812</u>	<u>5,853,937</u>
<b>Depreciation and impairment</b>				
At 1 January 2022	1,427,030	-	405,203	1,832,233
Charge for the year	90,130	-	31,813	121,943
Disposals	(43,854)	-	-	(43,854)
At 31 December 2022	<u>1,473,306</u>	<u>-</u>	<u>437,016</u>	<u>1,910,322</u>
<b>Net book value</b>				
At 31 December 2022	<u>2,952,819</u>	<u>200,000</u>	<u>790,796</u>	<u>3,943,615</u>
At 31 December 2021	<u>3,101,583</u>	<u>200,000</u>	<u>822,609</u>	<u>4,124,192</u>

Comparable amounts determined according to the historical cost convention

<b>Group</b>	<b>Freehold properties £</b>	<b>Investment properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>
<b>Cost</b>				
Cost	3,425,410	7,500	1,401,581	4,834,491
Disposals	(14,684)	-	-	(14,684)
Accumulated depreciation	(887,792)	-	(562,869)	(1,450,661)
<b>Net book value</b>				
At 31 December 2022	<u>2,522,934</u>	<u>7,500</u>	<u>838,712</u>	<u>3,369,146</u>
At 31 December 2021	<u>2,587,220</u>	<u>7,500</u>	<u>875,028</u>	<u>3,469,748</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**17. TANGIBLE FIXED ASSETS (CONTINUED)**

a) Properties (continued)

Analysis of land and buildings at cost or valuation as at 31 December 2022

<b>Group</b>	<b>Freehold properties £</b>	<b>Investment properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>
At cost	3,410,726	7,500	1,401,581	4,819,807
At valuation	<u>1,015,399</u>	<u>192,500</u>	<u>(173,769)</u>	<u>1,034,130</u>
	<u><u>4,426,125</u></u>	<u><u>200,000</u></u>	<u><u>1,227,812</u></u>	<u><u>5,853,937</u></u>
<b>Charity</b>	<b>Freehold properties £</b>	<b>Leasehold properties £</b>	<b>Total £</b>	
<b>Cost or valuation</b>				
At 1 January 2022		4,528,613	1,227,812	5,756,425
Disposals		<u>(102,488)</u>	<u>-</u>	<u>(102,488)</u>
At 31 December 2022		<u><u>4,426,125</u></u>	<u><u>1,227,812</u></u>	<u><u>5,653,937</u></u>
<b>Depreciation and impairment</b>				
At 1 January 2022		1,427,030	405,203	1,832,233
Charge for the year		90,130	31,813	121,943
Disposals		<u>(43,854)</u>	<u>-</u>	<u>(43,854)</u>
At 31 December 2022		<u><u>1,473,306</u></u>	<u><u>437,016</u></u>	<u><u>1,910,322</u></u>
<b>Net book value</b>				
At 31 December 2022		<u><u>2,952,819</u></u>	<u><u>790,796</u></u>	<u><u>3,743,615</u></u>
At 31 December 2021		<u><u>3,101,583</u></u>	<u><u>822,609</u></u>	<u><u>3,924,192</u></u>

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**17. TANGIBLE FIXED ASSETS (CONTINUED)**

a) Properties (continued)

Comparable amounts determined according to the historical cost convention

Charity	Freehold properties £	Leasehold properties £	Total £
Cost	3,425,410	1,401,581	4,826,991
Disposals	(14,684)	-	(14,684)
Accumulated depreciation	<u>(887,792)</u>	<u>(562,869)</u>	<u>(1,450,661)</u>
<b>Net book value</b>			
At 31 December 2022	<u>2,522,934</u>	<u>838,712</u>	<u>3,361,646</u>
At 31 December 2021	<u>2,587,220</u>	<u>875,028</u>	<u>3,462,248</u>

Analysis of land and buildings at cost or valuation as at 31 December 2022

Charity	Freehold properties £	Leasehold properties £	Total £
At cost	3,410,726	1,401,581	4,812,307
At valuation	<u>1,015,399</u>	<u>(173,769)</u>	<u>841,630</u>
	<u>4,426,125</u>	<u>1,227,812</u>	<u>5,653,937</u>

The freehold and leasehold properties were revalued by DTZ Debenham Thorpe, Chartered Surveyors, at an open market value basis at December 1996. All valuations have been made in accordance with the RICS appraisal and valuation manual. The Charity has not revalued the properties on adoption of FRS 102, and that valuation has been accounted for on deemed cost.

