

# ST GEORGE'S WEYBRIDGE

England & Wales · Charity number 1017853

## Details

---

**Other names** ST GEORGE'S COLLEGE WEYBRIDGE

**Status** Registered

**Legal form** Charitable company

**Company number** [02789023](#)

**Registered** 1993-03-01

**Register** [View on the Charity Commission register](#)

## Contact

---

**Address** St. Georges College  
Weybridge Road  
Addlestone  
KT15 2QS

**Phone** 01932839312

**Email** [contact@stgeorgesweybridge.com](mailto:contact@stgeorgesweybridge.com)

**Website** [www.stgeorgesweybridge.com](http://www.stgeorgesweybridge.com)

## Activities

---

**Objects:** THE ADVANCEMENT OF EDUCATION BY THE PROVISION AND CONDUCT OF A SCHOOL FOR BOYS AND GIRLS TO ENABLE THE FULFILMENT OF THEIR ACADEMIC POTENTIAL AND PERSONAL DEVELOPMENT WITHIN AN ETHOS OF CHRISTIAN IDEALS WHICH DERIVE FROM THE TRADITIONS AND TEACHING OF THE ROMAN CATHOLIC CHURCH AND BY ANCILLARY OR INCIDENTAL EDUCATIONAL OR RELIGIOUS ACTIVITIES FOR THE BENEFIT OF THE COMMUNITY.

**Activities:** The advancement of education by the provision and conduct of a school or schools for boys and girls to enable the fulfilment of their academic potential and personal development within an ethos of Christian ideals which derive from the traditions and teaching of the Roman Catholic Church and by ancillary or incidental education or religious activities for the benefit of the community.

## Classification

---

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

---

- **Area of benefit:** IN PRACTICE, SURREY
- Surrey

## Finances

---

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£35,531,138	£33,348,323	£54,105,777	461
2024-07-31	£35,226,950	£31,670,894	£51,922,961	479
2023-07-31	£32,459,129	£29,860,026	£48,366,905	455
2022-07-31	£31,331,435	£28,366,301	£45,767,802	448
2021-07-31	£26,699,207	£26,023,019	£42,802,668	433
2020-07-31	£25,156,182	£25,797,869	£42,126,480	445

## Trustees

Name	Role	Appointed
Caroline Louise Gordon		2018-11-26
Catherine Burnham		2020-03-23
Catherine Shevlin		2018-11-26
Christopher Charles Muller		2024-11-25
David Aaron Patrick Stokes		2026-03-23
David Michael Bicarregui		2019-11-25
Denis Nowlan		2018-11-26
JASON HOOD		2017-10-02
Kalvir Gosal		2022-11-21
Kelly Ann Walsh		2026-03-23
Mandy Fawcett		2022-11-21
Margaret Satchel		2020-11-23
Mark Hanley-Browne		2024-06-24
Olivia Cooke		2025-06-23
William James Bryant Nicholson		2026-03-23

**ST GEORGE'S WEYBRIDGE**

England & Wales - Charity number 1017853

---

# Accounts

---

**Company Number 02789023**

**Registered in England**

**Charity Number: 1017853**



**St George's**

W E Y B R I D G E

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JULY 2025**

---

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2025**

---

**CONTENTS**

Governors, Officers and Advisers	1
Annual Report of the Governors: - Directors' Report Strategic Report	3
Independent Auditor's Report	22
Consolidated Statement of Financial Activities	26
Consolidated and School Balance Sheet	27
Consolidated Cashflow Statement	28
Notes to the Financial Statements	31

## ST GEORGE'S WEYBRIDGE GOVERNORS, OFFICERS AND ADVISERS

### GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of St George's Weybridge ('the Charity' or 'the School') are the Charity's trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office as Governors during the year and subsequently are detailed below:

		(1)	(2)	(3)	(4)	(5)
Mr D Nowlan	Chair of Governors from 22 November 2021	■	■	■	■	■
Mr D Bicarregui*		■		■		■
Mrs C Burnham			■			■
Miss C Cooke	Appointed 23 <sup>rd</sup> June 2025 into a casual vacancy	■				
Mrs M Fawcett*			■			
Dr L Gordon			■		■	■
Mr K Gosal*		■				
Mr M Hanley-Browne	Appointed 24 <sup>th</sup> June 2024	■				
Mr J Hood*		■				■
Mr C Muller	Appointed 25 <sup>th</sup> November 2024		■		■	
Mrs M Satchel *		■				■
Mrs C Shevlin *		■				

- (1) Finance and Risk Committee
- (2) Academic and Pastoral Committee
- (3) Nominations and Governance Committee
- (4) Josephite Ethos Committee (disbanded March 2025)
- (5) Strategic Planning Committee
- \* Parent of a pupil at one of the Schools

During the year the activities of the Governing Body were carried out through five committees. The membership of these committees is shown above for each governor.

### OFFICERS

#### Heads

- St George's College Weybridge
- St George's Junior School Weybridge

Mrs RCF Owens (due to leave Sep 2026)  
Mr A J Hudson (retired Apr 2025)  
Mr D Jameson (appointed Apr 2025)

The Bursar  
Clerk to the Governors

Mr G Cole  
Mrs C Punt

Addresses **George's College**  
Weybridge Road, Addlestone  
Surrey KT15 2QS

**St George's Junior School**  
Thames Street, Weybridge  
Surrey, KT13 8NL

Website [www.stgeorgesweybridge.com](http://www.stgeorgesweybridge.com)

**ST GEORGE'S WEYBRIDGE  
GOVERNORS, OFFICERS AND ADVISERS**

---

**Bankers:**

National Westminster Bank plc  
9<sup>th</sup> Floor  
280 Bishopsgate  
London  
EC2M 4AA

**Solicitors:**

Farrer & Co  
66 Lincoln's Inn Fields  
London  
WC2A 3LH

Veale Wasbrough Vizards  
Orchard Court  
Orchard Lane  
Bristol  
BS1 5WS

**Auditors:**

Moore Kingston Smith LLP  
Chartered Accountants and Business Advisers  
Devonshire House  
60 Goswell Road  
London  
EC1M 7AD

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

The Governors of St George's Weybridge present their annual report for the year ended 31 July 2025 under the Companies Act 2006 and Charities Act 2011, thus including the Directors' Report and Strategic Report under the 2006 Act, together with the audited financial statements for the year.

**DIRECTORS' REPORT**

**CONSTITUTION AND OBJECTS**

St George's Weybridge ('the Charity' or 'the School') was founded in 1993, when the running of St George's was transferred from its founding Congregation of Josephites to a lay board of trustees, and is registered with the Charity Commission under charity number 1017853. It is constituted as a company limited by guarantee registered in England, No 02789023. The Charity is governed by its Articles of Association last amended on 20 December 2010.

The Charity's objects, as set out in the Articles of Association, are the advancement of education by the provision and conduct of a school or schools for boys and girls to enable the fulfilment of their academic potential and personal development within an ethos of Christian ideals which derive from the traditions and teaching of the Roman Catholic Church and by ancillary or incidental education or religious activities for the benefit of the community.

In furtherance of this object for the public benefit the Charity, that operates two schools known as St George's College, Weybridge and St George's Junior School, Weybridge ("the Schools"), has established and administers bursaries, awards and other benefactions, and acts as the trustee and manager of property, endowments, bequests and gifts given or established in the pursuance of this object.

The Charity was known as St George's College Weybridge until 24 December 2012 when Companies House registered the change of name to St George's Weybridge.

**AIMS, OBJECTIVES AND ACTIVITIES**

**Aims**

The Charity's aims are:

- to establish the College as a day school for 11 to 18-year-old boys and girls and the Junior School as a day school for 2 to 11-year-old boys and girls, in which each child is encouraged to fulfil their potential;
- to offer all students a holistic range of opportunities so that they can achieve to the best of their ability within a framework of shared Catholic, Christian and Josephite values and standards; and
- to value and nurture students as individuals, giving them a sense of their own self-worth and of the value of service to others, thus preparing them for life beyond school.

The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

**Primary Objectives**

The primary objectives of the Charity to fulfil these aims are:

- to provide a stimulating learning environment in which students can develop their academic potential to the full;

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

- to provide a happy, safe, and secure pastoral environment, rooted in the Roman Catholic tradition and shaped by Josephite values, in which students develop a sense of community, consideration, respect and support for one another;
- to provide students with a breadth of curricular and co-curricular activities to develop positively all aspects of their character and to enable their talents to be discovered;
- to provide financial support to enable children whose parents are unable to afford the full fees to benefit from a Georgian education;
- to provide inspirational governance and leadership combined with effective management;
- to provide the necessary administrative and logistic framework to meet the needs of the Georgian Family.

The annual objectives for 2025/26 are contained in the Strategic Report.

The aims and objectives set for the Charity's subsidiary is to facilitate the achievement of the Charity's aims and objectives as above.

## **GOVERNANCE AND MANAGEMENT**

### **Governing Body**

There is one Governing Body for the School. Details of the members of the Governing Body, together with the Charity's officers and principal advisers, are given on pages 1 and 2.

The Governing Body is self-appointing. Governors are appointed for terms of three years and may, upon re-election, serve up to three terms. Governors may not be reappointed until one year has elapsed since their last day of prior service.

### **Recruitment and Training of Governors**

New members of the Governing Body are elected based on various means, such as seeking applications from the Georgian Family or nominations from the Governors and the executive officers. Selection is based upon the candidates' professional qualities, commitment to the Schools, experience, personal competence and capacity to give of their time.

New Governors are inducted into the workings of the Schools, including Governing Body policy and procedures, through an induction process organised for them by the Clerk to the Governors. New Governors also attend specialist external courses on the role and responsibilities of charity trustees.

Members of the Governing Body attend external trustee training and information courses designed to keep them informed and updated on current issues in the sector and regulatory requirements.

### **Organisational Management**

The members of the Governing Body are legally responsible for the overall management and control of the School. They meet five times a year. The work of implementing their policies is carried out by five Committees:

- The Finance and Risk Committee scrutinises revenue, the budget, capital expenditure, risk, safeguarding, health and safety, projects and other matters relating to the general running of the School. This Committee also supervises and finalises the audited financial statements and annual report for approval by the Governing Body. The Committee meets four times per year and reports to the Governing Body. The Committee is chaired by Margi Satchel.

# ST GEORGE'S WEYBRIDGE

## ANNUAL REPORT OF THE GOVERNORS

### FOR THE YEAR ENDED 31 JULY 2025

---

- The Academic and Pastoral Committee considers educational and pastoral policy. The Committee meets three times per year and reports to the Governing Body. The Committee is chaired by Catherine Burnham.
- The Nominations and Governance Committee considers governor succession and screens nominated candidates for governorship. The Committee meets three times a year and reports to the Governing Body. The Committee is chaired by David Bicarregui.
- The Strategic Planning Committee is charged with the implementation of the strategic plan and monitoring topical issues that come to the fore and how they might best be dealt with in the context of the strategic plan. The Committee has no delegated powers. Recommendations are routed to the Governing Body. It is chaired by Jason Hood.
- The Josephite Ethos Committee was established in 2019 to oversee the active continuance of the Josephite Ethos at St George's, recognising that the number of religious in the Congregation in Europe is in decline. Having successfully developed and embedded processes that ensure the ethos will be sustained into the future, the Committee has now fulfilled its purpose and therefore, by vote of the Board in June 2025, it was formally disbanded.

The Board delegates executive responsibilities to the Heads of the respective schools and to the Bursar. The Bursar is Company Secretary to the Company and a director of the subsidiary and joint venture companies. The Heads, and the Bursar attend all meetings of the Governing Body's Committees except for the Nominations and Governance Committee. There is a separate Clerk to the Governors.

#### **Structure and Relationships**

The School has one wholly owned non-charitable subsidiary, St George's Weybridge Enterprises Limited, whose annual profits are donated to the School under the Gift Aid Scheme. The trading activities of St George's Weybridge Enterprises Limited primarily comprise a retail outlet and revenue from letting of the school campus facilities when not in use by the Schools.

The School also has a joint venture, St George's Weybridge and Surrey County Tennis Centre Limited ('the joint company'), which is owned in equal partnership with Surrey Lawn Tennis Association. The purpose of the joint company is to maintain and operate the tennis centre and operate a public membership scheme to raise revenue to offset the running costs of the centre.

#### **Employment and Remuneration Policy and Engagement with Employees**

We engage with our employees about future School activities and issues of direct concern (such as terms and conditions) through a range of mechanisms. All employees have the opportunity to elect colleagues to represent them on various committees and groups that meet from time to time.

As part of ensuring that the regard for employee interests affects Company decisions, we engage with employees through questionnaires, surveys and staff meetings, and where possible include representatives in the development of HR policies. We have a range of detailed HR policies to support and have regard to our employees' interests, our charitable and business objectives and to ensure compliance with employment legislation. Staff representatives meet annually with a selection of Governors, without senior leadership, with the opportunity to provide staff feelings and opinions on any topic. The most recent staff survey revealed overwhelmingly positive staff with the vast majority agreeing they would recommend the School as a good place to work.

Governors further demonstrate regard for employees' interests through staff remuneration. Remuneration is decided annually by the Board after receiving recommendations for annual pay rises from the Finance and Risk Committee. Teaching staff are paid on an internal scale with progress determined by appropriate performance and time. They receive additional payments for management responsibility and duties above the contractual norm. A minority of business (i.e. support) staff are paid according to an internal scale with the remainder of

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

business staff remunerated with reference to the market rate for their sector. A range of benefits are available to staff such as workplace pension contributions, staff fee remission, life assurance, and a medical cash plan.

Teachers can opt out of the Teachers' Pension Scheme and join a defined contribution pension scheme, together with equivalent critical illness and life cover, thus providing added choice. Business staff can elect to contribute to their scheme through salary exchange, benefiting from the tax saving.

Senior staff remuneration is linked to their performance appraisals and is approved by the Chair of the Board and by the Chair of the Finance and Risk Committee.

The School has published its Gender Pay Gap report in April 2025 reflecting the mandatory "snapshot" date of 5 April 2024 which shows a mean gender pay gap of 13% (2023: 12%) and a median gap of 26% (2023: 26%) due to the significant majority of our lower paid roles being taken up by women.

The School is an equal opportunities employer and will treat all employees, members of the Georgian Family (i.e. people who have an association with the Schools) and any person visiting the School in accordance with the Equalities Act and the School expects all employees and all other members of the Georgian Family to comply with this policy. Full and fair consideration is given to job applications from disabled persons and consideration is given to their training and employment needs.

#### **STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES**

The members of the Governing Body, as directors of the charitable company, are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the members of the Governing Body to prepare financial statements for each financial year. Under company law the Governing Body members must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Governing Body members are required to:

- select the most 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 members of the Governing Body are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the School's constitution. They are also responsible for safeguarding the assets of the School and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as each of the Directors, as members of the Governing Body at the date of approval of this report, is aware, there is no relevant audit information (information needed by the charitable company's auditor in connection with preparing the audit report) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2025**

**STRATEGIC REPORT**

Governors have consistently acted in the way we consider, in good faith, would be most likely to promote the success of the Charity, which is in the best interests of its beneficiaries, and in doing so have regard (amongst other matters) to:

- The likely consequences of any decision in the long term,
- The interests of the company's employees,
- The need to foster the Charity's relationships with its beneficiaries, customers, suppliers, and others,
- The impact of the Charity's operations on the community and the environment,
- The desirability of the Charity maintaining a reputation for high standards of business conduct and,
- The need to act fairly

This has been achieved through the application our Mission Statement, Strategies and resulting action plans as set out below.

**MISSION STATEMENT**

To inspire all in our Josephite, Georgian Family to be the very best version of themselves.

**STRATEGIES TO ACHIEVE THE PRIMARY OBJECTIVES**

The annual objectives are derived from the St George's Weybridge Strategic Plan, which has a 3-year horizon. While the objectives change from year to year, they are underpinned by the following themes: Ethos Culture & Pastoral Care, Academic, Enrichment, People, Financial Health, and Community.

The primary strategic focus for the period has been ensuring financial resilience over the coming years in the face of significant cost pressures and economic and political instability. This has been done against a backdrop of not compromising the academic excellence and pastoral provision, which remains central to our identity and mission. We have also welcomed a new Junior School Head, Dan Jameson, who has hit the ground running and is formulating his own vision and direction for the continued development of the junior school.

A large number of improvements or refurbishments have been carried out to enhance the student experience, including the Sixth Form Centre, the Music Recital Room, the Cricket Pavilion, as well as Junior School and College Receptions. A new artificial cricket wicket has been installed at the College.

Partnerships with local state schools, particularly the Bourne Educational Trust and the Lumen Learning Trust, have continued to expand and develop over this period, including awarding two further Transformational Bursaries to students from our partner schools from September 2025.

**ACHIEVEMENTS AND PERFORMANCE**

**Progress against Annual Objectives**

<b>Objective:</b>	<b>Progress:</b>
Implement Government policy regarding VAT on school fees in such a way as to protect parents as much as possible whilst preserving the School's financial future.	VAT policy has been successfully implemented. The school maintained strong communication with the parent body throughout. The school sought to shield parents from the full impact by absorbing some of the cost, through prudent cost management and financial planning

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

<b>Objective:</b>	<b>Progress:</b>
Effect a smooth transition of Junior School headship between Antony Hudson and Dan Jameson at Easter 2025.	Dan Jameson is now in place. The transition was smooth and involved a detailed handover. It was supported by an experienced and enabling Executive Leadership Team.
Review and agree an appropriate IT strategy for the Junior School which complements the College student one-to-one iPad deployment.	The JS IT Strategy is now agreed and being implemented, ensuring targeted technology education through each Key Stage through a range of hardware and software, alongside pupils learning how to use technology safely and appropriately.

**Review of Achievements and Performance for the Year**

**Academic**

Academic achievement at the College has been exceptional this year, with students excelling across disciplines and national competitions. The College was ranked in the top 2.5% of schools nationally for value-added progress, a testament to the effectiveness of its teaching and the ambition of its students.

Students earned medals in the Biology, Chemistry, and Physics Olympiads, and excelled in the UKMT Maths Challenges. In Modern Languages, students impressed in Oxford University's translation and essay competitions, while Computing students performed strongly in the Bebras Coding Challenge. Teams of girls entered the GAIN Investment Challenge, showcasing strategic thinking and financial acumen.

The Extension Programme offered enrichment across year groups, with projects on robotics, architecture, conservation, and global citizenship. Highlights included visits to Wisley, Bletchley Park, and Runnymede Council, as well as workshops on World War I medicine and astronaut training. Students delivered presentations on topics ranging from Gothic poetry to sustainable design and participated in public speaking competitions such as the ESU Mace and Churchill events.

Digital Teaching and Learning transformed classroom experiences, with students using iPads to create multimedia projects in subjects such as Biology, English and Music. From video news bulletins on Macbeth to collaborative research on eye disorders, technology enhanced engagement and deepened understanding.

The Scholars' Festival celebrated academic, artistic, and musical excellence, with presentations, performances, and exhibitions across departments. The College was awarded the Graydin Tree Award for its coaching programme, recognising its commitment to embedding coaching across staff, students, and the wider community. Throughout the year, students have demonstrated intellectual curiosity, resilience, and a commitment to excellence—qualities that define the academic ethos of St George's College.

At the Junior School, academic enrichment has been a key focus, with pupils engaging in projects, competitions, and digital learning. Project-Based Learning Clubs for Years 5 and 6 explored real-world questions, encouraging critical thinking and collaboration.

Maths and STEM clubs helped pupils apply classroom learning to practical challenges. Year 4 participated in Maths Challenge and STEM Projects, while selected pupils joined external workshops such as the A.I.M. Maths Day. Two teams competed in the SATRO Challenge, with one placing second in the Area Heat.

Quiz Club events included general knowledge, maths, and science competitions. Pupils also took part in the Tormead Trivia Showdown, developing quick thinking and teamwork.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

Digital learning expanded with iPads introduced in Years 3 and 4. Pupils used apps like Britannica School, Canva, and Freeform for research and creative tasks. Year 6 launched a Stop Motion Club, and Year 4 explored video editing and music creation.

Lower Years used iPads for numeracy and communication, including recording number bond explanations using Seesaw. Pupils also learned healthy screen habits and designed animated infographics to promote them.

### **Music**

Music has been a cornerstone of College life this year, with students participating in a wide range of performances, ensembles, and academic achievements. Highlights included the Festival of Nine Lessons and Carols, Requiem Mass, and the charity concert on St Joseph's Day, which featured ten ensembles and a communal performance of the school hymn. The House Music Competition celebrated musical diversity, with JJ Breen named Young Musician of the Year. Lunchtime Lives concerts provided informal platforms for performance, and ABRSM exam results were outstanding, with multiple students achieving Merits and Distinctions. Music played a central role in liturgical events such as the St George's Day Mass and Leavers' Mass. The Josephite Schools Music Trip to Belgium offered international performance experience, while the Evening Recital and Scholars' Festival, showcased the breadth of musical talent across genres.

Music has been equally a vibrant part of life at the Junior School, with pupils from Years 1 to 6 participating in choirs, ensembles, and instrumental learning. The Summer Ensembles Concert featured Premier Strings, Orchestra, Brass and Woodwind Ensembles, and choirs, showcasing collaboration across year groups.

Solo performance was celebrated at the Summer Solos and Singers Concert, with pupils from Years 3 to 6 performing confidently. GO Week included a Year 6 concert at Christ the Prince of Peace Church, live-streamed to care homes and attended by parishioners and parents. Lower Years pupils took part in their own Summer Concert. Year 1 played recorders and Year 2 performed on ukuleles, supported by Lower Years Choir and Percussion Ensemble. The Junior School hosted children from Cardinal Newman and Pycroft Grange for a joint choral event, with over 120 children singing together. A new event saw College pupils perform for Year 2, introducing instruments they will learn in Year 3. The Junior Choir gave a final performance at the Weybridge Summer Fair, ending the year on a high note.

### **Sport**

Sport at St George's College has flourished this year, with students demonstrating exceptional commitment, skill, and sportsmanship across a wide range of disciplines. Over 740 students represented the College in fixtures, with every First Year pupil participating at least once. In rugby, the 1st XV reached the semi-finals of the RFU National Schools Vase, while Rugby 7s teams competed strongly in the Rosslyn Park National Schools 7s. Girls' hockey was a standout, with the U16 team crowned National Champions and the U15 team finishing as runners-up. Boys' hockey teams also excelled, with the 1st XI earning a National Bronze and Silver across competitions. Indoor hockey teams were Surrey and Regional Champions, with the U18 boys finishing as National Runners-Up. Netball saw over 20 teams competing weekly, with multiple squads qualifying for Surrey Finals. Tennis teams achieved county success, including the U18 Girls winning the Surrey League and strong performances at the ISTA Championships. Cricket expanded impressively, with over 250 fixtures played and the U14A Girls crowned Surrey Champions. Rowing continued to thrive, with medal-winning performances at regional regattas and representation at Henley Royal Regatta. Athletics squads qualified for the ESAA Track & Field Cup Regional Round, and individual athletes earned England vests. Sports Day concluded the year with record-breaking performances and spirited House competition.

Sport at the Junior School has been a central part of pupil life, with a strong focus on participation, enjoyment, and achievement. From Nursery to Year 6, pupils have engaged in a wide range of physical activities, developing skills, confidence, and teamwork. In the Lower Years, children began with Fundamental Movement Skills, progressing to structured PE and Games lessons as they moved up the school. Pupils were introduced to football, hockey, rugby, cricket, gymnastics, and cross country, with an emphasis on trying new sports and building resilience. Football was a standout this year. All Upper Years pupils represented the school, with the U9 boys remaining undefeated and the U11 boys reaching the Surrey FA Cup quarter-finals. The U11 girls were crowned IAPS Regional Champions, and the U10 girls won the Surrey FA Cup, also remaining unbeaten.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

Hockey brought further success. The U11A boys and girls won regional titles, with the boys finishing third nationally and the girls narrowly missing out in the national quarter-finals. These achievements reflect the dedication of pupils and staff, and the school's commitment to excellence. Year 6 pupils attended a Hockey Masterclass at the College, coached by Olympian James Albery. Over 60 pupils took part, gaining valuable experience and inspiration. Leadership was also a focus, with 24 Year 6 pupils completing Sports Leader training. The TCS Mini London Marathon saw 240 pupils participate, setting a record and raising funds for the Feel Good Friday Colour Run. The House Sports Days, held across ten events, ensured every child had the chance to represent their House. These events were keenly contested and celebrated with great spirit.

### **Art**

The Art Department at the College has delivered a year of creativity, innovation, and thoughtful expression. Students explored diverse media and themes, from Gothic poetry-inspired projects to digital compositions addressing climate change. The Summer Exhibition, held in collaboration with Design and Technology, showcased outstanding work from Fifth Year and Upper Sixth students. Throughout the year, students engaged in projects such as map-based artworks, architectural studies, and expressive sculpture. The House Art Mural Competition, integrated into Sports Day, brought together students across year groups to create large-scale collaborative pieces on the themes of inclusivity and collaboration. These murals will be displayed throughout the coming academic year. Art Scholars contributed to the Scholars' Festival, presenting work that demonstrated both technical mastery and conceptual depth. The department's integration of digital tools and traditional techniques has empowered students to explore their creativity with confidence and originality.

Art at St George's Junior School has been a joyful and creative part of the curriculum, engaging pupils from Nursery to Year 6 in a wide range of artistic experiences. From early mark-making to more refined techniques, pupils have explored colour, form, and texture through both guided and independent work. In the Lower Years, children have enjoyed sensory-rich activities such as finger painting, collage, and seasonal crafts. These experiences have helped develop fine motor skills and introduced pupils to the expressive possibilities of visual art. Many projects have been linked to classroom topics, allowing children to reinforce their learning through creative exploration. As pupils move into the Upper Years, their artistic practice becomes more structured. They have experimented with perspective, shading, and composition, using materials such as watercolours, pastels, and digital tools. Lessons have encouraged pupils to take creative risks, reflect on their choices, and refine their techniques. Cross-curricular links have remained strong, with pupils producing artwork inspired by history, literature, and science themes. Displays throughout the school have showcased pupils' work, celebrating a wide range of styles and approaches. These exhibitions have helped foster pride and confidence and have contributed to a visually stimulating school environment. Art has also featured prominently in the co-curricular programme. Clubs and enrichment sessions have offered pupils the chance to explore new techniques and collaborate on group projects. Activities have included seasonal crafts, themed workshops, and open-ended creative sessions, all of which have encouraged experimentation and peer learning. Whether through structured lessons or informal clubs, pupils have shown enthusiasm and imagination in their artistic pursuits. Their work reflects not only technical progress but also personal expression and a growing appreciation for visual culture.

### **Drama**

Drama at the College has thrived this year, offering students a rich programme of curricular and co-curricular opportunities. Productions included *The Lion, the Witch and the Wardrobe*, *Guys and Dolls*, and *The House of Bernarda Alba*, each praised for their energy, professionalism, and emotional depth.

Fourth and Lower Sixth students created devised performances exploring themes such as mental health and historical trauma. The Lower School production of *The Tempest* brought together First and Second Year pupils in a visually arresting performance. LAMDA students excelled in their showcase and examinations, and Drama Scholars performed a lively retelling of *The Canterbury Tales* at the Scholars' Festival. Workshops with Frantic Assembly and playwright Molly Davies enriched students' understanding of contemporary theatre.

Drama has been a dynamic part of the curriculum at the Junior School, with performances linked to academic themes. Year 5's *Tales from Africa* supported Geography learning, while Year 3's *Eddie the Penguin Saves the World* reinforced environmental topics. Year 4's *The Lucky Viking* tied into History, and Year 6's *Newsies Jr.* was a powerful end-of-year production. Weekly drama lessons helped pupils develop voice, movement, and

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

characterisation. After-school Drama Clubs remained popular, and LAMDA lessons for Years 5 and 6 prepared pupils for Acting exams, with excellent results. Pupils took on both ensemble and leading roles, building confidence and teamwork. Productions were well-received by parents and staff and gave pupils a chance to showcase their creativity and growth.

**Co-curricular Activities and Trips**

The Co-Curricular programme at the College has been a cornerstone of student life this year, offering a diverse and enriching array of opportunities that foster leadership, creativity, service, and personal growth. The year began with strong participation in House events, including debating, karaoke, photography, and sport. Students engaged in clubs ranging from chess and drama to science and costume design, with staff recognised through the Co-Curricular Champion badges for their exceptional contributions. These badges awarded each term, celebrated staff who went above and beyond—such as those leading the Online Chess Club, Science Club, and Theatrical Costume Club. GO Days replaced the previous GO Week format, expanding outreach projects and deepening community engagement. Sixth Form students led initiatives such as the Kennedy Club, offering weekly social activities for displaced teenagers from Ukraine, Syria, and Afghanistan. Nearly 100 online tutoring sessions were delivered each week, and students also supported adults with learning disabilities through The Clubhouse Project. The RS programme saw Upper Sixth students delivering literacy sessions at Darley Dene Primary School, with plans to expand into numeracy next year.

