

St John
Ambulance
Cymru



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

Annual Report and Consolidated Financial Statements

2023

Trustees' Report



Who We Are

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 2023 ('2023' or the 'year'), which are also 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 documents, 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').

Our Objectives

SJAC's main objectives are embodied by our continued vision '**First aid for everyone, anytime, anywhere,**' our mission '**To save lives and enhance the health and wellbeing of the communities in Wales**' and our motto '**For the faith and in the service of humanity.**'

2023 represented the first full year since the strategic priorities and strategic outcomes set out in the charity's Strategy 2025 document had been established. Having been launched in June 2022, the document took into account the various external factors impacting on charities in the post pandemic landscape, while setting a clear pathway to making SJAC a more agile organisation that is better prepared and better equipped to face these new challenges.

In setting these priorities and outcomes, Trustees clearly outlined their expectations for all involved in the charity and continue to scrutinise the performance and decision making without fear or favour.

Our Strategic Outcomes

A summary of our strategic outcomes for the communities we serve during 2023.

1. Providing a local community focus for St John Ambulance Cymru through the Division.

- Our volunteers contributed almost 60,000 hours of their spare time providing first aid cover, and assisted our community trainers in schools, clubs and groups in providing training to almost 14,000 people.

2. Providing first aid and clinical support at public events

- SJAC provided first aid cover at 1,425 events across Wales.

3. Adding value to healthcare partners, providing resilience and robustness.

- Our Ambulance Operations transported 24,188 patients over a total of 785,178 miles.

4. Teach more people to save lives through first aid

- 8,175 people attended a course run by our Workplace Training Team.

5. Being recognised as a key provider of children and young people's personal and professional development across Wales, especially for those aspiring to a care profession.

- Our Badgers achieved over 300 awards while our Cadets achieved over 600 awards, with a new pilot of a Links unit launched with a college in Gwent.

6. Attracting, investing, developing and retaining our St John People.

- 142 Long Service Medals and Bars were awarded to volunteers, recognising their dedication for periods of 10 - 60 years.
- The year also saw restructuring across departments to aid efficiencies and cost savings for the organisation, whilst also creating a small number of key roles to support the on-going growth and development of our volunteer base.

7. Investing in our governance, infrastructure and leadership.

- The year saw the new Prior embark on a 'Tour of Wales' to facilitate grassroots engagement with our St John people. The review of key governance documents and the recruitment, induction and training of newly appointed trustees.

8. Achieving financial sustainability.

- It has been a financially challenging year as the Charity began a programme of transformation to address the challenges in the current operating environment. The Charity is focusing on ensuring a sustainable blend of impactful income-generating activities, exiting unsustainable and non-core activities, rationalisation of the property portfolio and cost base, and ensuring the central focus is on our volunteers and the communities we serve. The final elements of this programme are being implemented in 2024 to ensure that the Charity has strong and sustainable financial foundations to build upon in 2025 and beyond.

Our Performance

While our activities across Wales continued to return to pre Covid-19 levels, the challenges of the post-pandemic landscape continued to provide significant challenges to the charity, some of the most significant continuing to be the cost-of-living crisis and increasing operating costs.

Our Volunteers

The Trustees would like to put on record their appreciation for the dedicated volunteers that are the lifeblood of our organisation. Without their selflessness, commitment and loyalty, we would simply not be able to achieve our objectives.

Supported by our hardworking staff, in 2023 they gave just short of 60,000 hours of their precious time to providing first aid cover at more than 1,400 events across Wales, ranging from small-scale celebrations such as community carnivals to endurance events and national sporting occasions.

Volunteers provided 10,000 hours of medical cover at the Principality Stadium helping hundreds of thousands of people to enjoy themselves safely at large-scale events

such as international rugby matches and star-studded music concerts.

Our people also ran a Help Point as part of the Builth Wells Events Safety Group, which won an award for supporting the safety of visitors at the Royal Welsh Show, while our volunteers helped treat 668 patients at the Gerallt Davies Help Point in Swansea in 2023.

Our volunteers also demonstrated their ambition to upskill with more than 200 moving up a role training level and 231 undertaking their initial role training assessment in 2023.

While there was a slight fall in the number of volunteers between Q4 in 2023 and Q4 in 2022, key roles were created as part of a wider reorganisation to help recruit, retain and support our volunteers.

Volunteers



Our volunteers contributed almost **60,000** hours of their spare time at **1,425** events across Wales in 2023.

Stories from our communities: Eisteddfod First Aid Cover

49-year-old Dave High was providing first aid cover at the 2023 International Musical Eisteddfod in Llangollen with fellow volunteers, when a member of the public went into cardiac arrest. He used the skills he had learnt with St John Ambulance Cymru to help save the gentleman's life using CPR and a defibrillator after he collapsed in the car park outside the event.

Alongside fellow St John Ambulance Cymru volunteers and an off-duty healthcare professional who was visiting the Eisteddfod. After several rounds of CPR and shocks from a defibrillator, the patient began breathing again.

Dave said: **"For a person that does not work in the medical field at all, it was the scariest but most satisfying thing I have ever done.**

"Two years ago, I would never have thought I would even be going to the Eisteddfod, never mind saving a life while wearing a uniform that I am so proud to be able to wear.

"That night, when the worst happened, I didn't overthink, I didn't hesitate, there was no feeling of I hope I don't mess this up."



“Defibrillators should not be feared, they can and do save lives. You should never be afraid to use it if the situation arises.”

Ambulance Operations

Our Ambulance Operations went the extra mile in 2023, ensuring 24,188 patients got the care they needed as quickly as possible, with the total mileage travelled (785,178 miles) representing an 8.65% increase on 2022. (2022: 722,649 miles).

As well as transporting patients safely all across Wales, we also assisted the Welsh Ambulance Services NHS Trust (WAST) through schemes such as urgent care ambulance support during the January-March 2023 winter pressures period and being part of a seven-day Community Responder scheme from sites across Wales.

The success of our Falls Response service, which reached 12,815 people in need (2022: 8,090 patients) and helped reduce pressures on ambulance crews, resulted in contracts being extended in the Vale of Glamorgan and Pembrokeshire. We also helped introduce a new Night Falls Car in the Aneurin Bevan University Health Board area.

Our collaboration with the Vale of Glamorgan Council and Cardiff & Vale University Health board Wellbeing service is estimated to have saved the NHS £750,000 in a year, with the service in this area also nominated for the Gofal Cymdeithasol Cymru / Social Care Wales 2024 Accolades awards.

Our support of those in mental health crisis continued to grow with the implementation of Taith Dda, a Welsh Government/NHS funded pilot scheme designed to ensure

those in mental health crisis could be transported to appropriate support and safety in a timely manner, reducing the impact on ambulance or police services.

Our involvement in this work has reduced waiting times for transport from an average of 18 hours down to an average of 1 hour and 24 minutes and supported 1,918 patients in 2023.

Ambulance Operations continued to be a vital supplier of non-emergency patient transport services, with contracts in the Aneurin Bevan and Swansea Bay regions resulting in a total of 7,604 patient movements. With well publicised pressure on the NHS and vital bed space, we continue to support the movement of patients between hospitals and discharge to home. Additionally, we were successful in securing a contract providing support to Cardiff & Vale Cardiac services, a critical service for those requiring treatment or surgery.

Ambulance Operations



Total number of patients helped: **24,188**

(2022: 28,330 patient journeys)

Stories from our communities: Responders in Powys

Tom and Jax were unloading the car when the pair noticed a wasps' nest. Tom felt a sharp sting in the centre of his forehead and instantly became very unwell.

"I could not think straight or even stand," he said. He slumped to the ground and with no phone signal, Jax ran to the nearest house to get help.

"I was very pale and thrashing around with a rash expanding from my head downwards" he recalls, as his body began to swell and develop hives. Jax called for the Emergency Services and before they knew it, St John Ambulance Cymru Responders arrived on scene. St John Ambulance Cymru Responders are on-call volunteers who respond to local emergency incidents. They are highly trained individuals who often reach the scene and start treatment before the emergency services arrive. The responders monitored Tom's observations in a calm way, administered antihistamine tablets and reassured them.

"I know Jax was extremely grateful for this," Tom said, "seeing your loved one so unwell in such a remote area was a real trauma, so to have these healthcare professionals within easy reach is something we are both eternally grateful for."

St John Ambulance Cymru responders are regular members of the community and volunteers who give up their time at the drop of a hat to respond to life threatening emergencies. I'm glad to hear Tom is doing well and staying away from wasps' nests!"

Tom, who has now fully recovered, commented: **"It will always be an additional reassurance that medical help and expertise in the form of St John Ambulance Cymru are so close."**



Training

Our Workplace Training Team, helped equip 8,175 people with essential first aid skills via 815 courses at a variety of sites across Wales, including our 8 dedicated training venues or at their business premises.

While many of these people attended one of our popular courses such as First Aid at Work to Mental Health First Aid, we also introduced new courses in 2023 such as Farmers First Aid and Outdoor First Aid, responding to requests from specific industries.

Our Community Trainers and volunteers helped spread first aid skills for free, with almost 13,923 trained for free in schools, clubs and groups across Wales, ensuring thousands more people are in possession of knowledge that could help them save a life should an emergency happen near them.