Investment properties were valued as at 31 December 2012 by Mr. D Davies FRICS on the basis of the market value for grazing land, except certain small plots which have building potential - these have been valued at current market value. Mr. Davies is a member of the Order.



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**17. TANGIBLE FIXED ASSETS (CONTINUED)**

b) Vehicles, equipment, computers and other

Group and Charity	Motor vehicles £	Computers £	Other £	Total £
<b>Cost</b>				
At 1 January 2022	1,819,501	85,945	88,805	1,994,251
Additions	-	15,702	167,465	183,167
Disposals	(103,435)	-	-	(103,435)
	<u>1,716,066</u>	<u>101,647</u>	<u>256,270</u>	<u>2,073,983</u>
At 31 December 2022				
<b>Depreciation</b>				
At 1 January 2022	1,531,559	80,122	68,612	1,680,293
Charge for the year	104,893	5,090	35,959	145,942
Disposals	(103,435)	-	-	(103,435)
	<u>1,533,017</u>	<u>85,212</u>	<u>104,571</u>	<u>1,722,800</u>
At 31 December 2022				
<b>Net book value</b>				
At 31 December 2022	<u>183,049</u>	<u>16,435</u>	<u>151,699</u>	<u>351,183</u>
At 31 December 2021	<u>287,942</u>	<u>5,823</u>	<u>20,193</u>	<u>313,958</u>

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**18. INVESTMENTS**

Group and Charity	2022	2021		
	£	£		
<b>Investments</b>				
Market value at 1 January 2022	2,311,557	2,075,552		
Additions	247,280	381,173		
Disposals	(250,076)	(392,248)		
Realised gains/(losses) on investment assets	(20,493)	45,800		
Unrealised losses on investment assets	(182,094)	201,280		
	<u>2,106,174</u>	<u>2,311,557</u>		
Market value at 31 December 2022	<u>2,106,174</u>	<u>2,311,557</u>		
Historic cost at 31 December 2022	<u>1,854,895</u>	<u>1,834,797</u>		
<b>Subsidiary holdings</b>				
	<b>Group</b>	<b>Charity</b>		
	2022	2021	2022	2021
	£	£	£	restated £
Cost at 1 January 2022	-	-	100,060	100,060
Impairment	-	-	(42,871)	(42,871)
Net book value at 31 December 2022	<u>-</u>	<u>-</u>	<u>57,189</u>	<u>57,189</u>

Other investments consist solely of shares held in subsidiary companies.

A provision has been made in the Charity against the holding in St John Wales Training Company Ltd to reflect the irrecoverable residual value.

The Trustees believe that the carrying value of the other investments is supported by their underlying net assets.

As at 23 June 2023 the value of the investment portfolio was £2,110,698.

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**18. INVESTMENTS (continued)**

Investments at market value comprised:

Group and Charity

	Pooled investment vehicles £	Direct investment £	Total 2022 £	Total 2021 £
<b>Fixed interest</b>				
United Kingdom	79,172	81,765	160,937	147,489
Global	197,581	-	197,581	169,916
<b>Equities</b>				
United Kingdom	122,994	400,903	523,897	602,866
Europe	101,168	-	101,168	154,335
Global	810,095	-	810,095	943,241
<b>Alternatives</b>				
<b>Property</b>				
Global	47,370	-	47,370	51,069
<b>Cash and deposits</b>				
United Kingdom	-	41,142	41,142	50,022
Market value at 31 December 2022	<u>1,582,364</u>	<u>523,810</u>	<u>2,106,174</u>	<u>2,311,556</u>