Residential and day trips added depth to the programme. Highlights included cultural and linguistic adventures to Paris, Cologne, Valencia, and Sorrento; a deep-sea fishing expedition hosted by the Food and Nutrition department; and powerful historical trips to Berlin, New York, and Washington. The Psychology department led a trip to Vienna, while Geography students explored the Azores. The Josephite Schools Music Trip to Belgium and the Lourdes pilgrimage further enriched students' global awareness and spiritual development.

New clubs launched this year included the British Young Pilots Club, Shooting Society, and a watersports programme at Longside Lake. Enrichment Week and Careers Week offered hands-on workshops and professional insights, helping students imagine their futures with clarity and confidence. Across all year groups, the Co-Curricular programme has reflected the College's commitment to holistic education, empowering students to explore their passions, serve others, and grow as individuals.

At the Junior School, co-curricular life has been rich and varied, with over 120 clubs offered each term and 2,200 weekly pupil bookings. Activities included dance, computing, STEM, gardening, art, and football, with pupil voice shaping the programme. Residential trips provided memorable experiences. Year 3 visited Avon Tyrrell, Year 4 explored Hooke Court with a Viking Day, Year 5 travelled to France for cultural immersion, and Year 6 enjoyed a week of adventure in Cornwall. Lower Years enjoyed day trips to Winchester Science Centre and Milestones Museum, linking learning to real-world experiences. GO Week highlighted service and community engagement. Year 6 hosted younger pupils, volunteered at the Salvation Army toddler group, and visited Abbey Chase care home. The Farm Conservation Project involved caring for animals and planting flowers. GO Week concluded with a music concert at Christ the Prince of Peace Church, live-streamed to care homes.

**Estate**

Our estate continues to be maintained to a high standard and maintenance and facilities scored very highly with parents in the most recent parent survey.

Over the period we have continued our rolling enhancement programme with, the most notable being the JS Reception, JS Reception, JS changing rooms, adding a lift in the JS main building, refurbishments to the Sixth Form Centre, the Cricket Pavilion Terrace and the Music Recital Room. We have also completed a substantial project to provide cooling to the College Science and Languages buildings utilising our carbon-neutral ground source heat pump array.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

**Sustainability**

St George's remains committed to minimising the environmental impact of our activities, and we are proud that this commitment has been recognised through several achievements. In 2023, we won the Runnymede Business Award for Sustainability and partnered with PowerCor in their success as Electrical Contractor of the Year for Partnership. We were also featured in the inaugural Independent Schools' Bursars Association Sustainability Supplement and have hosted numerous schools keen to learn from our approach.

Our carbon reduction programme is particularly active. We are among a small number of schools to install a substantial Ground Source Heat Pump (GSHP) system, providing heating and hot water for most College buildings. This is complemented by extensive use of Air Source Heat Pumps and HVAC systems powered by self-generated electricity from our large Solar Photovoltaic arrays, alongside sustainably sourced grid electricity.

Building on these major green initiatives, in 2024/25 we introduced an innovative cooling solution that uses cool air from the GSHP ground array to regulate temperatures in the Science and Languages buildings—eliminating the need for traditional air-conditioning.

Energy monitoring covers all electricity, water, and gas usage, with automated monthly reports enabling prompt investigation of anomalies. We also participate in the Energy Savings Opportunities Scheme, with the last reported figures showing:

<b>Significant Energy (kWh)</b>	<b>2018-19</b>	<b>2022-23</b>	<b>Reduction</b>	<b>Reduction %</b>
<b>Electricity</b>	1,939,978	1,569,359	370,619	19.1%
<b>Gas</b>	3,345,789	3,134,412	211,377	6.3%
<b>Total</b>	5,285,767	4,703,771	581,996	11.0%

Despite an increase in pupil numbers, we have achieved significant reductions in energy use and expect further improvements with the addition of 550kWp of solar PV panels.

Our Grounds Team implements a comprehensive sustainability strategy, including reusing all natural waste on site, creating wildflower meadows for pollinators, and cut-wood hedging for deer. We work closely with Surrey Wildlife Trust to enhance biodiversity—for example, by adjusting the flow of the River Bourne to improve fish spawning areas. Water consumption has been reduced through planting species that require minimal irrigation.

Recycling is promoted across the estate, with facilities for paper, cardboard, glass, plastic, food waste, batteries, toner cartridges, tennis balls, and crisp packets. All paper used is 100% unbleached and recycled, and we have actively reduced unnecessary printing, copying, and lamination. Our recent move to one-to-one iPads for College students will further reduce paper use.

All new builds exceed sustainability regulations, and refurbishments prioritise improvements in thermal efficiency. The school also operates several all-electric estate vehicles and is transitioning to electric machinery such as mowers, leaf blowers, and Boat Club launches.

**Public Benefit**

The Governors recognise the duty imposed upon them by the Charities Act 2011, Section 17, and the requirement to have due regard to the general guidance provided by the Charity Commission in connection with Public Benefit.

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2025**

The Governors are fully committed to the principle of making the education at both schools open to all children of the necessary academic ability, regardless of their family income, through our Transformational Bursary Scheme which makes places available free of charge, or majority funded, to low-income families. This year the School awarded Transformational Bursaries totalling £1,227k to 58 students (2024: £1,325k to 65 students).

Furthermore, the School will continue to support existing families who have fallen into hardship through our means-tested Hardship Bursary programme. This year the School awarded Hardship Bursaries totalling £203k to 21 students (2024: £307k to 29 students).

In addition, the Schools continue to foster relationships and partnering activities with local state schools, particularly schools in the Bourne Education Trust including Jubilee High School and Chertsey High School. Overall, the School has provided enhanced opportunities for 12 local state schools and approximately 1100 local children.

However, the Governing Body also support and promote many other activities that provide benefit to the public within the School's objectives but also beyond. The Governors set out below a schedule of the various activities in which the schools engage:

Activity	Description
<p><b>St George's Weybridge and Surrey County Tennis Centre</b></p>	<p>The College hosts a Surrey Lawn Tennis Association facility on site for the promotion of tennis to 80-90 boys and girls aged 4 to 16. The College pays for all staffing, routine maintenance and cleaning costs of the Centre. These amounted to £50k in the year. The Centre is open to all children of the required potential/ability, regardless of parental means.</p>
<p><b>Direct Support to Other Schools</b></p>	<p>To Jubilee High School, the offer of a transformational sixth form bursary to a local student who would not otherwise have been able to attend St George's College for sixth form. This forms part of continuing partnership work with the Bourne Education Trust and has a transformational impact for the student, as well as enriching the existing St George's sixth form and providing students with a wider perspective.</p> <p>Oxbridge preparation was provided to SGC students and those from several local schools, including Heathside, St Paul's, Salesians, Three Rivers and Hinchley Wood, with weekly online sessions, mock interviews, and bespoke support from staff and alumni.</p> <p>Around 70 students from SGC and partner state schools benefited from UCAT preparation courses (entrance exam for medical and dental schools, UK), including a full-day exam course in June and an interview course in November.</p> <p>To Three Rivers Academy, Salesian School, St Pauls Catholic School (Sunbury) and Heathside School, an invitation to Oxbridge applicants to attend Mock Oxbridge Interviews with SGC alumni hosted at the College, arranged to help the preparedness of applicants and increase their chances of success. Attended by approximately 80 students and 40 alumni across 3 evenings annually.</p> <p>To Three Rivers Academy, Salesian School, St Pauls Catholic School (Sunbury) and Heathside School, the invitation to Sixth Form students to attend St George's half-termly careers networking events. Professions presented include Law, Business, Finance, Engineering, Technology, Media and Sports. This aims to benefit careers education locally by sharing the Old Georgian alumni network to students outside of St George's.</p>

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

Activity	Description
	<p>Weekly Maths sessions were delivered by College staff to 42 Year 6 pupils at St Charles Borromeo Primary, providing 3–4 hours of tuition and planning support throughout the year.</p> <p>Supported by a staff member, Sixth Form students at the College mentored younger pupils at Darley Dene Primary School for 30 minutes a week across two terms through the Bookmark Reading Programme. This was implemented in October 2024 and is ongoing.</p> <p>To Holy Family Catholic Primary School, St Charles Borromeo Catholic Primary School, St Anne's Catholic Primary School, and SGJ, the Upper Sixth Form RS Outreach Programme spans two school terms. All College Upper Sixth students participate in lesson planning before delivering lessons to the local primary schools involved. Reflective feedback is conducted. At the end of the programme, all primary students are hosted at the College for a Mass to celebrate the partnership, supported by school Facilities and Catering staff. SGC transport is used where possible. This is a longstanding arrangement to provide opportunities for outreach and support local schools with the delivery of RS whilst also supporting our own Josephite ethos of hospitality and pastoral care.</p> <p>To Philip Southcote School, resource sharing and equipment donation to improve the classroom experience of PSS students. PSS contacted SGC for assistance and a relationship between technicians has been formed.</p> <p>To St Charles Borromeo Catholic Primary School, the answer to a call from the Headteacher for a Foundation Governor by a College teacher, attending 9 meetings per year. This aids the development of links with the school as well as contributing to the wider catholic community. The staff member has become the lead safeguarding governor at St Charles and will remain in post until at least July 2026.</p> <p>Since May 2022 St George's College has been the regional training hub for IStip, offering training to Early Career Teachers within the region and hosting two regional training days (November 2024 and March 2025) using both internal and external speakers, staff planning and delivery time, school space, resources and catering. Each year there are three regional training days supporting both first and second year ECTs and offering training to local state school representatives. Schools attending the events include Christ's Hospital, Royal Grammar School, Cranleigh, Seaford College, Halliford, Prior's Field School, Moore House, Hampton, Notre Dame, St Teresa's, St Edmond's, Epsom College, St John's, Lady Eleanor Holles, Churcher's College, Sir William Perkins for the independent sector and Jubilee High School and Chertsey High School from the maintained sector. Whilst the training days are funded by IStip for the independent sector, St George's funds non-ISC school attendance.</p> <p>To Jubilee High School and Chertsey High School, the invitation to send staff members to St George's to attend two two-day (16-hour) CPD Coaching Courses (Graydin Coaching) delivered by a certified facilitator at no cost. This had a transformational impact on those who took up the offer.</p> <p>GCSE and A-Level pupils from Jubilee High and Salesian attended termly Geography lectures hosted at the College, broadening access to academic enrichment.</p> <p>The annual "Sixth Form in a Day" welcomed 30–40 Year 10 students from Jubilee High and Chertsey High to sample sixth form life through lessons, lectures, and</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2025**

Activity	Description
	<p>sports, supported by College sixth formers. JHS does not have a sixth form, and this has been developed through existing links and joint activities between JHS and SGC and has encouraged some JHS students to apply to the College with both bursary and non-bursary places awarded.</p> <p>At the Junior School, a Sports Leadership Course trained Year 6 pupils alongside 36 children from St James and Long Ditton St Mary's, building teamwork and leadership skills.</p> <p>Junior School pupils also joined with children from St Anne's, St Charles and Cardinal Newman for a Year 4 RE workshop, exploring faith and building new friendships.</p> <p>For National Poetry Day, professional poets led creative writing workshops at the College for 60 SGC students alongside 11 visiting pupils from Jubilee High School.</p> <p>The College supported drama productions at Salesian School by loaning costumes and staging resources each term, coordinated by SGC staff. Arranged by the Drama department as part of Theatre in Education and Enrichment Week at the College, a group of drama students hosted performances at two local primary schools.</p> <p>The Junior School organised an activity morning for 30 Year 2 pupils from local state schools, offering sport and Forest School experiences led by staff and older pupils.</p> <p>St George's Junior hosted Elmbridge and Runnymede District football matches and training for U11 girls and boys, with pupils from across the borough benefitting from coaching and competitive play.</p> <p>The Year 2 Football Tournament brought together pupils from SGJ, Holy Family, St Charles Borromeo and Cardinal Newman schools, raising funds for parish charities through refreshments and hospitality.</p> <p>The GOALies training programme, involving SGJ and St Charles Borromeo pupils, used team games and wellbeing workshops to help children develop resilience, confidence and peer support skills.</p> <p>St Charles Borromeo pupils were able to hold their annual Sports Day using St George's facilities, supported by SGJ staff and transport.</p> <p>At the College, 24 Year 7 pupils undertook Surrey County Council's Bikeability training on site, equipping them with essential road safety skills.</p> <p>To St Charles Borromeo Catholic Primary School, the use of space and facilities to hold the St Charles Sports Day in July 2025, including staff support in the event set up, management and event clean up, and minibuses to transport the children to and from the event.</p> <p>To Chertsey High School, the use of space and facilities to hold the Chertsey High School Sports Day in July 2025, including staff support in the event set up, management and event clean up.</p> <p>To Salesian School, the use of space and facilities to hold the Salesian Sports Day in July 2025, including staff support in the event set up, management and event clean up.</p>

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

<b>Activity</b>	<b>Description</b>
	<p>To the Lumen Learning Trust, the use of space and facilities to hold the combined Sports Day for five local primary schools: Echelford Primary, Walton Oak, Darley Dene, Saxon Primary, and Riverbridge Primary.</p> <p>An ongoing Reading Scheme initiative with Jubilee High School where 20 Sixth Form students are helping JHS Lower Years Students.</p>
<b>Support to Affiliated Overseas Schools</b>	<p>The Congregation of Josephites operate and finance the running of seven schools in the Democratic Republic of the Congo. St George's Weybridge makes a direct financial contribution to the schools on a termly basis. Parents, staff, and students undertake further fund-raising on an ongoing basis. Total raised 2024/25 £28k (2023/24 £27k).</p>
<b>Advancement of Religion</b>	<p>Both schools are used free of charge by local parishes for activities such as retreats.</p> <p>St George's makes its facilities available annually, free of charge, to host the confirmation of students of all Catholic parishes in the Deanery.</p>
<b>Support to Other Charities</b>	<p>The College site hosts The Clubhouse Project, a charity which provides a day centre for young adults with learning disabilities, Mon-Fri, 50 weeks per year. Opportunities are provided for some of the clients to carry out jobs in the school as part of their stimulation and development.</p> <p>Annual collections for the Salvation Army, Walton &amp; Hersham Foodbank and The Passage involved all staff and pupils, supplying essential food and clothing to families and homeless individuals in the local area.</p> <p>Fundraising activities, including a Home Clothes Day, cake sale and book sale, raised £6,500 for charitable causes.</p> <p>Junior School pupils worked weekly at the Salvation Army Toddler Group and Abbey Chase Care Home, engaging in gardening, play and entertainment to support vulnerable families and residents.</p> <p>Music and art projects enabled pupils to share their talents, including a concert at Christ the Prince of Peace Church, streamed to four care homes, and an art and conservation project displayed locally.</p> <p>St George's Junior School hosted the Surrey Search and Rescue AGM and a training day, donating staff time and facilities to support this vital emergency service.</p> <p>To the Wey Landscape Partnership, the provision of meeting facilities.</p> <p>To the Salvation Army, regular donations to the local food bank from both staff and students.</p> <p>To the Salvation Army, maintenance at the local food bank involving sorting, painting and gardening.</p> <p>The provision of meeting and training facilities to the Samaritans for volunteer training sessions.</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2025**

Activity	Description
	<p>To the Whitely Homes Trust, gardening, the preparation and delivery of a treasure hunt and spending time with the residents of Huntly House.</p> <p>To the Whitely Homes Trust, provision of entertainment to the residents of the Eliza Palmer Hub in the form of a raffle and musical performance.</p> <p>To the Whitely Homes Trust, gardening, putting and a picnic with residents.</p> <p>To Surrey Care Trust, the provision of meeting and training facilities to host an annual two-day training session for volunteers.</p> <p>To Calm Charity, the donation of all funds raised from a charity football match organised and hosted in memory of an ex-student. Use of facilities, football pitch, and toilet and changing facilities, as well as Duty Officer support provided.</p>
<p><b>Support to the Wider Community</b></p>	<p>In partnership with ElmbridgeCan and the Epsom Refugee Network, 40–50 Sixth Form students provided one-to-one weekly tutoring for displaced teenagers, with the school funding £1,000 worth of textbooks.</p> <p>The College hosted revision and careers workshops for displaced students, helping 10 young people with GCSE Maths, English and future planning.</p> <p>A three-day summer camp for 20–22 displaced teenagers, run with the Big Leaf charity, was supported by staff and 10–15 Sixth Form pupils, offering social, leadership and recreational opportunities on site.</p> <p>The JS is expected to permit use of the playing fields for parking for the Weybridge Ladies Amateur Rowing Club annual regatta.</p> <p>The Sixth Form host a social evening each week attended by a group of refugees housed in two hotels in the local area, one in Kingston and the other in East Horsley. Minibuses are provided by the school and driven by staff volunteers. This is in collaboration with two local charities, ElmbridgeCan and BigLeaf. The Kennedy Club was the BBC's Make a Difference award winner in 2023.</p> <p>The College organises an annual week-long pilgrimage to Lourdes for several local disadvantaged people. Sixth Formers act as young helpers and staff attend, in their own time, as adult helpers.</p> <p>All JS Year 6 pupils and College Third Year students engage in a series of community service projects on individual days for 1 week in the Summer Term. They offer their time for free. Staff and Parent volunteers help staff the projects, which usually include;</p> <ul style="list-style-type: none"> <li>• Conservation work on Esher Common</li> <li>• Conservation work with the Lower Mole Partnership</li> <li>• Preparing food bags for families with Runnymede Foodbank</li> <li>• DIY tasks and Arts and Craft with the Salvation Army</li> <li>• Volunteering in local schools, working with The Lumen Learning Trust</li> <li>• Providing lunch and entertainment for the elderly</li> <li>• Helping people to learn English</li> <li>• Helping with mass at St Augustine's local care home and at Christ Prince of Peace local parish church</li> </ul>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2025**

---

<b>Activity</b>	<b>Description</b>
	<ul style="list-style-type: none"><li>• Volunteering at a local Farm and Equestrian Centre, combining environmental awareness and later producing artwork based on the experience for display at Whiteley Homes Trust</li><li>• Gardening and maintenance work at a designated community site</li></ul> <p>The students' St Vincent De Paul group conducts an ongoing programme of visits to local elderly citizens.</p>

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

## **FINANCIAL REVIEW**

### **Results for the Year**

The School's net incoming resources for the year amounted to £2.2m (2024: *net incoming resources of £3.6m*). This included a profit of £88k (2024: *£78k*) achieved by the School's trading subsidiary, of which £91k was donated to the School.

### **Fundraising Performance**

The School views fundraising as an important source of additional income to enable fees to be kept as low as possible and to reduce reliance on single income streams. The trustees are fully aware of their individual responsibility and accountability to ensure that the School fundraises legally, responsibly and effectively. They are aware of the Charity Commission CC20 guidance and use this and the accompanying checklist to help them evaluate the School's fundraising performance.

The Development Office continues to run an active communication and engagement programme to the whole school community. In the year, the Development Office received £135,700 (2023/24: £119,156) of donations. In addition, we have received £375k in pledged donations for future years. The School did not engage with a professional fundraiser in the year but linked with two commercial participators, i.e. businesses who kindly provide a proportion of their revenue to the School.

The School has a published complaints procedure, available on its website. As a member of the Fundraising Regulator, we are required to provide annual figures on the number of complaints received during the year (none).

### **Investment Policy, Objectives and Performance**

The School does not have an investment portfolio. Surplus funds are managed daily by using money markets with the assistance of the company's bankers to preserve capital. Gifts of shares are liquidated upon receipt.

### **Reserves Policy**

Restricted funds are, because of the spending constraints attached to them, not available for funding the general operations of the schools. The unrestricted, or general, funds are expendable in accordance with the objects of the School. In common with many other successful schools, these unrestricted funds, together with specific long-term bank finance, have already been invested by the Governors in the building, development and refurbishment of school buildings and other fixed assets used by the Schools. Accordingly, there are no current free reserves (unrestricted funds less the net book value of fixed assets financed by those funds).

Given our plans for the new buildings and other capital expenditure, this nil balance is expected to continue for the foreseeable future. This is in accordance with the long-term plans of the Governors for the development of the Schools and they are satisfied that the resources available to the School through long-term external bank finance is adequate for its requirements.

The School and Subsidiary total reserves of £54.1m (2024 £51.9m) at the year-end included £858k (2024: £818k) of unspent restricted reserves, £184k (2024: £189k) of unrestricted but designated funds and £53.1m (2024: £50.9m) of unrestricted general reserves, which after deducting investments in operational fixed assets of £52.6m (2024: £54.2m) leaves £1.5m surplus (2024: £2.3m deficit) of free reserves funded by long term borrowing. In addition, £0.1m (2024: £0.1m) of the restricted income is being used to fund four Transformational Bursaries (formerly called Assisted Places) at the College.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

### **Going Concern**

The Governors have assessed whether the use of the going concern basis is appropriate and have considered events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the Governors have considered the School's forecasts and projections and have taken account of pressure on income as inflation rises. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

### **FUTURE PLANS**

#### **Objectives for the Next Year**

- Recruit an outstanding successor for Rachel Owens, College Headmistress
- Continue to focus on safeguarding our financial resilience
- Focus further on the appropriate use of AI and technology across both schools.

### **RISK MANAGEMENT**

The Governors have considered the major risks to which the School and its subsidiary are exposed. The Governing Body has ultimate responsibility for managing any risks faced by the School. Governors' committee standing meeting items cover the main areas of ongoing risk to the School, however, oversight of risk management is delegated to the Finance and Risk Committee, which reports formally to the Governing Body three times per annum.

The strategic risk management process uses a Risk Appetite Matrix, containing key strategic risks, and metrics by which to assess them, which are reported at each Finance and Risk Committee Meeting. Governors have set 'risk appetite' thresholds, which if breached trigger further action to rectify.

#### **Principal Risks and Uncertainties**

The Governors consider the following to be the principal risks and uncertainties affecting the Schools:

- A loss of reputation could significantly impact fee income. While reputational threats are varied, the Schools' ability to keep children safe remains paramount. Safeguarding continues to be the most key area of risk management strategy, supported by robust policies, proactive oversight, and dynamic management. This is complemented by comprehensive and well-resourced Health and Safety procedures, which further reinforce our commitment to pupil welfare.
- The implementation of VAT on school fees, announced in the Budget of 30 October 2024, presents a potential risk to pupil numbers. We are actively mitigating this by absorbing a substantial portion of the VAT cost, maintaining fee levels as competitively as possible without compromising educational quality. In addition, our marketing and admissions efforts remain vigorous to sustain strong interest in St George's. Should pupil numbers materially change, we are prepared to adjust our cost base to ensure financial sustainability.
- Increased competition from other independent schools in the area, who may adapt their offering in response to VAT by transitioning to co-education or broadening admissions criteria—continues to be monitored. We remain focused on maintaining our distinctive strengths and high standards to ensure our continued appeal.

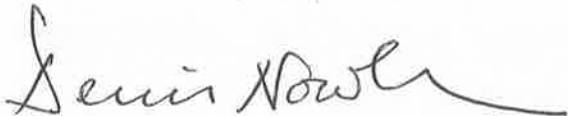
**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2025**

---

- Events such as fire, cyber-attacks, or other crises could have significant operational and reputational consequences. These risks are subject to rigorous management and mitigation strategies, including compliance with statutory and regulatory requirements, regular scenario-based rehearsals of critical incidents, and targeted staff training—particularly in areas such as cyber security—to reduce the likelihood and impact of such events.

The Governing Body is satisfied that, for all major risks identified, appropriate controls have been put in place and maintained to mitigate those risks adequately. It is recognised that systems can provide only reasonable but not absolute assurance that major risks have been managed.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of St George's Weybridge on 24 November 2025, including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



**Denis Nowlan** (Chairman of the Governing Body)

**ST GEORGE'S WEYBRIDGE**  
**INDEPENDENT AUDITOR'S REPORT**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST GEORGES WEYBRIDGE**

**Opinion**

We have audited the financial statements of St George's Weybridge (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2025 which comprise of the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement 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 the parent charitable company's affairs as at 31 July 2025 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 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's and 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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in 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 there is 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.

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2025**

---

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 strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual 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 their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, 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 trustees' 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, the trustees (who are also the directors of the 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 group 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**

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- 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. The risk of not detecting a material

**ST GEORGE'S WEYBRIDGE**  
**INDEPENDENT AUDITOR'S REPORT**  
**FOR THE YEAR ENDED 31 JULY 2025**

---

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.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Explanation as to what extent 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, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2025**

---

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

**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 which 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

*Moore Kingston Smith LLP*

9D1915FA0E7B4A7...

Neil Finlayson (Senior Statutory Auditor)  
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor  
9 Appold Street  
London  
EC2A 2AP

Date: 17/2/2026

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
(incorporating the income and expenditure account)  
for the year ended 31 July 2025

Income and Endowments	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
<b>INCOME FROM:</b>					
<b>Charitable Activities</b>					
School fees	2	31,042,007	-	31,042,007	31,348,786
Other educational income	3	2,687,967	-	2,687,967	2,533,664
<b>Other trading activities</b>					
Other trading income	4	655,528	-	655,528	611,699
<b>Investments</b>					
Investment income		965,674	16,008	981,682	575,141
<b>Voluntary sources</b>					
Grants and donations	5	28,254	135,700	163,954	157,660
<b>Total Income</b>		<u>35,379,430</u>	<u>151,708</u>	<u>35,531,138</u>	<u>35,226,950</u>
<b>EXPENDITURE ON:</b>					
<b>Raising funds</b>					
Fundraising and development		286,892	-	286,892	294,461
Financing costs under Advance Fee Contracts		522,201	-	522,201	214,008
Non-ancillary trading		346,818	-	346,818	340,261
Interest and other costs		123,812	-	123,812	206,591
<b>Total non-educational costs</b>		1,279,723	-	1,279,723	1,055,321
<b>Charitable activities</b>					
Education		32,068,600	-	32,068,600	30,615,573
<b>Total expenditure</b>	7	<u>33,348,323</u>	<u>-</u>	<u>33,348,323</u>	<u>31,670,894</u>
<b>Net income</b>		2,031,107	151,708	2,182,815	3,556,056
Transfers between funds	17.1	140,496	(140,496)	-	-
<b>Net movement in funds for the year</b>		2,171,603	11,212	2,182,815	3,556,056
Fund balance at 1 August 2024		51,075,632	847,329	51,922,961	48,366,905
<b>Fund balances at 31 July 2025</b>	17	<u>53,247,235</u>	<u>858,541</u>	<u>54,105,776</u>	<u>51,922,961</u>

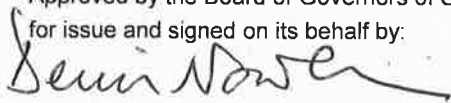

The accompanying notes form part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED AND SCHOOL BALANCE SHEETS**  
as at 31 July 2025

	Note	Group		School	
		2025 £	2024 £	2025 £	2024 £
<b>FIXED ASSETS</b>					
Tangible assets	8	52,636,888	54,219,392	52,605,463	54,184,441
Investment assets	9	-	-	100	100
		<u>52,636,888</u>	<u>54,219,392</u>	<u>52,605,563</u>	<u>54,184,541</u>
<b>CURRENT ASSETS</b>					
Stock	10	327,436	274,185	24,807	38,535
Debtors	11	1,818,272	1,060,952	2,004,474	1,232,663
Cash and short term deposits		27,294,369	29,659,395	27,264,067	29,654,629
		<u>29,440,077</u>	<u>30,994,532</u>	<u>29,293,348</u>	<u>30,925,827</u>
<b>CURRENT LIABILITIES</b>					
Creditors payable within one year	12	(12,703,223)	(12,717,871)	(12,542,989)	(12,635,128)
<b>NET CURRENT ASSETS</b>		<u>16,736,854</u>	<u>18,276,661</u>	<u>16,750,359</u>	<u>18,290,699</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>69,373,742</u>	<u>72,496,053</u>	<u>69,355,922</u>	<u>72,475,240</u>
<b>LONG TERM LIABILITIES</b>					
Advance fees	13	(11,594,829)	(16,218,481)	(11,594,829)	(16,218,481)
Deposits	14	(1,464,415)	(1,461,550)	(1,464,415)	(1,461,550)
Loans	15	(2,208,721)	(2,893,061)	(2,208,721)	(2,893,061)
<b>NET ASSETS</b>		<u>54,105,777</u>	<u>51,922,961</u>	<u>54,087,957</u>	<u>51,902,148</u>
<b>REPRESENTED BY:</b>					
<b>RESTRICTED FUNDS</b>	17.1	858,542	847,329	858,542	847,329
<b>UNRESTRICTED FUNDS</b>					
Unrestricted - Designated	17.2	184,197	182,755	184,197	182,755
General funds	17.2	53,063,038	50,892,877	53,045,218	50,872,064
<b>TOTAL FUNDS</b>		<u>54,105,777</u>	<u>51,922,961</u>	<u>54,087,957</u>	<u>51,902,148</u>

No separate SOFA has been presented for the School alone, as permitted by Section 408 of the Companies Act 2006. The School's income for the year was £35,096,244 (2024: £34,809,114) and the surplus for the year was £2,182,815 (2024: surplus of £3,556,056).