Our national campaigns such as Defibruary and Save a Life September helped raise awareness of essential lifesaving skills such as CPR with almost 6,000 of members of the public reached through these initiatives.

Our people completed 7,671 eLearning courses in 2023, in a whole range of subjects from more than 100 courses on offer, including those based on Safeguarding and Wellbeing, Personal Development, Management and Digital.

In 2023, 8,175 people (2022: 12,002) attended a course run by our Workplace Training Team, while 13,923 people (2022: 24,877) were trained for free by our volunteers and community trainers in schools, clubs and groups.

Stories from our communities: Mike Williams from Port Talbot

When Mike Williams from Port Talbot attended a First Aid at Work refresher course with St John Ambulance Cymru Workplace Trainer Gareth Parsons, he didn't know that the skills he learnt there would help him save someone's life just two months later.

Mike, who now lives in Caerphilly, was on duty as a Security Officer in Cardiff when he had a phone call about a medical emergency nearby. Along with some of his colleagues, Mike quickly grabbed the defibrillator at reception and made his way to the scene. On arrival, Mike and his colleagues discovered a male lying face down on the floor.

They rolled the patient onto his back and did the primary survey. They quickly discovered that the patient was unresponsive, correctly assessing he had gone into cardiac arrest. Mike and his colleagues started CPR immediately and promptly connected the patient to a defibrillator.

"After numerous rounds of chest compressions and at least three shocks from the defibrillator, he began to start breathing again." Mike recalls.

Shortly after the patient had been resuscitated, paramedics arrived at the scene and took over. The patient was rushed to hospital and received surgery on his heart.

“ I would like to thank St John Ambulance Cymru and Gareth Parsons for the training I received, which enabled me to help to successfully save the life of someone who suffered a cardiac arrest.”

“First aid and defibrillator training is so important; the more confident people are to help others, the better.”

It's reported that a patient's survival chances are reduced by 10% for every passing minute without action following a cardiac arrest. The quicker you act, the more chance you have to save a life.



Children and Young People

Our Children and Young People programmes continued to engage and inspire those aged 5 and above with our charity's values and vision. Our Badgers, Cadets and young adult volunteers continued their individual journeys with SJAC, developing in areas from first aid to essential life skills that will help prepare people for their next steps in life.

During the year our Badgers achieved over 300 awards, while our Cadets achieved 600 awards. 77 Cadets aged 16+ were trained or requalified as Basic First Aiders (BFA), ensuring they had the foundational skills needed to help in an emergency.

2023 also saw the launch of new subjects to help inspire our children and young people to continue their SJAC journey. A Space Badger subject was launched on our Super Badger programme, a Cadet First Aider was created for those aged 11-15, while a Public Health Wales Grand Prior Subject was also introduced.

By the end of 2023 we had over 300 Badgers and 850 Cadets learning first aid and other invaluable life skills across 30+ Badger Setts and 80+ Cadet Divisions pan Wales.

Our Children and Young People programmes would not exist without the contribution of volunteer leaders. Their continued commitment to their groups and their own development was exemplified by 3 leaders completing Youth Work Level 3 with Adult Learning Wales and a further 4 completing Level 2.

A new pilot of a LINKS unit within Gwent College was launched in 2023, continuing our aims to create relationships with further education providers.

St John Ambulance Cymru's Cadet of the Year for 2023, Mali Stevenson, who is part of the Pontypridd and Trehopcyn Division said:

“ I first joined St John Ambulance Cymru as I was interested in studying medicine. I was welcomed into the community and learnt so much from day one.”

“I have stayed with St John Ambulance Cymru due to the incredible people I have had the privilege of meeting, and the extremely rewarding experiences I have had.”

The Royal College of Nursing (RCN) Prince of Wales Nursing (POW) Cadet Scheme

We continued to work in partnership with the RCN to support Cadets on their journey in the POW Nursing Scheme, helping to create the healthcare professionals of the future.

Though no new Cadets joined the scheme in 2023, the work to support the cohort of 9 that joined during 2022 and engage more Cadets in the scheme continued.

It's expected that in future, one cohort will join the scheme each year, adding to the 25 Cadets that have participated since 2020.

Stories from our communities: Bethan Wyn Jones

St John Ambulance Cymru Cadet Bethan Wyn Jones has been a loyal member of the Deeside Division since she was just 7.

Bethan joined because she loved learning about first aid and wanted to find out even more.

She loves each week's session, learning new things and making new friendships. It's taught her a lot about healthcare and Bethan is keen to pursue a career in the sector in her adult life. Bethan has already used her first aid skills in real life situations.

On one occasion when a friend was hit by a car outside his school, she had the confidence to manage the situation, assessing him and helping him up (once deciding it was safe for him to do so) and advising him to visit hospital so he could be checked over.



“ Without St John Ambulance Cymru I wouldn't have been able to manage the scene and keep calm and composed.”

Clinical

The Remote Clinical Support Service (RCSS) was implemented into SJAC in May 2023, providing clinical advice to patient facing SJAC people in the absence of an available healthcare professional at the patient side.

This service, operated entirely by volunteer healthcare professionals, is available 24/7 to provide telephone-based clinical advice to SJAC people who have queries around patient management plans, require support in clinical decision making or have wider queries around any clinical element of the organisation which require urgent clarification.

The service operates 24/7 and 365 days a year. It is staffed with a two-tier system comprising of experienced registered healthcare professionals and senior clinicians within the organisation operating on an entirely voluntary basis in addition to their full-time roles in the NHS and have been instrumental in its success to date.

In summer 2023, the service adopted GoodSam IOS, allowing RCSS clinicians to view clinical images and video live-stream from SJAC people's mobile devices via a secure and encrypted connection to enhance their clinical decision making. 97% of the 172 queries raised via RCSS were resolved satisfactorily, with 69 calls to 999 prevented as a result.

Fundraising

Our fundraising activities continued throughout 2023, with a total of £1,010,842 raised, representing an increase of 5% compared to the previous year. Work continued to deliver against the Fundraising Strategy with new activity piloted in 2023.

This comprised £481,891 (2022: £509,631) of regular donations from supporters, £360,692 (2022: £317,985) from Trusts and Foundations, and £168,259 (2022: £138,712) from other sources, including divisional and individual volunteer fundraising events and legacies left to the Charity.

Throughout 2023 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. There were no instances of non-compliance with the Code of Fundraising Practice.

Ceremonial Awards & Honours

During 2023, the Priory for Wales recognised the endeavours of those that had exemplified our vision, mission and motto with their actions and effort.

Our Investiture Services at Llandaff Cathedral and St Asaph Cathedral provided opportunities to honour those who had helped others when they were most in need, with some receiving recognition for decades of dedication to our charity and the people of Wales and two particular individuals receiving awards for more than 6 decades of service.

Our 2023 Investiture at Llandaff was a particularly significant occasion as it saw the installation of our new Prior, Paul Griffiths OBE, KStJ, DL, with our Grand Prior HRH Prince Richard, Duke of Gloucester, KG, GCVO, GCStJ, FSA in attendance to welcome him to his new role.

The commitment of our people to the St John Ambulance Cymru cause was highlighted by the giving out of 142 Long Service Medals and Bars, in recognition of periods of service from a decade up to 60 years' service.

The 2023 Order of St John UK Organ Donation Awards provided another moment of reflection, with 29 families of organ donors receiving recognition awards on behalf of their loved ones. This was the tenth time this event had been held, in conjunction with NHS Blood and Transplant.

With the instability due to conflict in the Middle East, our ongoing fundraising work to support the Jerusalem Eye Hospital held a significant poignance, particularly during the Christmas services that raised money for this vital service. The strength of feeling towards this issue was illustrated by the increase in donations being almost 4 times more than that raised in 2022.



Our People

Care to Share

Our volunteer and staff feedback survey - 'Care to Share' took place in place in November. The survey remains an important indicator of volunteer and employee engagement and satisfaction. The survey remains an important indicator of volunteer and employee engagement and satisfaction. 'Care to Share' 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, Health, Safety & Well-Being, personal development. The 2023 results provided a valuable insight into staff and volunteer opinion on the charity and the conditions they face while working and/or volunteering on its behalf.

The volunteer results showed a 1% increase in the overall satisfaction score, which was reached as a result of positive increases in all but one of the six main segments (your organisation, your management, your team, your health, safety and well-being and your personal development), with 'your job' being equal to the 2022 score (33%).

The top 3 statements were 'There are good working relationships within my team/division' (63%), 'If I feel I am struggling to hit a deadline, I know my team would step in and help me' (57%) and 'I feel my line manager would be supportive and understanding in a personal crisis' (55%).

The bottom 3 statements were 'I feel like senior management involve volunteers in important decisions (15%), 'I feel like senior managers act on volunteer feedback' (18%) and 'I have enough materials, supplies and equipment to carry out my role effectively (19%).

The employee results showed an increase in response rate of 3% compared with the 2022 completion rate, but the overall satisfaction score (31.4%) represented a decrease of 4% compared with the previous year. Contributing factors to the overall satisfaction score are believed to be linked to restructuring and recruitment freezes undertaken to help deliver efficiencies and cost savings. The reduction in the number of respondents and subsequent scores will at least partly have been due to the recruitment freeze and restructuring exercises undertaken in recent years to deliver efficiencies and cost savings.

