

www.sharphamtrust.org



Chairman's Introduction



Welcome to our 2021-22 Annual report.

Despite the continued challenges of Covid that we encountered last year, The Trust was pleased to welcome nearly 1500 people to Sharpham to retreat for a while from our restless world, either on a course or for a residential stay.

Huge thanks go to our Director, our staff, our

volunteers and our teachers for their resilience and the dedicated care they gave our visitors.

The Trust remains in good health as we continue to carefully and organically develop and attract a broadening demographic to the expanding Sharpham family.

There has never been a greater need for what Sharpham offers to our increasingly digitalised society.

The Trust is custodian of a pluralist spiritual impulse that was brought into being in the 1970s by Ruth and Maurice Ash and this continues to flourish and evolve at Sharpham.

Sharpham will, for decades to come, continue to be a place of stillness, space and re-connection with ourselves, with one another and with the Natural World

Sharpham is an outstandingly beautiful place. The landscape, the buildings and the spirit of generosity have characterised it as such since it was placed in trust for the benefit of the public 40 years ago.

I hope you have the opportunity to come and experience it for yourself soon.

Daniel Stokes, Chair of the Sharpham Trust

Our Vision, Purpose and Principles

Our Vision

To create a more mindful, compassionate and environmentally-sustainable world.

Our Mission

To connect people with nature and foster mindfulness and well-being.

The Trust works to a strong set of guiding principles and these act as a moral and creative compass in the planning of activities and projects.

Our Principles

The Trust's activities are guided by

- an understanding of the interconnectedness of all life
- a deep respect for the natural world
- a belief in learning through experience, creative engagement and enquiry
- an acknowledgement of the value of stillness and awareness

The Trust aspires to be a living demonstration of these principles in all its activities.

Objectives

- To develop a range of innovative educational activities based on a sense of Sharpham as a special place
- 2. To demonstrate sustainable approaches to managing the land and buildings
- 3. To promote greater access to the Sharpham Estate
- 4. To operate a balanced budget with a secure income base



Director's Report



After two years of disruption due to Covid, we were finally able to reopen in May 2021. Thanks to the hard work of our staff and Trustees, The Trust managed to come through the pandemic relatively strongly although navigating the constantly-changing government advice was a real challenge.

We had to change many of the ways in which we operated and delivered our retreats, courses and events to ensure people remained safe.

Despite this, feedback from our users remained very positive and demand for our offers increased in light of the challenges people faced during the period and beyond.

Being aware of the economic context, we have worked hard to keep our charges low and we have recently frozen them until April 2023. We are

slowly reintroducing some shared rooms on Sharpham House retreats as these offer particularly low rates.

Throughout the period of this report we continued to benefit from donations supporting our work and the Bursary Fund and we ran a successful Crowdfunder campaign up to Christmas 2021 to raise funds to replace the large greenhouse in the Walled Garden. This is now erected and looks great - thank you to everyone who donated.

Despite the pandemic, we decided to press ahead with our long-planned redevelopment of the coachyard behind Sharpham House to create another retreat centre on the Estate. This took shape over the summer and winter and opened successfully as The Coach House in April 2022.

There were huge challenges converting these old agricultural buildings in the face of Covid, labour shortages and constant cost increases. Thanks to our contractor Classic Builders and Mark Ledgard, our designer, for ensuring a successful outcome which everyone loves.

As well as the above, our National Lottery-funded projects are back up and running. Mindful in Nature comes to an end next year but we hope to gain new funding to continue the project. Our rewilding project with Ambios Ltd goes from strength to strength and we are already seeing the biodiversity benefits on the Estate.

We have restarted our popular school visits and events programme and we hope our public open days will return next year.

In these difficult times we hope Sharpham can continue to offer a refuge and support for as many people as possible.

Julian Carnell, Trust Director



Our Trustees 2021-22, outside the Coach House development. From left to right: Tony Kuhl, Martin Wright, Elizabeth Seward, Daniel Stokes. Charlotte Rathbone, William Lana, Julie Richardson









Mindfulness Retreats, Meditations & Courses

Mindfulness supports The Trust's charitable activities, our approach to caring for the land and each other.

