

Companies Act 2006
Company Limited by Guarantee
Articles of Association
Pennyhooks Farm Trust

The objects of the charity are for the public benefit:

To advance the education of people with an Autism Spectrum Condition (ASC) and associated difficulties by developing their capabilities, skills and work-related training opportunities through the provision of therapeutic environment to enable participation in farming, rural craft, conservation-based and other appropriate activities on Pennyhooks Farm or other suitable rural locations which operate a traditional conservation-focussed approach to farm management and which also provide an appropriate environment for people with ASC:

- to advance the education of people who work with people with ASC and associated difficulties on farms or other suitable rural settings providing training and in such other ways as the Trustees see fit;
- to provide relief for people with ASC and associated difficulties and for those caring for them through the provision of residential and respite care in Pennyhooks Farm or other suitable rural locations and in such other ways as the Trustees think fit.

The trustees will endeavour to ensure that everyone engaged in furthering the Objects shows unconditional positive regard and care for students, clients and all those associated with them; in particular the Trustees will endeavour to ensure that the basis of the Charity's work is as set out in the below:

The Schedule:

The Charity recognises that people with autism have particular needs for support relating to their condition (high anxiety, sensory hypersensitivity, communication and social difficulties; movement and executive planning disturbances) and that Pennyhooks Farm enables an appropriate response to their need. This is facilitated through supported access to the seasonal rhythms, daily and predictable routines, space and green environment, purposeful activities and other aspects inherent in farm life. The Charity's approach to its work is based on the ethos 'love your neighbour as yourself' (as summed up in Christ's teaching of the story of the Good Samaritan.) This describes a compassionate and effective response to others who are in need.

Our Ethos And Core Values (As Drawn From Our Articles And Schedule):

Our emphasis at Pennyhooks is on creating the right environment for our young people to thrive; our farm jobs are adapted to suit them, and our three purpose designed buildings have lots of light and space. Our staff are experienced and our ethos is clear: always be kind; offer nurture and shelter; give as much support as needed; do not confront and try not to say no; and create opportunity for a working life in line with their peers; always have unconditional positive regard.

Our Guiding Principles Are:

Compassion: we will treat our young people with ASC with respect, kindness and patience.

Put the farm at the centre of everything we do: we will care for the farm, its animals and produce. In return, through the rhythms, routines and seasons, it will care for us, reducing anxiety and facilitating the growth and development of our young people's new practical and personal skills.

- Develop their inner person: we will always seek to enable the 'inner person' to emerge; we will nurture and support the development and growth of the individual in their new skills and aptitudes.
- Avoid conflict: we will not confront our young people, but instead develop their potential and celebrate their achievements. We will work from success to success to help them 'want to come back the next day'.
- Enable meaningful employment: we will provide practical support and training to our young people to develop their work skills and as much independence as possible, working together as supportive co-workers in all we do. This will, in turn, enable them to make a meaningful contribution to their local community.
- Selfless Commitment: we put our students' needs first. Their safety and wellbeing is paramount. This requires exceptional people to provide selfless commitment, empathy and dedication.