Detailed below are the material investments within the investment portfolio held by the Charity:

Holdings	Holding name	Value as at 31 December 2022 £
27,605	Fidelity ICAV Quality Income UCITS ETF USD	185,402
2,835	Vanguard Funds Plc S&P 500 UCITS ETF USD	171,445
103,560	JP Morgan Fund ICVC US Equity Inc C2 GBP	163,831
121,020	BNY Mellon Asian Income U	137,721
58,675	Blackrock Contl Eurp Inc D	101,168
2,630	XTrackers II GBL INFLT LKD BD UETF 3D GBP	62,466
690	Vanguard Inv Series Plc US Gvmt Bond Idx GBP	61,397
54,760	Jupiter Japan Inc Fund U2 GBP	58,035

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**19. STOCK**

	2022 £	2021 £
Group		
Training equipment and aids	<u>330</u>	<u>497</u>

**20. DEBTORS**

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Trade debtors	1,452,944	1,107,385	1,452,439	1,107,245
Amounts owed by group undertakings	-	-	12,186	11,186
Prepayments and accrued income	<u>135,924</u>	<u>71,312</u>	<u>135,924</u>	<u>71,312</u>
	<u><u>1,588,868</u></u>	<u><u>1,178,697</u></u>	<u><u>1,600,549</u></u>	<u><u>1,189,743</u></u>

**21. CURRENT ASSET INVESTMENTS**

The investments comprise funds deposited with Charities Official Investment Fund (COIF).

**22. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Group		Charity	
	2022 £	2021 £	2022 £	2021 restated £
Mortgages and loans (Note 24)	145,079	125,425	145,079	125,425
Bank overdraft	361,817	-	361,817	-
Trade creditors	330,607	302,550	330,607	300,632
Other creditors and accruals	448,056	468,023	445,647	466,823
Taxation and social security	532,536	233,677	532,536	233,677
Deferred income	151,560	127,264	149,616	126,082
Finance leases (Note 24)	-	10,551	-	10,551
Amounts owed to Group undertakings	-	-	<u>57,129</u>	<u>57,129</u>
	<u><u>1,969,655</u></u>	<u><u>1,267,490</u></u>	<u><u>2,022,431</u></u>	<u><u>1,320,319</u></u>

Deferred income for the current year includes £149,616 of invoices raised in 2022 for 2023 course fees. These will be released in 2023.

Deferred income in 2021 included £126,082 of invoices raised in 2021 for 2022 course fees. These were released in 2022.



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**23. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR**

Group and Charity	2022 £	2021 £
Mortgages (Note 24)	18,814	58,915
Government loan (Note 24)	49,120	153,063
	<u>67,934</u>	<u>211,978</u>

**24. LOANS AND OTHER BORROWINGS**

Group and Charity	2022 £	2021 £
<b>Mortgages</b>	<u>60,129</u>	<u>99,903</u>
<b>Maturity of financial liabilities</b>		
In one year or less, or on demand	41,315	40,988
In more than one year, but not more than two years	18,814	40,988
In more than two years, but not more than five years	-	17,927

The above figures comprise two mortgages with original principal sums of £450,000 and £180,000. Both mortgages are secured on properties, are payable in monthly instalments, and carry fixed interest rates of 2.25% and 3.25% above Bank of England base rate.

	2022 £	2021 £
<b>Finance Leases</b>		
Within one year	<u>-</u>	<u>10,551</u>

Loans comprise a Third Sector Resilience Fund (TSRF) loan of £25,000 from Welsh Government and a Resilience and Recovery Fund (RRF) loan of £200,000 from Social Investment Business FM Ltd under the Government's Coronavirus Business Interruption Loan Scheme.

The TSRF loan incurs interest at the rate of 3% and is repayable by 2032.

The RRF loan incurs interest at the rate of 6.5% and is repayable by 2024.