- The Sharpham Trust was founded in 1982 by Maurice & Ruth Ash, daughter of the Elmhirsts of Dartington.
- The Trust is a **leading centre nationally** for mindfulness offering a rich programme of retreats and courses with different doorways into mindful awareness including offers for beginners to experienced meditators.
- We offer secular mindfulness retreats & courses as well as retreats based in the Buddhist tradition and solitary retreats.
- We have online retreats and meditation sessions to offer Sharpham's practices to hundreds of people who don't visit us
- Last year 3225 people benefited from Sharpham mindfulness retreats, courses and meditation sessions.





"Did the Beginner's secular mindfulness retreat and 100 per cent recommend it. You can tell these guys have been doing this for a long time - the programme is crafted with care and balance, and runs smooth as the river it overlooks. Genuinely compassionate and goodhumoured retreat leaders. Gorgeous food. Woodland and hills setting. Balance of movement and stillness. Several repeat retreaters were there, which tells you something. You could easily do this same beginner's retreat as a yearly practice of self-love and get something new from it'

> Caroline, reviewing a Sharpham House retreat on Google

Retreats in 5 places:



1 Sharpham House Retreats

Our retreats in a Georgian house on a bend in the River Dart allow people to stay full-board amid history, art and stunning nature. During this financial year, there were pandemic lockdowns during the winter but Sharpham House reopened in May after Sharpham staff worked hard to create Covid-safe retreats.



4 Woodland Retreats

These take place under canvas in woodland behind Sharpham House, affording people a closer connection to nature. During this year, we were able to offer Covid-secure, outdoor retreats at a time when other venues were closed.





2 The Barn Retreat Centre

The Barn reopened in this financial year after a long pandemic closure. With Covid-secure measures in place, we were able to return to having people stay in community at The Barn, living and meditating together and working on the land each day.



5 Online Retreats

Our 1-day, 3-day and Weekend online retreats support people who can't get to an in-person Sharpham retreat. They involved a carefully-curated schedule of guided meditations, movement practices, off-screen times and nature practices.

FREE MEDITATIONS: www.sharphamtrust.org/resources



3 Solitary retreat spaces

The Cabin is a hermitage in the grounds of The Barn where people can experience a solitary retreat. Food is supplied by The Barn.



Online Meditation Sessions

We began regular online meditations in this year, offering guided meditations via Zoom. This was quickly taken up by hundreds of people who continue to connect to Sharpham digitally.

ONLINE OFFERS: www.sharphamtrust. org/online



Retreats & meditations in-person and online To book, visit our website or call 01803 732542



Mindfulness Retreats & Courses

Mindful-in-Nature

Mindful-in-Nature is a 4-year programme supported by the National Lottery Community Fund. The project is specifically designed to support mental health recovery, resilience and well-being for people aged 18+ living locally, combining mindfulness and nature connection.

This was the fourth year of the programme, but because of the Covid pandemic, we received a 6 month extension to the project and it will now end in March 2023.

In this financial year 99 people from across Devon used Mindful-in-Nature as part of their mental health recovery. This is made up of our 1-day taster course, our 9-week course and our steering group (which we call our focus group).

We delivered a 9-week course in January 2022, however at this time there was a peak of Covid cases due to the Omicron variant which led to many people leaving the course. Despite this, we still exceeded our target number attendees.

We continue to receive overwhelmingly good feedback about the course and the positive impact it is having on people's lives.

"Probably the most important 9 days of my life. I am so grateful. Thank you from all of my heart"

"I have been crushed by a series of great life events and this course has been the lifeline back to who I really am with great acceptance and love. I have been nurtured, held and healed, thank you."

"The connection to nature has taught me about resilience and acceptance, both of which continue to support and nurture me in my daily life."

"The experience you have on the course, the friendships, the support, the understanding will give you an invaluable approach to tackle the future with increased resilience and calmness."

"So much care was taken by all course organisers, the leaders were so proficient, sensitive, thoughtful, welcoming and full of insight. The course organisation was truly excellent, a lot of contact from Lucy - really impressive." Mindful-in-Nature Young People

In September 2021 we received funding from Northbrook Community Trust to deliver 3 cohorts of Mindful-in-Nature to students from local school King Edward VI Community College who have been identified as struggling with their mental health.

So far the young people have reported increases in levels of happiness, self-confidence and emotional well-being.