Approved by the Board of Governors of St George's Weybridge on 25 November 2025 and authorised for issue and signed on its behalf by:

Denis Nowlan - Chairman

Margi Satchel - Governor, Finance & Risk Committee

Company number: 02789023

The accompanying notes form part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED CASHFLOW STATEMENT**  
for the year ended 31 July 2025

	Notes	2025 £	2024 £
<b>NET CASH FLOWS FROM OPERATIONS</b>			
Net cash provided by operating activities	20	4,386,389	6,034,295
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for tangible fixed assets		(1,311,766)	(2,154,524)
Proceeds on sale of tangible fixed assets		6,430	1,100
Investment income receipts		981,682	575,141
Net cash provided by/(used in) investing activities		<u>(323,654)</u>	<u>(1,578,283)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Interest paid		(123,812)	(206,591)
Loans Received		-	-
Loans repaid		(685,734)	(676,801)
Advance fees		(5,629,666)	14,344,099
Deposits		11,450	15,950
Net cash provided by/(used in) financing activities		<u>(6,427,762)</u>	<u>13,476,657</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u><b>(2,365,027)</b></u>	<u><b>17,932,669</b></u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u><b>29,659,396</b></u>	<u><b>11,726,727</b></u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><b>27,294,369</b></u>	<u><b>29,659,396</b></u>
<b>The balance at 31 July consists of:</b>			
Cash		3,362,156	4,566,755
Cash equivalents		23,932,213	25,092,640

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2025**

---

**1 STATEMENT OF ACCOUNTING POLICIES**

St George's Weybridge is a company limited by guarantee with registered number 02789023, incorporated and domiciled in England and Wales. Its registered office is St George's College, Weybridge Road, Addlestone, Surrey KT15 2QS.

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the 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 2015. The school is a Public Benefit Entity as defined by FRS 102.

The functional currency of the School is considered to be GBP because that is the currency of the primary economic environment in which the School operates.

The School has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a charity only Cash Flow Statement with the consolidated financial statements.

**Going concern**

The financial statements are prepared on a going concern basis which assumes the charitable group will continue in operational existence for the foreseeable future. The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Governors have considered the School's forecasts and projections and have taken account of the Labour Government's first budget, implementing VAT on school fees and significantly increasing Employers NI taxation. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

**Basis of Consolidation**

The group comprises of St George's Weybridge and St George's Weybridge Enterprises Limited. The assets and liabilities and results of the wholly owned subsidiary are consolidated into these financial statements. Summarised details of the subsidiary company are set out in note 9.1.

**Critical accounting judgements and key sources of estimation uncertainty**

In the application of the accounting policies, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the opinion of the Trustees, the estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

*Useful economic lives*

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of the property, plant and equipment and note 1.8 for the useful economic lives for each class of asset.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2025**

---

**1 Statement of Accounting Policies (Continued)**

*Recoverable value of fee debtors*

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 11 for the net carrying amount of the debtors and associated impairment provision.

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

**1.1 Fees and similar income**

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the School, but include contributions received from Restricted Funds for scholarships, bursaries and other grants. Fees received in advance of education to be provided in future years under an Advance Fee Payments Scheme contract are held as liabilities until either taken to income in the term when used or else refunded.

**1.2 Investment income**

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

**1.3 Donations**

Donations receivable for the general purposes of the School are credited to Unrestricted Funds. Donations for purposes restricted by the wishes of the donor are taken to Restricted Funds where these wishes are legally binding, except that any amounts required to be retained as capital in accordance with the donor's wishes are accounted for instead as Endowments - permanent or expendable according to the nature of the restriction. Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**1.4 Resources expended**

Expenditure is accounted for on an accruals basis as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the School, including strategic planning for its future development, also internal and external audit, any legal advice, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

Governance costs are no longer presented as a separate category of expenditure in the Statement of Financial Activities as they are not regarded as part of support costs which are allocated to the cost of activities undertaken by the School.

Intra-group sales and charges between the School and its subsidiary are excluded from trading income and expenditure.

**1.5 Operating leases**

Rentals payable under operating leases are charged in the SOFA on a straight line basis over the lease

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2025**

---

**1.6 Pension schemes**

The School contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the School. In accordance with FRS 102 therefore, the scheme is accounted for as a defined contribution scheme. The School also contributes to a group personal pension scheme for other staff. Contributions to both schemes are charged in the SOFA as they become payable in accordance with the rules of the schemes.

**1.7 Employee benefits**

The costs of short-term employee benefits are recognised as a liability and an expense.

Termination payments are recognised immediately as an expense when the school is demonstrably committed to terminate the employment of an employee or provide termination benefits.

**1.8 School land and buildings and equipment**

*Capitalisation and replacement*

Tangible fixed assets costing in excess of £2,000 are capitalised and carried in the balance sheet at historical cost. In accordance with the transitional provisions of Financial Reporting Standard 102, the School buildings are stated at valuation at 31 July 2001 and this deemed cost has been frozen subject to any adjustments necessary resulting from an impairment review. This valuation has not been updated.

*Depreciation*

The freehold land is not depreciated. Depreciation of other assets is provided at rates calculated to write off the excess of cost over estimated residual amount over the estimated useful economic lives of each class of asset, subject to annual review.

These rates are currently as follows:

Building, improvements and extensions	10 - 50 years
Furniture and equipment	3 - 7 years
Motor vehicles	25% reducing balance

**1.9 Stock**

Stock is valued at the lower of cost and net realisable value on a first-in-first-out (FIFO) basis.

**1.10 Fund Accounting**

The charitable trust funds of the School and its subsidiary are accounted for as unrestricted or restricted income in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded.

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors, either to fund the School's objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

**1.11 Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with debtors, excluding prepayments. A specific provision is made for debts for which recoverability is in doubt. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2025**

---

**1.12 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

**1.13 Joint ventures**

An entity is treated as a joint venture where the group is party to a contractual agreement with one or more parties from outside the group to undertake an economic activity that is subject to joint control.

In the consolidated accounts, interests in associated undertakings are accounted for using the equity method of accounting. Under this method an equity investment is initially recognised at the transaction price (including transaction costs) and is subsequently adjusted to reflect the investor's share of the profit or loss, other comprehensive income and equity of the joint venture.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

	2025	2024	
<b>2 SCHOOL FEES</b>	<b>Total</b>	<b>Total</b>	
	<b>£</b>	<b>£</b>	
<b>The Schools' fee income comprised:</b>			
Gross fees	33,820,445	34,431,494	
Less: Total bursaries and allowances	<u>(2,884,177)</u>	<u>(3,190,842)</u>	
	<b>30,936,268</b>	<b>31,240,652</b>	
 Add back: Transformational Bursaries paid for by restricted funds	 105,739	 108,134	
 <b>Total</b>	 <b><u>31,042,007</u></b>	 <b><u>31,348,786</u></b>	
<b>3 OTHER INCOME</b>	<b>Total</b>	<b>Total</b>	
	<b>£</b>	<b>£</b>	
<b>Other educational charitable activities:</b>			
Entrance and registration fees	69,864	68,667	
Other fees and income	2,599,078	2,425,704	
Senco income	19,025	39,293	
<b>Total</b>	<b><u>2,687,967</u></b>	<b><u>2,533,664</u></b>	
<b>4 OTHER TRADING ACTIVITIES</b>	<b>Total</b>	<b>Total</b>	
	<b>£</b>	<b>£</b>	
<b>Other trading activities:</b>			
Sales	282,344	253,201	
Rental income	373,184	358,498	
	<b><u>655,528</u></b>	<b><u>611,699</u></b>	
<b>5 GRANTS AND DONATIONS</b>	<b>Unrestricted</b>	<b>Restricted</b>	<b>2025</b>
			<b>Total</b>
			<b>£</b>
Donations	-	135,700	135,700
Parents' Association	28,254	-	28,254
<b>Total</b>	<b><u>28,254</u></b>	<b><u>135,700</u></b>	<b><u>163,954</u></b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>2024</b>
			<b>Total</b>
			<b>£</b>
Donations	(5,351)	124,505	119,154
Parents' Association	38,506	-	38,506
<b>Total</b>	<b><u>33,155</u></b>	<b><u>124,505</u></b>	<b><u>157,660</u></b>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2025**

	<b>Total</b>	<b>Total</b>
<b>6 STAFF COSTS</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Total staff costs comprised:</b>		
Wages and salaries	<b>16,715,902</b>	15,822,671
Social securities costs	<b>1,859,517</b>	1,631,005
Pension contributions	<b>3,402,546</b>	2,959,848
Other Staff Costs	<b>340,141</b>	431,395
	<b><u>22,318,106</u></b>	<b><u>20,844,919</u></b>

The average number of employees in the year was 461 (2024: 479) of which 199 (2024: 229) were teaching staff.

FTE: 366 (2024: 348) of which 208 (2024: 205) were teaching staff.

One governor was reimbursed for travel and subsistence during the year (2024: One).

No Governors received remuneration during the year (2024: none).

The numbers of higher paid employees were:

	<b>2025</b>	<b>2024</b>
	<b>No.</b>	<b>No.</b>
Taxable emoluments band (excludes employer pension contributions):		
£ 60,000 - £ 70,000	<b>26</b>	<b>24</b>
£ 70,001 - £ 80,000	<b>11</b>	<b>11</b>
£ 80,001 - £ 90,000	<b>2</b>	<b>1</b>
£ 90,001 - £100,000	<b>2</b>	<b>1</b>
£ 100,001 - £110,000	<b>2</b>	<b>-</b>
£ 150,001 - £160,000	<b>-</b>	<b>1</b>
£ 160,001 - £170,000	<b>-</b>	<b>1</b>
£ 170,001 - £180,000	<b>1</b>	<b>-</b>
£ 190,001 - £200,000	<b>1</b>	<b>-</b>
£ 240,001 - £250,000	<b>-</b>	<b>1</b>
£ 260,001 - £270,000	<b>1</b>	<b>-</b>
	<b><u>46</u></b>	<b><u>40</u></b>

The number with retirement benefits accruing were:

Money Purchase Scheme	<b>5</b>	5
For which the £ contributions amounted to:	<b>68,395</b>	64,502
Defined Benefit Schemes	<b>41</b>	35

Aggregate £ employee benefits of key management personnel	<b><u>2,695,472</u></b>	<b><u>2,463,926</u></b>
---	-------------------------	-------------------------

Two members of the key management personnel are also provided with free accommodation in order to enable them to undertake specific duties for the school.

Two people were paid a termination payment during the year (2024: one).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED 2025**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	222,659	64,233	-	286,892
Financing costs under				
Advance Fee contracts	-	522,201	-	522,201
Non-ancillary trading	112,852	230,440	3,526	346,818
Interest and other costs	-	123,812	-	123,812
	<u>335,511</u>	<u>940,686</u>	<u>3,526</u>	<u>1,279,723</u>
<i>Charitable activities:</i>				
Teaching	17,562,583	1,064,988	-	18,627,571
Welfare	1,162,109	1,278,038	-	2,440,147
Premises	981,717	2,885,133	2,888,776	6,755,626
Support costs of schooling	2,157,152	1,770,780	-	3,927,932
Grants, awards and prizes	-	119,458	-	119,458
Governance costs	119,034	78,832	-	197,866
	<u>21,982,595</u>	<u>7,197,229</u>	<u>2,888,776</u>	<u>32,068,600</u>
Schools operating costs	<u>21,982,595</u>	<u>7,197,229</u>	<u>2,888,776</u>	<u>32,068,600</u>
Total	<u>22,318,106</u>	<u>8,137,915</u>	<u>2,892,302</u>	<u>33,348,323</u>

The payments made under operating leases during the year were £533,861 (2024: £427,000) in respect of land and buildings and £71,249 (2024: £71,249) in respect of plant and equipment.

**ANALYSIS OF TOTAL RESOURCES EXPENDED 2024**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	230,287	64,174	-	294,461
Financing costs under				
Advance Fee contracts	-	214,008	-	214,008
Non-ancillary trading	114,190	221,841	4,230	340,261
Interest and other costs	-	206,591	-	206,591
	<u>344,477</u>	<u>706,614</u>	<u>4,230</u>	<u>1,055,321</u>
<i>Charitable activities:</i>				
Teaching	16,387,674	1,094,528	-	17,482,202
Welfare	1,148,243	1,381,404	-	2,529,647
Premises	834,194	2,632,656	2,994,062	6,460,912
Support costs of schooling	2,042,558	1,773,278	-	3,815,836
Grants, awards and prizes	-	118,562	-	118,562
Governance costs	117,772	90,642	-	208,414
	<u>20,530,441</u>	<u>7,091,070</u>	<u>2,994,062</u>	<u>30,615,573</u>
Schools operating costs	<u>20,530,441</u>	<u>7,091,070</u>	<u>2,994,062</u>	<u>30,615,573</u>
Total	<u>20,874,918</u>	<u>7,797,684</u>	<u>2,998,292</u>	<u>31,670,894</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED (continued)**

Governance expenditure includes:	<b>Total</b>	Total
	<b>2025</b>	2024
	£	£
Auditor's remuneration:		
For audit services	<u><b>43,507</b></u>	<u>53,065</u>

**8 TANGIBLE FIXED ASSETS**

Tangible Fixed Assets - Group	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2024	3,625,000	17,776,160	55,682,281	9,794,142	86,877,583
Additions in year	-	329,126	167,622	815,018	1,311,766
Disposals	-	-	-	(158,421)	(158,421)
<b>As at 31 July 2025</b>	<u><b>3,625,000</b></u>	<u><b>18,105,286</b></u>	<u><b>55,849,903</b></u>	<u><b>10,450,739</b></u>	<u><b>88,030,928</b></u>
<b>Depreciation</b>					
As at 1 August 2024	-	5,033,747	20,353,932	7,270,513	32,658,192
Charge for year	-	406,016	1,586,504	899,782	2,892,302
Disposals	-	-	-	(156,454)	(156,454)
<b>As at 31 July 2025</b>	<u><b>-</b></u>	<u><b>5,439,763</b></u>	<u><b>21,940,436</b></u>	<u><b>8,013,841</b></u>	<u><b>35,394,040</b></u>
<b>Net book value</b>					
<b>As at 31 July 2025</b>	<u><b>3,625,000</b></u>	<u><b>12,665,523</b></u>	<u><b>33,909,467</b></u>	<u><b>2,436,898</b></u>	<u><b>52,636,888</b></u>
As at 31 July 2024	<u>3,625,000</u>	<u>12,742,414</u>	<u>35,328,349</u>	<u>2,523,629</u>	<u>54,219,392</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

**8 TANGIBLE FIXED ASSETS (Continued)**

Tangible Fixed Assets - School	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2024	3,625,000	17,776,160	55,682,281	9,702,928	86,786,369
Additions in year	-	329,126	167,622	815,018	1,311,766
Disposals	-	-	-	(158,421)	(158,421)
<b>As at 31 July 2025</b>	<b><u>3,625,000</u></b>	<b><u>18,105,286</u></b>	<b><u>55,849,903</u></b>	<b><u>10,359,525</u></b>	<b><u>87,939,714</u></b>
Depreciation					
As at 1 August 2023	-	5,033,747	20,353,932	7,214,249	32,601,928
Charge for year	-	406,016	1,586,504	896,257	2,888,777
Disposals	-	-	-	(156,454)	(156,454)
<b>As at 31 July 2024</b>	<b><u>-</u></b>	<b><u>5,439,763</u></b>	<b><u>21,940,436</u></b>	<b><u>7,954,052</u></b>	<b><u>35,334,251</u></b>
<b>Net book value</b>					
<b>As at 31 July 2024</b>	<b><u>3,625,000</u></b>	<b><u>12,665,523</u></b>	<b><u>33,909,467</u></b>	<b><u>2,405,473</u></b>	<b><u>52,605,463</u></b>
As at 31 July 2024	3,625,000	12,742,413	35,328,349	2,488,679	54,184,441

\* The School has elected, in accordance with Section 35.10(d) of FRS 102, to use the carrying value on 1st September 2014, the date of transition to FRS 102, of any of the above freehold land and buildings previously carried at a valuation, as their deemed cost.

Included within the additions for Long Leasehold Buildings and Improvements is £1,948,000 for assets under construction as at 31 July 2025 (2024: £1,658,000). These items have not been depreciated in the accounts.

**9 INVESTMENTS**

	Group 2025 £	Group 2024 £	School 2025 £	School 2024 £
Interest in subsidiary undertaking	-	-	100	100
<b>Total</b>	<b><u>-</u></b>	<b><u>-</u></b>	<b><u>100</u></b>	<b><u>100</u></b>

An investment of £2,500 in the joint venture company was impaired in 2016.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2025**

**9 UNLISTED INVESTMENTS (Continued)**

**9.1 Subsidiary Undertakings**

The School has a 100% shareholding, acquired on 22nd February 1999, in St George's Weybridge Enterprises Limited, Company No. 03719020, incorporated in the United Kingdom, which manages the commercial activities of the company.

St George's Weybridge Enterprises Limited had a turnover of £479,335 (2024: £463,028), gross profit of £267,511 (2024: £272,897) and a profit before tax and gift aid of £91,070 (2024: £77,576). At 31 July 2025, the company had shareholder's funds of £17,920 (2024: £20,913).

**9.2 Joint Venture**

The School has a 50% shareholding acquired on 25th March 1994 in a Joint Venture company, St George's Weybridge and Surrey County Tennis Centre Limited, incorporated in the United Kingdom, which manages the indoor tennis centre. The Joint Venture Company is managed jointly by the company and Surrey County Lawn Tennis Association which owns the other 50% shareholding.

On 25th March 1994 the School agreed to provide land, with the approval of the Josephite Community, the freeholders. The School as the head lease holder, agreed to offer a sublease to Surrey County Lawn Tennis Association ("the Surrey Trustees") on similar lease terms. The Surrey Trustees agreed to build and fund the indoor tennis centre.

The Joint Venture Company is responsible for making arrangements for use of the indoor tennis centre which, under the present agreement, is given equally to St George's Weybridge, Surrey Lawn Tennis Association and the Joint Venture Company which lets the courts to third parties. St George's Weybridge assists by making available its own staff to carry out the Joint Venture company's operations. St George's Weybridge is also responsible for day to day maintenance of the tennis centre buildings. Any surplus/deficit will be shared equally by St George's Weybridge and the Surrey Lawn Tennis Association.

The unaudited results for the last two years are as follows:

**PROFIT AND LOSS ACCOUNT**  
**YEAR ENDED 30 SEPTEMBER 2025**

	2025	2024
	£	£
Turnover	42,582	38,956
Cost of Sales	-	-
Administration	(36,503)	(33,186)
Depreciation	(5,539)	(5,539)
Interest Receivable	-	-
	540	231
Taxation	-	-
	540	231
Profit/(Loss) for the year	540	231
Balance brought forward	(29,127)	(29,358)
Balance carried forward	(28,587)	(29,127)

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

**9 UNLISTED INVESTMENTS (Continued)**

**BALANCE SHEET**  
**AS AT 30 SEPTEMBER 2025**

	2025	2024
	£	£
<b>FIXED ASSETS</b>		
Tangible assets	21,233	26,772
<b>CURRENT ASSETS</b>		
Stock	-	-
Debtors	3,788	1,056
Cash at bank	27,269	21,602
	31,057	22,658
<b>CREDITORS: Amounts falling due within one year</b>	<b>(21,877)</b>	<b>(19,557)</b>
<b>NET CURRENT ASSETS</b>	<b>9,180</b>	<b>3,101</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>30,413</b>	<b>29,873</b>
<b>CREDITORS: Amounts falling due in more than one year</b>	<b>(54,000)</b>	<b>(54,000)</b>
<b>NET LIABILITIES</b>	<b>(23,587)</b>	<b>(24,127)</b>
<b>CAPITAL AND RESERVES</b>		
Share capital	5,000	5,000
Profit and loss account	(28,587)	(29,127)
<b>SHAREHOLDERS' FUNDS</b>	<b>(23,587)</b>	<b>(24,127)</b>

**10 STOCK**

	Group 2025	Group 2024	School 2025	School 2024
	£	£	£	£
Goods for resale	302,629	235,650	-	-
Other stock	24,807	38,535	24,807	38,535
	<b>327,436</b>	<b>274,185</b>	<b>24,807</b>	<b>38,535</b>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

**11 DEBTORS**

	Group 2025 £	Group 2024 £	School 2025 £	School 2024 £
Amount due from Joint Venture compar	13,844	13,800	13,844	13,800
Amount due from subsidiary	-	-	221,562	192,073
Fee debtors	477,291	254,869	477,291	254,869
Sundry debtors	180,173	227,982	164,734	219,022
Prepayments and accrued income	1,146,964	564,301	1,127,043	552,899
	<u>1,818,272</u>	<u>1,060,952</u>	<u>2,004,474</u>	<u>1,232,663</u>

**12 CREDITORS: due within one year**

	Group 2025 £	Group 2024 £	School 2025 £	School 2024 £
Bank loan	689,802	691,196	689,802	691,196
Advance fee scheme (Note 13)	8,054,284	9,060,298	8,054,284	9,060,298
Pension contributions	391,751	386,557	391,751	386,557
Trade creditors	1,551,326	1,195,124	1,406,703	1,129,075
Social security and other taxation	901,584	412,273	901,584	412,273
Deposits	360,535	351,950	360,535	351,950
Other creditors	346,059	315,362	346,059	315,362
Accruals	407,882	305,111	392,271	288,417
	<u>12,703,223</u>	<u>12,717,871</u>	<u>12,542,989</u>	<u>12,635,128</u>

**13 ADVANCE FEE PAYMENTS - GROUP**

Parents may enter into a contract to pay for their children's tuition fees in advance. The money may be returned subject to specific conditions on the receipt of one term's notice. Assuming students will remain in the School, advance fees will be applied as follows:

	2025 £	2024 £
After 5 years	438,161	975,949
Within 2 to 5 years	6,503,302	9,112,105
Within 1 to 2 years	4,653,366	6,130,427
	<u>11,594,829</u>	<u>16,218,481</u>
Within 1 year (note 12)	8,054,284	9,060,298
	<u>19,649,113</u>	<u>25,278,779</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

**13 ADVANCE FEE PAYMENTS - GROUP (Continued)**

The balance represents the accrued liability under the contracts. The movements during the year were:

	2025	2024
	£	£
Balance at 1 August	25,278,779	10,934,680
New contracts	3,197,979	19,034,897
	<u>28,476,758</u>	<u>29,969,577</u>
Amounts utilised in payment of fees:		
To the School	(8,827,645)	(4,171,982)
Balance at 31 July	<u>19,649,113</u>	<u>25,278,779</u>

**14 SCHOOL FEE DEPOSITS**

	2025	2024
	£	£
Amounts due 1 - 2 years:	284,165	246,200
Amounts due 2 - 5 years:	343,200	342,200
Amounts due more than 5 years:	837,050	873,150
	<u>1,464,415</u>	<u>1,461,550</u>

**15 LOANS - GROUP**

	2025	2024
	£	£
Amounts due 1 - 2 years:	543,470	690,792
Amounts due 2 - 5 years:	1,665,251	1,666,772
Amounts due more than 5 years:	-	535,497
	<u>2,208,721</u>	<u>2,893,061</u>

The terms of the loans are:

	2025	Repayments including	
<b>Lender</b>	£	interest for 2025-26	<i>Interest rate</i>
(i) Nat West Fixed Interest (secured)	2,739,105	591,310	2.44%
(ii) Nat West Cbils Fixed Interest (secured)	159,122	160,613	2.25%

(i) In June 2020 the charity took advantage of the low interest rates and refinanced two loans with Nat West, consolidating them into one. The new Loan is fully secured on three properties (one leasehold), sited close to the College along with the Junior School, in line with the previous arrangements.

(ii) In June 2020, the charity took advantage of the Government CBILS loan arrangement to ensure adequate cash is available during the Covid pandemic. Interest on the loan was covered by the government for 12 months. Repayments commenced in July 2021. The Junior School site provides security for this loan. This loan will be fully repaid by June 2026.

At 31 July 2025, the carrying value of assets pledged as security under the loans is £13,110,590.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

**16 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

The group's net assets belong to the various funds as at 31 July 2025 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	858,542	-	858,542
Designated funds	-	184,197	-	184,197
Unrestricted funds	<u>52,636,888</u>	<u>15,694,115</u>	<u>(15,267,965)</u>	<u>53,063,038</u>
	<u>52,636,888</u>	<u>16,736,854</u>	<u>(15,267,965)</u>	<u>54,105,777</u>

The School's net assets belong to the various funds as at 31 July 2025 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	858,542	-	858,542
Designated funds	-	184,197	-	184,197
Unrestricted funds	<u>52,605,563</u>	<u>15,707,620</u>	<u>(15,267,965)</u>	<u>53,045,218</u>
	<u>52,605,563</u>	<u>16,750,359</u>	<u>(15,267,965)</u>	<u>54,087,957</u>

The Group's net assets belong to the various funds as at 31 July 2024 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	847,329	-	847,329
Designated Funds	-	182,755	-	182,755
Unrestricted funds	<u>54,219,392</u>	<u>17,246,577</u>	<u>(20,573,092)</u>	<u>50,892,877</u>
	<u>54,219,392</u>	<u>18,276,661</u>	<u>(20,573,092)</u>	<u>51,922,961</u>

The School's net assets belong to the various funds as at 31 July 2024 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	847,329	-	847,329
Designated Funds	-	182,755	-	182,755
Unrestricted funds	<u>54,184,541</u>	<u>17,260,615</u>	<u>(20,573,092)</u>	<u>50,872,064</u>
	<u>54,184,541</u>	<u>18,290,699</u>	<u>(20,573,092)</u>	<u>51,902,148</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2025**

**17.1 RESTRICTED FUNDS: MOVEMENT IN THE YEAR**

	Balance 2024 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2025 £
Activity Centre	-	1,003	-	(1,003)	-
Other Capital Projects	41,948	35,942	-	(28,754)	49,136
Residentials Fund	-	-	-	-	-
Bursary Fund	776,885	114,222	-	(110,739)	780,368
Woolfson Scholarship	28,496	542	-	-	29,038
	<u>847,329</u>	<u>151,709</u>	<u>-</u>	<u>(140,496)</u>	<u>858,542</u>

	Balance 31 July 2023 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2024 £
Activity Centre	-	1,421	-	(1,421)	-
Other Capital Projects	43,383	2,064	-	(3,499)	41,948
Residentials Fund	-	-	-	-	-
Bursary Fund	746,813	136,312	-	(106,240)	776,885
Woolfson Scholarship	27,965	531	-	-	28,496
	<u>818,161</u>	<u>140,328</u>	<u>-</u>	<u>(111,160)</u>	<u>847,329</u>

- Activity Centre: Fund raising for a specific project at the College.
- Capital Projects: Fund raising for other Capital Projects.
- Residentials Fund: Fund raising to finance residentials for children in need of financial support
- Bursary Fund: A fund set up to finance transformational bursaries (formerly the Assisted Places programme)
- Woolfson Scholarship: For disabled children.
- The transfers represent restricted funds met and therefore moved to unrestricted/general funds: From the Activity Centre and Other Capital Projects in respect of expenditure during the year; From the Bursary Fund to pay the fees of one pupil on the Transformational Bursaries scheme.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

**17.2 UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR**

Fund Movement				2025
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Balance Brought forward	50,892,877	182,755	847,329	51,922,961
Total Incoming Resources	35,347,741	31,689	151,709	35,531,139
Total Resources Expended	(33,348,323)	-	-	(33,348,323)
Transfers	170,743	(30,247)	(140,496)	-
	<u>53,063,038</u>	<u>184,197</u>	<u>858,542</u>	<u>54,105,777</u>

Fund Movement				2024
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Balance Brought forward	47,359,715	189,029	818,161	48,366,905
Total Incoming Resources	35,050,058	36,564	140,328	35,226,950
Total Resources Expended	(31,670,894)	-	-	(31,670,894)
Transfers	153,998	(42,838)	(111,160)	-
	<u>50,892,877</u>	<u>182,755</u>	<u>847,329</u>	<u>51,922,961</u>

**Unrestricted Designated Funds**

Incoming designated funds donated in the year were assigned towards the following projects; where the donors had expressed a desire for the funds to go towards:

- Activity Centre.
- Bursary Fund
- Boat Club
- Future Capital Projects

**18 CONTRACTS AND COMMITMENTS**

	2025	2024
	£000s	£000s
Authorised and contracted values for new build, repairs and refurbishment.	<u>419</u>	<u>351</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2024**

---

**19 PENSION SCHEMES**

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £2,774,885 (2024: £2,434,291) and at the year-end £309,038 (2024: £304,839) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by the Teachers' Pensions Regulations 2010 (as amended) and, the Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report, which was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The School also runs a scheme for other staff and for teaching staff who have opted out of TPS, which is a defined contributions scheme. The cost for the year represents the School's contributions to that scheme of £627,662 (2024: £555,557).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2025

**20 RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATIONS**

	2025	2024
	£	£
Net incoming resources	2,182,815	3,556,056
Non-operating cash flows eliminated:		
- Investment Income	(981,682)	(575,141)
- Finance Costs	123,812	206,591
Depreciation charges added back	2,892,302	2,998,292
(Gain)/Loss on disposal of tangible fixed assets	(4,462)	(928)
(Increase)/Decrease in stock	(53,251)	(16,756)
Decrease/(Increase) in debtors	(757,320)	682,002
(Decrease)/Increase in creditors	984,175	(815,821)
	<u>4,386,389</u>	<u>6,034,295</u>

**21 OPERATING LEASE COMMITMENTS - GROUP AND SCHOOL**

The Group & School had the following commitments under non-cancellable operating leases:

	Digital Equipment		Property	
	2025	2024	2025	2024
Operating lease commitments:	£	£	£	£
Within 1 year	12,896	59,375	610,000	889,583
Within 2 - 5 years	-	9,896	864,167	1,220,000
	<u>12,896</u>	<u>69,271</u>	<u>1,474,167</u>	<u>2,109,583</u>

The property lease is subject to a rent review taking effect from August 2024. The rent payable is the annual rent charge under the new terms of the lease.