	2022 £	2021 £
<b>Loans</b>		
Within one year	103,764	84,437
In more than one year	<u>49,120</u>	<u>153,063</u>

**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2022**

**25. FINANCIAL COMMITMENTS**

a) Financial commitments

At 31 December 2022, commitments under operating leases were as follows:

	2022	2021
	£	£
<b>Motor vehicles</b>		
Leases which expire in:		
Less than one year	29,151	-
One to two years	29,151	-
Two to five years	22,762	-
	<u>22,762</u>	<u>-</u>
	2022	2021
	£	£
<b>Property</b>		
Leases which expire in:		
Less than one year	41,000	14,833
One to two years	30,917	7,500
Two to five years	7,500	-
	<u>7,500</u>	<u>-</u>
	2022	2021
	£	£
<b>Office equipment</b>		
Leases which expire in:		
Less than one year	2,501	1,253
One to two years	1,868	1,036
Two to five years	1,373	403
	<u>1,373</u>	<u>403</u>

**26. FINANCIAL INSTRUMENTS**

	2022	2021
	£	£
<b>Carrying amount of financial assets</b>		
Investments measured at fair value	2,106,174	2,311,555
Debt instruments measured at amortised cost	1,483,371	1,165,732
	<u>3,589,545</u>	<u>3,477,287</u>
<b>Carrying amount of financial liabilities</b>		
Measured at amortised cost	(1,456,064)	(893,135)
	<u>(1,456,064)</u>	<u>(893,135)</u>

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**27. RESTRICTED FUNDS**

Group and Charity	At 1 January 2022 £	Transfer to/(from) unrestricted £	Income £	Expend- iture £	At 31 December 2022 £
Buildings	897,136	-	22,525	(30,532)	889,129
Medical vehicles	159,678	-	5,000	(41,655)	123,023
Community care	1,987	-	-	(1,000)	987
Local and sundry funds	187,622	58,370	146,621	(106,862)	285,751
Volunteer development and welfare	74,540	(40,472)	76,606	(86,370)	24,304
Training funds	70,121	-	18,000	(52,167)	35,954
Overseas projects	-	-	1,734	(1,734)	-
Employment funds	-	-	143,800	(135,938)	7,862
	<b>1,391,084</b>	<b>17,898</b>	<b>414,286</b>	<b>(456,258)</b>	<b>1,367,010</b>

Group and Charity	At 1 January 2021 £	Income £	Expend- iture £	At 31 December 2021 £
Buildings	927,668	-	(30,532)	897,136
Medical vehicles	209,283	-	(49,605)	159,678
Community care	1,987	-	-	1,987
Local and sundry funds	175,437	79,848	(64,663)	187,622
Volunteer development and welfare	41,156	230,781	(197,397)	74,540
Training funds	-	452,170	(382,049)	70,121
Overseas projects	-	356	(356)	-
Employment funds	-	126,588	(126,588)	-
	<b>1,355,531</b>	<b>889,743</b>	<b>(851,190)</b>	<b>1,391,084</b>

These funds represent:

- **Buildings** – funds specifically raised for capital purchases of buildings used in furtherance of SJAC’s charitable objectives and towards improvements and maintenance of existing buildings.
- **Medical vehicles** – funds raised for the purchase of ambulances and other transport vehicles, and for the maintenance of existing vehicles.
- **Community care** – funds given for specific community care and community response projects.

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**NOTES TO THE FINANCIAL STATEMENTS**

**Year Ended 31 December 2022**

**27. RESTRICTED FUNDS (continued)**

- **Local and sundry funds** - funds relating to local units for meeting the costs of specific activities and running costs.
- **Volunteer development and welfare** – comprises funds for youth and adult volunteer activities.
- **Training funds** – funds to support and develop training programmes and activities.
- **Overseas projects** – funds to support the St John Eye Hospital in Jerusalem.
- **Employment funds** – funds to support jobs and staff.