"It's made me more lenient with my bad days and to appreciate my good days more"

"Whenever I come here, I feel calm. It's so relaxing and you make friends"

Young participants in Mindful-in-Nature

How to participate:

There are 2 ways to participate in Mindful-in-Nature:

- a **1-day** introduction day, to give people a taste of the programme.
- a 9-week programme of sessions.

CONTACT:

www.sharphamtrust.org/ Mindful-in-Nature or email the Project Co-ordinator on volunteer@sharphamtrust.org





Retreats & meditations in-person and online To book, visit our website or call 01803 732542



Work continued on our £1.6million investment in The Coach House, despite Covid lockdowns, labour and materials shortages.

The aim was for a venue to host retreats with a particular connection to nature and the land. Participants staying in the Coach House would spend time working in the next-door Walled Garden and would explore our rewilding efforts, as well as experiencing meditations and movement outside.



Local firm Carpenter Oak, based a few miles downriver at Cornworthy, created the timber-and-glass extension that would become The Coach House's stylish and contemporary dining/

sharing space.

Director Julian Carnell oversaw the build, working with Classic Builders, designer Mark Ledgard of Savills and other specialist contractors to convert an 18th century Grade II-listed courtyard building into an 18-room retreat venue.





The firm made the frame off-site and delivered it to the Sharpham Estate, 'like a huge bit of IKEA flatpack furniture' (as described by one of Carpenter Oak's makers). It was erected in a matter of days in May, and we made a timelapse video of the event.

Builders worked to a tight deadline in order to finish the build in time to launch and open for business.





We held the launch party on March 24 2022, with guest of honour Claire Ash Wheeler, whose parents Maurice and Ruth created The Sharpham Trust.

More than 100 staff, trustees and friends of Sharpham gathered in the new extension to hear the story of the build and our hopes for its future as a retreat venue from Julian and Trustees Chair Daniel Stokes.



Claire unveiled a plaque to officially open the building and guests dined on delicious cakes and veggie/vegan savouries made by Sharpham's cook Antony Wall. The launch was filmed and featured by regional online and print media.



The first Coach House retreatants arrived the following week – right at the beginning of the next financial year. More about that in next year's Annual Report...





LEARN MORE: www.sharphamtrust.org/coach-house www.sharphamtrust.org/news/detail/the-coach-house-launched

Fundraising

We crowdfunded a new greenhouse!

Generous supporters enabled us to replace our failing glasshouse in the Walled Garden.

The greenhouse is an essential part of the food-growing operation at Sharpham House. But it had been condemned, it was dangerous and becoming unuseable. Whenever it was windy, shards of glass would be blown from the ageing frames and shatter all over the vegetable beds.

Head Gardener Bryony Middleton starred in a video explaining our predicament and we produced a calendar of beautiful Sharpham Estate photography, offered garden tours and used the hashtag #HelpUsGrow in the campaign.

Kind-hearted donors and Sharpham retreatants – many of whom had eaten food grown in the greenhouse - gave almost £9,000 in our online appeal.

An individual donor – Peter Anderton - topped up the rest to pay for a fantastic replacement greenhouse which helps to feed delicious, organic veggies and herbs to our retreatants.

Donors who claimed a garden tour as a reward were able to see the new greenhouse as it was erected, and shortly afterwards fresh seedlings and plants took up residence in their new home.

Thank you so much to Peter and all our donors for supporting us in our 2021 Crowdfunder.













Help us to help people and nature

You can help us to build a more mindful and sustainable world, whilst caring for the beautiful Sharpham Estate.



Donate

The generosity of our friends, visitors and donors helps us in our mission to connect people to nature and foster mindfulness and well-being – from enabling us to offer places to people on low income to supporting our efforts to rewild areas of the Estate.

Anything you can give will make a difference - and will be gratefully received.

HOW TO GIVE

- Choose whether to give a monthly gift, a donation to our General Fund or a Bursary Donation (enabling those on lower incomes to come on retreat with us)
- Donate quickly and securely online here: www.sharphamtrust.org/donate

Our food

Sharpham food

We gained a new cook in Sharpham House.

We said goodbye to Janet Bird, who had been with us for nearly a decade. And we said hello to Antony Wall, who joined us from the Riverford Field Kitchen and Dartington's Green Table.