**22 ANALYSIS OF NET DEBT**

	At 1 Aug 2024	Cashflows	Other non- cash changes	At 31 July 2025
	£	£	£	£
<b>Cash and cash equivalents</b>				
Cash at bank	4,199,147	(1,341,588)	-	2,857,559
Notice deposits	25,454,201	(1,050,429)	-	24,403,772
Cash in hand	1,281	1,455	-	2,736
	<u>29,654,629</u>	<u>(2,390,562)</u>	<u>-</u>	<u>27,264,067</u>
<b>Borrowings</b>				
Bank loans due within one year	(691,196)	690,899	(689,505)	(689,802)
Bank loans due after one year	(2,893,061)	(5,165)	689,505	(2,208,721)
	<u>(3,584,257)</u>	<u>685,734</u>	<u>-</u>	<u>(2,898,523)</u>
Net cash/(debt)	<u>26,070,372</u>	<u>(1,704,828)</u>	<u>-</u>	<u>24,365,544</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2025**

**23 CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS**

Mr J Hood is a director of the Joint Venture Company.  
Mrs C Shevlin is a director of the wholly owned subsidiary.

The Congregation of Josephites (Charity number 0312071) is a connected charity of the company.  
Rev M Ashcroft is a Trustee of the Josephite Community.

Transactions with these entities include

	2025	2024
	£	£
<b>1 The Congregation of Josephites</b>		
Joint costs reimbursed	3,263	11,158
Rent paid	<u>533,861</u>	<u>427,000</u>
<b>2 Joint Venture</b>		
<b>St George's Weybridge and Surrey County</b>		
<b>Tennis Centre Limited</b>		
Investment	-	-
Amount due	<u>13,844</u>	<u>13,800</u>
<b>3 Subsidiary</b>		
<b>St George's Weybridge Enterprises Limited</b>		
Investment	100	100
Amount due	221,562	192,073
Charges for rent, staff time and share of overheads	163,519	177,280
Gifts received	<u>91,070</u>	<u>81,272</u>

**24 CONTINGENT LIABILITIES**

St George's Weybridge recognises the existence of certain contingent liabilities arising from legal cases that may impact the financial position in the future. These contingent liabilities primarily involve potential legal claims and disputes that are pending against the school. The nature of these contingent liabilities encompasses various legal matters, including but not limited to employment disputes, contractual disagreements, and other potential legal claims. The outcome of these cases remains uncertain, and the financial impact is contingent upon the resolution of these legal matters. The school will continue to assess and update its estimates as new information becomes available. At the date of these accounts the Governors concluded that no provision for these ongoing cases is required under FRS 102.

W/4  
22

**ST GEORGE'S WEYBRIDGE**

England & Wales - Charity number 1017853

---

# Accounts

---

**Company Number 02789023**

**Registered in England**

**Charity Number: 1017853**



**St George's**

W E Y B R I D G E

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JULY 2024**

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

**CONTENTS**

Governors, Officers and Advisers	1
Annual Report of the Governors: - Directors' Report Strategic Report	3
Independent Auditor's Report	24
Consolidated Statement of Financial Activities	28
Consolidated and School Balance Sheet	29
Consolidated Cashflow Statement	30
Notes to the Financial Statements	31

# ST GEORGE'S WEYBRIDGE GOVERNORS, OFFICERS AND ADVISERS

## GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of St George's Weybridge ('the Charity' or 'the School') are the Charity's trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office as Governors during the year and subsequently are detailed below:

		(1)	(2)	(3)	(4)	(5)
Mr D Nowlan	Chair of Governors from 22 November 2021	■	■	■	■	■
Mrs S Allom *	Resigned 27 <sup>th</sup> February 2024		■		■	
Mr D Bicarregui*		■		■		■
Mrs T Bowden*	Resigned 29 <sup>th</sup> February 2024		■			
Mrs C Burnham			■			■
Mrs M Fawcett*			■			
Dr L Gordon			■		■	■
Mr K Gosal*		■				
Mr M Hanley-Browne	Appointed 24 <sup>th</sup> June 2024	■				
Mr J Hood*		■				■
Mr T Kirkham	Resigned 28 <sup>th</sup> February 2024	■		■		
Mr N Lemmon	Resigned 17 <sup>th</sup> June 2024		■			
Mr C Muller	Appointed 25 <sup>th</sup> November 2024		■		■	
Mrs S Munk	Resigned 28 <sup>th</sup> February 2024		■	■		
Mr C S W Prescott	Retired 27 November 2023	■				■
Mrs M Satchel *		■				■
Mrs C Shevlin *		■				

- (1) Finance and Risk Committee
- (2) Academic and Pastoral Committee
- (3) Nominations and Governance Committee
- (4) Josephite Ethos Committee
- (5) Strategic Planning Committee
- \* Parent of a pupil at one of the Schools

During the year the activities of the Governing Body were carried out through five committees. The membership of these committees is shown above for each governor.

## OFFICERS

### Heads

- St George's College Weybridge
- St George's Junior School Weybridge

Mrs RCF Owens  
Mr A J Hudson (due to retire Apr 2025)  
Mr D Jameson (incoming Apr 2025)

The Bursar  
Clerk to the Governors

Mr G Cole  
Mrs C Punt

**ST GEORGE'S WEYBRIDGE  
GOVERNORS, OFFICERS AND ADVISERS**

---

Addresses **St George's College**  
Weybridge Road, Addlestone  
Surrey KT15 2QS

**St George's Junior School**  
Thames Street, Weybridge  
Surrey, KT13 8NL

Website [www.stgeorgesweybridge.com](http://www.stgeorgesweybridge.com)

**Bankers:** National Westminster Bank plc  
9<sup>th</sup> Floor  
280 Bishopsgate  
London  
EC2M 4AA

**Solicitors:** Farrer & Co  
66 Lincoln's Inn Fields  
London  
WC2A 3LH

Veale Wasbrough Vizards  
Orchard Court  
Orchard Lane  
Bristol  
BS1 5WS

**Auditors:** Moore Kingston Smith LLP  
Chartered Accountants and Business Advisers  
Devonshire House  
60 Goswell Road  
London  
EC1M 7AD

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

The Governors of St George's Weybridge present their annual report for the year ended 31 July 2024 under the Companies Act 2006 and Charities Act 2011, thus including the Directors' Report and Strategic Report under the 2006 Act, together with the audited financial statements for the year.

<b>DIRECTORS' REPORT</b>
--------------------------

### **CONSTITUTION AND OBJECTS**

St George's Weybridge ('the Charity' or 'the School') was founded in 1993, when the running of St George's was transferred from its founding Congregation of Josephites to a lay board of trustees, and is registered with the Charity Commission under charity number 1017853. It is constituted as a company limited by guarantee registered in England, No 02789023. The Charity is governed by its Articles of Association last amended on 20 December 2010.

The Charity's objects, as set out in the Articles of Association, are the advancement of education by the provision and conduct of a school or schools for boys and girls to enable the fulfilment of their academic potential and personal development within an ethos of Christian ideals which derive from the traditions and teaching of the Roman Catholic Church and by ancillary or incidental education or religious activities for the benefit of the community.

In furtherance of this object for the public benefit, the Charity operates two schools known as St George's College, Weybridge and St George's Junior School, Weybridge ("the Schools"), has established and administers bursaries, awards and other benefactions, and acts as the trustee and manager of property, endowments, bequests and gifts given or established in the pursuance of this object.

The Charity was known as St George's College Weybridge until 24 December 2012 when Companies House registered the change of name to St George's Weybridge.

### **AIMS, OBJECTIVES AND ACTIVITIES**

#### **Aims**

The Charity's aims are:

- to establish the College as a day school for 11 to 18-year-old boys and girls and the Junior School as a day school for 2 to 11-year-old boys and girls, in which each child is encouraged to fulfil their potential;
- to offer all students a holistic range of opportunities so that they can achieve to the best of their ability within a framework of shared Catholic, Christian and Josephite values and standards; and
- to value and nurture students as individuals, giving them a sense of their own self-worth and of the value of service to others, thus preparing them for life beyond school.

The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

#### **Primary Objectives**

The primary objectives of the Charity to fulfil these aims are:

- to provide a stimulating learning environment in which students can develop their academic potential to the full;

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

- to provide a happy, safe and secure pastoral environment, rooted in the Roman Catholic tradition and shaped by Josephite values, in which students develop a sense of community, consideration, respect and support for one another;
- to provide students with a breadth of curricular and co-curricular activities in order to develop positively all aspects of their character and to enable their talents to be discovered;
- to provide financial support to enable children whose parents are unable to afford the full fees to benefit from a Georgian education;
- to provide inspirational governance and leadership combined with effective management;
- to provide the necessary administrative and logistic framework to meet the needs of the Georgian Family.

The annual objectives for 2024/25 are contained in the Strategic Report.

The aims and objectives set for the Charity's subsidiary is to facilitate the achievement of the Charity's aims and objectives as above.

## **GOVERNANCE AND MANAGEMENT**

### **Governing Body**

There is one Governing Body for the School. Details of the members of the Governing Body, together with the Charity's officers and principal advisers, are given on pages 1 and 2.

The Governing Body is self-appointing. Governors are appointed for terms of three years and may, upon re-election, serve up to three terms. Governors may not be reappointed until one year has elapsed since their last day of prior service.

### **Recruitment and Training of Governors**

New members of the Governing Body are elected on the basis of various means, such as seeking applications from the Georgian Family or nominations from the Governors and the executive officers. Selection is based upon the candidates' professional qualities, commitment to the Schools, experience, personal competence and capacity to give of their time.

New Governors are inducted into the workings of the Schools, including Governing Body policy and procedures, through an induction process organised for them by the Clerk to the Governors. New Governors also attend specialist external courses on the role and responsibilities of charity trustees.

Members of the Governing Body attend external trustee training and information courses designed to keep them informed and updated on current issues in the sector and regulatory requirements.

### **Organisational Management**

The members of the Governing Body are legally responsible for the overall management and control of the School. They meet five times a year. The work of implementing their policies is carried out by five Committees:

- The Finance and Risk Committee scrutinises revenue, the budget, capital expenditure, risk, safeguarding, health and safety, projects and other matters relating to the general running of the School. This Committee also supervises and finalises the audited financial statements and annual report for approval by the Governing Body. The Committee meets four times per year and reports to the Governing Body. The Committee is chaired by Margi Satchel as of November 2023.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

- The Academic and Pastoral Committee considers educational and pastoral policy. The Committee meets three times per year and reports to the Governing Body. The Committee is chaired by Catherine Burnham as of November 2022.
- The Nominations and Governance Committee considers governor succession and screens nominated candidates for governorship. The Committee meets three times a year and reports to the Governing Body. The Committee is chaired by David Bicarregui.
- The Josephite Ethos Committee is charged with overseeing the active continuance of the Josephite Ethos at St George's, recognising that the number of religious in the Congregation in Europe is in decline. It meets 3 times per year and its members consist of Governors, Josephites and Staff. It reports to the Governing Body and is chaired by Louise Gordon.
- The Strategic Planning Committee was formed on 20<sup>th</sup> March 2023 and is charged with the implementation of the strategic plan and monitoring topical issues that come to the fore and how they might best be dealt with in the context of the strategic plan. The Committee has no delegated powers. Recommendations are routed to the Governing Body. It is chaired by Jason Hood.

The Board delegates executive responsibilities to the Heads of the respective schools and to the Bursar. The Bursar is Company Secretary to the Company and a director of the subsidiary and joint venture companies. The Heads, and the Bursar attend all meetings of the Governing Body's Committees with the exception of the Nominations and Governance Committee. There is a separate Clerk to the Governors.

### **Structure and Relationships**

The School has one wholly owned non-charitable subsidiary, St George's Weybridge Enterprises Limited, whose annual profits are donated to the School under the Gift Aid Scheme. The trading activities of St George's Weybridge Enterprises Limited primarily comprise a retail outlet and revenue from letting of the school campus facilities when not in use by the Schools.

The School also has a joint venture, St George's Weybridge and Surrey County Tennis Centre Limited ('the joint company'), which is owned in equal partnership with Surrey Lawn Tennis Association. The purpose of the joint company is to maintain and operate the tennis centre and operate a public membership scheme to raise revenue to offset the running costs of the centre.

### **Employment and Remuneration Policy and Engagement with Employees**

We engage with our employees about future School activities and issues of direct concern (such as terms and conditions) through a range of mechanisms. All employees have the opportunity to elect colleagues to represent them on various committees and groups that meet from time to time. These groups have been reviewed and adjusted over the year to improve cohesion across the organisation.

We also engage with employees through questionnaires, surveys and staff meetings, and where possible include representatives in the development of HR policies. We have a range of detailed HR policies to support and have regard to our employees' interests, our charitable and business objectives and to ensure compliance with employment legislation. As part of ensuring that the regard for employee interests affects Company decisions, in November 2022, all staff were invited to participate in a staff engagement survey covering all aspects of their employment. Results were overwhelmingly positive with the vast majority of staff agreeing they would recommend the School as a good place to work.

Governors further demonstrate regard for employees' interests through staff remuneration. Remuneration is decided annually by the Board after receiving recommendations for annual pay rises from the Finance and Risk Committee. Teaching staff are paid on an internal scale with progress determined by appropriate performance and time. They receive additional payments for management responsibility and duties above the contractual norm. A minority of business (i.e., support) staff are paid according to an internal scale with the remainder of business staff remunerated with reference to the market rate for their sector. A range of benefits are available

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

to staff such as workplace pension contributions, staff fee remission, life assurance and enhanced access to private health cover.

From September 2021, Teachers can opt out of the Teachers' Pension Scheme and join a defined contribution pension scheme, together with equivalent critical illness and life cover, thus providing added choice. Business staff can elect to contribute to their scheme through salary exchange, benefiting from the tax saving.

Senior staff remuneration is linked to their performance appraisals and is approved by the Chair of the Board and by the Chair of the Finance and Risk Committee.

The School has published its Gender Pay Gap report for 2023 which shows a mean gender pay gap of 12% (2022: 15%) and a median gap of 26% (2022: 30%) due to the significant majority of our lower paid roles being taken up by women.

The School is an equal opportunities employer and will treat all employees, members of the Georgian Family (i.e. people who have an association with the Schools) and any person visiting the School in accordance with the Equalities Act and the School expects all employees and all other members of the Georgian Family to comply with this policy. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

#### **STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES**

The members of the Governing Body, as directors of the charitable company, are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the members of the Governing Body to prepare financial statements for each financial year. Under company law the Governing Body members must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Governing Body members are required to:

- select the most 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 members of the Governing Body are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the School's constitution. They are also responsible for safeguarding the assets of the School and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as each of the Directors, as members of the Governing Body at the date of approval of this report, is aware, there is no relevant audit information (information needed by the charitable company's auditor in connection with preparing the audit report) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

**STRATEGIC REPORT**

Governors have consistently acted in the way we consider, in good faith, would be most likely to promote the success of the Charity which is in the best interests of its beneficiaries, and in doing so have regard (amongst other matters) to:

- The likely consequences of any decision in the long term,
- The interests of the company's employees,
- The need to foster the Charity's relationships with its beneficiaries, customers, suppliers, and others,
- The impact of the Charity's operations on the community and the environment,
- The desirability of the Charity maintaining a reputation for high standards of business conduct and,
- The need to act fairly

This has been achieved through the application our Mission Statement, Strategies and resulting action plans as set out below.

**MISSION STATEMENT**

To inspire all in our Josephite, Georgian Family to be the very best version of themselves.

**STRATEGIES TO ACHIEVE THE PRIMARY OBJECTIVES**

The annual objectives are derived from the St George's Weybridge Strategic Plan, which has a 3-year horizon and groups strategic objectives into the following themes: Ethos Culture & Pastoral Care, Academic, Enrichment, People, Financial Health, and Community. Each of these themes has an accompanying objective which in turn has a number of plans designed to make tangible progress towards the objective.

The primary strategic focus for the period has been ensuring financial resilience over the coming years in the face of significant cost pressures and economic and political instability. Work has been conducted to identify areas to reduce running costs and to model the effects of, and develop plans for, the introduction of VAT on school fees. Our aim is to shield existing parents as much as possible whilst retaining our premium offering such that it remains affordable and attractive to prospective parents.

Capital enhancement plans have been reviewed and re-programmed to preserve financial flexibility and include continued investment over the year in solar photovoltaic installations, which have had a substantial impact on reducing our reliance on grid electricity.

More operationally, the school has implemented a one-to-one student iPad programme at the College and introduced a new parent portal to improve parent communications across both schools.

We have continued our collaborative approach to Equity, Diversity and Inclusion with Inclusion Labs, a specialist educational EDI consultant, in taking forward recommendations from the cross-school surveys conducted last year.

Partnerships with local state schools, particularly the Bourne Educational Trust and the Lumen Learning Trust, have continued to expand and develop over this period, including awarding two further Transformational Bursaries to students from our partner schools from September 2024.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**ACHIEVEMENTS AND PERFORMANCE**

**Progress against Annual Objectives**

<b>Objective:</b>	<b>Progress:</b>
Recruit an outstanding successor to Antony Hudson as Head of the Junior School	We are delighted to have secured Dan Jameson, highly regarded Headmaster of Garden House School in Chelsea, to lead the Junior School from April 2025.
Continue to refine financial plans in the face of political and economic uncertainty.	Substantial financial modelling has continued throughout the year such that the School is well-prepared to deal with the challenge of VAT being implemented from January 2025.
Implement a one-to-one student iPad programme at the College.	The issuing of devices to students is now complete and lessons are beginning to take place taking advantage of this exciting technology to enhance teaching and learning.
Prepare for and deliver a successful outcome at both schools under the new ISI inspection framework.	Both schools were inspected by the Independent Schools Inspectorate under the new Framework 23 over the period 5-7 March 2024. Under the Framework, qualitative judgements are no longer awarded (Outstanding, Good etc), and schools are merely found compliant or not against the regulations. We are delighted that both schools were judged fully compliant with all regulations.

**Review of Achievements and Performance for the Year**

**Academic**

St George's College students were again awarded an impressive set of results this summer. 96% of grades were A\* - C at A level, with 83% at A\*-B and 32% at A\*-A. This year's university entrance season was very successful with three students heading to Cambridge, three starting medical degrees and across the cohort 73% will be attending Russell Group universities, seven students are taking up places to study abroad in countries ranging from the US to Hungary and 71% of students got their firm choice of institution on results day. At GCSE 95% of grades awarded were 9-5 and 20 students achieved all 9-8 (A\*) and 65 students gained straight 9-7. 52% of grades at GCSE were 9-8 (A\*). 71% of our most able Mathematicians gained 9-8 (A\*) in Further Maths GCSE.

All Year 10 (Fourth Year) students were entered for the IGCSE English Language, a year early, with 100% gaining 9-4 grades, 54% of which were graded 9-8.

Across all groups taking exams, our Value Added was consistently good, both according to CEM (GCSE) and ALPS (A Level) the College continues to do well compared to national benchmarks.

At the Junior School, all children in Year 6 chose to sit the 11+ for St George's College and all were offered places, with 86% accepting places for September 2024. In total, 20 Junior School children were offered scholarships; 6 were offered Academic Scholarships, 6 were offered Sports Scholarships, 2 were offered Art Scholarships, 3 were offered Drama Scholarships and 3 pupils were offered Music Scholarships by St. George's College.

We extended our digital programme and now have iPads available for learning from Nursery to Year 4. These are shared devices that any child can log on to. The interactive whiteboards in the relevant classrooms have been fitted with Apple TVs. In Years 5 and 6, we are using the Microsoft equivalent devices 'Surface Go'. Staff are being encouraged to achieve Apple Teacher status. We hope this will drive up attainment with the children and enhance their Computing skills.

We have added some new initiatives to the curriculum. Year 6 now take part in Young Enterprise's 'Fiver Challenge' for Primary Schools and complete their First Aid certificates. Year 4 all have the opportunity to take

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

the LAMDA introductory exam this year for the first time. This decision was taken in light of how successful our LAMDA programme is in Years 5 & 6. Many successful inter-school competitions were run throughout the year with teams taking part from Year Two to Year Six. This academic year saw more pupils than ever before involved in academic competitions, where all pupils were involved in the initial rounds of the selection process for the Year 6 National Reading Quiz, Key Stage 2 National General Knowledge Competition, Y6 Science and Y6 Maths Quizzes and the Year 5 and 6 SATIPS Junior Knowledge competition, truly putting their knowledge and skills to the ultimate test. Meanwhile, our budding mathematicians and writers in Years 1-5 sharpened their skills at mastery workshops, gaining valuable skills and knowledge. On the sustainability front, the Project Based Learning Enrichment program took on the challenge of enhancing our school's environmental sustainability. One initiative was the Used Book Sale, a success with the School Council and Eco Committee, raising nearly £1000 for our House Charities.

### **Music**

In the college, the past academic year has been an extraordinary showcase of musical talent and dedication at our school. The year began with the entire First Year cohort delivering an impressive performance of musical theatre pieces, setting a high standard for the events to follow. Our Chamber Choir then shifted gears to provide a moving musical backdrop for the Annual Sung Requiem Mass, demonstrating their versatility and depth. After a choral workshop led by the Director of Music from Clare College, Cambridge, Graham Ross, our choir performed movements of the Carl Jenkins Requiem in this moving service.

As the festive season approached, our musicians rose to the occasion with a series of performances. The Festive Concert highlighted the breadth of our musical offerings, from the Contemporary Choir and Camerata's collaborative efforts to the Orchestra's rendition of classical pieces. Our students also spread holiday cheer at community events, including the Addlestone One Christmas Lights Switch On and the atmospheric 'Nine Lessons and Carols' service.

The spring term brought a diverse array of musical experiences. Students across year groups showcased their talents in a musical theatre-themed recital, while our Rockshop musicians entertained at the 11+ celebration event. We were fortunate to host singer/songwriter Michaela Betts during National Careers Week, providing students with valuable insights into the music industry.

The annual House Music competition was a highlight, showcasing exceptional performances that made judging a delightful challenge. Our Fifth Form students demonstrated their compositional and performance skills during their non-exam assessment day, a crucial step towards their final submissions.

The Spring Concert was particularly well-received, with audience members declaring it their favourite to date. The Georgian Day Garden Party featured, for the first time, entertainment provided entirely by our students, impressing guests with their professionalism and endurance over a five-hour performance.

The summer term saw students from across Second Year joining the Music Department for a day of musical theatre workshops and performances. This addition to the school calendar during Activity Week was a real hit, culminating in a walking tour of London's most important theatres, a drama workshop followed by a visit to see *Mama Mia!*

The year culminated with the annual Rockshop concert, a beloved event showcasing talent from the Junior School to the Sixth Form. Despite challenges such as inclement weather affecting the Serenaded Supper, our students adapted admirably, continuing to deliver high-quality performances.

Throughout the year, our Music scholars and other talented students have consistently provided musical interludes for various school events, including the Celebration of Achievement ceremonies for each year group. College GCSE candidates performed very well with 40% Grade 9/A\* and 80% Grade 9-7/A\*-A, with positive Value Added.

The musical achievements of our students not only enhance their educational experience but also contribute significantly to the cultural life of our school and wider community.

In the Junior School, numbers in music ensembles continue to grow and we have added two additional groups to our Co-Curricular Music provision. We now also offer a Lower Years Recorder Ensemble and Lower Years Composition Club to children in Years 1 and 2, increasing the number of Music clubs in the Lower Years to 4, having a total of 18.

A number of children took ABRSM music exams in school over the course of the year with 39% achieving a pass, 35% achieving a Merit and 11% achieving a Distinction, as well as children taking music exams through

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

a variety of other music boards outside school. 3 of our Year 6 pupils were successful in being awarded scholarships in senior schools

The Year 3 Instrumental Scheme continues to be very popular. Having the opportunity to try 9 different instruments throughout Year 3 is hugely beneficial to the children whether they then choose to start having 1-1 lessons on a Scheme instrument or they opt to learn one of the other instruments we offer, the Scheme has opened their eyes to the fun in learning an instrument. 64% of the children then choose to start 1-1 lessons by the end of Year 3.

The Christmas term was full of performance opportunities for the children starting with our Informal Concert and Piano Recital. After half term our choirs were invited to perform at the St George's Weybridge Christmas Fair, the Weybridge Christmas Festival, Whiteley Village and St Augustine's Care Home as well as singing in the Junior School Carol Services.

Lower Years had their first Christmas Concert which was a huge success and Chamber Choir sang once again at the Surrey Brass Ensemble's annual concert 'Christmas By Candlelight' at The Landmark in Teddington.

In the Easter term we held four Inter-House Music competitions, celebrating the musical talents of children in Upper Years. In March we had our hugely successful annual Choral Concert involving all four choirs, Lower Years Choir, Junior Choir, Senior Choir and Chamber Choir. 185 children took part aged 5-11 years.

In the Summer term the children in Upper Years enjoyed performing in the Summer Ensembles Concert, Summer Soloists and Singers Concert and Georgian Outreach Concert. All four choirs performed at the St George's Summer Fete and Junior Choir performed at the Weybridge Arts Festival. We also had our first Lower Years Summer Concert with all children in Years 1 and 2 taking part.

With our Music Outreach Programme, we have made more links with local schools, leading singing sessions in a number of schools nearby.

In May we hosted our annual KS1 Choral Festival with three local schools joining our Lower Years Choir for a choral afternoon.

We continue to collaborate with Just So Singers (a special needs choir run through Surrey Arts), putting on a joint Christmas concert with our Junior Choir.

We look forward to more collaborations with Just So Singers and Surrey Arts next year.

## **Sport**

In the College, it has been another busy year for sport. Over 700 students have participated in sports fixtures, with the new First Year cohort representing the school in various events.

The rugby 1st XV progressed to the 4th round of the RFU National Schools Vase Competition. Every First Year boy played in rugby fixtures, with the U14A team having a great cup run. Rugby 7's teams competed well at the Surrey 7's and Rosslyn Park National Schools 7's. In addition, the U14 boys' had a fantastic rugby tour to Belfast.

The netball programme had a first in College history; the U16 VII qualifying for the National Finals, finishing joint 10th. The U13 team reached the ISNC semi-finals. The U13 and U19 Netball teams reached the third round of the ISNC, and the U12, U13, U15 and U19 teams qualified for the Surrey Finals.

The indoor hockey teams had a busy term, with the U16 boys and girls becoming Regional Champions. The boys went on to finish as National Runners Up and the girls' team won the National Championship.