**28. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

2022	Other charitable funds £	Designated funds £	Fixed asset property reserve £	Revaluation reserve £	Heritage assets reserve £	Restricted funds £	Total funds £
<b>Group</b>							
Heritage assets	-	-	-	-	114,730	-	114,730
Tangible fixed assets	79,918	-	2,606,791	470,220	-	1,137,869	4,294,798
Intangible fixed assets	103,562	-	-	-	-	59,263	162,825
Investment assets	2,106,174	-	-	-	-	-	2,106,174
Current assets	1,449,747	-	-	-	-	169,878	1,619,625
Current liabilities	(1,969,655)	-	-	-	-	-	(1,969,655)
Long-term liabilities	(67,934)	-	-	-	-	-	(67,934)
At 31 December 2022	<u>1,701,812</u>	<u>-</u>	<u>2,606,791</u>	<u>470,220</u>	<u>114,730</u>	<u>1,367,010</u>	<u>6,260,563</u>
<b>Charity</b>							
Heritage assets	-	-	-	-	114,730	-	114,730
Tangible fixed assets	79,918	-	2,599,291	277,720	-	1,137,869	4,094,798
Intangible fixed assets	103,562	-	-	-	-	59,263	162,825
Investment assets	2,163,363	-	-	-	-	-	2,163,363
Current assets	1,459,044	-	-	-	-	169,878	1,628,922
Current liabilities	(2,022,431)	-	-	-	-	-	(2,022,431)
Long-term liabilities	(67,934)	-	-	-	-	-	(67,934)
At 31 December 2022	<u>1,715,522</u>	<u>-</u>	<u>2,599,291</u>	<u>277,720</u>	<u>114,730</u>	<u>1,367,010</u>	<u>6,074,273</u>

**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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**NOTES TO THE FINANCIAL STATEMENTS**  
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**28. ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)**

2021

	Other charitable funds £	Designated funds £	Fixed asset property reserve £	Revaluation reserve £	Heritage assets reserve £	Restricted funds £	Total funds £
<b>Group</b>							
Heritage assets	-	-	-	-	114,730	-	114,730
Tangible fixed assets	22,844	-	2,637,976	589,080	-	1,188,250	4,438,150
Intangible fixed assets	28,108	-	-	-	-	83,035	111,143
Investment assets	2,311,555	-	-	-	-	-	2,311,555
Current assets	1,117,742	-	-	-	-	119,799	1,237,541
Current liabilities	(1,267,490)	-	-	-	-	-	(1,267,490)
Long-term liabilities	(211,978)	-	-	-	-	-	(211,978)
<b>At 31 December 2021</b>	<b><u>2,000,781</u></b>	<b><u>-</u></b>	<b><u>2,637,976</u></b>	<b><u>589,080</u></b>	<b><u>114,730</u></b>	<b><u>1,391,084</u></b>	<b><u>6,733,651</u></b>

**Charity  
restated**

Heritage assets	-	-	-	-	114,730	-	114,730
Tangible fixed assets	22,844	-	2,630,476	396,580	-	1,188,250	4,238,150
Intangible fixed assets	28,108	-	-	-	-	83,035	111,143
Investment assets	2,368,744	-	-	-	-	-	2,368,744
Current assets	1,127,415	-	-	-	-	119,799	1,247,214
Current liabilities	(1,320,319)	-	-	-	-	-	(1,320,319)
Long-term liabilities	(211,978)	-	-	-	-	-	(211,978)
<b>At 31 December 2021</b>	<b><u>2,014,814</u></b>	<b><u>-</u></b>	<b><u>2,630,476</u></b>	<b><u>396,580</u></b>	<b><u>114,730</u></b>	<b><u>1,391,084</u></b>	<b><u>6,547,684</u></b>



**THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**Year Ended 31 December 2022**

**29. TOTAL FUNDS**

2022	Other charitable funds £	Designated funds £	Fixed asset property reserve £	Revaluation reserve £	Heritage assets reserve £	Restricted funds £	Total funds £
<b>Group</b>							
At 1 January 2022	2,000,781	-	2,637,976	589,080	114,730	1,391,084	6,733,651
Net movement in funds	<u>(298,969)</u>	<u>-</u>	<u>(31,185)</u>	<u>(118,860)</u>	<u>-</u>	<u>(24,074)</u>	<u>(473,088)</u>
At 31 December 2022	<u>1,701,812</u>	<u>-</u>	<u>2,606,791</u>	<u>470,220</u>	<u>114,730</u>	<u>1,367,010</u>	<u>6,260,563</u>
<b>Charity</b>							
At 1 January 2022	2,014,814	-	2,630,476	396,580	114,730	1,391,084	6,547,684
Net movement in funds	<u>(299,292)</u>	<u>-</u>	<u>(31,185)</u>	<u>(118,860)</u>	<u>-</u>	<u>(24,074)</u>	<u>(473,411)</u>
At 31 December 2022	<u>1,715,522</u>	<u>-</u>	<u>2,599,291</u>	<u>277,720</u>	<u>114,730</u>	<u>1,367,010</u>	<u>6,074,273</u>
<b>2021</b>							
	Other charitable funds £	Designated funds £	Fixed asset property reserve £	Revaluation reserve £	Heritage assets reserve £	Restricted funds £	Total funds £
<b>Group</b>							
At 1 January 2021	1,617,311	-	2,662,518	619,914	114,730	1,355,531	6,370,004
Net movement in funds	<u>383,470</u>	<u>-</u>	<u>(24,542)</u>	<u>(30,834)</u>	<u>-</u>	<u>35,553</u>	<u>363,647</u>
At 31 December 2021	<u>2,000,781</u>	<u>-</u>	<u>2,637,976</u>	<u>589,080</u>	<u>114,730</u>	<u>1,391,084</u>	<u>6,733,651</u>
<b>Charity restated</b>							
At 1 January 2021	1,730,438	-	2,655,069	427,364	114,730	1,355,531	6,283,132
Net movement in funds	<u>284,376</u>	<u>-</u>	<u>(24,593)</u>	<u>(30,784)</u>	<u>-</u>	<u>35,553</u>	<u>264,552</u>
At 31 December 2021	<u>2,014,814</u>	<u>-</u>	<u>2,630,476</u>	<u>396,580</u>	<u>114,730</u>	<u>1,391,084</u>	<u>6,547,684</u>

THE PRIORY FOR WALES OF THE MOST VENERABLE ORDER  
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NOTES TO THE FINANCIAL STATEMENTS  
Year Ended 31 December 2022

**30. RECONCILIATION OF NET INCOME/(EXPENDITURE)  
TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	Group 2022	2021
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(473,088)	363,647
<i>Adjustments for:</i>		
Depreciation charges	267,885	274,792
Amortisation charges	18,432	11,114
Profit on sale of fixed assets	(360,776)	(26,558)
Finance cost	23,610	11,226
Losses/(gains) on investments	202,587	(247,080)
Dividends, interest and rents from investments	(72,058)	(64,602)
Decrease in stocks	167	10,837
Increase in debtors	(410,171)	(155,277)
Increase/(decrease) in creditors	331,246	(138,454)
	<hr/>	<hr/>
Net cash generated by / (used in) operating activities	(472,166)	39,645
	<hr/> <hr/>	<hr/> <hr/>

**31. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2022	2021
	£	£
Cash in hand	26,398	54,318
Short term deposit accounts	4,029	4,029
Overdraft facility repayable on demand	(361,817)	-
	<hr/>	<hr/>
Total cash and cash equivalents	(331,390)	58,347
	<hr/> <hr/>	<hr/> <hr/>

**32. ANALYSIS OF CHANGES IN NET FUNDS**

	Opening balance £	Cash-flows £	Interest changes £	Other non-cash changes £	Balance carried forward £
Cash	54,318	(385,999)	(3,738)	-	(335,419)
Cash equivalents	4,029	-	-	-	4,029
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	58,347	(385,999)	(3,738)	-	(331,390)
Loans falling due within one year	(125,425)	141,219	(16,829)	(144,044)	(145,079)
Loans falling due after more than one year	(211,978)	-	-	144,044	(67,934)
Finance lease obligations	(10,551)	10,758	(207)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
Total	(289,607)	(234,022)	(20,774)	-	(544,403)
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## NOTES TO THE FINANCIAL STATEMENTS

Year Ended 31 December 2022

### **33. POST BALANCE SHEET EVENTS**

Property with a net book value of £36,643 was sold on 17 March 2023 for £504,525, realising a profit on disposal of £453,307.