Almost instantaneously, he began to tickle the tastebuds of people staying on retreat at Sharpham House.

Here's what some of our retreatants said of Antony and his food:

"Utterly incredible thank you. To eat vegetarian and vegan food that feels like a treat is a rare thing but I feel so nourished, satisfied and arateful...I can taste the care and the love"

"Dearest Mr Chef, you are a talented, totally inspirational, creative food magician"

"Everything delicious...salad dressing is divine too. Never any need for seasoning as all so tasty already"

"I sooooo enjoyed the food, it's the best veggie food I've eaten. I take my hat off to you, Sir!"





Pictured left: Grilled gem lettuce with roast tomatoes and tarragon

Beetroot Borani Baked chocolate mousse

Futomaki sushi selection





Our gardens



Gardens at Sharpham

We welcomed some additions to our gardening team in this year: four young trainees arrived in the Spring, thanks to the Kickstart scheme for training up 18-25 year olds.

Saiorse, Amy, Rory & Toby (not in the pic) were training with us for six months, assisting Bryony in Sharpham's grounds.

The team had to deal with a cold and frosty April in 2021 (the lowest temperatures since 1922), following a March that was warmer than expected.

This meant that our plants, fruit trees and flowers that had started the growing season nicely, were knocked back by the low temperatures.

The Kickstart trainees and volunteers helped Bryony in this year's big project: the renovation of the Percy Cane garden.

This area of the formal gardens of Sharpham House had become tired and unloved, yet thanks to the detective work of Bryony and our Archive team, Percy's original drawings were uncovered - helping Bryony to conceive a new way forward.



With funding from Devon Gardens Trust (thank you!), Bryony designed a new tea-garden, keeping the existing 'quarters' design

but using plants that can be made into teas and infusions.



The final result was that perfect blend of reverence for what had gone before, but with a fresh new look and raison d'etre. It has created a new sensory area in the garden that is both beautiful and functional.

Despite the season's cold start, by the time it came to apple picking in October, we were still able to produce nearly 600 litres of juice from our organic orchards.

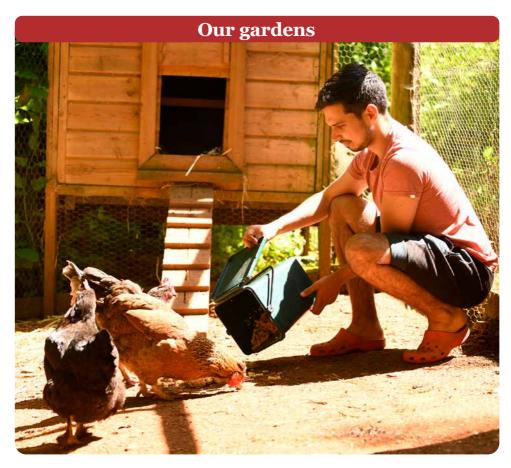
Raising funds to rebuild the beloved 40-metre greenhouse in the Walled Garden was the subject of our Crowdfunder this year (see the Fundraising section of this report). Bryony and staff starred in the launch movie, imploring people to #HelpUsGrow.

Whilst the greenhouse was out of action and being replaced, grant monies from Awards for All paid for a polytunnel to be erected to host seedlings, tomatoes and salads.

PS: Head Gardener Bryony spent some of this reporting year growing...a beautiful baby girl!







The Barn's gardens

This was a great year in the garden at The Barn, despite challenges with a really cold spring holding everything back.

With the ever-appreciated help of retreatants, Barn gardener Luci produced 449kg of vegetables, fruit and herbs. This includes nearly 60kg of salad across the year, a firm staple at the Barn lunch table.

In 2021 we welcomed a new flock of chickens to the team, who have been giving daily eggs and keeping retreatants company.

Our natural ecosystems and habitats continue to thrive, with slow-worms, toads, beetles and buzzards naturally keeping our pests in check!









Our rewilding project Wild for People

Some new faces arrived at Sharpham to help with our rewilding – and our TV coverage!

Two Mangalitsa pigs (via Nick Viney at Rewilding Futures) were released into the area we're turning back to nature, whilst an ITV crew filmed them and Nick.