The top 3 statements for staff were 'I am proud to tell people what I do for a job' (62%), 'I am trusted to do my job' (61%) and 'I feel line manager would be supporting and understanding in a personal crisis' (60%).

The bottom 3 statements for staff were 'I am satisfied with my level of pay' (6%), I feel like senior managers involve staff in important decisions (7%) and 'I feel like SJAC has a clear vision for the future (7%).



In 2023 we continued to modernise our policies, to ensure good governance and clear guidance for operational and activities. This included reviewing and redeveloping policies around Lone Working, Menopause, Domestic Violence, Anti Bribery, Equality, Diversity and Inclusion.

Sickness across the entire year decreased to 5.65% in 2023, down from 5.74% in 2022.

A Strategic Review of the entire charity was launched in October 2023, the first phase of which involved the removal of 25 roles and the reorganisation of the leadership structure. This included the removal of the Director of People & Organisational Development and the Director of Finance & Corporate Services roles from the Executive Leadership Team and the removal of the Head of Operational Support from the Leadership Team.

These adjustments were aimed at enhancing our efficiency, driving clearer accountability across our leaders, and enabled the CEO to focus on the organisational challenges we face, while enabling the Chief Operating Officer to focus on income generation.

To the same end, some new roles were also created in key areas, including to aid the management, recruitment and retention of volunteers, with some of the recruitment ongoing at the end of 2023. There were also other small changes to a number of existing staff roles to support changes in the organisation's structure.

Following feedback from staff and volunteers, the Values Award was introduced in January 2023 as a mechanism for recognising colleagues or members who had achieved something exceptional, adding another means for our people to receive the praise they deserve.

A Menopause Café established to support female health and as a mechanism to feedback to the Leadership Team, Heads of Services and Senior Volunteer Team, to help develop further policy work, training and general awareness.

The number of volunteers at end of Q4 in 2023 was 2,602, down from 2,734 in 2022.

The staff headcount at end of Q4 2023 was 217, compared with 262 at the end of Q4 2022.





Governance and Risk Management

Governance and 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.

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 Pories 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 Both the Articles of Association and the Regulations of the Charity were subject to a comprehensive review and updating, in consultation with the Order and the Charity Commission. The final updated Articles of Association were approved and adopted on 31 January 2024 and the updated Regulations on 1 February 2024.

The Charity appoints 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.



Our Divisions Across Wales



Governance

The governing body of the Charity is the Board. 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.

2023 was a significant year for the Board of Trustees, with Paul Griffiths OBE KStJ DL elected Prior for Wales on 24th June 2023, taking up the role from Sir Paul Williams OBE KStJ DL. On the same day, three new Trustees were appointed: Prof. Jean White, Rhys Jenkins and Gillian Knight, in place of the outgoing Andrew Mitchell, Prof Kevin Davies and Richard Paskell, who remained in his role of Chief Volunteer.

Management

The Trustees are responsible for setting strategies and policies and for ensuring that these are implemented. The Charity now operates with six Standing Committees of the Board, with 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



Paul Griffiths OBE KStJ DL

Appointed 24th June 2023

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

For six years, Paul Griffiths chaired the Gwent Council for St John Ambulance Cymru, whilst also serving as a National Officer for the Police Superintendents' Association, having previously served as an active senior police officer. Paul has a long history of commitment to voluntary and charitable causes including serving as a trustee for Police Care UK and the Police Arboretum Memorial Trust, and volunteering as a Telephone Friend with the Royal Voluntary Service. Paul was awarded an OBE for 'services to policing' in 2021.



Caryn Cox CStJ

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

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 played 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, Chancellor since June 2023 and currently chairs the People Committee.



Rt Rev David Morris CStJ

Priory Dean and Chair of Pro Fide Committee

Originally from the Rhondda Valley, David has been an Anglican priest in Wales for thirteen years. He was once the youngest priest in the Church in Wales and in 2024 became its youngest ever bishop, being appointed Assistant Bishop of Bangor, adopting the title of Bishop of Bardsey. A senior member of staff in the Diocese of Bangor, David has served as Diocesan Director of Ministry for the past two years. David has been a chaplain within St John Ambulance Cymru for over ten years and currently serves as Dean of the Welsh Priory. As Priory 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

As Senior Vice President at 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. An MSc graduate, Emily has more than 10 years' experience across a variety of IT and operational roles. Emily's first encounter with St John Ambulance Cymru was when she joined the charity as a Badger in Gwent in the 90s. Her involvement with the charity has now come full circle as she became a trustee in February 2021 and is board lead on digital and data development and compliance.



Gillian Knight RGN, DipISM

Appointed 24th June 2023

Gill registered as a general nurse in 1994 and has held a varied range of senior nursing positions across care sectors and in the NHS primarily in cancer care including clinical practice, education, Cancer Services Coordinating Group, the Wales Cancer Network and was appointed as a Nursing Officer for Welsh Government in January 2018. Gill had worked within the Welsh NHS for over 27 years since moving to Wales from her native Ireland. She now supports the Chief Nursing Officer as a nursing officer in the Welsh Government, providing professional advice for various policy areas. Gill has worked with a number of third sector organisations as a nurse adviser to support nursing workforce developments in Uganda. In her spare time, Gill enjoys running, cycling and deep sea diving.



Helen Willson MStJ

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 & Heritage Officer between 2007 and 2017. There, she was responsible for the successful management, development and delivery of the Museums & 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.



James O'Connor OStJ FCA CEnv MRSC

Chair of Audit & Risk Committee

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 St John Ambulance Cymru 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 other organisations supporting vulnerable people, collaborative development of energy-efficient new homes and effective use of heritage assets.



Professor Jean White CBE MStJ RN PhD DSc MSc BN RNT

Appointed 24 June 2023

Professor Jean trained as a general nurse in Swansea and originally practised as a theatre nurse in Wales and London. Jean has held positions in nurse education, at the Welsh National Board for Nursing, Midwifery and Health Visiting, Health Professions Wales and Welsh Government and was Chief Nursing Officer for Wales and senior adviser to Welsh Government between 2010-2021. She has worked with the ministries of several European countries and is an adviser to the World Health Organisation. Now retired from the civil service, Jean is a Visiting Professor of Nursing at University of South Wales; Independent Council Member at Bangor University; Panel Judge for the national St David Awards; Trustee of the South Wales Police Youth Awards; and in March 2023 she began a 12 months role as High Sheriff of Mid Glamorgan.



Nick Stork FCA

Chair of Finance & Resources Committee

Nick, a Fellow of the Institute of Chartered Accountants, became a trustee at St John Ambulance Cymru 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.



Rhys Jenkins LLM MStJ

Appointed 24 June 2023

Rhys has practiced as Barrister at Colleton Chambers since 2019, focusing on Family Law and Civil Law across the South West. Beyond a busy practice and family life, Rhys enjoys giving his time to organisations close to heart. Rhys was a Trustee at Cardiff University and the Cardiff University Students' Union from 2014-2015. He also took on the role of Vice President Education during this time. Rhys was an Institutional Reviewer at the Quality Assurance Agency (QAA) from 2015-17, reviewing user experience, academic rigour, and good governance. In his free time, Rhys is a Cymru Councillor for MS Society, working with staff and volunteers to assist and support the delivery of the aims of the Society and promote its work.



Shereen Williams MBE OStJ DL

A St John Ambulance Cymru trustee 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.

Board Diversity

A vital part of supporting communities in Wales involves representing the people that live within them. St John Ambulance Cymru is committed to fostering an inclusive culture, bringing expertise and experiences from a range of backgrounds and sectors and making sure voices are heard. Our aim to make our board a broad church will be demonstrated once again when work to recruit the latest cohort of new Trustees commences in early 2024.

Average Trustee Tenure (at end of 2023): 2.3 years. (2022 5.1 years).

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.

Standing Committees

Audit, Risk and Governance Committee

The Audit, Risk & Governance Committee reviews the effectiveness of internal financial controls and risk management systems and 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 four times per year minimum and is chaired by a Trustee.

Financial Resource Committee

The Financial Resource Committee meets four times per year minimum 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 to 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 & 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 & 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 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 senior clergy in 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

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. The Committee is a supporting committee rather than a standing committee of the Board and does not hold delegated authority from the Board. As such, the Committee is chaired by the Hospitaller and is composed of independent members appointed by the Hospitaller in consultation with the Prior



Leadership Team

The key management personnel to whom the Trustees delegated day-to-day management of the Charity in 2023 are listed below. It should be noted that during December 2023, there were changes to the leadership team structure, ahead of the new financial year.



Richard Lee MBE CStJ QAM FIMC FCPara

Chief Executive Officer

Richard joined St John Ambulance Cymru as Chief Executive Officer at the beginning of May 2024, following a 5-year period as the Chief Operating Officer at St John Ambulance in England. His efforts in this role resulted in him being awarded an MBE for services to healthcare during Covid-19 in the 2021 New Year's Honours List. He was also awarded the Queens Ambulance Medal for distinguished ambulance service in the 2016 Queen's Birthday honours list. Originally from South London, but having spent his teenage years in North Wales, he is a Paramedic and also brings with him previous experience as Director of Operations at the Welsh Ambulance Services NHS Trust. He also saw active service in the Royal Air Force during the Gulf War in 1991 and the UN operations in Bosnia in 1993. As well as volunteering for St John Ambulance in England during his time there, he also volunteers for MEDSERVE Wales, a branch of the British Association for Immediate Care (BASICS) charity.