Boys' and girls' hockey had competitive terms. The U16 boys won the National Hockey Finals, and the U13 boys finished fifth. In addition, the U15 XI won the National ISHC Championship. Girls' hockey saw the U13 team win the National ISHC Cup, and the U14 team became National Plate Champions

After training camps in Peterborough and St Cassien, France, our rowers excelled in various regattas, with notable wins at Poplar, Chiswick, Walton & Weybridge, and Thames Ditton. The J16 4+ won silver at the National Schools Regatta, and both boys' and girls' 8+ crews qualified for Henley Royal Regatta. In addition, the J16 1st VIII won and the J18 1st VIII placed 3rd at the Schools Head of the River.

Our tennis teams had a vibrant term, hosting the Surrey Schools Tennis Festivals and achieving top placements. The U18 boys reached the Glanville Cup final knockout stage, and the U15 girls defended their Surrey League title. The U15 girls also reached the finals of the Independent Schools Tennis Association Cup and Plate competition.

The cricket programme thrived with over 240 fixtures. Highlights include the U17 Girls XI defending their Surrey Cup title and the U15 XI Boys qualifying for both Surrey Finals.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

In the ESAA Cross-Country Cup, the Junior and Inter girls placed 3rd, and the Inter boys placed 2nd, all qualifying for the South-East round. The Junior boys narrowly missed out by finishing 4th. The Junior Girls' team then went on to compete in the ESAA National Finals. In athletics, our Junior and Inter teams qualified for the ESAA Track & Field Cup Regional. Our golf team competed in the ISGA National Finals, and we entered a swimming team into the Surrey Schools Individual Swimming Gala.

**Student Achievements**

2x Students represented England in hockey at U16 level

2x student represented England in cross country

2x students represented GB in rowing

1x student represented England U19 Girls Cricket Team

At the Junior School, we have been awarded the Platinum Sports Award by Schools Games and we have had another successful year taking part in Sport England – Active Lives Surrey. This year, we extended our afterschool football clubs provided by Chelsea Foundation to Years 1 and 2. We congratulated two Y5 pupils, who were selected by Chelsea to celebrate Black History month at Stamford Bridge on 31st October 2023. In addition, twelve Year 2 girls were selected in a ballot to take part in a “Nothing Stops Us” event with Chelsea Foundation at Chelsea FC’s training ground in Cobham. Seventeen Year 6 girls are taking part in an International Women’s Day at Chelsea’s training Ground on Friday 8th March and were given Chelsea Women v Arsenal Women’s tickets.

Six pupils from Years 1- Year 4 represented the school at the Panathlon, an accessible sports competition, and our all our Year 4 pupils were able to take part in level 1 bikeability course.

Twenty-four of our Year 6 pupils undertook Sports Leader training and have formed a Sports Crew that will assist with running sports events and leading a break time club. We also successfully introduced a padel tennis club for Year 6 pupils on Thursdays afterschool

The school secured an opportunity for 100 pupils to represent St George’s at the TCS Mini London Marathon with places allocated by ballot. A Y4 pupil won the T53/54 U14 Wheelchair Mini Marathon.

In Girls Football, all Upper Years Pupils have represented the school. Upper Years girls took part in a #LetGirlsPlay football session as part of the England Football initiative; the U11 girls won the St George’s inaugural 7-a-side football tournament. (Ursuline, The Study, Wimbledon High, Twickenham Prep and Belmont School); The U11 girls finished as runners-up, following extra-time at the Independent Surrey Schools Football Cup Finals Day at Charterhouse. The U10 girls were Surrey Schools FA Cup Champions-winning the final 7-2.

In Boys Football, all Upper Years Pupils have represented the school at football which finished in the quarter Finals at IAPS Regionals.

In Boys Hockey, U11A In2Hockey Surrey Champions; U11A In2Hockey South Champions; U11A Boys IAPS Regionals Champions (hosted at Charterhouse); U11A Boys *IAPS National Hockey Champions @ Cheltenham College*; U10 boys Surrey Hockey Champions.

In Girls Hockey, U11A girls’ runners-up in the Surrey Hockey Tournament; U11A girls Cranleigh hockey; tournament winners; U10A girls Surrey Hockey Tournament Champions.

In Boys Gymnastics, U9 IAPS 2-piece runners-up; U9 IAPS 2-piece 4th and 6<sup>th</sup> individually; U9 ISGA 4-Piece team 3<sup>rd</sup>.

In Girls Gymnastics, U11 IAPS 2-Piece Team Champions; U11 IAPS 2-Piece Individual Champion; U11 IAPS 4-Piece individual runner-up; U11 IAPS 4-Piece team 3<sup>rd</sup>; U11 ISGA 4-piece team bronze, individual runner-up.

In Boys Rugby, all boys had the opportunity to represent the school; U11 Boys IAPS Rugby Festival Runners-up at Wellington.

In Girls Netball, U11 girls runners-up at the Charterhouse netball tournament; Guildford High meet- U11 girls team winners; Guildford High meet- U10 girls team winners; Elmbridge and Runnymede U11 Boys ; Champions (Individual 1<sup>st</sup> and 3<sup>rd</sup>); Elmbridge and Runnymede U10 Girls Champions ; Elmbridge and Runnymede U9 Girls Champions (Individual 1<sup>st</sup> and 2<sup>nd</sup>).

In Boys Cricket, all boys have had the opportunity to represent the school; U11 IAPS Runners-up at Merchant Taylors; U11 Verney Cup, through to second round; U11 Geoff Richards, through to quarter finals with wins v Cranmore and CLFS.

In Girls Cricket, all girls have had the opportunity to represent the school, U11A girls are through to the finals of the Surrey starburst competition. Winning their round v Feltonfleet and Cleves; U11B team Dynamos semi-finalists; All U11 girls have experienced hardball cricket format.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

In Athletics, CLFS meet Year 6 Girls Champions; CLFS meet Year 6 Boys Runner-up; CLFS meet Year 5 Girls Runner-up

In Swimming, U10 girls 4 x 25m freestyle qualified for the IAPS National Finalist; U11 boy qualified for 50m individual freestyle IAPS National Finalist.

In Representative players, a number of our pupils have been selected to represent the Elmbridge and Runneymede District football and Surrey Cricket teams. St George's Junior School is the hub for U11 girls and U11 Boys Elmbridge and Runneymede District Football matches. Trials and Games are hosted on Broadwater field.

## **Art**

At the College, the A level year group performed exceptionally well, achieving 75% A\*-A grades and 100% A\*-C grades. The GCSE students excelled, with 58% of our students achieving a 9-8 grade and 79% attaining a 9-7 grade.

The department continued to run a full itinerary of KS3 extracurricular activities, including clubs such as digital art and photography, textiles, drawing, portfolio preparation, and manga comic club during lunchtimes. There were also opportunities for students to stay after school to participate in art clubs for all ages. Alongside these enrichment activities, we were able to run portfolio preparation and support sessions for GCSE and A-level students.

We organised a mural competition based on the Chaplaincy values and a junior competition to design the school Christmas card. Both competitions had excellent participation and fostered collaboration across year groups. Alongside this we designed and delivered a host of events during enrichment week including art sessions for students from outside SGC. We were able to run holiday studio sessions for the students over Easter for GCSE and A level students and we did outreach work creating murals with displaced children and Kennedy Club in the summer holidays.

Our Art scholars from First to Fourth Year had the chance to visit East London to learn about Street Art. They then participated in a workshop making stencils and channelling their inner Banksy. The Sixth Form had the opportunity to experience the visceral and challenging work of Marina Abramović at the Royal Academy. This show challenged their perception of art and also marked the long-overdue first female solo show to take place in the RA's main gallery. Fifth Year scholars and Sixth Formers experienced the excitement of seeing the Tate opened up on a Friday night for an evening of one-off workshops and events themed around art and activism. GCSE students were able to explore the V&A to support their exam project.

This summer, we combined our summer exhibition with the Design and Technology department and the Fourth Year into 6<sup>th</sup> Form event to create a very well-attended and fitting conclusion to the GCSE and A-level courses for our artists. Art scholars also had the chance to exhibit and demonstrate their skills at the Scholars Festival, which proved to be a lovely way to close the year.

In the Junior School, the most significant event was the arrival of 3 octagonal work benches equipped with vices, all thanks to the Parent's Association generosity which allow us to pursue far more ambitious projects using resistant materials. We also now have a laser cutter which allows us to add greater insight to the pupils towards CAD and allied industrial processes. Year 6 fielded a very healthy 20 scholarship candidates for The College, with 2 pupils ultimately being successful, though all those involved benefitted from extra hours at the easel and enjoyed the experience. This year's cohort of candidates is nearly twice the size and the work being produced remains of an impressively high standard. There are 3 clubs for the scholarship candidates - a ceramics club, a Stop-Motion Society and a Sketch Club. The Year 6 Outreach Programme again made artwork for the residents of Whitely Village. This year they created small terracotta creatures to be placed discreetly around the gardens for residents to spot and bring smile to their faces. Work of the week display was introduced, to add a little extra motivation. Pupils are encouraged to also submit work from home. Those selected will have their work displayed in the chapel stairs foyer, mounted in a large, over the top gilt frame-along with their face inserted onto a life size cartoon of an artist. .. Year 6 used their final Art term to create masks for their swan song performance of The Lion King. Year 5s dived into wielding the hammers to make their pinball games with all thumbs fortunately being accountable for at the end of the project. Year 4s enjoyed their trebuchet construction, t. Year 3 enjoyed their visit to work with gusto and clay, producing some artful and tropical themed tiles that will hopefully be kept well into adulthood and bring back Georgian memories in decades to come.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

## **Drama**

At the College, in the last academic year, the drama students cohort performed exceptionally well, with 40% of our students achieving a 9-8 grade, and 83% achieving a 9-7 grade.

The department ran a full itinerary of KS3 extracurricular activities, in particular several students were able to experience working with light and sound as part of the Technical Theatre Club and this has been most valuable with the new digital theatre lighting equipment that the department acquired in the last academic year.

68 students (an increase of 8 from the previous year) took their LAMDA exams in June 2024 with 69% achieving Distinctions and 23% achieving Merits. Two students received full marks in their exam; one in grade 5 and the other in Grade 8 Gold medal.

The department began the year with an outstanding and powerful production of *Blue Stockings* by Jessica Swale. Set in the 19th century Cambridge, the play revolves around the battle for women's rights to receive formal degree qualifications. Our senior pupils in the 5<sup>th</sup>, L6<sup>th</sup> and U6<sup>th</sup> year groups gave a remarkably mature and assured performance and left the audience visibly moved by the quality of their storytelling.

In the Easter term, our pupils in the 3<sup>rd</sup> and 4<sup>th</sup> years delighted audiences with their production of the farcical parody of *A Series of Public Apologies* by John Donnelly. This contemporary play focussed on how in contemporary society we deal with offence caused and how we manage our apologies for this in our increasingly sensitive and delicate world. Into the summer term, our 1<sup>st</sup> and 2<sup>nd</sup> year students created a magical and beautiful interpretation of Shakespeare, performing the ever popular and always entertaining *A Midsummer Night's Dream*. We were particularly impressed with how our students managed the complex language and ever-changing relationships throughout the play. Drama scholars from 1<sup>st</sup> to L6<sup>th</sup> year worked as an excellent ensemble to recreate an entertaining and engaging evening of hilarity with their re-enactment of *The Reduced Shakespeare's Romeo and Juliet* at the Scholars' Festival. A new endeavour this year saw the Drama Department tour their Theatre in Education piece during Enrichment Week to St Charles Borromeo Primary School in Weybridge and Darley Dene Primary School in Addlestone - it was powerful to see the impact that Drama can have beyond the borders of the College.

The Drama department enjoyed a range of theatre trips including – *Life of Pi* at Woking Theatre, *The Effect* at the National Theatre, *Guys and Dolls* at the Bridge Theatre and *Metamorphosis* at the Yvonne Arnaud Theatre in Guildford.

In the Junior School, it was busy year for the Drama department. Drama continues to be a popular subject and many children in Years 3 to 6 very much look forward to their weekly Drama lesson.

As early as October, Year 5 impressed audiences with their performances of *Oliver Twist* and *A Christmas Carol*. This tied in beautifully with their history topic on Victorians and with Victorian Day. Year 5 then enjoyed learning about Shakespeare's *A Midsummer Night's Dream* in their weekly Drama lessons, in preparation for a visit to the College to see a version performed by Years 7 and 8.

In the Spring term, Year 4 enjoyed performing altogether in *Fleeced*, a musical retelling of the story of Jason and the Argonauts. Again, this fitted in with their Ancient Greek history topic and really helped bring the topic to life. Towards the end of the Spring term the whole of Year 3 took part in *The Bee Musical* The children all thoroughly enjoyed themselves as well as learning about pollination and the importance of bees in the world. The year ended, of course, with a fantastically ambitious production of *Disney's The Lion King* from Year 6. The Art department got involved and made at least one fabulous animal mask for every child. There were no human characters in this production! There was also had African drumming, wonderful singing, exciting choreography and a great set. This was a lovely way for the Year 6s to celebrate the end of their time at the Junior School.

A number of children from Year 5 and 6 also attended extra Drama lessons with a visiting teacher either individually or in pairs. They were prepared for their LAMDA exams, and a very large percentage achieved distinction.

## **Co-curricular Activities and Trips**

In the College, the Co-Curricular programme has continued to thrive over the past year and was awarded high praise at our inspectorate de-brief after the ISI Inspection in March. From STEM to Sport, the programme continues to offer a diverse range of activities guaranteeing maximum engagement and participation across all

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

year groups. For the first time ever, our 11+ offers celebration event centred around St George's exciting array of Co-Curricular clubs and opportunities as we hosted over 250 children at our neon-themed Activities Fun-fair. The addition of several new clubs, including the highly popular Portuguese Club, the resurgence of Model United Nations, and Padel at Weybridge Padel Club have allowed students to delve deeper into their passions and interests, fostering a more inclusive environment where everyone can find their niche. The Activity Centre remains a central hub for the Co-Curricular programme, bustling with activity before, during, and after school. It truly lived up to its name last year, hosting clubs from Table Tennis to Pilates and Kickboxing to Just Dance. The Duke of Edinburgh Award programme continues to excel, with 138 Third Year students completing their Bronze Expeditions in the Surrey Hills, 52 Fourth- and Fifth-Year students achieving their Silver in Hampshire and The Chilterns, and 11 Sixth Form students embarking on their Gold expeditions to Wales and The Lake District. Enrolment numbers already look to be record breaking for 2024/5 and Co-Curricular leads are already exploring ways to help our students with the skills section of their award.

The Academic Extension Programme continues to go from strength to strength. All scholars are encouraged to engage with at least one academic society per week in addition to the wonderful extension trips and competitions on offer to them. Art trips, theatre trips, and army fitness days scaffold extension in Art, Music, Drama and Sport respectively and the year was beautifully rounded off with an impressive Scholars festival in the Summer Term.

We offer a three-year trips schedule to all parents, to enable them to plan and select the trips with more understanding of where they sit in their child's educational journey. The Sports department has decreased large scale, multi-year group, multi-sport tours and increase single discipline tours which are more locally based and far more inclusive. This year, we introduced Enrichment Week, a new initiative designed to broaden students' horizons and deepen their engagement with the world around them. The week was divided into four key themes:

1. Learning from The World: Activities included trips to Windsor Castle, places of worship, practical first aid sessions, a visit to Bletchley Park, and a Lego Land trip.
2. Learning about The World: Students had the option to travel to Paris, Valencia, or Greece, or stay local with the "Field to Fork" programme, exploring regional foods and culminating in a student-prepared afternoon tea.
3. Engaging with The World: Options included the Duke of Edinburgh Bronze Award, the 30 Mile Challenge across the Surrey Hills, a trip to Thorpe Park, battlefield tours in France, and a West End Workshop.
4. Giving to The World: Activities focused on sustainability and social impact, including a World of Work project, Theatre in Education performances, and the "Three Big Blue Days" with the Marine Conservation Society, focusing on ocean conservation.

It was an incredibly busy week and the feedback has been overwhelmingly positive,

In the Junior School, the extracurricular programme offers an impressive array of over 120 clubs, with approximately 2,200 pupil bookings each week. The programme includes activities across a broad spectrum, reflecting the varied interests of our pupils. We aim to offer a variety of indoor and outdoor activities whilst providing opportunities for creative, academic, physical and skill-based endeavour.

In the Lower Years, we offer a wide selection of dance activities including Street Jazz, Modern, and Ballet. The introduction of new staff has brought about the inclusion of inaugural clubs including origami and magical maths, as colleagues are encouraged to offer activities that they feel passionate about. Whilst, recurring clubs including Boys and Girls Football, Lego, Ball Skills and Computing remain highly popular.

We're pleased to continue to offer football sessions run by Chelsea FC for both lower and upper-year pupils. It is highly popular and complements our games provision within the curriculum.

In the Upper Years, STEM, Bookbug, Authorfy and Sketch Clubs continue to prove popular. Music and Sport continue to play a vital part of our extracurricular offerings, with music activities ranging from Junior and Senior Choirs, Chamber Choir, orchestra, and instrumental ensembles to Music Tech Club. Sports clubs are typically more seasonal, whilst cricket clubs for Years 1-6 run year-round.

The recent introduction of the coding, debating, Minecraft, cookery and creative wellbeing clubs have been especially well-received. In particular the cookery club, which was established in response to requests from our Year 5 pupils, is consistently oversubscribed. We place great value on pupil voice in shaping our extracurricular activities to ensure a diverse range of interests are met.

Our ever-evolving programme demonstrates our commitment to providing enriching opportunities that align with our students' diverse passions and interests.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

**Estate**

Our estate continues to be maintained to a high standard and maintenance and facilities scored very highly with parents in the most recent parent survey.

Over the period we have continued our rolling refurbishment programme with works to the College Chapel, the Sixth Form Centre, the Drama Department, the Boat House, the Junior School science and changing rooms, as well as refreshing various teaching spaces. We have also started a substantial project to provide cooling to the College Science and Languages buildings utilising our carbon-neutral ground source heat pump array.

**Sustainability**

St George's continues to place a high priority on reducing adverse impacts on the environment from our activities and we were delighted that this was recognised through winning the Runnymede Business Award for Sustainability 2023, and partnering with PowerCor in their achieving the Electrical Contractor of the Year Award for Partnership in 2023. We were a featured school in the inaugural Independent Schools' Bursars Association Sustainability Supplement we have hosted several other schools in the last year wishing to learn from our experience.

We have a particularly active carbon reduction programme, being one of a very small number of schools to install a significant Ground Source Heat Pump system, which provides heating and hot water for the majority of our College buildings. We also extensively use Air Source Heat Pumps and Heating, Ventilation and Cooling systems (HVAC) running on self-generated electricity from our substantial Solar Photovoltaic arrays alongside sustainably procured grid electricity.

Building on these major green projects, during 2024 we have installed an innovative system using cool air from the GSHP ground array to deliver cooling to the Science and Languages buildings which are susceptible to over-heating, thereby overcoming the requirement for active cooling through traditional air-conditioning.

Energy monitoring is in place for all electricity, water, and gas usage, with automated monthly reports enabling investigation of anomalies. As part of measuring our impact we take part in the Energy Savings Opportunities Scheme, the latest figures from which are provided here:

<b>Significant Energy (kWh)</b>	<b>2018-19</b>	<b>2022-23</b>	<b>Reduction</b>	<b>Reduction %</b>
<b>Electricity</b>	1,939,978	1,569,359	370,619	19.1%
<b>Gas</b>	3,345,789	3,134,412	211,377	6.3%
<b>Total</b>	5,285,767	4,703,771	581,996	11.0%

We are pleased to note a significant reduction in energy usage despite a growth in pupil numbers over the period, and we are confident that, through the addition of a further 550kWp of solar PV panels, further reductions will become apparent.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

The Grounds Team have an extensive sustainability strategy including re-using all-natural waste on site, creating wild-flower meadows for insects and cut wood hedging for deer as well as working closely with Surrey Wildlife Trust to enhance biodiversity, for example by adjusting the flow of the R Bourne through the grounds to improve spawning areas for fish. Water consumption has been reduced through cultivating plants and shrubs which require little irrigation.

St George's promotes recycling across the estate, with facilities in place for the recycling of paper, cardboard, glass, plastic, food waste, batteries, print toner and ink, tennis balls, and crisp packets. Additionally, all paper used is 100% recycled and unbleached and there has been an effective drive to reduce unnecessary printing, copying and lamination. Through our recent move to one-to-one iPads for College students we intend to reduce printing yet further.

All new builds exceed planning regulations and refurbishments always consider ways to improve thermal efficiency.

The school has a number of all-electric estate vehicles, an all-electric car for staff pool use, electric machinery such as mowers and leaf-blowers, and is moving to electric motors for the Boat Club launches.

**Public Benefit**

The Governors recognise the duty imposed upon them by the Charities Act 2011, Section 17 and also the requirement to have due regard to the general guidance provided by the Charity Commission in connection with Public Benefit.

The Governors are fully committed to the principle of making the education at both schools open to all children of the necessary academic ability, regardless of their family income, through our Transformational Bursary Scheme which makes places available free of charge, or majority funded, to low-income families. This year the School awarded Transformational Bursaries totalling £1,325k to 65 students (2023: £1,196k to 61 students).

Furthermore, the School will continue to support existing families who have fallen into hardship through our means-tested Hardship Bursary programme. This year the School awarded Hardship Bursaries totalling £307k to 29 students (2023: £438k to 29 students).

In addition, the Schools continue to foster relationships and partnering activities with local state schools, particularly schools in the Bourne Education Trust including Jubilee High School and Chertsey High School. Overall, the School has provided enhanced opportunities for 12 local state schools and approximately 1100 local children.

However, the Governing Body also support and promote many other activities that provide benefit to the public within the School's objectives but also beyond. The Governors set out below a schedule of the various activities in which the schools engage:

<b>Activity</b>	<b>Description</b>
<b>St George's Weybridge and Surrey County Tennis Centre</b>	The College hosts a Surrey Lawn Tennis Association facility on site for the promotion of tennis to 80-90 boys and girls aged 4 to 16. The College pays for all staffing, routine maintenance and cleaning costs of the Centre. These amounted to £50k in the year. The Centre is open to all children of the required potential/ability, regardless of parental means.
<b>Direct Support to Other Schools</b>	To Jubilee High School and Chertsey High School, the offer of a transformational sixth form bursary to two local students who would not otherwise have been able to

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2024**

<b>Activity</b>	<b>Description</b>
	<p>attend St George's College for sixth form. This forms part of continuing partnership work with JHS and CHS and had transformational impact for two local students, as well as enriching the existing St George's sixth form and providing students with a wider perspective.</p> <p>To Jubilee High School, an invitation for some JHS students to attend the College's annual 'Sixth Form in a Day' event , including some lessons, lectures, meeting sixth form students, a student panel as well as game and sport sessions. JHS does not have a sixth form, and this has been developed through existing links and joint activities between JHS and SGC and has encouraged some JHS students to apply to the College with both bursary and non-bursary places awarded.</p> <p>To Three Rivers Academy, Salesian School, St Pauls Catholic School (Sunbury) and Heathside School, an invitation to Oxbridge applicants to attend Mock Oxbridge Interviews with SGC alumni hosted at the College, arranged to help the preparedness of applicants and, increase their chances of success. Attended by approximately 80 students and 40 alumni across 3 evenings annually.</p> <p>To Three Rivers Academy, Salesian School, St Pauls Catholic School (Sunbury) and Heathside School, the invitation to Sixth Form students to attend St George's half-termly careers networking events. Professions presented include Law, Business, Finance, Engineering, Technology, Media and Sports. This aims to benefit careers education locally by sharing the Old Georgian alumni network to students outside of St George's.</p> <p>To Philip Southcote School, resource sharing and equipment donation to improve the classroom experience of PSS students. PSS contacted SGC for assistance and a relationship between technicians has been formed.</p> <p>To Holy Family Catholic Primary School, St Charles Borromeo Catholic Primary School, St Anne's Catholic Primary School, and with St George's Junior School, the Upper Sixth Form RS Outreach Programmes spanning two school terms. All College Upper Sixth students participate in lesson planning before delivering lessons to the local primary schools involved. Reflective feedback is conducted. At the end of the programme, all primary students are hosted at the College for a Mass to celebrate the partnership, supported by school Facilities and Catering staff. SGC transport is used where possible. This is a longstanding arrangement to provide opportunities for outreach and support local schools with the delivery of RS whilst also supporting our own Josephite ethos of hospitality and pastoral care.</p> <p>To St Charles Borromeo Catholic Primary School, the answer to a call from the Headteacher for a Foundation Governor by a College teacher, attending 9 meetings per year. This aids the development of links with the school as well as contributing to the wider catholic community.</p> <p>Since May 2022 St George's College has been the regional training hub for IStip, offering training to Early Career Teachers within the region and hosting two regional training days (November 2023 and March 2024) using both internal and external speakers, staff planning and delivery time, school space, resources and catering. Each year there are three regional training days supporting both first and second year ECTs and offering training to local state school representatives. Schools attending the events include Christ's Hospital, Royal Grammar School, Cranleigh, Seaford College, Halliford, Prior's Field School, Moore House, Hampton, Notre Dame, St Teresa's, St Edmond's, Epsom College, St John's, Lady Eleanor Holles, Churcher's College, Sir William Perkins for the independent sector and Jubilee High</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2024**

<b>Activity</b>	<b>Description</b>
	<p>School and Chertsey High School from the maintained sector. Whilst the training days are funded by ISTip for the independent sector, St George's funds non-ISC school attendance.</p> <p>To Jubilee High School and Chertsey High School, the invitation to send staff members to St George's to attend a two-day (16 hour) CPD Coaching Course (Graydin, The Anatomy Foundational Coaching Course) delivered by a certified facilitator at no cost. This had a transformational impact on those who took up the offer.</p> <p>To Philip Southcote School, the production of scale engineering drawings by St George's Head of Design &amp; Technology of the Phonax hearing device for the Design &amp; Technology and Teacher for the Deaf. This enabled Philip Southcote School to run a project where pupils can personalise their hearing devices. The project may well be expanded across other schools for children with hearing disabilities.</p> <p>To St Charles Borromeo, the delivery of maths lessons, activities and enrichment activities to a group of Year 6 pupils on a weekly basis during term time.</p> <p>To Jubilee High School and Chertsey High School, the invitation to attend an author's visitor to the College and entailing a presentation and interactive session from a best-selling author which encouraged creativity, the discussion of important topics and taught students about historical and literary concepts, whilst linking back to English in many ways.</p> <p>With Holy Family Primary, St Charles Borromeo and Cardinal Newman Primary, the involvement and hosting of a Year Two Football Tournament including hospitality for parents, staff and spectators.</p> <p>With Sayes Court Primary School and Cardinal Newman Catholic Primary School, the JS KS1 Choral Festival where 160 pupils demonstrated the fun to be had singing as a massed choir, developing musical awareness and musicianship skills. Staff involved with this event left energised and with confidence to teach a singing session without being a specialist.</p> <p>To St Charles Borromeo Catholic Primary School, the use of space and facilities to hold the St Charles Sports Day in July 2024, including staff support in the event set up, management and event clean up, and minibuses to transport the children to and from the event.</p> <p>To Chertsey High School, the use of space and facilities to hold the Chertsey High School Sports Day in July 2024, including staff support in the event set up, management and event clean up.</p> <p>To Salesian School, the use of space and facilities to hold the Salesian Sports Day in July 2024, including staff support in the event set up, management and event clean up.</p> <p>An ongoing Reading Scheme initiative with Jubilee High School where 20 Sixth Form students are helping JHS Lower Years Students.</p>
<b>Support to Affiliated Overseas Schools</b>	<p>The Congregation of Josephites operate and finance the running of seven schools in the Democratic Republic of The Congo. St George's Weybridge makes a direct financial contribution to the schools on a termly basis. Parents, staff and students undertake further fund-raising on an ongoing basis. Total raised 2023/24 £27k (2022/23 £26k).</p>

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

<b>Activity</b>	<b>Description</b>
<b>Advancement of Religion</b>	<p>Both schools are used free of charge by local parishes for activities such as retreats.</p> <p>St George's makes its facilities available annually, free of charge, to host the confirmation of students of all Catholic parishes in the Deanery.</p>
<b>Support to Other Charities</b>	<p>The College site hosts The Clubhouse Project, a charity which provides a day centre for young adults with learning disabilities, Mon-Fri, 50 weeks per year. Opportunities are provided for some of the clients to carry out jobs in the school as part of their stimulation and development.</p> <p>The provision of meeting and training facilities to Surrey Search and Rescue. This included an invite only event for regular supporters of the charity.</p> <p>To the Wey Landscape Partnership, the provision of meeting facilities.</p> <p>To the Salvation Army, regular donations to the local food bank from both staff and students.</p> <p>To the Salvation Army, maintenance at the local food bank involving sorting, painting and gardening.</p> <p>The provision of meeting and training facilities to the Samaritans for volunteer training sessions.</p> <p>To the Whitely Homes Trust, gardening, the preparation and delivery of a treasure hunt and spending time with the residents of Huntly House.</p> <p>To the Whitely Homes Trust, provision of entertainment to the residents of the Eliza Palmer Hub in the form of a raffle and musical performance.</p> <p>To the Whitely Homes Trust, gardening, putting and a picnic with residents.</p> <p>To Surrey Care Trust, the provision of meeting and training facilities to host an annual two-day training session for volunteers.</p> <p>To Calm Charity, the donation of all funds raised from a charity football match organised and hosted in memory of an ex-student. Use of facilities, football pitch, Clubhouse and toilet and changing facilities as well as Duty Officer support provided.</p>
<b>Support to the Wider Community</b>	<p>An ongoing Teaching and Mentoring Programme involving 50 SGC students and 50 refugees from varying countries who are paired up and meet together online for 30-minutes, twice a week. SGC covers an annual spend of approximately £1000 on textbooks which support the programme. This is in partnership with local charity ElmbridgeCan and supports the needs of the refugees to assimilate and learn English. SGC students' benefit through improved confidence, mentoring and teaching skills as well as community awareness and exposure.</p> <p>The JS expected to permit use of the playing fields for parking for the Weybridge Ladies Amateur Rowing Club annual regatta.</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2024**

<b>Activity</b>	<b>Description</b>
	<p>The Sixth Form host a social evening each week attended by a group of refugees housed in two hotels in the local area, one in Kingston and the other in East Horsley. Minibuses are provided by the school and driven by staff volunteers. This is in collaboration with two local charities, ElmbridgeCan and BigLeaf. The Kennedy Club was the BBC's Make a Difference award winner in 2023.</p> <p>To ElmbridgeCan and in support of the local community, the escorting of guests to and from a social event at Weybridge Community Centre.</p> <p>To BigLeaf, the regular provision of one-to-three-day activities involving Sixth Formers and young displaced people during the school holidays.</p> <p>The College organises an annual week-long pilgrimage to Lourdes for a number of local disadvantaged people. Sixth Formers act as young helpers and staff attend, in their own time, as adult helpers.</p> <p>All JS Year 6 pupils and College Third Year students engage in a series of community service projects on individual days for 1 week in the Summer Term. They offer their time for free. Staff and Parent volunteers help staff the projects, which usually include;</p> <ul style="list-style-type: none"> <li>• Conservation work on Esher Common</li> <li>• Conservation work with the Lower Mole Partnership</li> <li>• Preparing food bags for families with Runnymede Foodbank</li> <li>• DIY tasks and Arts and Craft with the Salvation Army</li> <li>• Volunteering in local schools, working with The Lumen Learning Trust</li> <li>• Providing lunch and entertainment for the elderly</li> <li>• Helping people to learn English</li> <li>• Helping with mass at St Augustine's local care home and at Christ Prince of Peace local parish church</li> <li>• Volunteering at a local Farm and Equestrian Centre, combining environmental awareness and later producing artwork based on the experience for display at Whiteley Homes Trust</li> <li>• Gardening and maintenance work at a designated community site</li> </ul> <p>The students' St Vincent De Paul group conducts an ongoing programme of visits to local elderly citizens.</p>

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

## **FINANCIAL REVIEW**

### **Results for the Year**

The School's net incoming resources for the year amounted to £3.6m (2023: *net incoming resources of £2.6m*). This included a profit of £78k (2023: *£71k*) achieved by the School's trading subsidiary, of which £81k was donated to the School.