We got primetime coverage for our rewilding efforts, and the woolly pigs – the nearest cousins to wild boars - got some new territory to rootle around in.

Their job was to turn over the land with their powerful snouts, like their ancestors would have done.

This gives wild plant seeds the chance to set, turbo-charging our rewilding project, which is happening in partnership with Ambios Ltd, based at Lower Sharpham Farm.

This was Year 2 for Wild for People and big changes were monitored. Vegetation growth and structure within the grassland saw voles, mice and shrews move from the margins into the fields; numbers of seed and insect-eating birds, including finches and stonechats, increased and top predators including barn owls and kestrels were seen hunting across the wildland.



www.sharphamtrust.org



As part of the project, we employed Phil Wilson as Conservation Ranger to run sessions with volunteers out on the rewilding land, overseeing practical works as well as playing a part in recording species on the land, such as dormice, reptiles and conducting pollinator surveys.



Our rewilding project took us to The Eden Project...digitally.

Our director Julian Carnell and Ambios Ltd director Simon Roper were invited to take part in a virtual Eden Project event alongside Sir David Attenborough, designer Wayne Hemingway and Eden Project founder Sir Tim Smit.



We were part of the 2021 Eden Project Festival of Discovery a free, online event for everyone that coincided with the COP26 climate conference.

Wild for People and our BioBlitz is supported by



BioBlitz

In September 2021, 260 different plants and animals were spotted, identified and recorded in the first ever BioBlitz on rewilding land on the Sharpham Estate.

Birds, wildflowers, trees, bats, moths, butterflies and other invertebrates were all counted by experts, 'citizen scientists', members of the public and young people in a nature-packed 24-hours.







Teachers and 58 primary school aged children from Curledge Street Academy visited us for a nature day in June 2021, thanks to funding from the National Lottery Heritage Fund. Here's what they said:

"I just enjoyed being there - it was nice being out in nature"

"I've never spent the whole day in the forest"

"My favourite bit was the mini-beast sweep because I saw things we wouldn't normally see up close - I found a shiny green beetle with 2 bulges on its back legs"

"I saw plants that I'd never seen before - I saw a monkey puzzle tree"

"I liked the mini-beast sweep because it was cool - we found a baby grasshopper"

"We liked the organisation of the visit - there was just enough time spent walking and activities so the children really enjoyed it, gave them an opportunity to do the mini-beast sweep which they wouldn't have been able to do anywhere else"



Ceremonies

Weddings

We host weddings each year as Sharpham House has several rooms and spaces licensed for ceremonies – including our amazing staircase.

In this year, several couples got married amid the history and elegance of Sharpham House, but we wanted to encourage more diverse customers.

So we staged an LGBTQ film shoot in July 2021 to create more inclusive imagery for our weddings marketing.

We invited LGBTQ friends of Sharpham to star in the wedding photos, wearing hats and clothing loaned by wedding suppliers.

LEARN MORE:

www.sharphamtrust.org/weddings

Burials

We own and operate Sharpham Meadow Natural Burial Ground – an incredible spot atop a hill with a view of the River Dart, Dartmoor and, on a clear day, out to sea.

As it sounds, the space is an organic haymeadow which supports wildlife, even as it provides a place for the dead to lay.

LEARN MORE: www.sharphamtrust.org/burials



Natural Burials

142 burials, ashes interments and pre-paid plot purchases at Sharpham Meadow.

The Sharpham Trust in numbers

Volunteers

Our Barn co-ordinators stayed with us during the pandemic lockdowns but we were able to welcome garden and conservation volunteers back to the Sharpham Estate in this year.

We also welcomed our first tranche of volunteer co-ordinators for the Coach House, which had its launch party right at the end of this financial year.

Barn volunteer co-ordinators **5820** hours Coach House volunteer co-ordinators 636 hours

Garden volunteers 972 hours

Wild for People conservation volunteers 760 hours Wild for People rewilding volunteers Open Day volunteers

130 hours 198 hours

460 hours

Mindful-in-Nature peer mentors **Total volunteer hours**

8976

LEARN MORE:

www.sharphamtrust.org/volunteer

L bursaries worth $\mathbf{\cancel{E}6,210}$ given to people of low income, enabling them to come on retreat at Sharpham



VIDEO

hours of Sharpham video watched 2021-22

SEE MORE: www.sharphamtrust.org/video

SOUNDCLOUD DOWNLOADS

plays of our meditations

FREE MEDITATIONS: www.sharphamtrust.org/resources



RETREATS

106 retreats attended by participants



reats in Sharpham House with **(**) participants \



woodland retreats



retreats at he Barn with people



people stayed on solitary retreat



website visitors



DONATIONS given





The Sharpham Estate

Lower Sharpham Barton Farm

Although the impact that the pandemic had was significant, life at Lower Sharpham Barton Farm was able to continue and flourish during this reporting period.