Andy Jones MStJ FCIPD - Interim Chief Executive (resigned March 2024)



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.



Richard J Paskell MBE CStJ

Chief Volunteer

Richard joined St John Ambulance Cymru initially as a Trustee in 2017. He was successfully appointed to the role of Chief Volunteer in 2020.

Since then he has led on the modernisation of St John Ambulance Cymru volunteer structures and is a proactive, visible uniformed leader of our volunteers. He is passionate about volunteering, something he has done for over thirty years with various charities. In 2022, he was appointed to the Most Excellent Order of the British Empire, by the late HM Queen Elizabeth II, for services to Mountain Rescue and to the communities in South Wales.

Aside from his volunteering work, Richard works full time as a Specialist Crime Detective for South Wales Police.

Darren Pritchard FCCA - Director of Finance & Corporate Services (resigned December 2023)



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, and reported quarterly to the Audit, Risk & Governance Committee and in turn to the Board, where necessary.

The Risk Register is regularly revised and reviewed quarterly by the Audit, Risk & 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 2023, 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.



“ Thank you so much to the medical team in the first aid room in the Principality Stadium. I am so sorry that I don't remember the names, however, I would still love to extend my deepest gratitude for their support. The kindness they showed was unmatched and I truly felt cared for. ”

- Celene, who was attending the Beyonce concert at the Principality Stadium

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**

TRUSTEES/DIRECTORS (Chapter) –

Paul Griffiths (Prior/Chair)	Appointed 24 June 2023
Sir Paul Williams (former Prior/Chair)	Resigned 24 June 2023
Caryn Cox (Chancellor)	Chancellor from 24 June 2023
Rev Desmond Kitto (former Acting Chancellor)	Resigned 24 June 2023
Rt Rev David Morris (Priory Dean)	
Emily Bristow	
Rhys Jenkins	
James O'Connor	
Nicholas Stork	
Gillian Knight	
Prof Jean White	
Shereen Williams	
Helen Willson	
Prof Kevin Davies	Resigned 24 June 2023
Richard Paskell	Resigned 24 June 2023
Andrew Mitchell	Resigned 24 June 2023

ADDITIONAL OFFICERS OF THE PRIORY

Dr. Robert Broughton, Archivist/Librarian

John Petrie, Director of Ceremonies

Dr Akram Baig, Hospitaller

Standing Committees

AUDIT AND RISK COMMITTEE

James O'Connor (Chair)

Emily Bristow

Joined 29 November 2023

Caryn Cox

Rhys Jenkins

Joined 24 June 2023

Nicholas Stork

Prof Jean White

Joined 24 June 2023

Prof Kevin Davies

Resigned 24 June 2023

FINANCE COMMITTEE

Nicholas Stork (Chair)

Paul Griffiths

Joined 24 June 2024

Rhys Jenkins

Joined 24 June 2024

Stephen Nash (independent member)

Joined 7 February 2024

James O'Connor

Rev Desmond Kitto

Resigned 24 June 2023

Andrew Mitchell

Resigned 24 June 2023

PEOPLE COMMITTEE

Caryn Cox (Chair)

Marc Penny (independent member)

Prof Jean White

Joined 24 June 2023

Shereen Williams

Helen Willson

Rev Desmond Kitto

Resigned 24 June 2023

Andrew Mitchell

Resigned 24 June 2023

FUNDRAISING & ENGAGEMENT COMMITTEE

Helen Willson (Chair)

Mike Flanagan (independent member)

Rt Rev David Morris

Alison Pritchard (independent member)

Shereen Williams

Prof Kevin Davies

Resigned 24 June 2023

Andrew Mitchell

Resigned 24 June 2023

PRO FIDE COMMITTEE

Rt Rev David Morris (Chair)

Rt Rev Gregory Cameron (independent member)

Rt Rev John Davies (independent member)

Rev Ian Howells (independent member)

Rhys Jenkins

Joined 24 June 2023

Rev Canon Sarah Jones (independent member)

James O'Connor

Joined 24 June 2023

Rev Canon Alan Pierce-Jones (independent member)

Very Rev Dr Sarah Rowland Jones (independent member)

Rev Desmond Kitto

Resigned 24 June 2023

HONOURS AND AWARDS COMMITTEE

Paul Griffiths (Chair)

Joined 24 June 2023

Caryn Cox

Sheila Davies (independent member)

Colin Jones (independent member)

David Melding (independent member)

Richard Paskell (independent member)

Peter Vaughan (independent member)

Prof Kevin Davies

Resigned 24 June 2023

Sir Paul Williams

Resigned 24 June 2023

SUPPORTING COMMITTEES:

EYE HOSPITAL COMMITTEE

Dr. Akram Baig	(Chair/Hospitaller)
Richard Baxter	
Sian Burke	
Iona David	
Lyn Clifton-Davies	
Matthew Keats	
Ruth Lewis	
Paul M. O'Shea	
David Peters	
Granville Thomas	
Maria Thomas	
Richard Thomas	
Diane Davies (Secretary)	
Richard Paskell	(resigned August 2023)
Michael Flanagan	(resigned October 2023)

BANKERS

Barclays Bank PLC, 1 Churchill Place, London E14 5HP

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

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 21st June 2024 and signed on its behalf by:



Paul Griffiths, OBE KStJ DL
Prior for Wales and Chair of the Board



Independent Auditors' Report

if no numbers are displayed
pass holder has access to
public areas ONLY

Independent Auditors' Report

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 2023 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 2023, 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.

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/library/standards-codes-policy/audit-assurance-and-ethics/auditors-responsibilities-for-the-audit/>. This description forms part of our auditor's report.

Extent to Which the Audit was Considered Capable of Detecting Irregularities, Including Fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We 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.

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



Our Financial Performance

Our Financial Performance

During the second half of 2023, we commenced our Strategic Review programme to restructure our leadership, services and delivery. This has necessarily involved additional investment to effect this important transformation in order to ensure the Charity is set on a strong and sustainable footing for the future. The Charity generated total income of £7.8m (2022: £8.2m), representing a [4.9%] decrease from last year. This included exiting from unprofitable or non-core contracts, which will continue in 2024 to complete the envisaged Strategic Review rebalancing of our income and activities. The resultant net deficit was £848k in the year (2022: £473k deficit), reflecting one-off restructuring costs and losses on exiting contracts which are not expected to recur.

Ambulance Operations income reduced 14% to £3.8m (2022: £4.4m) as unprofitable and non-core contracts were brought to an end. The composition of this revenue is also developing, with emerging areas aligned with our core competencies such as Falls Response, Virtual Ward and Mental Health provision representing an increasing proportion.

Workplace Training income reduced to £1.5m (2022: £1.7m), which was a disappointing result reflecting the post-pandemic slow return to normal classroom fill rates during the first half of the year. Results in the first half of 2024 have been strong as this key service has returned to a marked growth trajectory.

Events income increased 20% to £1.1m (2022: £0.9m), returning to more typical pre-pandemic levels. This includes a mixture from large-scale stadium concerts and other mass headline events to iconic Welsh events such as the Royal Welsh Show to small, local events that are important to the local communities of which our volunteers are part.

We continue to invest in providing free community first aid training all across Wales, as well as our raft of programmes for children and young people. These activities generated income of £1.5m (2022: £1.0m), which has covered a greater proportion of the associated £2.2m delivery cost (2022: £2.1m).

The balance sheet remains strong with net assets of £5.4m (2022: £6.3m). This included reducing the overdraft position by £0.3m. Whilst a decision was taken to invest some of the investments to effect the Strategic Review transformation, there remains a significant £1.7m balance (2022: £2.1m) of unrestricted investments which the Charity can call upon as needed to support liquidity, as well as the ongoing bank overdraft facility.

Donations and legacies amounted to £927k and account for 12% of the Charity's total incoming resources (2022: £922k - 11%). 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.

The cost of generating this income, described as 'expenditure on raising funds', was £771k (2022: £598k), 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 £607k (2022: £466k), an increase of 30%.

All funds of the Charity not immediately required to be used or applied for the ordinary purposes of, or in carrying out the objects of, the Charity, subject to the terms of any trust, may be invested by the Board on behalf of the Charity in any permitted investment. Investment income, which includes interest earned, was £69k, in line with the previous year (2022: £72k). In 2023, there were gains on investment assets of £68k (2022: losses of £203k). The total return on the portfolio for the year was 8.4% compared with the benchmark return of 11.14%.

Going Concern

The Charity has a number of diversified income streams and is not dependent on any one single organisation for sales or funding. The Charity's income streams are gradually rebuilding following the pandemic. There remain a number of significant financial challenges in the years ahead, and the Charity is implementing plans to respond to the changing economic and funding environment and to ensure that the organisation's impact continues in the future. A further deficit is likely in 2024, but the sale of unused properties and drawdowns from investments will fund this and a 2025 surplus is forecast.

Taking all these factors into account and having reviewed future cash flow projections, the Trustees believe the Charity is able to manage its business and financial risks and have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future.