### **Fundraising Performance**

The School views fundraising as a very important source of additional income to enable fees to be kept as low as possible and to reduce reliance on single income streams. The trustees are fully aware of their individual responsibility and accountability to ensure that the School fundraises legally, responsibly and effectively. They are aware of the Charity Commission CC20 guidance and use this and the accompanying checklist to help them evaluate the School's fundraising performance.

The Development Office continues to run an active communication and engagement programme to the whole school community. In the year, the Development Office received £119,156 (2022/23: £152,844) of donations. In addition, legacy bequests made amounted to £200K as well as 143K pledged donations for future years. The School did not engage with a professional fundraiser in the year but linked with two commercial participators, i.e. businesses who kindly provide a proportion of their revenue to the School.

The School has a published complaints procedure, available on its website. As a member of the Fundraising Regulator we are required to provide annual figures on the number of complaints received during the year (none).

### **Investment Policy, Objectives and Performance**

The School does not have an investment portfolio. Surplus funds are managed on a daily basis by using money markets with the assistance of the company's bankers to preserve capital. Gifts of shares are liquidated upon receipt.

### **Reserves Policy**

Restricted funds are, because of the particular spending constraints attached to them, not available for funding the general operations of the schools. The unrestricted, or general, funds are expendable in accordance with the objects of the School. In common with many other successful schools, these unrestricted funds, together with specific long-term bank finance, have already been invested by the Governors in the building, development and refurbishment of school buildings and other fixed assets used by the Schools. Accordingly, there are no current free reserves (unrestricted funds less the net book value of fixed assets financed by those funds).

Given our plans for the new buildings and other capital expenditure this nil balance is expected to continue for the foreseeable future. This is in accordance with the long-term plans of the Governors for the development of the Schools and they are satisfied that the resources available to the School through long-term external bank finance is adequate for its requirements.

The School and Subsidiary total reserves of £51.9m (2023 £48.4m) at the year-end included £847k (2023: £818k) of unspent restricted reserves, £183k (2023: £189k) of unrestricted but designated funds and £50.9m (2023: £47.4m) of unrestricted general reserves, which after deducting investments in operational fixed assets of £54.2m (2023: £55.0m) leaves £2.3m deficit (2023: £6.6m deficit) of free reserves funded by long term borrowing. In addition, £0.1m (2023: £0.1m) of the restricted income is being used to fund four Transformational Bursaries (formerly called Assisted Places) at the College.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

### **Going Concern**

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the Governors have considered the School's forecasts and projections and have taken account of pressure on income as inflation rises. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

### **FUTURE PLANS**

#### **Objectives for the Next Year**

- Implement Government policy regarding VAT on school fees in such a way as to protect parents as much as possible whilst preserving the School's financial future.
- Effect a smooth transition of Junior School headship between Antony Hudson and Dan Jameson at Easter 2025.
- Review and agree an appropriate IT strategy for the Junior School which complements the College student one-to-one iPad deployment.

### **RISK MANAGEMENT**

The Governors have given consideration to the major risks to which the School and its subsidiary are exposed. The Governing Body has ultimate responsibility for managing any risks faced by the School. Governors' committee standing meeting items cover the main areas of ongoing risk to the School, however, oversight of risk management is delegated to the Finance and Risk Committee, which reports formally to the Governing Body three times per annum.

The strategic risk management process uses a Risk Appetite Matrix, containing key strategic risks, and metrics by which to assess them, which are reported at each Finance and Risk Committee Meeting. Governors have set 'risk appetite' thresholds, which if breached trigger further action to rectify.

#### **Principal Risks and Uncertainties**

The Governors consider the following to be the principal risks and uncertainties affecting the Schools:

- A significant reduction in pupil numbers as a result of the implementation of VAT on school fees announced in the Budget on 30 October 2024. This is being mitigated by absorbing a significant proportion of the VAT burden and thereby keeping fees as low as possible consistent with continuing to deliver a very high quality education. Also by a vigorous marketing and admissions effort to ensure interest remains high for St George's. Should there be a material change to pupil numbers, we will ensure that our costs are adjusted to ensure our income and expenditure are appropriately matched.
- Increased competition from other local independent schools broadening their appeal as a response to the VAT implementation by, for example, moving from single sex to co-education, or accepting applicants of lower academic ability than previously.
- Loss of reputation which would impact significantly in a loss of fee income. Threats to reputation are many and varied, but it is most important that the Schools demonstrate their ability to keep children safe. Safeguarding is therefore the most important area of risk management and there are extensive policies and controls, combined with proactive and dynamic management and scrutiny of all

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2024**

---

- Increased competition from other local independent schools broadening their appeal as a response to the VAT implementation by, for example, moving from single sex to co-education, or accepting applicants of lower academic ability than previously.
- Any other crisis, that has a significant impact on the ability to operate either School, such as a fire or cyber attack, may impact widely in terms of operational costs and reputational, longer-term damage. Such possibilities are the subject of extensive risk management scrutiny and processes to not only ensure compliance with statutory and regulatory obligations but to achieve material reduction in the likelihood of such a crisis occurring. These include table-top rehearsals of critical incidents to familiarise staff with the likely actions required, and specialist training modules for staff to guard against prevalent threats such as cyber attack.

The Governing Body is satisfied that, for all major risks identified, appropriate controls have been put in place and maintained to mitigate those risks adequately. It is recognised that systems can provide only reasonable but not absolute assurance that major risks have been managed.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of St George's Weybridge on 25 November 2024, including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



**Denis Nowlan** (Chairman of the Governing Body)

**ST GEORGE'S WEYBRIDGE**  
**INDEPENDENT AUDITOR'S REPORT**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST GEORGES WEYBRIDGE**

**Opinion**

We have audited the financial statements of St George's Weybridge (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2024 which comprise of the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement 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 the parent charitable company's affairs as at 31 July 2024 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 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's and 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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in 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 there is 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.

**ST GEORGE'S WEYBRIDGE**  
**INDEPENDENT AUDITOR'S REPORT**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

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 strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual 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 their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, 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 trustees' 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, the trustees (who are also the directors of the 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 group 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**

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- 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. The risk of not detecting a material

**ST GEORGE'S WEYBRIDGE**  
**INDEPENDENT AUDITOR'S REPORT**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

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.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Explanation as to what extent 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, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2023**

---

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

#### **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 which 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Moore Kingston Smith LLP*

Neil Finlayson (Senior Statutory Auditor)  
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street  
London  
EC2A 2AP

Date: 25 April 2025

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
(incorporating the income and expenditure account)  
for the year ended 31 July 2024

Income and Endowments	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
<b>INCOME FROM:</b>					
<b>Charitable Activities</b>					
School fees	2	31,348,786	-	31,348,786	29,150,527
Other educational income	3	2,533,664	-	2,533,664	2,378,139
<b>Other trading activities</b>					
Other trading income	4	611,699	-	611,699	634,397
<b>Investments</b>					
Investment income		559,318	15,823	575,141	84,540
<b>Voluntary sources</b>					
Grants and donations	5	33,155	124,505	157,660	211,526
<b>Total Income</b>		<u>35,086,622</u>	<u>140,328</u>	<u>35,226,950</u>	<u>32,459,129</u>
<b>EXPENDITURE ON:</b>					
<b>Raising funds</b>					
Fundraising and development		294,461	-	294,461	310,834
Financing costs under Advance Fee Contracts		214,008	-	214,008	147,106
Non-ancillary trading		340,261	-	340,261	374,305
Interest and other costs		206,591	-	206,591	148,855
<b>Total non-educational costs</b>		1,055,321	-	1,055,321	981,100
<b>Charitable activities</b>					
Education		30,615,573	-	30,615,573	28,878,926
<b>Total expenditure</b>	7	<u>31,670,894</u>	<u>-</u>	<u>31,670,894</u>	<u>29,860,026</u>
<b>Net income</b>		3,415,728	140,328	3,556,056	2,599,103
Transfers between funds	17.1	111,160	(111,160)	-	-
<b>Net movement in funds for the year</b>		3,526,888	29,168	3,556,056	2,599,103
Fund balance at 1 August 2023		47,548,744	818,161	48,366,905	45,767,802
<b>Fund balances at 31 July 2024</b>	17	<u>51,075,632</u>	<u>847,329</u>	<u>51,922,961</u>	<u>48,366,905</u>

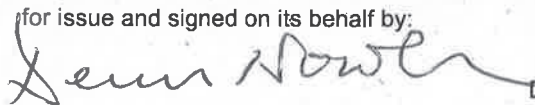
The accompanying notes from part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED AND SCHOOL BALANCE SHEETS**  
as at 31 July 2024

	Note	Group		School	
		2024 £	2023 £	2024 £	2023 £
<b>FIXED ASSETS</b>					
Tangible assets	8	54,219,392	55,071,908	54,184,441	55,032,728
Investment assets	9	-	-	100	100
		<u>54,219,392</u>	<u>55,071,908</u>	<u>54,184,541</u>	<u>55,032,828</u>
<b>CURRENT ASSETS</b>					
Stock	10	274,185	257,429	38,535	48,373
Debtors	11	1,060,952	1,742,954	1,232,663	1,904,634
Cash and short term deposits		<u>29,659,395</u>	<u>11,726,727</u>	<u>29,654,629</u>	<u>11,692,891</u>
		<u>30,994,532</u>	<u>13,727,110</u>	<u>30,925,827</u>	<u>13,645,898</u>
<b>CURRENT LIABILITIES</b>					
Creditors payable within one year	12	(12,717,871)	(9,030,988)	(12,635,128)	(8,935,205)
		<u>18,276,661</u>	<u>4,696,122</u>	<u>18,290,699</u>	<u>4,710,693</u>
<b>NET CURRENT ASSETS</b>					
		<u>72,496,053</u>	<u>59,768,030</u>	<u>72,475,240</u>	<u>59,743,521</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>18,276,661</u>	<u>4,696,122</u>	<u>18,290,699</u>	<u>4,710,693</u>
<b>LONG TERM LIABILITIES</b>					
Advance fees	13	(16,218,481)	(6,413,622)	(16,218,481)	(6,413,622)
Deposits	14	(1,461,550)	(1,403,000)	(1,461,550)	(1,403,000)
Loans	15	(2,893,061)	(3,584,503)	(2,893,061)	(3,584,503)
		<u>51,922,961</u>	<u>48,366,905</u>	<u>51,902,148</u>	<u>48,342,396</u>
<b>NET ASSETS</b>					
<b>REPRESENTED BY:</b>					
<b>RESTRICTED FUNDS</b>	17.1	847,329	818,161	847,329	818,161
<b>UNRESTRICTED FUNDS</b>					
Unrestricted - Designated	17.2	182,755	189,029	182,755	189,029
General funds	17.2	<u>50,892,877</u>	<u>47,359,715</u>	<u>50,872,064</u>	<u>47,335,206</u>
<b>TOTAL FUNDS</b>		<u>51,922,961</u>	<u>48,366,905</u>	<u>51,902,148</u>	<u>48,342,396</u>

No separate SOFA has been presented for the School alone, as permitted by Section 408 of the Companies Act 2006. The School's income for the year was £34,809,114 (2023: £32,013,510) and the surplus for the year was £3,556,033 (2023: surplus of £2,599,103).

Approved by the Board of Governors of St George's Weybridge on 25 November 2024 and authorised for issue and signed on its behalf by:



Denis Nowlan - Chairman



Margi Satchel - Governor, Finance & Risk Committee

Company number: 02789023

The accompanying notes form part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED CASHFLOW STATEMENT**  
for the year ended 31 July 2024

	Notes	2024	2023
		£	£
<b>NET CASH FLOWS FROM OPERATIONS</b>			
Net cash provided by operating activities	20	6,034,295	5,683,650
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for tangible fixed assets		(2,154,524)	(2,257,926)
Proceeds on sale of tangible fixed assets		1,100	6,410
Investment income receipts		575,141	84,540
Net cash provided by/(used in) investing activities		<u>(1,578,283)</u>	<u>(2,166,976)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Interest paid		(206,591)	(148,855)
Loans Received		-	-
Loans repaid		(676,801)	(666,960)
Advance fees		14,344,099	2,046,935
Deposits		15,950	51,549
Net cash provided by/(used in) financing activities		<u>13,476,657</u>	<u>1,282,669</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u><b>17,932,669</b></u>	<u><b>4,799,343</b></u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u><b>11,726,727</b></u>	<u><b>6,927,384</b></u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><b>29,659,395</b></u>	<u><b>11,726,727</b></u>
<b>The balance at 31 July consists of:</b>			
Cash		4,566,755	5,602,243
Cash equivalents		25,092,640	6,124,484

# **ST GEORGE'S WEYBRIDGE**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **for the year ended 31 July 2024**

---

#### **1 STATEMENT OF ACCOUNTING POLICIES**

St George's Weybridge is a company limited by guarantee with registered number 02789023, incorporated and domiciled in England and Wales. Its registered office is St George's College, Weybridge Road, Addlestone, Surrey KT15 2QS.

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the 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 2015. The school is a Public Benefit Entity as defined by FRS 102.

The functional currency of the School is considered to be GBP because that is the currency of the primary economic environment in which the School operates.

The School has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a charity only Cash Flow Statement with the consolidated financial statements.

#### **Going concern**

The financial statements are prepared on a going concern basis which assumes the charitable group will continue in operational existence for the foreseeable future. The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Governors have considered the School's forecasts and projections and have taken account of the Labour Government's first budget, implementing VAT on school fees and significantly increasing Employers NI taxation. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

#### **Basis of Consolidation**

The group comprises of St George's Weybridge and St George's Weybridge Enterprises Limited. The assets and liabilities and results of the wholly owned subsidiary are consolidated into these financial statements. Summarised details of the subsidiary company are set out in note 9.1.

#### **Critical accounting judgements and key sources of estimation uncertainty**

In the application of the accounting policies, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the opinion of the Trustees, the estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

#### *Useful economic lives*

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of the property, plant and equipment and note 1.8 for the useful economic lives for each class of asset.

# ST GEORGE'S WEYBRIDGE

## NOTES TO THE FINANCIAL STATEMENTS

### for the year ended 31 July 2024

---

#### **1 Statement of Accounting Policies (Continued)**

##### *Recoverable value of fee debtors*

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 11 for the net carrying amount of the debtors and associated impairment provision.

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

#### **1.1 Fees and similar income**

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the School, but include contributions received from Restricted Funds for scholarships, bursaries and other grants. Fees received in advance of education to be provided in future years under an Advance Fee Payments Scheme contract are held as liabilities until either taken to income in the term when used or else refunded.

#### **1.2 Investment income**

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

#### **1.3 Donations**

Donations receivable for the general purposes of the School are credited to Unrestricted Funds. Donations for purposes restricted by the wishes of the donor are taken to Restricted Funds where these wishes are legally binding, except that any amounts required to be retained as capital in accordance with the donor's wishes are accounted for instead as Endowments - permanent or expendable according to the nature of the restriction. Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

#### **1.4 Resources expended**

Expenditure is accounted for on an accruals basis as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the School, including strategic planning for its future development, also internal and external audit, any legal advice, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

Governance costs are no longer presented as a separate category of expenditure in the Statement of Financial Activities as they are not regarded as part of support costs which are allocated to the cost of activities undertaken by the School.

Intra-group sales and charges between the School and its subsidiary are excluded from trading income and expenditure.

#### **1.5 Operating leases**

Rentals payable under operating leases are charged in the SOFA on a straight line basis over the lease

# ST GEORGE'S WEYBRIDGE

## NOTES TO THE FINANCIAL STATEMENTS

### for the year ended 31 July 2024

---

#### 1.6 Pension schemes

The School contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the School. In accordance with FRS 102 therefore, the scheme is accounted for as a defined contribution scheme. The School also contributes to a group personal pension scheme for other staff. Contributions to both schemes are charged in the SOFA as they become payable in accordance with the rules of the schemes.

#### 1.7 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

Termination payments are recognised immediately as an expense when the school is demonstrably committed to terminate the employment of an employee or provide termination benefits.

#### 1.8 School land and buildings and equipment

##### *Capitalisation and replacement*

Tangible fixed assets costing in excess of £500 are capitalised and carried in the balance sheet at historical cost. In accordance with the transitional provisions of Financial Reporting Standard 102, the School buildings are stated at valuation at 31 July 2001 and this deemed cost has been frozen subject to any adjustments necessary resulting from an impairment review. This valuation has not been updated.

##### *Depreciation*

The freehold land is not depreciated. Depreciation of other assets is provided at rates calculated to write off the excess of cost over estimated residual amount over the estimated useful economic lives of each class of asset, subject to annual review.

These rates are currently as follows:

Building, improvements and extensions	10 - 50 years
Furniture and equipment	3 - 7 years
Motor vehicles	25% reducing balance

#### 1.9 Stock

Stock is valued at the lower of cost and net realisable value on a first-in-first-out (FIFO) basis.

#### 1.10 Fund Accounting

The charitable trust funds of the School and its subsidiary are accounted for as unrestricted or restricted income in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded.

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors, either to fund the School's objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

#### 1.11 Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with debtors, excluding prepayments. A specific provision is made for debts for which recoverability is in doubt. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2024**

---

**1.12 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

**1.13 Joint ventures**

An entity is treated as a joint venture where the group is party to a contractual agreement with one or more parties from outside the group to undertake an economic activity that is subject to joint control.

In the consolidated accounts, interests in associated undertakings are accounted for using the equity method of accounting. Under this method an equity investment is initially recognised at the transaction price (including transaction costs) and is subsequently adjusted to reflect the investor's share of the profit or loss, other comprehensive income and equity of the joint venture.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

		2024	2023
<b>2</b>	<b>SCHOOL FEES</b>	<b>Total</b>	<b>Total</b>
		£	£
	<b>The Schools' fee income comprised:</b>		
	Gross fees	34,431,494	32,174,028
	Less: Total bursaries and allowances	<u>(3,190,842)</u>	<u>(3,119,904)</u>
		<b>31,240,652</b>	<b>29,054,124</b>
	 Add back: Transformational Bursaries paid for by restricted funds	 <b>108,134</b>	 96,403
	 <b>Total</b>	 <b><u>31,348,786</u></b>	 <b><u>29,150,527</u></b>
		<b>2024</b>	<b>2023</b>
<b>3</b>	<b>OTHER INCOME</b>	<b>Total</b>	<b>Total</b>
		£	£
	<b>Other educational charitable activities:</b>		
	Entrance and registration fees	68,667	65,700
	Other fees and income	2,425,704	2,254,008
	Senco income	39,293	58,431
	<b>Total</b>	<b><u>2,533,664</u></b>	<b><u>2,378,139</u></b>
		<b>2024</b>	<b>2023</b>
<b>4</b>	<b>OTHER TRADING ACTIVITIES</b>	<b>Total</b>	<b>Total</b>
		£	£
	<b>Other trading activities</b>		
	Sales	253,201	301,237
	Rental income	358,498	333,160
		<b><u>611,699</u></b>	<b><u>634,397</u></b>
<b>5</b>	<b>GRANTS AND DONATIONS</b>	<b>Unrestricted</b>	<b>Restricted</b>
			<b>2024</b>
			<b>Total</b>
			£
	Donations	(5,351)	124,505
	Parents' Association	38,506	-
	<b>Total</b>	<b><u>33,155</u></b>	<b><u>124,505</u></b>
			<b><u>157,660</u></b>
		<b>Unrestricted</b>	<b>Restricted</b>
			<b>2023</b>
			<b>Total</b>
			£
	Donations	14,410	138,434
	Parents' Association	58,682	-
	<b>Total</b>	<b><u>73,092</u></b>	<b><u>138,434</u></b>
			<b><u>211,526</u></b>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

	<b>Total</b>	<b>Total</b>
<b>6 STAFF COSTS</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Total staff costs comprised:</b>		
Wages and salaries	<b>15,822,671</b>	14,682,723
Social securities costs	<b>1,631,005</b>	1,514,252
Pension contributions	<b>2,959,848</b>	2,579,582
Other Staff Costs	<b>431,395</b>	381,121
	<b>20,874,918</b>	19,157,678

The average number of employees in the year was 479 (2023: 455) of which 229 (2023: 216) were teaching staff.

FTE: 348 (2023: 345) of which 205 (2023: 201) were teaching staff.

One governor was reimbursed for travel and subsistence during the year (2023: One).

No Governors received remuneration during the year (2023: none).

The numbers of higher paid employees were:

	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Taxable emoluments band (excludes employer pension contributions):		
£ 60,000 - £ 70,000	<b>24</b>	<b>13</b>
£ 70,001 - £ 80,000	<b>11</b>	<b>9</b>
£ 80,001 - £ 90,000	<b>1</b>	<b>1</b>
£ 90,001 - £100,000	<b>1</b>	<b>2</b>
£140,001 - £150,000	-	-
£150,001 - £160,000	<b>1</b>	<b>1</b>
£160,001 - £170,000	<b>1</b>	<b>1</b>
£200,001 - £210,000	-	-
£210,001 - £220,000	-	-
£230,001 - £240,000	-	<b>1</b>
£240,001 - £250,000	<b>1</b>	-
	<b>40</b>	28

The number with retirement benefits accruing were:

Money Purchase Scheme	<b>5</b>	6
For which the £ contributions amounted to:	<b>64,502</b>	81,735
Defined Benefit Schemes	<b>35</b>	22

Aggregate £ employee benefits of key management personnel	<b>2,463,926</b>	2,204,051
---	------------------	-----------

Two members of the key management personnel are also provided with free accommodation in order to enable them to undertake specific duties for the school.

One person was paid a termination payment during the year (2023: two).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED 2024**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating fund</i>				
Fundraising for voluntary resources	230,287	64,174	-	294,461
<i>Financing costs under</i>				
Advance Fee contracts	-	214,008		214,008
Non-ancillary trading	114,190	221,841	4,230	340,261
Interest and other costs	-	206,591		206,591
	<u>344,477</u>	<u>706,614</u>	<u>4,230</u>	<u>1,055,321</u>
<i>Charitable activities:</i>				
Teaching	16,387,674	1,094,528	-	17,482,202
Welfare	1,148,243	1,381,404	-	2,529,647
Premises	834,194	2,632,656	2,994,062	6,460,912
Support costs of schooling	2,042,558	1,773,278	-	3,815,836
Grants, awards and prizes	-	118,562	-	118,562
Governance costs	117,772	90,642	-	208,414
	<u>20,530,441</u>	<u>7,091,070</u>	<u>2,994,062</u>	<u>30,615,573</u>
Schools operating costs				
Total	<u>20,874,918</u>	<u>7,797,684</u>	<u>2,998,292</u>	<u>31,670,894</u>

The payments made under operating leases during the year were £427,000 (2023: £427,000) in respect of land and buildings and £71,249 (2023: £71,249) in respect of plant and equipment.

**ANALYSIS OF TOTAL RESOURCES EXPENDED 2023**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	219,515	91,319	-	310,834
<i>Financing costs under</i>				
Advance Fee contracts	-	147,106		147,106
Non-ancillary trading	116,388	257,747	170	374,305
Interest and other costs	-	148,855		148,855
	<u>335,903</u>	<u>645,027</u>	<u>170</u>	<u>981,100</u>
<i>Charitable activities:</i>				
Teaching	15,072,814	1,064,500	-	16,137,314
Welfare	1,003,795	1,250,841	-	2,254,636
Premises	841,184	2,921,206	3,014,977	6,777,367
Support costs of schooling	1,824,464	1,621,327	-	3,445,791
Grants, awards and prizes	-	104,376	-	104,376
Governance costs	79,518	79,924	-	159,442
	<u>18,821,775</u>	<u>7,042,174</u>	<u>3,014,977</u>	<u>28,878,926</u>
Schools operating costs				
Total	<u>19,157,678</u>	<u>7,687,201</u>	<u>3,015,147</u>	<u>29,860,026</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED (continued)**

Governance expenditure includes:	<b>Total</b>	Total
	<b>2024</b>	2023
	£	£
Auditor's remuneration:		
For audit services	<b>53,065</b>	38,394

**8 TANGIBLE FIXED ASSETS**

Tangible Fixed Assets - Group	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2023	3,625,000	16,851,987	55,340,049	9,669,469	85,486,505
Additions in year	-	937,948	347,402	869,174	2,154,524
Disposals	-	(13,775)	(5,170)	(744,501)	(763,446)
<b>As at 31 July 2024</b>	<b>3,625,000</b>	<b>17,776,160</b>	<b>55,682,281</b>	<b>9,794,142</b>	<b>86,877,583</b>
<b>Depreciation</b>					
As at 1 August 2023	-	4,617,490	18,742,849	7,054,258	30,414,597
Charge for year	-	421,282	1,616,253	960,756	2,998,291
Disposals	-	(5,026)	(5,170)	(744,501)	(754,697)
<b>As at 31 July 2024</b>	<b>-</b>	<b>5,033,746</b>	<b>20,353,932</b>	<b>7,270,513</b>	<b>32,658,191</b>
<b>Net book value</b>					
<b>As at 31 July 2024</b>	<b>3,625,000</b>	<b>12,742,414</b>	<b>35,328,349</b>	<b>2,523,629</b>	<b>54,219,392</b>
As at 31 July 2023	3,625,000	12,234,497	36,597,200	2,615,211	55,071,908

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**8 TANGIBLE FIXED ASSETS (Continued)**

Tangible Fixed Assets - School	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2023	3,625,000	16,851,987	55,301,643	9,616,661	85,395,291
Additions in year	-	937,948	385,808	830,768	2,154,524
Disposals	-	(13,775)	(5,170)	(744,501)	(763,446)
<b>As at 31 July 2024</b>	<b><u>3,625,000</u></b>	<b><u>17,776,160</u></b>	<b><u>55,682,281</u></b>	<b><u>9,702,928</u></b>	<b><u>86,786,369</u></b>
Depreciation					
As at 1 August 2023	-	4,617,424	18,742,849	7,002,290	30,362,563
Charge for year	-	421,349	1,616,253	956,460	2,994,062
Disposals	-	(5,026)	(5,170)	(744,501)	(754,697)
<b>As at 31 July 2024</b>	<b><u>-</u></b>	<b><u>5,033,747</u></b>	<b><u>20,353,932</u></b>	<b><u>7,214,249</u></b>	<b><u>32,601,928</u></b>
<b>Net book value</b>					
<b>As at 31 July 2024</b>	<b><u>3,625,000</u></b>	<b><u>12,742,413</u></b>	<b><u>35,328,349</u></b>	<b><u>2,488,679</u></b>	<b><u>54,184,441</u></b>
As at 31 July 2023	<u>3,625,000</u>	<u>12,234,563</u>	<u>36,558,794</u>	<u>2,614,371</u>	<u>55,032,728</u>

\* The School has elected, in accordance with Section 35.10(d) of FRS 102, to use the carrying value on 1st September 2014, the date of transition to FRS 102, of any of the above freehold land and buildings previously carried at a valuation, as their deemed cost.