Ambios Ltd – partners with the Trust in our rewilding project Wild for People – are based there and train the next generation of nature conservationists there. They also operate the farm as a care farm with United Response.

Ambios Ltd's 12-week nature conservation traineeship programme was at full occupancy. UK trainees looking for career-change opportunities following the pandemic took part, as did UK and EU trainees looking for skills and experience to complement their university degrees.

Alongside this, Exeter University used the farm as a base for their 6-day field trip, where overseas travel was either interrupted (Covid/Brexit), or unjustifiable due to the carbon footprint impact. Ambios hopes to see an increase in university groups engaging with the Sharpham Estate moving forward.

United Response continued to run their day service from the farm, albeit with numbers reduced due to enforced screening of vulnerable people that they support, or post-pandemic nervousness. But spirits were never low for long, with workshops brimming with enthusiastic service users, using the newly built animal care shelter (Thanks to Tessa from summer traineeship 2021), and looking after the pigs, cows, hens and sheep of the farm.



Towards the end of the reporting period all farm users were able to share and enjoy the brand new forestry, vehicle and machinery workshops, and celebrate in style with the return of our community Barn Dance.

The Sharpham Estate goes organic

Helen and David Camp have farmed organically at Upper Sharpham Barton Farm for some years and took over the tenancy of Home Farm, also on the Sharpham Estate.



Home Farm was officially designated organic in this year, with certification from Organic Farmers & Growers.

Said David: "It's good to be able to farm organically and produce food for people in the most sustainable way we can, using fewer fossil fuel inputs in the form of fertilisers and pesticides and working with nature and the natural resources of the rain and the sun in order to produce food to feed people."

He added: "Also by utilising our natural resources rather than being tied to big chemical companies and industrial farming, it's a much more enjoyable way to farm, more sustainable and better for the environment."



Thanks to South Devon Area of Outstanding Natural Beauty and Farming in the Protected Landscape grants, trees were planted at Home Farm and an owl box placed in a nearby cattle handling shed.



What people said about us

Google reviews:

Sharpham House retreats -

"The arounds and house are so tranguil and beautiful. The food was wholesome and delicious. And the auides were such a lovely calming and wise presence and led us through wonderful mindful activities"

Barn Retreats -

"The Barn Retreat is one of the most supportive and caring places I have even been to. If you are looking for a space to explore your mind and find some calm & claritu, this is the place for you. Cannot recommend it highly enough and will surely be back again"

Woodland Retreats -

"Much time around the fire. talking or listening or singing (even I gave in to it) or just being, much wandering of the stunning gardens, grounds and countryside, supportive leaders, kind retreatants, delicious food, under the sun, storms and stars, it was all wonderfully grounding, gentle and insightful"

Media reviews:

Western Morning Mems

"The arounds surroundina Sharpham House are officially taste-full now that they've been reworked as a tea aarden" – Describina the renovation of the Percy Cane garden

COUNTRY LIFE

"There's something magical about a campsite only accessible from the water" -A feature on our canoe-friendly campsite Point Field

"A historic estate overlooking the River Dart is the base for a mindful connection with nature" full-page feature on our mindful canoeing retreats



"A dreamy setting for a 6-day retreat focusing on mindfulness, meditation and yoga" – listing us in 'the pick of the UK's active getaways

We are officially quality!

We've received our Quality Assurance Mark plaque in this year.

