

## **SENAD Group Tax Strategy**

### **Introduction**

The SENAD Group is an independent operator of special needs schools, residential homes, and community support services for people with a range of learning disabilities and other complex needs, employing more than 1,300 people in England and Wales.

The aim of this strategy is to document the SENAD Group approach to tax compliance, tax risk management and governance, tax planning and working with HMRC.

### **Scope**

This strategy applies to the SENAD Group; the group of companies headed by Senad Investments Limited, as set out in the appendix to this strategy. The strategy is prepared in accordance with section 16 (2) of Schedule 19 of the Finance Act 2016. The taxes and duties referenced are as set out in paragraph 15(1) of Schedule 19 of the Finance Act 2016, which includes income tax, corporation tax, VAT, amounts accountable under PAYE regulations and national insurance contributions.

### **Tax Objectives**

SENAD's core tax objectives are to pay the right amount of tax, at the right time, and to comply with all relevant tax legislation.

SENAD is committed to full compliance with all statutory obligations and full disclosure to tax authorities. The Group's tax affairs are managed in a way which takes into account SENAD's wider reputation in line with maintaining overall high standards of governance.

### **Approach to Risk Management and Governance**

Responsibility for the tax strategy sits with the Board, and the board of directors is ultimately accountable in respect of all tax matters.

The Board provides oversight in ensuring that tax is considered within the wider context of the business and in how tax risk is managed across the Group. The Senior Accounting Officer is responsible for ensuring that the approach in this document is adhered to and reports all tax matters of significance to the Board, on which the Senior Accounting Officer also sits.

Tax risk can arise from changes in law, difference in interpretation of law and the failure to comply with the applicable rules and procedures.

SENAD manages this risk through robust controls and procedures to identify and communicate any issues on a timely basis.

Relevant staff receive technical updates to maintain their awareness of any changes in law and regulations, and appropriate training as necessary.

In addition, tax specialists from reputable professional firms are engaged to monitor changes in the law and interpretation of law, particularly in any areas of complexity or uncertainty, to support us in complying with the Group's tax strategy.

### **Attitude to tax planning and level of risk**

SENAD does not support or implement tax planning that is believed to be aggressive or artificial and may jeopardise SENAD's wider reputation and high standards of governance. However, SENAD does take appropriate and responsible steps to reduce tax liabilities and make use of available reliefs and incentives, where it reflects the commercial and economic activity of the business.

SENAD has no defined level of acceptable risk, it is assessed by the Board on a case-by-case basis taking a balanced approach in the interest of all stakeholders, including shareholders, purchasers of our services, service users, pupils and their families, taxpayers and government.

External professional tax advice is sought as required, particularly in any areas of complexity or uncertainty.

### **Relationship with HMRC**

SENAD seeks to engage with HMRC with professionalism, honesty and respect.

Where possible we seek to achieve early guidance and agreement on issues and certainty, and with support from advisors have in the past sought, and will continue to seek, transparent resolutions of any enquiries, or pre-clearance on any areas where appropriate.

SENAD discloses any relevant facts and identifies issues where it considers that there is potential for the tax treatment to be uncertain.

Any inadvertent errors in submissions made to HMRC are fully disclosed as soon as reasonably practicable after they are identified.

This Tax Strategy was approved by the board on 19<sup>th</sup> July 2024.

**Appendix:**

**SCHEDULE OF COMPANIES COVERED BY THIS STRATEGY**

	<b>Company Name</b>
1.	Senad Investments Limited
2.	Aran Hall School Limited
3.	Ecclesbourne Plant Centre Limited
4.	Hanson Line Limited
5.	Principal Care Services Limited
6.	Rowden House School Limited
7.	Senad Community Limited
8.	Senad Holdings Limited
9.	Senad Limited
10.	Teme Valley Investments Limited
11.	The Senad Group Limited
12.	Winslow Court Limited