Included within the additions for Long Leasehold Buildings and Improvements is £1,658,000 for assets under construction as at 31st July 2024 (2023: £979,000). These items have not been depreciated in the accounts.

**9 INVESTMENTS**

	Group 2024 £	Group 2023 £	School 2024 £	School 2023 £
Interest in subsidiary undertaking	-	-	100	100
<b>Total</b>	<b><u>-</u></b>	<b><u>-</u></b>	<b><u>100</u></b>	<b><u>100</u></b>

An investment of £2,500 in the joint venture company was impaired in 2016.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**9 UNLISTED INVESTMENTS (Continued)**

**9.1 Subsidiary Undertakings**

The School has a 100% shareholding, acquired on 22nd February 1999, in St George's Weybridge Enterprises Limited, Company No. 03719020, incorporated in the United Kingdom, which manages the commercial activities of the company.

St George's Weybridge Enterprises Limited had a turnover of £463,028 (2023: £488,423), gross profit of £272,897 (2023: £263,523) and a profit before tax and gift aid of £77,576 (2023: £71,313). At 31 July 2024, the company had shareholder's funds of £20,913 (2023: £24,609).

**9.2 Joint Venture**

The School has a 50% shareholding acquired on 25th March 1994 in a Joint Venture company, St George's Weybridge and Surrey County Tennis Centre Limited, incorporated in the United Kingdom, which manages the indoor tennis centre. The Joint Venture Company is managed jointly by the company and Surrey County Lawn Tennis Association which owns the other 50% shareholding.

On 25th March 1994 the School agreed to provide land, with the approval of the Josephite Community, the freeholders. The School as the head lease holder, agreed to offer a sublease to Surrey County Lawn Tennis Association ("the Surrey Trustees") on similar lease terms. The Surrey Trustees agreed to build and fund the indoor tennis centre.

The Joint Venture Company is responsible for making arrangements for use of the indoor tennis centre which, under the present agreement, is given equally to St George's Weybridge, Surrey Lawn Tennis Association and the Joint Venture Company which lets the courts to third parties. St George's Weybridge assists by making available its own staff to carry out the Joint Venture company's operations. St George's Weybridge is also responsible for day to day maintenance of the tennis centre buildings. Any surplus/deficit will be shared equally by St George's Weybridge and the Surrey Lawn Tennis Association.

The unaudited results for the last two years are as follows:

**PROFIT AND LOSS ACCOUNT**  
**YEAR ENDED 30 SEPTEMBER 2024**

	2024	2023
	£	£
Turnover	<b>38,956</b>	37,895
Cost of Sales	-	(26)
Administration	<b>(33,186)</b>	(36,667)
Depreciation	<b>(5,539)</b>	(5,574)
Interest Receivable	-	4
	<b>231</b>	(4,368)
Taxation	-	-
	<b>231</b>	(4,368)
Balance brought forward	<b>(29,358)</b>	(24,990)
Balance carried forward	<b>(29,127)</b>	(29,358)

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**9 UNLISTED INVESTMENTS (Continued)**

**BALANCE SHEET**

**AS AT 30 SEPTEMBER 2024**

	<b>2024</b>	<b>2023</b>
	£	£
<b>FIXED ASSETS</b>		
Tangible assets	<u>26,772</u>	<u>32,311</u>
<b>CURRENT ASSETS</b>		
Stock	-	-
Debtors	1,056	1,035
Cash at bank	<u>21,602</u>	<u>16,464</u>
	<b>22,658</b>	17,499
<b>CREDITORS: Amounts falling due within one year</b>	<u>(19,557)</u>	<u>(20,168)</u>
<b>NET CURRENT ASSETS</b>	<u>3,101</u>	<u>(2,669)</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>29,873</b>	29,642
<b>CREDITORS: Amounts falling due in more than one year</b>	<u>(54,000)</u>	<u>(54,000)</u>
<b>NET LIABILITIES</b>	<u><u>(24,127)</u></u>	<u><u>(24,358)</u></u>
<b>CAPITAL AND RESERVES</b>		
Share capital	5,000	5,000
Profit and loss account	<u>(29,127)</u>	<u>(29,358)</u>
<b>SHAREHOLDERS' FUNDS</b>	<u><u>(24,127)</u></u>	<u><u>(24,358)</u></u>

**10 STOCK**

	<b>Group</b>	<b>Group</b>	<b>School</b>	<b>School</b>
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	£	£	£	£
Goods for resale	235,650	209,056	-	-
Other stock	38,535	48,373	38,535	48,373
	<u>274,185</u>	<u>257,429</u>	<u>38,535</u>	<u>48,373</u>
	<u><u>274,185</u></u>	<u><u>257,429</u></u>	<u><u>38,535</u></u>	<u><u>48,373</u></u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**11 DEBTORS**

	Group 2024 £	Group 2023 £	School 2024 £	School 2023 £
Amount due from Joint Venture compan	13,800	15,511	13,800	15,511
Amount due from subsidiary	-	-	192,073	187,922
Fee debtors	254,869	175,023	254,869	175,021
Sundry debtors	227,982	828,560	219,022	828,560
Prepayments and accrued income	564,301	723,860	552,899	697,620
	<u>1,060,952</u>	<u>1,742,954</u>	<u>1,232,663</u>	<u>1,904,634</u>

**12 CREDITORS: due within one year**

	Group 2024 £	Group 2023 £	School 2024 £	School 2023 £
Bank loan	691,196	678,732	691,196	678,732
Advance fee scheme (Note 13)	9,060,298	4,521,058	9,060,298	4,521,058
Pension contributions	386,557	393,200	386,557	393,200
Trade creditors	1,195,124	1,177,998	1,129,075	1,094,861
Social security and other taxation	412,273	403,820	412,273	403,820
Deposits	351,950	400,950	351,950	400,950
Other creditors	315,362	1,070,618	315,362	1,070,618
Accruals	305,111	384,612	288,417	371,966
	<u>12,717,871</u>	<u>9,030,988</u>	<u>12,635,128</u>	<u>8,935,205</u>

**13 ADVANCE FEE PAYMENTS - GROUP**

Parents may enter into a contract to pay for their children's tuition fees in advance. The money may be returned subject to specific conditions on the receipt of one term's notice. Assuming students will remain in the School, advance fees will be applied as follows:

	2024 £	2023 £
After 5 years	975,949	622,221
Within 2 to 5 years	9,112,105	3,371,508
Within 1 to 2 years	6,130,427	2,419,893
	<u>16,218,481</u>	<u>6,413,622</u>
Within 1 year (note 12)	9,060,298	4,521,058
	<u>25,278,779</u>	<u>10,934,680</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**13 ADVANCE FEE PAYMENTS - GROUP (Continued)**

The balance represents the accrued liability under the contracts. The movements during the year were:

	2024	2023
	£	£
Balance at 1 August	10,934,680	8,887,745
New contracts	<u>19,034,897</u>	<u>6,100,047</u>
	29,969,577	14,987,792
Amounts utilised in payment of fees:		
To the School	<u>(4,171,982)</u>	<u>(4,053,112)</u>
Balance at 31 July	<u><u>25,278,779</u></u>	<u><u>10,934,680</u></u>

**14 SCHOOL FEE DEPOSITS**

	2024	2023
	£	£
Amounts due 1 - 2 years:	246,200	241,950
Amounts due 2 - 5 years:	342,200	324,650
Amounts due more than 5 years:	<u>873,150</u>	<u>836,400</u>
	<u><u>1,461,550</u></u>	<u><u>1,403,000</u></u>

**15 LOANS - GROUP**

	2024	2023
	£	£
Amounts due 1 - 2 years:	690,792	691,196
Amounts due 2 - 5 years:	1,666,772	1,790,803
Amounts due more than 5 years:	<u>535,497</u>	<u>1,102,504</u>
	<u><u>2,893,061</u></u>	<u><u>3,584,503</u></u>

The terms of the loans are:

	2024	Repayments including	Interest rate
<b>Lender</b>	£	interest for 2024-25	
(i) Nat West Fixed Interest (secured)	3,250,927	591,310	2.44%
(ii) Nat West Cbils Fixed Interest (secured)	333,329	178,955	2.25%

(i) In June 2020 the charity took advantage of the low interest rates and refinanced two loans with Nat West, consolidating them into one. The new Loan is fully secured on three properties (one leasehold), sited close to the College along with the Junior School, in line with the previous arrangements.

(ii) In June 2020, the charity took advantage of the Government CBILS loan arrangement to ensure adequate cash is available during the Covid pandemic. Interest on the loan was covered by the government for 12 months. Repayments commenced in July 2021. The Junior School site provides security for this loan.

At 31 July 2023, the carrying value of assets pledged as security under the loans is £13,364,068.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**16 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

The group's net assets belong to the various funds as at 31 July 2024 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	847,329	-	847,329
Designated funds	-	182,755	-	182,755
Unrestricted funds	<u>54,219,392</u>	<u>17,246,577</u>	<u>(20,573,092)</u>	<u>50,892,877</u>
	<u><u>54,219,392</u></u>	<u><u>18,276,661</u></u>	<u><u>(20,573,092)</u></u>	<u><u>51,922,961</u></u>

The School's net assets belong to the various funds as at 31 July 2024 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	847,329	-	847,329
Designated funds	-	182,755	-	182,755
Unrestricted funds	<u>54,184,541</u>	<u>17,260,615</u>	<u>(20,573,092)</u>	<u>50,872,064</u>
	<u><u>54,184,541</u></u>	<u><u>18,290,699</u></u>	<u><u>(20,573,092)</u></u>	<u><u>51,902,148</u></u>

The Group's net assets belong to the various funds as at 31 July 2023 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	818,161	-	818,161
Designated Funds	-	189,029	-	189,029
Unrestricted funds	<u>55,071,908</u>	<u>3,722,768</u>	<u>(11,401,125)</u>	<u>47,393,551</u>
	<u><u>55,071,908</u></u>	<u><u>4,729,958</u></u>	<u><u>(11,401,125)</u></u>	<u><u>48,400,741</u></u>

The School's net assets belong to the various funds as at 31 July 2023 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	818,161	-	818,161
Designated Funds	-	189,029	-	189,029
Unrestricted funds	<u>55,032,828</u>	<u>3,737,339</u>	<u>(11,401,125)</u>	<u>47,369,042</u>
	<u><u>55,032,828</u></u>	<u><u>4,744,529</u></u>	<u><u>(11,401,125)</u></u>	<u><u>48,376,232</u></u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2024**

**17.1 RESTRICTED FUNDS: MOVEMENT IN THE YEAR**

	Balance 2023 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2024 £
Activity Centre	-	1,421	-	(1,421)	-
Other Capital Projects	43,383	2,064	-	(3,499)	<b>41,948</b>
Residentials Fund	-	-	-	-	-
Bursary Fund	746,813	136,312	-	(106,240)	<b>776,885</b>
Wolfson Scholarship	27,965	531	-	-	<b>28,496</b>
	<u>818,161</u>	<u>140,328</u>	<u>-</u>	<u>(111,160)</u>	<u><b>847,329</b></u>

	Balance 31 July 2022 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2023 £
Activity Centre	-	1,509	-	(1,509)	-
Other Capital Projects	37,600	16,406	-	(10,623)	<b>43,383</b>
Residentials Fund	-	1,250	-	(1,250)	-
Bursary Fund	711,498	131,718	-	(96,403)	<b>746,813</b>
Lourdes Bursary Fund	503	-	-	(503)	-
Wolfson Scholarship	27,525	440	-	-	<b>27,965</b>
	<u>777,126</u>	<u>151,323</u>	<u>-</u>	<u>(110,288)</u>	<u><b>818,161</b></u>

- Activity Centre: Fund raising for a specific project at the College.
- Capital Projects: Fund raising for other Capital Projects.
- Residentials Fund: Fund raising to finance residentials for children in need of financial support
- Bursary Fund: A fund set up to finance transformational bursaries (formerly the Assisted Places programme).
- Wolfson Scholarship: For disabled children.
- The transfers represent restricted funds met and therefore moved to unrestricted/general funds: From the Activity Centre and Other Capital Projects in respect of expenditure during the year; From the Bursary Fund to pay the fees of one pupil on the Transformational Bursaries scheme.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**17.2 UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR**

				2024
Fund Movement	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds
	£	£	£	£
Balance Brought forward	47,359,715	189,029	818,161	<b>48,366,905</b>
Total Incoming Resources	35,050,058	36,564	140,328	<b>35,226,950</b>
Total Resources Expended	(31,670,894)	-	-	<b>(31,670,894)</b>
Transfers	153,998	(42,838)	(111,160)	-
	<u>50,892,877</u>	<u>182,755</u>	<u>847,329</u>	<u><b>51,922,961</b></u>

				2023
Fund Movement	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds
	£	£	£	£
Balance Brought forward	44,797,849	192,827	777,126	<b>45,767,802</b>
Total Incoming Resources	32,231,284	76,522	151,323	<b>32,459,129</b>
Total Resources Expended	(29,860,026)	-	-	<b>(29,860,026)</b>
Transfers	190,608	(80,320)	(110,288)	-
	<u>47,359,715</u>	<u>189,029</u>	<u>818,161</u>	<u><b>48,366,905</b></u>

**Unrestricted Designated Funds**

Incoming designated funds donated in the year were assigned towards the following projects; where the donors had expressed a desire for the funds to go towards:

- Activity Centre.
- Bursary Fund
- Boat Club
- Future Capital Projects

**18 CONTRACTS AND COMMITMENTS**

	2024	2023
	£000s	£000s
Authorised and contracted values for new build, repairs and refurbishment.	<u><b>351</b></u>	<u>334</u>

# ST GEORGE'S WEYBRIDGE

## NOTES TO THE FINANCIAL STATEMENTS

### for the year ended 31 July 2024

---

#### 19 PENSION SCHEMES

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £2,434,291 (2023: £2,105,307) and at the year-end £304,839 (2023: £249,685) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by the Teachers' Pensions Regulations 2010 (as amended) and, the Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report, which was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The School also runs a scheme for other staff and for teaching staff who have opted out of TPS, which is a defined contributions scheme. The cost for the year represents the School's contributions to that scheme of £555,557 (2023: £474,275).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

**20 RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATIONS**

	2024	2023
	£	£
Net incoming resources	3,556,056	2,599,103
Non-operating cash flows eliminated:		
- Investment Income	(575,141)	(84,540)
- Finance Costs	206,591	148,855
Depreciation charges added back	2,998,292	3,015,147
(Gain)/Loss on disposal of tangible fixed assets	(928)	(4,275)
(Increase)/Decrease in stock	(16,756)	12,386
Decrease/(Increase) in debtors	682,002	(890,174)
(Decrease)/Increase in creditors	(815,821)	887,148
	<u>6,034,295</u>	<u>5,683,650</u>

**21 OPERATING LEASE COMMITMENTS - GROUP AND SCHOOL**

The Group & School had the following commitments under non-cancellable operating leases:

	Digital Equipment		Property	
	2024	2023	2024	2023
	£	£	£	£
Operating lease commitments:				
Within 1 year	59,375	59,375	889,583	427,000
Within 2 - 5 years	9,896	59,375	1,220,000	-
	<u>69,271</u>	<u>118,750</u>	<u>2,109,583</u>	<u>427,000</u>

The property lease is subject to a rent review taking effect from August 2024. The rent payable is the annual rent charge under the new terms of the lease.

**22 ANALYSIS OF NET DEBT**

	At 1 Aug 2023	Cashflows	Other non- cash changes	At 31 July 2024
	£	£	£	£
<b>Cash and cash equivalents</b>				
Cash at bank	5,600,298	(1,401,151)	-	4,199,147
Notice deposits	6,124,484	19,329,717	-	25,454,201
Cash in hand	1,945	(664)	-	1,281
	<u>11,726,727</u>	<u>17,927,902</u>	<u>-</u>	<u>29,654,629</u>
<b>Borrowings</b>				
Bank loans due within one year	(678,732)	678,732	(689,816)	(689,816)
Bank loans due after one year	(3,584,503)	(1,931)	689,816	(2,896,618)
	<u>(4,263,235)</u>	<u>676,801</u>	<u>-</u>	<u>(3,586,434)</u>
Net cash/(debt)	<u>7,463,492</u>	<u>18,604,703</u>	<u>-</u>	<u>26,068,195</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2024

---

**23 CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS**

Mr J Hood is a director of the Joint Venture Company.  
Mrs C Shevlin is a director of the wholly owned subsidiary.

The Congregation of Josephites (Charity number 0312071) is a connected charity of the company.  
Rev M Ashcroft is a Trustee of the Josephite Community.

Transactions with these entities include

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>1 The Congregation of Josephites</b>		
Joint costs reimbursed	<b>11,158</b>	16,309
Rent paid	<b>427,000</b>	427,000
	<u><u>          </u></u>	<u><u>          </u></u>
<b>2 Joint Venture</b>		
<b>St George's Weybridge and Surrey County</b>		
<b>Tennis Centre Limited</b>		
Investment	-	-
Amount due	<b>13,800</b>	15,511
	<u><u>          </u></u>	<u><u>          </u></u>
<b>3 Subsidiary</b>		
<b>St George's Weybridge Enterprises Limited</b>		
Investment	<b>100</b>	100
Amount due	<b>192,073</b>	187,922
Charges for rent, staff time and share of overheads	<b>177,280</b>	176,995
Gifts received	<b>81,272</b>	52,782
	<u><u>          </u></u>	<u><u>          </u></u>

**24 CONTINGENT LIABILITIES**

St George's Weybridge recognises the existence of certain contingent liabilities arising from legal cases that may impact the financial position in the future. These contingent liabilities primarily involve potential legal claims and disputes that are pending against the school. The nature of these contingent liabilities encompasses various legal matters, including but not limited to employment disputes, contractual disagreements, and other potential legal claims. The outcome of these cases remains uncertain, and the financial impact is contingent upon the resolution of these legal matters. The school will continue to assess and update its estimates as new information becomes available. At the date of these accounts the Governors concluded that no provision for these ongoing cases is required under FRS 102.

**ST GEORGE'S WEYBRIDGE**

England & Wales - Charity number 1017853

---

# Accounts

---

**Company Number 02789023**

**Registered in England**

**Charity Number: 1017853**



**St George's**

WEYBRIDGE

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JULY 2023**

---

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023**

---

<b>CONTENTS</b>	
Governors, Officers and Advisers	1
Annual Report of the Governors: - Directors' Report Strategic Report	3
Independent Auditor's Report	24
Consolidated Statement of Financial Activities	28
Consolidated and School Balance Sheet	29
Consolidated Cashflow Statement	30
Notes to the Financial Statements	31

## ST GEORGE'S WEYBRIDGE GOVERNORS, OFFICERS AND ADVISERS

### GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of St George's Weybridge ('the Charity' or 'the School') are the Charity's trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office as Governors during the year and subsequently are detailed below:

		(1)	(2)	(3)	(4)	(5)
Mr D Nowlan	Chair of Governors from 22 November 2021	■	■	■	■	■
Mrs S Allom *			■		■	
Mr D Bicarregui*		■		■		■
Mrs T Bowden*			■			
Mrs C Burnham			■			■
Mrs M Fawcett*	Appointed 21 November 2022		■			
Dr L Gordon			■		■	■
Mr K Gosal*	Appointed 21 November 2022	■				
Mr J Hood*		■				■
Mr T Kirkham	Resigned 16 September 2022 and subsequently reappointed on 1 <sup>st</sup> March 2023	■		■		
Mr N Lemmon			■			
Prof A H Muggeridge	Retired 21 November 2022		■			
Mrs S Munk			■	■		
Mr C S W Prescott	Retired 27 November 2023	■				■
Mrs M Satchel *		■				■
Mrs C Shevlin *		■				

- (1) Finance and Risk Committee
- (2) Academic and Pastoral Committee
- (3) Nominations and Governance Committee
- (4) Josephite Ethos Committee
- (5) Strategic Planning Committee
- \* Parent of a pupil at one of the Schools

During the year the activities of the Governing Body were carried out through five committees. The governors voted in March 2023 to add a Strategic Planning Committee and they voted in November 2023 to disband the Remuneration Sub Committee and subsume its responsibilities into the Finance and Risk Committee. The membership of these committees is shown above for each governor.

### OFFICERS

#### Heads

- St George's College Weybridge
- St George's Junior School Weybridge

Mrs RCF Owens  
Mr A J Hudson (due to retire Aug 2025)

#### The Bursar

Clerk to the Governors (effective Sept 2022)

Mr G Cole  
Mrs C Punt

Addresses **St George's College**  
Weybridge Road, Addlestone  
Surrey KT15 2QS

**St George's Junior School**  
Thames Street, Weybridge  
Surrey, KT13 8NL



**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2023**

---

The Governors of St George's Weybridge present their annual report for the year ended 31 July 2023 under the Companies Act 2006 and Charities Act 2011, thus including the Directors' Report and Strategic Report under the 2006 Act, together with the audited financial statements for the year.

**DIRECTORS' REPORT**

**CONSTITUTION AND OBJECTS**

St George's Weybridge ('the Charity' or 'the School') was founded in 1993, when the running of St George's was transferred from its founding Congregation of Josephites to a lay board of trustees, and is registered with the Charity Commission under charity number 1017853. It is constituted as a company limited by guarantee registered in England, No 02789023. The Charity is governed by its Articles of Association last amended on 20 December 2010.

The Charity's objects, as set out in the Articles of Association, are the advancement of education by the provision and conduct of a school or schools for boys and girls to enable the fulfilment of their academic potential and personal development within an ethos of Christian ideals which derive from the traditions and teaching of the Roman Catholic Church and by ancillary or incidental education or religious activities for the benefit of the community.

In furtherance of this object for the public benefit, the Charity operates two schools known as St George's College, Weybridge and St George's Junior School, Weybridge ("the Schools"), has established and administers bursaries, awards and other benefactions, and acts as the trustee and manager of property, endowments, bequests and gifts given or established in the pursuance of this object.

The Charity was known as St George's College Weybridge until 24 December 2012 when Companies House registered the change of name to St George's Weybridge.

**AIMS, OBJECTIVES AND ACTIVITIES**

**Aims**

The Charity's aims are:

- to establish the College as a day school for 11–18-year-old boys and girls and the Junior School as a day school for 2 - 11-year-old boys and girls, in which each child is encouraged to fulfil their potential;
- to offer all students a holistic range of opportunities so that they can achieve to the best of their ability within a framework of shared Catholic, Christian and Josephite values and standards; and
- to value and nurture students as individuals, giving them a sense of their own self-worth and of the value of service to others, thus preparing them for life beyond school.

The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

**Primary Objectives**

The primary objectives of the Charity to fulfil these aims are:

- to provide a stimulating learning environment in which students can develop their academic potential to the full;

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2023**

---

- to provide a happy, safe and secure pastoral environment, rooted in the Roman Catholic tradition and shaped by Josephite values, in which students develop a sense of community, consideration, respect and support for one another;
- to provide students with a breadth of curricular and co-curricular activities in order to develop positively all aspects of their character and to enable their talents to be discovered;
- to provide financial support to enable children whose parents are unable to afford the full fees to benefit from a Georgian education;
- to provide inspirational governance and leadership combined with effective management;
- to provide the necessary administrative and logistic framework to meet the needs of the Georgian Family.

The annual objectives for 2023/24 are contained in the Strategic Report.

The aims and objectives set for the Charity's subsidiary is to facilitate the achievement of the Charity's aims and objectives as above.

## **GOVERNANCE AND MANAGEMENT**

### **Governing Body**

There is one Governing Body for the School. Details of the members of the Governing Body, together with the Charity's officers and principal advisers, are given on pages 1 and 2.

The Governing Body is self-appointing. Governors are appointed for terms of three years and may, upon re-election, serve up to three terms. Governors may not be reappointed until one year has elapsed since their last day of prior service.

### **Recruitment and Training of Governors**

New members of the Governing Body are elected on the basis of various means, such as seeking applications from the Georgian Family or nominations from the Governors and the executive officers. Selection is based upon the candidates' professional qualities, commitment to the Schools, experience, personal competence and capacity to give of their time.

New Governors are inducted into the workings of the Schools, including Governing Body policy and procedures, through an induction process organised for them by the Clerk to the Governors. New Governors also attend specialist external courses on the role and responsibilities of charity trustees.

Members of the Governing Body attend external trustee training and information courses designed to keep them informed and updated on current issues in the sector and regulatory requirements.

### **Organisational Management**

The members of the Governing Body are legally responsible for the overall management and control of the School. They meet five times a year. The work of implementing their policies is carried out by five Committees:

- The Finance and Risk Committee scrutinises revenue, the budget, capital expenditure, risk, safeguarding, health and safety, projects and other matters relating to the general running of the School. This Committee also supervises and finalises the audited financial statements and annual report for approval by the Governing Body. The Committee meets four times per year and reports to the Governing Body. Previously, the Remuneration Sub Committee which considered all aspects of staff remuneration reported into the Finance and Risk Committee but in November 2023, a decision was made to disband the Remuneration Sub Committee and subsume its responsibilities into the

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2023**

---

Finance and Risk Committee. The Committee is chaired by Charles Prescott. Charles Prescott is due to retire in November 2023. Margi Satchel will then chair the committee.

- The Academic and Pastoral Committee considers educational and pastoral policy. The Committee meets three times per year and reports to the Governing Body. The Committee is chaired by Catherine Burnham as of November 2022.
- The Nominations and Governance Committee considers governor succession and screens nominated candidates for governorship. The Committee meets three times a year and reports to the Governing Body. The Committee is chaired by David Bicarregui.
- The Josephite Ethos Committee is charged with overseeing the active continuance of the Josephite Ethos at St George's, recognising that the number of religious in the Congregation in Europe is in decline. It meets 3 times per year and its members consist of Governors, Josephites and Staff. It reports to the Governing Body and is chaired by Louise Gordon.
- The Strategic Planning Committee was formed on 20<sup>th</sup> March 2023 and is charged with the implementation of the strategic plan and monitoring topical issues that come to the fore and how they might best be dealt with in the context of the strategic plan. The Committee has no delegated powers. Recommendations are routed to the Governing Body. It is chaired by Jason Hood.

The Board delegates executive responsibilities to the Heads of the respective schools and to the Bursar. The Bursar is Company Secretary to the Company and a director of the subsidiary and joint venture companies. The Heads, and the Bursar attend all meetings of the Governing Body's Committees with the exception of the Nominations and Governance Committee. There is a separate Clerk to the Governors appointed in September 2022.

#### **Structure and Relationships**

The School has one wholly owned non-charitable subsidiary, St George's Weybridge Enterprises Limited, whose annual profits are donated to the School under the Gift Aid Scheme. The trading activities of St George's Weybridge Enterprises Limited primarily comprise a retail outlet and revenue from letting of the school campus facilities when not in use by the Schools.