Reserves Policy

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

At 31 December 2023, the funds of the group are as follows:

Restricted income funds:	1,224
Unrestricted income funds:	
Fixed asset property reserve	2,517
Revaluation reserve	435
Heritage assets valuation reserve	115
Other charitable funds	1,121
Total Charity funds	5,412

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

Unrestricted funds are funds which are available for use, though 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 both to ensure the future viability of the Charity and to ensure that in the event that the Charity's long-term viability is in doubt, 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: Ambulance Operations, Workplace Training in first aid, Events first aid duties and income from Fundraising. Workplace Training and Events income is contracted, but not to a level which provides long-term security. Fundraising income is by nature insecure, cannot be guaranteed and can potentially be significantly impacted by changes in the economic environment, with many charities already finding it more challenging to raise funds via grants and donations.

With the above 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, the Charity would be able to function for a set period. The different areas of the business have been considered separately, but the Trustees seek to ensure that the ongoing operations of the Charity 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. On this basis, the Charity is seeking to increase free reserves to 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 with no less than six months of expenditure available. The Charity seeks to safeguard the important contribution 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 2023 are £955k (2022: £1.52m), with the decrease attributable to the Strategic Review activities during the year.



Financial Statements

Consolidated Statement of Financial Activities

(incorporating an income and expenditure account)

Year ended 31 December 2023

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income and endowments from:					
Donations and legacies	4	623,369	303,297	926,666	922,208
Other trading activities	6	126,933	-	126,933	144,231
Investments	7	68,743	-	68,743	72,058
		<u>819,045</u>	<u>303,297</u>	<u>1,122,342</u>	<u>1,138,497</u>
Charitable activities					
Provision of first aid and youth development	5,8	1,399,947	84,176	1,484,123	1,022,260
Ambulance and transport services	5	3,764,616	-	3,764,616	4,371,117
First aid training	5	1,460,813	-	1,460,813	1,668,252
First aid products	5	-	-	-	44,370
		<u>6,625,376</u>	<u>84,176</u>	<u>6,709,552</u>	<u>7,105,999</u>
Total income and endowments		<u>7,444,421</u>	<u>387,473</u>	<u>7,831,894</u>	<u>8,244,496</u>
Expenditure on:					
Raising funds	9	751,484	19,916	771,400	598,231
Charitable activities					
Provision of first aid and youth development	8,10	1,704,314	480,464	2,184,778	2,086,407
Ambulance and transport services	10	4,882,091	4,772	4,886,863	4,759,343
First aid training	10	1,340,222	10,504	1,350,726	1,379,486
First aid products	10	-	-	-	30,356
		<u>7,926,627</u>	<u>495,740</u>	<u>8,422,367</u>	<u>8,255,592</u>
Governance	10	22,070	-	22,070	21,950
Total expenditure		<u>8,700,181</u>	<u>515,656</u>	<u>9,215,837</u>	<u>8,875,773</u>
Net gains/(losses) on investments					
Realised gains/(losses) on investment assets	18	71,890	-	71,890	(20,493)
Unrealised gains/(losses) on investment assets	18	(3,631)	-	(3,631)	(182,094)
Net expenditure		<u>(1,187,501)</u>	<u>(128,183)</u>	<u>(1,315,684)</u>	<u>(833,864)</u>
Transfers between funds		14,866	(14,866)	-	-
Other recognised gains/losses:					
Profit on sale of assets		467,503	-	467,503	360,776
Net movement in funds		<u>(705,132)</u>	<u>(143,049)</u>	<u>(848,181)</u>	<u>(473,088)</u>
Reconciliation of funds					
Total funds brought forward	27,28	4,893,553	1,367,010	6,260,563	6,733,651
Total funds carried forward	28,29	<u>4,188,421</u>	<u>1,223,961</u>	<u>5,412,382</u>	<u>6,260,563</u>

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 £1,383,943 (2022: £631,277 deficit), gains on investments of £68,259 (2022: £202,587 losses) and profit on sale of assets of £467,503 (2022: £360,776), totalling a deficit of £848,181 (2022: £473,088 deficit).

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.



Consolidated Balance Sheet as at 31 December 2023

		2023		2022	
	Note	£	£	£	£
Fixed assets:					
Heritage assets	15		114,730		114,730
Intangible assets	16		118,579		162,825
Tangible assets:					
Freehold and leasehold properties	17a		3,790,120		3,943,615
Vehicles, equipment, computers and other	17b		337,279		351,183
Investments	18		1,662,743		2,106,174
			<u>6,023,451</u>		<u>6,678,527</u>
Current assets:					
Stock	19		-		330
Debtors	20	1,134,958		1,588,868	
Investments	21	4,029		4,029	
Cash at bank and in hand		20,503		26,398	
		<u>1,159,490</u>		<u>1,619,625</u>	
Liabilities:					
Creditors: amounts falling due within one year	22	(1,738,075)		(1,969,655)	
Net current liabilities			(578,585)		(350,030)
Total assets less current liabilities			<u>5,444,866</u>		<u>6,328,497</u>
Creditors: amounts falling due after more than one year	23		(32,484)		(67,934)
Net assets			<u>5,412,382</u>		<u>6,260,563</u>
The funds of the Charity:					
Restricted income funds	27,29		1,223,961		1,367,010
Unrestricted income funds:					
Other charitable funds	28,29		1,121,293		1,701,812
Fixed asset property reserve	28,29		2,516,844		2,606,791
Revaluation reserve	28,29		435,554		470,220
Heritage assets valuation reserve	28,29		114,730		114,730
Total Charity funds			<u>5,412,382</u>		<u>6,260,563</u>

The notes on pages 41 – 66 form part of the financial statements.

The financial statements were approved by the Board on 21 June 2024 and were signed on its behalf by:



Paul Griffiths, Chair



James O'Connor, Trustee

Charity Balance Sheet as at 31 December 2023

		2023		2022	
	Note	£	£	£	£
Fixed assets:					
Heritage assets	15		114,730		114,730
Intangible assets	16		118,579		162,825
Tangible assets:					
Freehold and leasehold properties	17a		3,590,120		3,743,615
Vehicles, equipment, computers and other	17b		337,279		351,183
Investments:					
Quoted investments	18		1,662,743		2,106,174
Other investments	18		57,189		57,189
			<u>5,880,640</u>		<u>6,535,716</u>
Current assets:					
Stock	19		-		330
Debtors	20	1,147,118		1,600,549	
Investments	21	4,029		4,029	
Cash at bank and in hand		19,690		24,014	
		<u>1,170,837</u>		<u>1,628,922</u>	
Liabilities:					
Creditors: amounts falling due within one year	22	<u>(1,780,543)</u>		<u>(2,022,431)</u>	
Net current liabilities			(609,706)		(393,509)
Total assets less current liabilities			<u>5,270,934</u>		<u>6,142,207</u>
Creditors: amounts falling due after more than one year	23		(32,484)		(67,934)
Net assets			<u>5,238,450</u>		<u>6,074,273</u>
The funds of the Charity:					
Restricted income funds	27,29		1,223,961		1,367,010
Unrestricted income funds					
Other charitable funds	28,29		1,147,361		1,715,522
Fixed asset property reserve	28,29		2,509,344		2,599,291
Revaluation reserve	28,29		243,054		277,720
Heritage assets valuation reserve	28,29		114,730		114,730
Total Charity funds			<u>5,238,450</u>		<u>6,074,273</u>

The notes on pages 41 – 66 form part of the financial statements.

The financial statements were approved by the Board on 21 June 2024 and were signed on its behalf by:



Paul Griffiths, Chair



James O'Connor, Trustee

Consolidated Cash Flow Statement Year Ended 31 December 2023

	Note	2023 £	2022 £
Cash expended on operating activities	30	(555,108)	(472,166)
Finance costs	30	(31,597)	(23,610)
Net cash used in operating activities		<u>(586,705)</u>	<u>(495,776)</u>
Cash flows from investing activities:			
Dividends, interest and rents from investments	18	68,743	72,058
Purchase of tangible fixed assets	17a/b	(131,305)	(183,167)
Purchase of intangible fixed assets	16	(3,310)	(70,114)
Proceeds from sale of investments		1,043,678	250,076
Purchase of investments		(531,988)	(247,280)
Proceeds from sale of tangible fixed assets		511,827	419,407
Net cash provided by investing activities		<u>957,645</u>	<u>240,980</u>
Cash flows from financing activities:			
Repayments of asset purchased via finance lease		(10,443)	(10,551)
Repayments of mortgages		(39,028)	(39,774)
Repayments of loans		(103,764)	(84,616)
Cash inflows from new borrowing	24	53,450	-
Net cash used in financing activities	31	<u>(99,785)</u>	<u>(134,941)</u>
Increase/(decrease) in cash and cash equivalents in the year	31	271,155	(389,737)
Cash and cash equivalents at 1 January		(331,390)	58,347
Cash and cash equivalents at 31 December	31	<u>(60,235)</u>	<u>(331,390)</u>

Notes to the Financial Statements

Year Ended 31 December 2023

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.

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. The value of donated goods for resale sold is recognised under "Income from other trading activities" when the goods are sold. 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.

Accounting Policies (continued)

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.