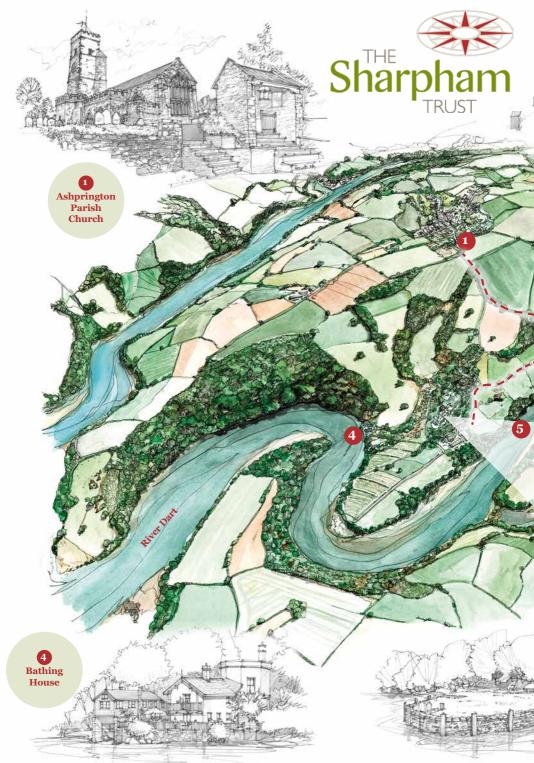
Jane Bray, of South Hams Community & Voluntary Services (CVS) visited Sharpham House and grounds to present the plaque to our Volunteer Officer Lucy Bell.

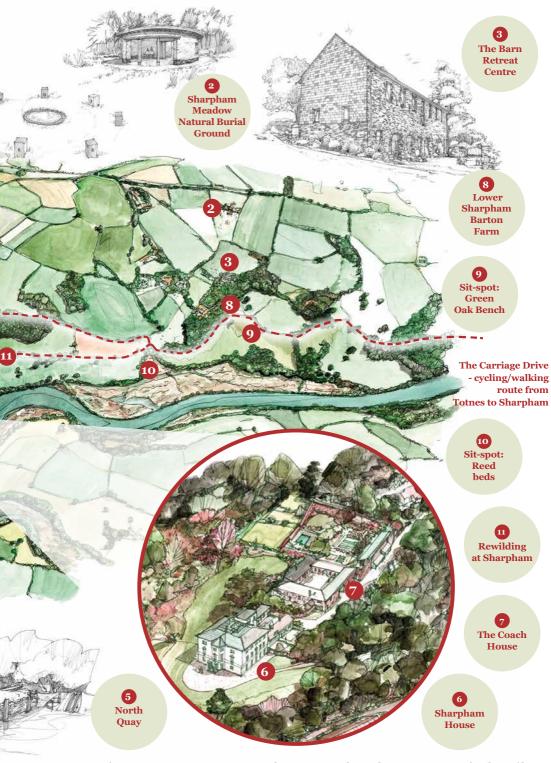
In handing over the plaque - which now features on the entrance to our West Wing offices - Jane said: "Sharpham Trust has been contributing to the community in many ways since its inception in 1982.'

The handover was also attended by our Programme & Development Manager Ben Ballard, who oversees Lucy's work, and volunteer Neil who regularly gives his time to support Sharpham's gardening and conservation efforts.









Hear about Trust events & retreats first: www.sharphamtrust.org/subscribe

Financial information

Donations and grants

Grant for polytunnel from Awards for All - £8,964
KEVICC school visits from Northbrooke Community Trust - £9,928
Mindful-in-Nature programme from the National Lottery Community Fund - £18,751
Wild for People project, from the National Lottery Heritage Fund - £30,038
Donations - £25,989 given

Headline Figures		
EOY period	March 2021	March 2022
Total income	1.036m	1.584m
Total expenditure	0.957m	1.336m
Total funds	7.598m	8.110m
Voluntary income (donations)	0.027m	0.026m
Investment income	0.101m	0.107m
Charity activity income	0.503m	1.145m
Investment management costs	0.026m	0.026m
Cost of charitable activities	0.899m	1.281m
Governance	0.009m	0.010m
Governance as % total expenditure	0.98%	0.78%

Trust Salaries

The Trust believes in equal pay and a living wage. It pays all staff more than the current governmental national minimum wage and more than the Living Wage as defined by The Living Wage Foundation.

Pay ratio

The ratio between the highest paid member of staff and the median or average pay for all staff at the Trust is 2.2.

The ratio between the highest paid and lowest paid is 2.8.



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