### **34. RELATED PARTY TRANSACTIONS**

Due to the nature of the Charity's operations and its Trustee membership being drawn from a broad cross-section of the business community, it is inevitable that transactions may take place with organisations in which a Trustee of the Charity may have an interest.

Professor Kevin Davies is a Trustee on the Board and is Vice Chair of the WAST, which is a customer, however he has no direct involvement in procurement decisions and absents himself from Board meetings when matters pertaining to WAST are being discussed.

James O'Connor is a Trustee on the Board and is the Director of Corporate Finance at Pobl Group Ltd, which is a supplier, however he has no direct involvement in their pricing decisions.

### **35. CAPITAL COMMITMENTS**

There were no capital commitments at the year-end (2021: £214,394).

### **36. PRIOR YEAR ADJUSTMENT**

The 2021 comparative financial statements have been restated to recognise the impairment of £42,871 in the value of the parent's holding in the St John Wales Training Company Ltd subsidiary. In addition, the total funds of the Charity had been mis-stated by inclusion of the Training Company's funds of £57,129 within the Charity's funds.

The impact of these adjustments on the Group Statement of Financial Affairs in 2022 is £nil.

The adjustments have been applied retrospectively to the Charity's unrestricted funds for 2021, resulting in the comparative total funds of the Charity being reduced by £100,000. The adjustments have a £nil effect on the Group accounts as they are removed on consolidation.

### **37. COMPARATIVE CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**

	Not e	Unrestricted funds £	Restricted funds £	Total funds 2021 £
<b>Income and endowments from:</b>				
Donations and legacies	4	1,001,504	696,216	1,697,720
Other trading activities	6	99,770	-	99,770
Investments	7	64,602	-	64,602
		<u>1,165,876</u>	<u>696,216</u>	<u>1,862,092</u>
<b>Charitable activities</b>				
Provision of first aid and youth development	5			
	8	452,699	84,993	537,692
Ambulance and transport services		3,724,808	108,534	3,833,342
First aid training		1,372,770	-	1,372,770
First aid products		74,057	-	74,057
		<u>5,624,334</u>	<u>193,527</u>	<u>5,817,861</u>
<b>Total income and endowments</b>		<u><u>6,790,210</u></u>	<u><u>889,743</u></u>	<u><u>7,679,953</u></u>
<b>Expenditure on:</b>				
Raising funds	9	412,204	42,958	455,162
<b>Charitable activities</b>				
Provision of first aid and youth development	8,10	1,209,913	431,161	1,641,074
Ambulance and transport services	10	3,888,349	325,819	4,214,168
First aid training	10	1,114,924	50,748	1,165,672
First aid products	10	96,950	505	97,455
		<u>6,310,136</u>	<u>808,233</u>	<u>7,118,369</u>
Governance	10	16,413	-	16,413
<b>Total expenditure</b>		<u><u>6,738,753</u></u>	<u><u>851,191</u></u>	<u><u>7,589,944</u></u>
<b>Net gains/(losses) on investments</b>				
Realised gain/(loss) on investment assets	18	45,800	-	45,800
Unrealised gain/(loss) on investment assets	18	201,280	-	201,280
<b>Net income/(expenditure)</b>		<u>298,537</u>	<u>38,552</u>	<u>337,089</u>
<b>Other recognised gains/losses:</b>				
Profit on sale of assets		26,558	-	26,558
<b>Net movement in funds</b>		<u>325,095</u>	<u>38,552</u>	<u>363,647</u>
<b>Reconciliation of Funds</b>				
Total funds brought forward	27,28	5,014,473	1,355,531	6,370,004
<b>Total funds carried forward</b>	28,29	<u><u>5,339,568</u></u>	<u><u>1,394,083</u></u>	<u><u>6,733,651</u></u>

**St John**  
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