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%
Plant & machinery	10%
Motor vehicles	14% or 20%
First Aid equipment	20%
Computers	25% or 14%
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.

Accounting Policies (continued)

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.

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.

Accounting Policies (continued)

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.

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.

4. Income from Donations and Legacies

	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Donations, legacies and similar incoming resources	597,914	296,494	894,408	881,534
Oblation fees and members donations	25,455	-	25,455	38,940
St John of Jerusalem Eye Hospital	-	6,803	6,803	1,734
	<u>623,369</u>	<u>303,297</u>	<u>926,666</u>	<u>922,208</u>

5. Income from Charitable Activities

	Grants £	Other income £	Total funds 2023 £	Total funds 2022 £
Provision of first aid and youth development	84,176	1,399,947	1,484,123	1,022,260
Ambulance and transport services	-	3,764,616	3,764,616	4,371,117
First aid training	-	1,460,813	1,460,813	1,668,252
First aid products	-	-	-	44,370
	<u>84,176</u>	<u>6,625,376</u>	<u>6,709,552</u>	<u>7,105,999</u>

6. Income from Other Trading Activities

	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from property	81,564	-	81,564	108,812
Fundraising events	11,376	-	11,376	12,475
Sundry sales	33,993	-	33,993	22,944
	<u>126,933</u>	<u>-</u>	<u>126,933</u>	<u>144,231</u>

7. Income from Investments

	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Securities	68,743	-	68,743	72,058

8. Provision of First Aid and Youth Development

	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income				
Events	1,126,413	-	1,126,413	939,683
Vaccination centres	-	-	-	23,442
Youth activities	4,405	84,176	88,581	44,120
Community training	14,509	-	14,509	15,015
Community response	254,620	-	254,620	-
	<u>1,399,947</u>	<u>84,176</u>	<u>1,484,123</u>	<u>1,022,260</u>
Expenditure				
Events and transport	677,885	-	677,885	574,055
Vaccination centres	-	-	-	3,418
Youth activities	41,289	100,685	141,974	117,936
Community training	131,391	8,330	139,721	165,788
Community response	67,315	-	67,315	-
Running divisions	521,782	364,258	886,040	1,003,037
Indirect support costs (see note 10)	264,652	7,191	271,843	222,173
	<u>1,704,314</u>	<u>480,464</u>	<u>2,184,778</u>	<u>2,086,407</u>

9. Expenditure on Raising Funds

	Staff £	Depreciation £	Direct £	Other £	Support costs £	Total 2023 £	Total 2022 £
Cost of raising funds	357,500	-	242,352	6,950	164,598	771,400	598,231

10. Expenditure on Charitable Activities

	Staff £	Deprec- iation £	Direct £	Other £	Support costs £	Total 2023 £	Total 2022 £
Charitable activities							
Provision of first aid and youth development	676,214	181,929	1,021,808	32,984	271,843	2,184,778	2,086,407
Ambulance and transport services	3,171,670	29,418	665,119	137,213	883,443	4,886,863	4,759,343
First aid training	783,779	-	177,579	31,836	357,532	1,350,726	1,379,486
First aid products	-	-	-	-	-	-	30,356
Governance costs	-	-	-	22,070	-	22,070	21,950
Total charitable activities	4,631,663	211,347	1,864,506	224,103	1,512,818	8,444,437	8,277,542
Total resources expended	4,989,163	211,347	2,106,858	231,053	1,677,416	9,215,837	8,875,773

A further £90,589 of depreciation and amortisation for the Charity is allocated to support costs, therefore total depreciation amounts to £301,936.

Governance costs comprise audit fees.

	2023 £	2022 £
The above costs include		
Fees payable for the audit	22,070	21,950
Fees payable to the auditors for other services	-	-
Operating lease rentals – equipment	2,608	1,253
Operating lease rentals – vehicles	38,071	7,288
Operating lease rentals – property	41,000	39,750
Investment management fees	10,271	10,881

11. Analysis of Support Costs

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

	Management £	Finance £	Information technology £	Facilities £	Total 2023 £	Total 2022 £
Cost of generating funds	39,426	32,652	10,533	81,987	164,598	132,609
Provision of first aid and youth development	71,684	59,367	31,612	109,180	271,843	222,173
Ambulance and transport services	465,948	385,883	31,612	-	883,443	898,940
First aid training	89,605	74,208	31,612	162,107	357,532	350,562
	<u>666,663</u>	<u>552,110</u>	<u>105,369</u>	<u>353,274</u>	<u>1,677,416</u>	<u>1,604,284</u>

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

Information technology costs have been split equally across primary functions.

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	2023 £	2022 £
Staff costs		
Wages and salaries	5,350,335	5,013,832
Social security costs	428,518	418,470
Other pension costs	386,248	272,442
Pension payments to ex-employees	2,235	5,286
	<u>6,167,336</u>	<u>5,710,030</u>

The Trustees did not receive any emoluments in respect of their services to the Charity (2022: £nil). Travel expenses of £3,526 were paid to three Trustees during the year (2022: £3,568 was paid to four Trustees).

There were three employees (2022: four employees) earning over £60,000 per annum excluding pension contributions, with two falling into the earnings band of £60,000 - £70,000 and one in the band £70,000 - £80,000. Pension contributions of £6,240 were paid in respect of these employees.

The organisation continued 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 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 £237,910 (2022: £339,456).

Termination payments totalling £52,200 were paid for the year (2022: £45,638).

13. Staff Numbers

Group and Charity

The average headcount for the year was:

	2023 No.	2022 No.
Fundraising and marketing (cost of raising funds)	11	8
Provision of first aid and youth development	21	18
Ambulance and transport services	130	136
First aid training	27	30
Administration and finance	27	28
	<u>215</u>	<u>219</u>

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

	2023 No.	2022 No.
Fundraising and marketing (cost of raising funds)	11	8
Provision of first aid and youth development	20	18
Ambulance and transport services	130	136
First aid training	25	28
Administration and finance	23	25
	<u>209</u>	<u>215</u>

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 2023 and 31 December 2022 of Maindy Estates Limited is shown below.

Summary profit and loss account

	Maindy Estates Limited	
	2023 £	2022 £
Turnover	4,141	3,095
Costs of sales and administrative expenses	(16,499)	(2,772)
Operating profit / (loss)	<u>(12,358)</u>	<u>323</u>
Profit / (loss) on ordinary activities before and after tax	<u>(12,358)</u>	<u>323</u>

Summary balance sheet

	St John Wales Training Company Limited		Maindy Estates Limited	
	2023 £	2022 £	2023 £	2022 £
Fixed assets	-	-	200,000	200,000
Current assets	57,129	57,129	1,533	2,889
Creditors: amounts falling due within one year	-	-	(27,541)	(16,539)
Net assets	<u>57,129</u>	<u>57,129</u>	<u>173,992</u>	<u>186,350</u>
Aggregate share capital and reserves	<u>57,129</u>	<u>57,129</u>	<u>173,992</u>	<u>186,350</u>

14. Subsidiary Undertakings (continued)

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.

The values of heritage assets at 31 December 2023 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
	<hr/>
	114,730
	<hr/> <hr/>

16. Intangible Assets

All intangible fixed assets are held for charitable use.

Group and Charity	Software £	Total £
Cost or valuation		
At 1 January 2023	270,285	270,285
Additions	3,310	3,310
	<hr/>	<hr/>
At 31 December 2023	273,595	273,595
	<hr/>	<hr/>
Depreciation and impairment		
At 1 January 2023	107,460	107,460
Charge for the year	47,556	47,556
	<hr/>	<hr/>
At 31 December 2023	155,016	155,016
	<hr/>	<hr/>
Net book value		
At 31 December 2023	118,579	118,579
	<hr/> <hr/>	<hr/> <hr/>
At 31 December 2022	162,825	162,825
	<hr/> <hr/>	<hr/> <hr/>

17. Tangible Fixed Assets

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

a) Properties

Group	Freehold properties £	Investment properties £	Leasehold properties £	Total £
Cost or valuation				
At 1 January 2023	4,426,125	200,000	1,227,812	5,853,937
Disposals	(65,000)	-	-	(65,000)
At 31 December 2023	<u>4,361,125</u>	<u>200,000</u>	<u>1,227,812</u>	<u>5,788,937</u>
Depreciation and impairment				
At 1 January 2023	1,473,306	-	437,016	1,910,322
Charge for the year	87,440	-	29,411	116,851
Disposals	(28,356)	-	-	(28,356)
At 31 December 2023	<u>1,532,390</u>	<u>-</u>	<u>466,427</u>	<u>1,998,817</u>
Net book value				
At 31 December 2023	<u>2,828,735</u>	<u>200,000</u>	<u>761,385</u>	<u>3,790,120</u>
At 31 December 2022	<u>2,952,819</u>	<u>200,000</u>	<u>790,796</u>	<u>3,943,615</u>

Comparable amounts determined according to the historical cost convention

Group	Freehold properties £	Investment properties £	Leasehold properties £	Total £
Cost	3,410,726	7,500	1,401,581	4,819,807
Disposals	(60,000)	-	-	(60,000)
Accumulated depreciation	(920,464)	-	(596,442)	(1,516,906)
Net book value				
At 31 December 2023	<u>2,430,262</u>	<u>7,500</u>	<u>805,139</u>	<u>3,242,901</u>
At 31 December 2022	<u>2,522,934</u>	<u>7,500</u>	<u>838,712</u>	<u>3,369,146</u>

17. Tangible Fixed Assets (continued)

a) Properties (continued)

Analysis of land and buildings at cost or valuation as at 31 December 2023

Group	Freehold properties £	Investment properties £	Leasehold properties £	Total £
At cost	3,350,726	7,500	1,401,581	4,759,807
At valuation	1,010,399	192,500	(173,769)	1,029,130
	<u>4,361,125</u>	<u>200,000</u>	<u>1,227,812</u>	<u>5,788,937</u>

Charity	Freehold properties £	Leasehold properties £	Total £
Cost or valuation			
At 1 January 2023	4,426,125	1,227,812	5,653,937
Disposals	(65,000)	-	(65,000)
At 31 December 2023	<u>4,361,125</u>	<u>1,227,812</u>	<u>5,588,937</u>
Depreciation and impairment			
At 1 January 2023	1,473,306	437,016	1,910,322
Charge for the year	87,440	29,411	116,851
Disposals	(28,356)	-	(28,356)
At 31 December 2023	<u>1,532,390</u>	<u>466,427</u>	<u>1,998,817</u>
Net book value			
At 31 December 2023	<u>2,828,735</u>	<u>761,385</u>	<u>3,590,120</u>
At 31 December 2022	<u>2,952,819</u>	<u>790,796</u>	<u>3,743,615</u>

17. Tangible Fixed Assets (continued)

a) Properties (continued)

Comparable amounts determined according to the historical cost convention

Charity	Freehold properties £	Leasehold properties £	Total £
Cost	3,410,726	1,401,581	4,812,307
Disposals	(60,000)	-	(60,000)
Accumulated depreciation	<u>(920,464)</u>	<u>(596,442)</u>	<u>(1,516,906)</u>
Net book value			
At 31 December 2023	<u>2,430,262</u>	<u>805,139</u>	<u>3,235,401</u>
At 31 December 2022	<u>2,522,934</u>	<u>838,712</u>	<u>3,361,646</u>

Analysis of land and buildings at cost or valuation as at 31 December 2023

Charity	Freehold properties £	Leasehold properties £	Total £
At cost	3,350,726	1,401,581	4,752,307
At valuation	<u>1,010,399</u>	<u>(173,769)</u>	<u>836,630</u>
	<u>4,361,125</u>	<u>1,227,812</u>	<u>5,588,937</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.

The investment properties were put up for auction post the balance sheet date, the sale proceeds of the plots sold to date indicates that the valuation of £200, 000 is materially supported by the subsequent sale proceeds.

17. Tangible Fixed Assets (continued)

b) Vehicles, equipment, computers and other

Group and Charity	Motor vehicles £	Computers £	Plant & machinery £	Other £	Total £
Cost					
At 1 January 2023	1,716,066	101,647	-	256,270	2,073,983
Additions	29,050	27,280	18,975	56,000	131,305
Disposals	(412,097)	-	-	-	(412,097)
At 31 December 2023	<u>1,333,019</u>	<u>128,927</u>	<u>18,975</u>	<u>312,270</u>	<u>1,793,191</u>
Depreciation					
At 1 January 2023	1,533,017	85,212	-	104,571	1,722,800
Charge for the year	83,920	5,980	1,898	45,731	137,529
Disposals	(404,417)	-	-	-	(404,417)
At 31 December 2023	<u>1,212,520</u>	<u>91,192</u>	<u>1,898</u>	<u>150,302</u>	<u>1,455,912</u>
Net book value					
At 31 December 2023	<u>120,499</u>	<u>37,735</u>	<u>17,077</u>	<u>161,968</u>	<u>337,279</u>
At 31 December 2022	<u>183,049</u>	<u>16,435</u>	<u>-</u>	<u>151,699</u>	<u>351,183</u>

18. Investments

Group and Charity	2023		2022	
	£		£	
Investments				
Market value at 1 January 2023	2,106,174		2,311,557	
Additions	531,988		247,280	
Disposals	(1,043,678)		(250,076)	
Realised gains/(losses) on investment assets	71,890		(20,493)	
Unrealised losses on investment assets	(3,631)		(182,094)	
Market value at 31 December 2023	<u>1,662,743</u>		<u>2,106,174</u>	
Historic cost at 31 December 2023	<u>1,450,486</u>		<u>1,854,895</u>	
Subsidiary holdings				
	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Cost at 1 January 2023	-	-	100,060	100,060
Impairment	-	-	(42,871)	(42,871)
Net book value at 31 December 2023	<u>-</u>	<u>-</u>	<u>57,189</u>	<u>57,189</u>

18. Investments (continued)

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 28th May 2024 the value of the investment portfolio was £983,781.

Investments at market value comprised:

Group and Charity

	Pooled investment vehicles £	Direct investment £	Total 2023 £	Total 2022 £
Fixed interest				
United Kingdom	66,386	43,784	110,170	160,937
Global	174,487	-	174,487	197,581
Equities				
United Kingdom	42,097	210,744	252,841	523,897
Europe	99,325	-	99,325	101,168
Global	728,615	-	728,615	810,095
Alternatives				
Global	96,599	-	96,599	223,984
Property				
Global	39,750	-	39,750	47,370
Cash and deposits				
United Kingdom	-	160,956	160,956	41,142
Market value at 31 December 2022	<u>1,247,259</u>	<u>415,484</u>	<u>1,662,743</u>	<u>2,106,174</u>

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

Holdings	Holding name	Value as at 31 December 2023 £
1,720	Vanguard Funds Plc S&P 500 UCITS ETF USD	121,942
53,630	Blackrock Continental Eurp Inc D	99,325
12,805	Fidelity ICAV US Quality Income UCITS ETF USD	94,085
57,925	BNY Mellon US Equity Income Fund F	92,593
79,235	BNY Mellon Asian Income Fund U	91,699
60,160	JP Morgan Fund ICVC US Equity Inc C2 GBP	91,503

19. Stock

	2023	2022
	£	£
Group		
Training equipment and aids	-	330

20. Debtors

	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Trade debtors	1,066,484	1,452,944	1,065,764	1,452,439
Amounts owed by group undertakings	-	-	12,880	12,186
Prepayments and accrued income	68,474	135,924	68,474	135,924
	<u>1,134,958</u>	<u>1,588,868</u>	<u>1,147,118</u>	<u>1,600,549</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	
	2023	2022	2023	2022
	£	£	£	£
Mortgages and loans (Note 24)	49,830	145,079	49,830	145,079
Bank overdraft	84,767	361,817	84,767	361,817
Trade creditors	309,222	330,607	298,026	330,607
Other creditors and accruals	502,546	448,056	500,846	445,647
Taxation and social security	528,500	532,536	528,500	532,536
Deferred income	232,296	151,560	230,531	149,616
Finance leases (Note 24)	30,914	-	30,914	-
Amounts owed to Group undertakings	-	-	57,129	57,129
	<u>1,738,075</u>	<u>1,969,655</u>	<u>1,780,543</u>	<u>2,022,431</u>

Deferred income for the current year includes £121,151 of invoices raised in 2023 for 2024 course fees. These will be released in 2024.

Deferred income in 2022 included £149,616 of invoices raised in 2022 for 2023 course fees. These were released in 2023.

23. Creditors: Amounts Falling Due After More Than One Year

Group and Charity	2023	2022
	£	£
Mortgages (Note 24)	-	18,814
Finance leases (Note 24)	12,093	-
Government loan (Note 24)	20,391	49,120
	<u>32,484</u>	<u>67,934</u>

24. Loans and Other Borrowings

Group and Charity	2023	2022
	£	£
Mortgages	<u>21,101</u>	<u>60,129</u>
Maturity of financial liabilities		
In one year or less, or on demand	21,101	41,315
In more than one year, but not more than two years	-	18,814

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.

	2023	2022
	£	£
Finance Leases		
Within one year	<u>30,914</u>	<u>-</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.

	2023	2022
	£	£
Loans		
Within one year	28,729	103,764
In more than one year	<u>20,391</u>	<u>49,120</u>

25. Financial Commitments

a) Financial commitments

At 31 December 2023, commitments under operating leases were as follows:

	2023	2022
Motor vehicles	£	£
Leases which expire in:		
Less than one year	38,071	29,151
One to two years	31,682	29,151
Two to five years	293	22,762
	<u> </u>	<u> </u>
	2023	2022
Property	£	£
Leases which expire in:		
Less than one year	31,833	41,000
One to two years	7,500	30,917
Two to five years	-	7,500
	<u> </u>	<u> </u>
	2023	2022
Office equipment	£	£
Leases which expire in:		
Less than one year	1,870	2,501
One to two years	1,373	1,868
Two to five years	-	1,373
	<u> </u>	<u> </u>

26. Financial Instruments

	2023	2022
	£	£
Carrying amount of financial assets		
Investments measured at fair value	1,662,743	2,106,174
Debt instruments measured at amortised cost	1,091,016	1,483,371
	<u> </u>	<u> </u>
	2,753,759	3,589,545
	<u> </u>	<u> </u>
Carrying amount of financial liabilities		
Measured at amortised cost	(1,048,297)	(1,456,064)
	<u> </u>	<u> </u>

27. Restricted Funds

Group and Charity	At 1 January 2023 £	Transfer to/(from) unrestricted £	Income £	Expend- iture £	At 31 December 2023 £
Buildings	889,129	-	46,781	(44,665)	891,245
Medical vehicles	123,023	-	96,272	(41,655)	177,640
Community care	987	-	18,951	(4,884)	15,054
Local and sundry funds	285,751	(14,866)	72,473	(250,008)	93,350
Volunteer development and welfare	24,304	-	103,466	(113,218)	14,552
Training funds	35,954	-	36,400	(43,993)	28,361
Medical equipment purchases	-	-	6,327	(2,568)	3,759
Overseas projects	-	-	6,803	(6,803)	-
Employment funds	7,862	-	-	(7,862)	-
	<u>1,367,010</u>	<u>(14,866)</u>	<u>387,473</u>	<u>(515,656)</u>	<u>1,223,961</u>

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
	<u>1,391,084</u>	<u>(17,898)</u>	<u>414,286</u>	<u>(456,258)</u>	<u>1,367,010</u>

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.
- Local and sundry funds - funds relating to local units for 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

2023	Other charitable funds £	Designated funds £	Fixed asset property reserve £	Revaluation reserve £	Heritage assets reserve £	Restricted funds £	Total funds £
Group							
Heritage assets	-	-	-	-	114,730	-	114,730
Tangible fixed assets	83,538	-	2,516,844	435,554	-	1,091,463	4,127,399
Intangible fixed assets	83,087	-	-	-	-	35,492	118,579
Investment assets	1,662,743	-	-	-	-	-	1,662,743
Current assets	1,062,484	-	-	-	-	97,006	1,159,490
Current liabilities	(1,738,075)	-	-	-	-	-	(1,738,075)
Long-term liabilities	(32,484)	-	-	-	-	-	(32,484)
At 31 December 2023	<u>1,121,293</u>	<u>-</u>	<u>2,516,844</u>	<u>435,554</u>	<u>114,730</u>	<u>1,223,961</u>	<u>5,412,382</u>
Charity							
Heritage assets	-	-	-	-	114,730	-	114,730
Tangible fixed assets	83,538	-	2,509,344	243,054	-	1,091,463	3,927,399
Intangible fixed assets	83,087	-	-	-	-	35,492	118,579
Investment assets	1,719,932	-	-	-	-	-	1,719,932
Current assets	1,073,831	-	-	-	-	97,006	1,170,837
Current liabilities	(1,780,543)	-	-	-	-	-	(1,780,543)
Long-term liabilities	(32,484)	-	-	-	-	-	(32,484)
At 31 December 2023	<u>1,147,361</u>	<u>-</u>	<u>2,509,344</u>	<u>243,054</u>	<u>114,730</u>	<u>1,223,961</u>	<u>5,238,450</u>
2022							
Group							
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>

28. Analysis of Net Assets Between Funds (continued)

Charity

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)
	<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>
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>

29. Total Funds

2023			Fixed asset		Heritage		
	Other	Designated	property	Revaluation	assets	Restricted	Total
	charitable	funds	reserve	reserve	reserve	funds	funds
	£	£	£	£	£	£	£
Group							
At 1 January 2023	1,701,812	-	2,606,791	470,220	114,730	1,367,010	6,260,563
Net movement in funds	(580,519)	-	(89,947)	(34,666)	-	(143,049)	(848,181)
	<u>1,121,293</u>	<u>-</u>	<u>2,516,844</u>	<u>435,554</u>	<u>114,730</u>	<u>1,223,961</u>	<u>5,412,382</u>
Charity							
At 1 January 2023	1,715,522	-	2,599,291	277,720	114,730	1,367,010	6,074,273
Net movement in funds	(568,161)	-	(89,947)	(34,666)	-	(143,049)	(835,823)
	<u>1,147,361</u>	<u>-</u>	<u>2,509,344</u>	<u>243,054</u>	<u>114,730</u>	<u>1,223,961</u>	<u>5,238,450</u>
2022							
	Other	Designated	Fixed	Revaluation	Heritage	Restricted	Total
	charitable	funds	asset	reserve	assets	funds	funds
	£	£	property	£	reserve	£	£
			reserve		£		
			£				
Group							
At 1 January 2022	2,000,781	-	2,637,976	589,080	114,730	1,391,084	6,733,651
Net movement in funds	(298,969)	-	(31,185)	(118,860)	-	(24,074)	(473,088)
	<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>
Charity							
At 1 January 2022	2,014,814	-	2,630,476	396,580	114,730	1,391,084	6,547,684
Net movement in funds	(299,292)	-	(31,185)	(118,860)	-	(24,074)	(473,411)
	<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>

30. Reconciliation of Net Income/(Expenditure) To Net Cash Flow from Operating Activities

	Group	
	2023	2022
	£	£
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	(848,181)	(473,088)
Adjustments for:		
Depreciation charges	254,380	267,885
Amortisation charges	47,556	18,432
Profit on sale of fixed assets	(467,503)	(360,776)
Finance costs	31,597	23,610
(Gains)/losses on investments	(68,259)	202,587
Dividends, interest and rents from investments	(68,743)	(72,058)
Decrease in stocks	330	167
Decrease/(increase) in debtors	453,910	(410,171)
Increase in creditors	109,805	331,246
Net cash used in operating activities	<u>(555,108)</u>	<u>(472,166)</u>

31. Analysis of Cash and Cash Equivalents

	2023	2022
	£	£
Cash in hand	20,503	26,398
Short term deposit accounts	4,029	4,029
Overdraft facility repayable on demand	(84,767)	(361,817)
Total cash and cash equivalents	<u>(60,235)</u>	<u>(331,390)</u>

32. Analysis of Changes in Net Funds

	Opening balance £	Cash-flows £	New loans £	Interest changes £	Other non-cash changes £	Balance carried forward £
Cash	(335,419)	275,605	-	(4,450)	-	(64,264)
Cash equivalents	4,029	-	-	-	-	4,029
	<u>(331,390)</u>	<u>275,605</u>	<u>-</u>	<u>(4,450)</u>	<u>-</u>	<u>(60,235)</u>
Loans falling due within one year	<u>(145,079)</u>	<u>148,712</u>	-	<u>(5,920)</u>	<u>(47,543)</u>	<u>(49,830)</u>
Loans falling due after more than one year	(67,934)	-	-	-	47,543	(20,391)
Finance lease obligations	-	<u>11,817</u>	<u>(53,450)</u>	<u>(1,374)</u>	-	<u>(43,007)</u>
Total	<u>(544,403)</u>	<u>436,134</u>	<u>(53,450)</u>	<u>(11,744)</u>	<u>-</u>	<u>(173,463)</u>

33. Post Balance Sheet Events

The investment properties were put up for auction post the balance sheet date, the sale proceeds of the plots sold to date indicates that the valuation of £200,000 is materially supported by the subsequent sale proceeds.

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 aside from those included within restricted funds (2022: £nil).

36. Comparative Consolidated Statement of Financial Activities

	Note	Unrestricted funds £	Restricted funds £	Total funds 2022 £
Income and endowments from:				
Donations and legacies	4	623,842	298,366	922,208
Other trading activities	6	144,231	-	144,231
Investments	7	72,058	-	72,058
		<u>840,131</u>	<u>298,366</u>	<u>1,138,497</u>
Charitable activities				
Provision of first aid and youth development	5,8	978,140	44,120	1,022,260
Ambulance and transport services	5	4,299,317	71,800	4,371,117
First aid training	5	1,668,252	-	1,668,252
First aid products	5	44,370	-	44,370
		<u>6,990,079</u>	<u>115,920</u>	<u>7,105,999</u>
Total income and endowments		<u>7,830,210</u>	<u>414,286</u>	<u>8,244,496</u>
Expenditure on:				
Raising funds	9	551,562	46,669	598,231
Charitable activities				
Provision of first aid and youth development	8,10	1,776,217	310,190	2,086,407
Ambulance and transport services	10	4,677,900	81,443	4,759,343
First aid training	10	1,361,531	17,955	1,379,486
First aid products	10	30,356	-	30,356
		<u>7,846,004</u>	<u>409,588</u>	<u>8,255,592</u>
Governance	10	21,950	-	21,950
Total expenditure		<u>8,419,516</u>	<u>456,257</u>	<u>8,875,773</u>
Net gains/(losses) on investments				
Realised gain/(loss) on investment assets	18	(20,493)	-	(20,493)
Unrealised gain/(loss) on investment assets	18	(182,094)	-	(182,094)
Net income/(expenditure)		<u>(791,893)</u>	<u>(41,971)</u>	<u>(833,864)</u>
Transfers between funds		(14,898)	14,898	-
Other recognised gains/losses:				
Profit on sale of assets		360,776	-	360,776
Net movement in funds		<u>(446,015)</u>	<u>(27,073)</u>	<u>(473,088)</u>
Reconciliation of Funds				
Total funds brought forward	27,28	5,339,568	1,394,083	6,733,651
Total funds carried forward	28,29	<u>4,893,553</u>	<u>1,367,010</u>	<u>6,260,563</u>

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