The School also has a joint venture, St George's Weybridge and Surrey County Tennis Centre Limited ('the joint company'), which is owned in equal partnership with Surrey Lawn Tennis Association. The purpose of the joint company is to maintain and operate the tennis centre and operate a public membership scheme to raise revenue to offset the running costs of the centre.

#### **Employment and Remuneration Policy and Engagement with Employees**

We engage with our employees about future School activities and issues of direct concern (such as terms and conditions) through a range of mechanisms. All employees have the opportunity to elect colleagues to represent them on various committees and groups that meet from time to time. These groups have been reviewed and adjusted over the year to improve cohesion across the organisation.

We also engage with employees through questionnaires, surveys and staff meetings, and where possible include representatives in the development of HR policies. We have a range of detailed HR policies to support and have regard to our employees' interests, our charitable and business objectives and to ensure compliance with employment legislation. As part of ensuring that the regard for employee interests affects Company decisions, in November 2022, all staff were invited to participate in a staff engagement survey covering all aspects of their employment. Results were overwhelmingly positive with the vast majority of staff agreeing they would recommend the School as a good place to work.

Governors further demonstrate regard for employees' interests through staff remuneration. Remuneration is decided annually by the Board after receiving recommendations for annual pay rises from the Finance and Risk Committee. Teaching staff are paid on an internal scale with progress determined by appropriate performance

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

and time. They receive additional payments for management responsibility and duties above the contractual norm. A minority of business (i.e., support) staff are paid according to an internal scale with the remainder of business staff remunerated with reference to the market rate for their sector. A range of benefits is available to staff such as workplace pension contributions, staff fee remission, life assurance and enhanced access to private health cover.

From September 2021, Teachers can opt out of the Teachers' Pension Scheme and join a defined contribution pension scheme, together with equivalent critical illness and life cover, thus providing added choice. Business staff can elect to contribute to their scheme through salary exchange, benefiting from the tax saving.

Senior staff remuneration is linked to their performance appraisals and is recommended by Finance and Risk Committee and approved by the Chair of the Board and Chair of the Finance and Risk Committee.

The School has published its Gender Pay Gap report for 2022 which shows a mean gender pay gap of 15% (2021: 15%) and a median gap of 30% (2021: 26%) due to the significant majority of our lower paid roles being taken up by women.

The School is an equal opportunities employer and will treat all employees, members of the Georgian Family (i.e. people who have an association with the Schools) and any person visiting the School in accordance with the Equalities Act and the School expects all employees and all other members of the Georgian Family to comply with this policy. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

#### **STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES**

The members of the Governing Body, as directors of the charitable company, are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the members of the Governing Body to prepare financial statements for each financial year. Under company law the Governing Body members must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Governing Body members are required to:

- select the most 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 members of the Governing Body are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the School's constitution. They are also responsible for safeguarding the assets of the School and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as each of the Directors, as members of the Governing Body at the date of approval of this report, is aware, there is no relevant audit information (information needed by the charitable company's auditor in connection with preparing the audit report) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

**STRATEGIC REPORT**

Governors have consistently acted in the way we consider, in good faith, would be most likely to promote the success of the Charity which is in the best interests of its beneficiaries, and in doing so have regard (amongst other matters) to:

- The likely consequences of any decision in the long term,
- The interests of the company's employees,
- The need to foster the Charity's relationships with its beneficiaries, customers, suppliers, and others,
- The impact of the Charity's operations on the community and the environment,
- The desirability of the Charity maintaining a reputation for high standards of business conduct and,
- The need to act fairly

This has been achieved through the application our Mission Statement, Strategies and resulting action plans as set out below.

**MISSION STATEMENT**

To inspire all in our Josephite, Georgian Family to be the very best version of themselves.

**STRATEGIES TO ACHIEVE THE PRIMARY OBJECTIVES**

The annual objectives are derived from the St George's Weybridge Strategic Plan, which has a 3 year horizon and groups strategic objectives into the following themes: Ethos Culture & Pastoral Care, Academic, Enrichment, People, Financial Health, Junior School Focus and Community. Each of these themes has an accompanying objective which in turn has a number of plans designed to make tangible progress towards the objective.

The primary strategic focus for the period has been ensuring financial resilience over the coming years in the face of significant cost pressures and economic and political instability. Work has been conducted to identify areas to reduce running costs and to model the effects of, and develop plans for, the likely introduction of VAT on school fees under a new government. Our aim is to shield existing parents as much as possible whilst retaining our premium offering such that it remains affordable and attractive to prospective parents.

Capital enhancement plans have been reviewed and re-programmed to preserve financial flexibility and include a major investment over the year in solar photovoltaic installations, which have had a substantial impact on reducing our reliance on grid electricity. Our work in the area of sustainability led to the School being awarded the Runnymede Business Award for Sustainability and the School's electrical contractor winning the Partnership Award at the ECA Awards Ceremony for their partnership with St George's.

More operationally, the school has focussed on strategies that respond to the most recent parent survey. Notably these include the introduction of a one-to-one student device programme at the College and a project to improve parent communications across both schools.

Continuing to develop our approach to Equity, Diversity and Inclusion Learning, we have partnered with Inclusion Labs, a specialist educational EDI consultant, to introduce a programme of work. Surveys across the school community have informed the EDI Steering and Working Groups in developing, with support from Inclusion Labs, actions to take forward.

Partnerships with local state schools, particularly the Bourne Educational Trust and the Lumen Learning Trust, have continued to expand and develop over this period, including awarding two Transformational Bursaries to

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

students from our partner schools from September 2023. We were also delighted to win the Together Award at the BBC Radio Surrey and Sussex Make a Difference Awards ceremony, for the School's work with teenage refugees being homed in the local area.

**ACHIEVEMENTS AND PERFORMANCE**

**Progress against Annual Objectives**

<b>Objective:</b>	<b>Progress:</b>
Continue to develop and implement active measures to increase Equity, Diversity and Inclusion	We have partnered with Inclusion Labs, a specialist EDI consultant in education, to develop a programme of actions. These were based on a comprehensive survey of all layers of our community and provided priority areas for action. Both schools hosted their inaugural, and very successful, Celebration of Cultures Days.
Review the existing balance of resources to best support the work of the Charity	Governors and the Executive Leadership have conducted a detailed review of resource allocation and put in place plans to rebalance these where needed.
Conduct a wide-ranging employee survey to inform future staff strategies	A staff engagement survey was undertaken in November 2022 using RSAcademics, which has shown overall strong levels of staff satisfaction, whilst identifying some areas of focus in the coming year.
Holding a social event at the Junior School to increase local community engagement	This event has been scheduled for September 2023 with good levels of engagement from the local community.
Review how pupil and student achievement is celebrated	At the JS, the traditional Prize Giving format has been refined to enable the celebration of every child and provide the opportunity for pupil voice. At the College, the introduction of Graduation Night for outgoing Upper Sixth was incredibly well received with almost 100% attendance from students and parents.

**Review of Achievements and Performance for the Year**

**Academic**

St George's College students were again awarded an impressive set of results this summer. 97% of grades were A\* - C at A level, with 85% at A\*-B and 54% at A\*-A. Our top 25% of candidates gained the equivalent of three A\* grades at A level and an EPQ Grade A. Two students achieved their Oxbridge places and 62% of students attained places at Russell Group Universities.

At GCSE, the College achieved 100% five A\* - C grades. 19 students gained straight A\* (8/9s) and 23 students gained straight A\*/A (9-7). 50% of grades at GCSE were A\* - comparable to 2019. 68.2% of our most able Mathematicians gained A\* in Further Maths GCSE.

All Year 10 (Fourth Year) students were entered for the IGCSE English Language, a year early, with 99.6% gaining 9-4 grades. Two Fourth Year students entered GCSE language exams attaining a 9 in German and an 8 in Chinese. In Third Year (Year 9) four students sat Language GSCEs (Italian, German, Spanish) and all attained 9s.

At the Junior School (2022-23), there were 48 girls and 40 boys in Year 6. All the children chose to sit the 11+ for St George's College and all were offered places, with 63 accepting places for September 2023. Junior School children were awarded nine Academic Scholarships, three Music Scholarships, five Sports Scholarships, three Drama scholarships and two Art Scholarship to the College.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

We continued our superb pastoral care with a focus on equity, diversity and inclusion. Events such as the colour run and neurodiversity week highlighted the school's commitment to full inclusion. Children were encouraged to consider those less fortunate than themselves during Georgian outreach week which saw visits to the care home. We also continued to support the charity St. Joseph's African Aid and the money raised went to buy sewing machines and build toilet blocks for schools in the Congo.

Our library went from strength to strength. We held two book fairs and had three author visits to encourage the children with their reading. We celebrated World Book Day with the whole school dressing up and many activities took place around the school.

In Maths, all the children from Year Six and some children from Year Five participated in the Primary Maths Challenge. Our most able pupils continued to participate in advanced challenges, such as the Junior Maths Challenge where we won three gold, one silver, one bronze award. We had great success yet again in the online Quiz Club competition with one of our Year Six teams reaching the National Finals. Many successful inter-school competitions were run throughout the year with teams taking part from Year Two to Year Six. There were exciting field trips to Butser Farm, Juniper Hall, the Natural History Museum and the Children's Museum. In History, there were themed days for Egyptian, Greek and Victorian topics to enrich the curriculum. The whole school celebrated the King's coronation.

The last year has seen the RE department working hard to prepare for the new curriculum issued by the Catholic Church. This raises expectations for children's attainment.

#### **Music**

College GCSE candidates performed very well with 54% Grade A\* and 80% A\*-A, with positive Value Added. This was our largest cohort yet, totalling 14 students. A Level Results were also pleasing, with 100% Grade A, and a student continuing to study Music at university.

The extra-curricular provision for the Music Department has continued to flourish this year, with the typical offering of regular concerts, recitals and music provision for Assemblies, Masses and other important school events. Composition Club has shown particular development and growth, giving one of the most memorable Lunchtime Live Recitals of the year where our young composers presented their pieces to an astounded audience.

The year opened with a celebration of our newly refurbished organ as we welcomed D'Arcy Trinkwon to perform a recital of diverse and exciting repertoire fully showcasing the capabilities of the instrument. We also took a group of 25 Music Scholars and/or Chamber Choir Members on a residential trip to Brighton over October half-term, where we combined forces with All Saints, Hove for a sung morning service, followed by a recital given by our students. We also gave recitals at St. Margaret's Rottingdean and Danny House Retirement Home. The students performed brilliantly and received numerous plaudits.

The Chamber Choir also presented our Annual Sung Requiem for All Souls' Day, this time performing John Rutter's setting, featuring student soloists – vocal and instrumental - from the 4<sup>th</sup>, 5<sup>th</sup> and Upper 6<sup>th</sup>. We were fortunate to have had a workshop on the piece with Graham Ross, Director of Music at Clare College, Cambridge who has studied under and works with, John Rutter himself. The term concluded with an epic Festive Concert featuring all of our ensembles, and a peaceful and prayerful 9 Lessons and Carols strongly supported by the Chamber Choir performing a repertoire of atmospheric and appropriate pieces. We were also delighted to be asked back to musically contribute to the Addlestone Christmas Lights Switch on and make use of the brand new grand piano in the foyer of St. Peter's Hospital with staff and students performing festive favourites (instrumental and vocal).

The opening of the Easter term was hugely exciting with the return of a fully staged musical – The Wizard of Oz - to St. George's. For the first time, the pit band was made up of a number of St. George's students who more than held their own against the professional musicians who supported.

The Summer Term had the usual plethora of 'Celebration of Achievement' events. The scholars also enjoyed their new location at the bottom of the staircase in the Activity Centre for the Scholars' Festival. The wooden seating made a perfect tiered stage to allow for some impressive group performances of music by Bizet, Beethoven and Dvorak to name a few. We had our typical summer large scale concerts – a Summer Serenade and the Rockshop concert which has become a firm favourite. We are looking forward to the continued flourishing of the Music Department in the 2023-24 academic year.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

In the Junior School, we have very healthy numbers in all sixteen of our music ensembles and choirs, with Lower Years Choir seeing record numbers of 80 members last year. A new addition to our Music clubs list was Lower Years Percussion Ensemble which has proved hugely popular.

A number of children took ABRSM music exams in school over the course of the year with 32% achieving a pass, 48% achieving a Merit and 14% achieving a Distinction, which is an improvement on last year's results, as well as children taking music exams through a variety of other music boards outside school. Four Year 6 pupils applied for Music scholarships to senior schools and three were successful in being awarded scholarships.

The Year 3 Instrumental Scheme has proved very popular. Having the opportunity to try a wide variety of instruments throughout Year 3 is hugely beneficial to the children whether they then choose to start having 1-1 lessons on a Scheme instrument or they opt to learn one of the other instruments we offer. Our Informal Concert in October was followed by our annual piano recital in November.

In December, following Junior Choir singing at St George's Christmas Fair, we had a very successful Christmas Concert involving all our ensembles followed by our Carol Services in the College chapel. Our Chamber Choir then took part in a Christmas concert at The Landmark, Teddington, joining Surrey Brass in their Christmas festivities.

In the Easter term we held our three Inter-House Music competitions, celebrating all the musical talents of the children in Upper Years. At the end of term we had our hugely successful annual Choral Concert involving all four choirs, Lower Years Choir, Junior Choir, Senior Choir and Chamber Choir. There were 180 children taking part aged 5-11 years. The concert took place in the chapel and it was incredibly well supported by the parents.

In the Summer term we had a Summer Ensembles Concert and a Summer Soloists and Singers Concert. Lower Years Choir performed at the St George's Summer Fete and the following week Junior Choir performed at the Weybridge Arts Festival for the second year. Also, pupils in Year 1 performed on the recorder in their end of term assembly as well as Lower Years Choir performing and in the Year 2 end of term assembly, the children performed on the ukulele as well as Lower Years Choir making another appearance.

With our Music Outreach Programme, we have made more links with local schools, offering twilight sessions to their staff encouraging music leads to incorporate more music within their schools. In May we hosted our annual KS1 Choral Festival inviting four local schools to the Junior School to join our Lower Years Choir for a choral afternoon. We continue to collaborate with Just So Singers, putting on a joint Christmas concert with our Junior Choir, as well as taking part in a joint music and movement workshop with our Chamber Choir.

### **Sport**

It has been a busy year of sport at the College with higher levels of participation and some of our best results, ever. 2022-23 also saw a number of international sports tours; Senior rugby, hockey and netball tours to South Africa, U15 boys' rugby tour to Ireland and U14 boys' and girls' hockey tour to Holland.

Rugby formats ranged from full contact to tag rugby, with fixtures enjoyed all age groups. The U12A team finished unbeaten in the Surrey Rugby Festival. In the Surrey 7's competitions, the U15s were runners up and the U16s were crowned Surrey Champions. The term culminated with the highly acclaimed Rosslyn Park National Schools 7's, where the U16s qualified for the knockout round.

Netball has continued to gain in strength with block fixtures involving over 21 teams every Saturday, consistently winning over 50% of the matches. At the Surrey Finals, the U12 team became Surrey Champions.

Within girls' hockey, the U12 team were crowned Regional Champions. The U13s were runners up in the Independent Schools Hockey Cup and were undefeated at the Regional Finals. The U14s ended the year as Runners up at the National Hockey Finals and the U15s finished 4<sup>th</sup> in the Independent Schools Hockey Cup. The U16 & U18 indoor hockey teams both qualified for the South East Finals.

The 1<sup>st</sup> boys' hockey team were Regional Indoor Champions and competed at the National Indoor Finals, finishing 3<sup>rd</sup> in the Country. They also played in the National Finals (outdoor) and finished with a silver medal. In the Independent Schools Hockey Cup, our U13 and U19 teams finished with a silver medal and our U15 team went one better to be crowned Champions. The U12 & U13 teams became Regional Champions with the U13's finished as National Runners Up. The U14 team were crowned National Champions at the Tier 2 Finals.

There have been plenty of races to take part in on the river. In the Schools Head of the River, the J15 boys VIII came 2<sup>nd</sup> overall, whilst the J15 girls VIII finished 9<sup>th</sup> in The Scullery. Our Girls 1<sup>st</sup> VIII qualified for the Prince Philip Challenge Trophy at Henley Royal Regatta for the first time in College history and raced

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

incredibly well. At the National Schools Regatta the Girls 2<sup>nd</sup> quad won bronze medals in the Wimbledon Centenary Final.

There have been opportunities galore in tennis with our 25 courts packed full of action. Our Junior boys team won the Independent Schools League, hosted at Eton College. The U12 Boys and U15 Girls became Surrey League Champions. At the ISTA National Championships, we fielded teams in all competitions. The U19 boys team were particularly impressive, placing 6<sup>th</sup> overall from 64 teams and one of the U15 girls pairs reached the quarter-finals.

In cricket, we fielded over 200 fixtures this year, our most ever. The 1<sup>st</sup> XI Boys enjoyed this year's Cricket Week which were all closely contested games. The 1st XI Girls became Surrey U17 Champions, beating Emanuel School by 10 wickets.

Our Junior Girls and Intermediate Boys teams qualified for the ESAA Cross-Country Cup National Finals, placing 8<sup>th</sup> and 25<sup>th</sup> respectively. Our athletics teams competed in multiple meets, the highlight being the ESAA Track & Field Cup where the Junior and Inter Girls teams qualified for the Regional round.

At the Junior School, we have achieved the Platinum Sports award for our delivery of PE and Games both within the curriculum and for our extra-curricular/fixture provision. Active Surrey commended both our Colour Run initiative and the introduction of football having listened to pupil voice and hosting a Sports Forum.

We now have Chelsea Foundation running afterschool Football clubs for upper year pupils, starting in the Summer term 2023. On 17<sup>th</sup> March, we hosted a #letgirlsplay event to celebrate International Women's Day by encouraging as many of our girls as possible to take part in football at break.

Our Year 6 House Sports Captains now run a football and dodgeball club for Year 2 on a Tuesday break time. They spoke in assembly to the children about this.

All our Year 4 pupils were given the opportunity to participate in Bikeability Level 1 run by Surrey County Council. 100 pupils took part in the London Mini Marathon from across the School (28 representing the School for the first time) raising £10,450 for the Royal Hospital for Neuro-disability. A Paralympic Talent Development Coordinator spoke to one of our wheelchair users with regard to future opportunities in wheelchair racing. Sports highlights to date this year are as below:

Girls' Football- we have had 41 matches this half of term (not including tournaments) Boys' Football- we have had 55 matches this half of term (not including tournaments) Highlight: U11 IAPS Regional football @ Lambrook School, Won 2-0 v Lambrook School, Won 1-0 v Papplewick School, Won 1-0 v Hoebridge and Won 1-0 v Crossfields and Qualified for the IAPS National Finals and were knocked out in the quarter finals of the Plate (Top 16 finish)

Girls' Hockey U11A Surrey Champions, U11A IAPS Regional Winners and U11 Girls IAPS National Finals hockey 3rd Boys Hockey Hosted a touring team from Manchester Grammar School

Boys' Rugby U8, U9, U10 and U11 attended Surrey festivals

Girls Netball U11 IAPS Regionals semi-finalists and U11 Surrey quarter-finalists

Girls Cricket U11 IAPS Bronze Medal winners, U11 First ever hardball cricket fixture

Girls Tennis U10 St George's Weybridge Festival runners-up

Boys Tennis U10 St George's Weybridge Festival Tier 1 Champions

Gymnastics- IAPS National gymnastics, U11 boys- Teams 2<sup>nd</sup>, U11 girls- Team 3<sup>rd</sup>

ISGA 4-piece National, U11 South East Regional tumbling champion- Alfred Phillips

U11 Girls Freestyle Relay & 50m Individual Breaststroke qualified for IAPS National Finals

U11 Girls Freestyle & Medley Relay qualified from the Surrey Schools event for the Regional Finals

Panathlon Team Bronze Medal at the Easter Term event

Sports Leaders Twenty Year 6s completed Sports Leaders training delivered by Active Surrey

Cross Country U11 Girls Champions Elmbridge & Runnymede District

U10 Boys Champions Elmbridge & Runnymede District

U9 Girls Champions Elmbridge & Runnymede District

## **Art**

At the College the exam grades were among the highest recorded for the department. The A-level year group performed well achieving 50% A\*, 75% A\*-A grades, an increase of 21% on the 2022 results, and 88% achieved A\*-B. The GCSE students performed outstandingly well with 48% of our students achieving a 9-8 grade and 82% attaining a 9-7. Our Value Added was one of the strongest in the school with an average 0.7 increase per student.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

Extra-curricular Art clubs were expanded, and we worked in close conjunction with teachers from other departments to engage with their skills and interests in the subject. They assisted in the running of clubs including disciplines such as Photography, Craft, Drawing and Architecture. An expansion of after-school opening hours to four days a week was also received warmly by the students with KS3 clubs running and GCSE and A-level students taking part in support sessions, life drawing and additional chances to develop their studio practice.

We worked collaboratively with the Music and Drama departments on the production of 'The Wizard of Oz', with scholars and keen artists helping with the set design and painting. Our 'Artist of the Week' initiative, launched last year, is now established and the hallway displaying the winners of this accolade is a real talking point. We have been actively involved in the House system running a Christmas Card competition and in the Summer term, the ever popular Mural competition challenged students to respond visually to the coming year's Chaplaincy themes of Mercy and Honesty. We ran several trips including to Tate Modern for their Tate Late event and we also ran Easter holiday studio sessions to support the students as they prepared for their exams.

We finished the year with our annual Saint George's College Summer Exhibition for A-level and GCSE artists and parents and our Art scholars exhibited work and demonstrated their skills at the Scholars Festival. Alongside this, we put up an exhibition of Sixth form artwork in the Activity Centre. First to Fourth year artists also had the opportunity to exhibit in the summer as part of their annual 'Celebration of Achievement' event. At the start of the summer, we hosted a group of asylum seekers in conjunction with the Kennedy Club to develop an art project and provide a day of creative opportunities for them.

In the Junior School, 2022/23 proved to be yet another impressively productive year for the pupils of Art and Design Technology. The Year 6 Leavers Outreach Program saw a wonderful set of ceramic tiles for permanent display at the St Augustine's Care Home along the theme of 'Simple pleasures with grandparents' realised.

The sewing machines were brought back into action in the lunchtime club, kindly hosted by several parents who helped the children stitch bunting for the school fair using old-school dresses. The kiln was constantly firing with Year 5 producing pots based on a marine theme after studying the work of ceramic artists both past and present. Personalised clay tiles and stunning glazed fish fridge magnets were all produced. Year 4 produced stunning African-themed masks and air-powered rockets. Several keen Year 6 artists painted a stunning set for their final-ever production at St George's Juniors which really helped bring the play to life. Year 6 got their hands and the workshop, dirty with their figurative plaster of Paris sculptures, before getting to work on their nail and thread art.

There were 12 talented artists in Year 5 who signed up for the after-school scholarship program where they are being helped to produce a portfolio of work to submit to The College in the hope of gaining an Art scholarship. Two Year 6 pupils were successful in their pursuit of an Art Scholarship. The department has recently acquired a laser cutter which opens the door to lots of CAD projects and giving the pupils a greater insight into modern manufacturing techniques.

### **Drama**

At the College, in the last academic year, the GCSE year group performed exceptionally well, with 40% of our students achieving a 9-8 grade, and 58% achieving a 9-7 grade. 60 students (an increase of 15 from the previous year) took their LAMDA exams in June 2023 with 73.3% achieving distinctions (an increase of 7% from last year) and 23.3% achieving merits.

The department kicked off the year with the musical production of *The Wizard of Oz*, a wonderful production involving students from 2<sup>nd</sup> year to U6th which played to full houses across three nights in January. The pupils worked with skill, energy and flair to produce an outstanding production.

The department ran a full itinerary of KS3 extracurricular activities, in particular several students were able to experience working with light and sound as part of the Technical Theatre Club and indeed some of these students went onto to provide production support for the school musical *The Wizard of Oz*.

In the Easter term, the Senior pupils from Fifth to Upper Sixth gave a raw and unflinching performance of Brecht's *Mother Courage*, a play that asks the audience to consider the ramifications of war upon the state and the individual. First Year students created an impactful interpretation of Shakespeare, performing the ever popular and always challenging *The Tempest*.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

In the Summer term, students in the Second and Third Years worked tirelessly in creating the humour and larger-than-life characterisation of Roald Dahl's *The Witches*. Drama scholars from Third to USixth worked on a devised recreation of *Alice in Wonderland*, exploring themes of grief and abandonment. The Drama department enjoyed a range of theatre trips including – *Caucasian Chalk Circle* at the Rose Theatre Kingston, *Othello* at the Yvonne Arnaud Theatre in Guildford and *Who Killed my Father* at the Young Vic Theatre, London.

In the Junior School, we said goodbye to Year 6 with "Matilda" at the end of the last academic year. A tremendously fun amalgamation of a few of the tales from Dr Seuss showcased some fantastic acting and singing talents and was performed during two very busy nights in June with an excellent reception. Year 4 developed their physical characterisation and went back in time to perform a historical piece revolving around Queen Boudica and the Roman empire. The pupils loved exploring the ferocity of the time and enjoyed it thoroughly. They also took part in "Greek day", which included many different exercises throughout the day – in drama, they designed and made their own Greek theatrical masks exploring some fascinating expressions. During the Christmas Term 2022, we completed a dive into the Middle Ages with an edited performance of Geoffrey Chaucer's "The Canterbury Tales." The history of these moral tales resonated with today's world just as much as they would have done all those years ago.

Year 3 went on a trip to Wonderland with an Easter production *Alice the Musical*. With a small amount of rehearsal time, there were some fantastic standout performances and some seriously silly fun had by all who came to watch. They also enjoyed their usual curriculum-based drama workshop on the theme of Ancient Egypt in November.

LAMDA lessons were introduced to Year 5 for this first time with about one third of the year group signing up. The results from the children were very impressive. Year 6 also had a tremendous year with their LAMDA speech and drama exams. In the Summer term they completed their course for verse and prose, public speaking and acting exams achieving some fantastic results.

#### **Co-curricular Activities and Trips**

The Co-Curricular programme has continued to develop over the last year, with just under 200 clubs running throughout the week and an activity on offer to engage all members of the College community. This year saw the introduction of the inaugural Activities Fair, which allowed students the opportunity to experience all that's on offer and speak with the club leads.

New clubs such as Raspberry Pi, Lego Robotics and Discovery Science has allowed the students to expand their involvement in STEM based activities, while increasing their exposure to coding. We also saw Starbooks, Meditation and Italian Club joining an ever-growing list and giving the students a chance to further explore their passions.

The Activity Centre continues to be central to the Co-Curricular programme, with it being in use before, during and after-school. We have a number pre-school sports clubs that focus on preparing students for the following season and helping those with performance aspirations to continue to refine their technique. The school day is jam-packed and it's been wonderful to see clubs such as climbing, badminton, dance, self-defence and Locker 27 attended by so many students. After-school is again incredibly busy and it's been great to see whole school events running alongside the traditional sporting training sessions, highlighting what a multi-purpose space the Activity Centre is.

The Duke of Edinburgh Award continues to excel, with 111 Third Year students undertaking their Bronze Expeditions in the Surrey Hills; 54 Fourth- and Fifth-Year students their Silver in Hampshire and The Chilterns; and 17 Sixth Form students enrolled in The Gold programme with expedition to Wales and The Lake District. The extension programme, which initially started with an academic focus, has continued to grow. Drama, Art and Music are among the areas to offer a greater amount of developmental activities for their scholars, with sport continuing to offer provision individually and to the scholar body as a whole.

We returned to a full trips programme, with a mixture of day trips, evening productions and residential excursions in the UK and beyond. The summer holidays saw a two wonderful trips head to Iceland and South Africa. The Iceland trip was attended by the Fourth Year Geographers, who explored this quite incredible country and loved every minute. The South Africa trip saw our sports teams land in Cape Town and play rugby, hockey & netball along the garden route to Port Elizabeth. This really was a trip of a lifetime for all involved.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

Our current extra-curricular programme offers in the region of 100 activities for the children to choose from and they cover a breadth of activities before school, at lunchtime and after school for all pupils in Reception to Year 6.

In the Junior School, we offer a full range of dance activities (Street Jazz, Modern and Ballet). We encourage staff to suggest new activities, based on their personal interests, although there are many perennial favourites such as construction club and Year 2 football. We try to strike a balance between outdoor and sporting activities with those based indoors, such as papercraft, drawing and sewing.

Chess and STEM remain popular activities throughout the school and the Daily Mile Running Club with Year 1 proved popular again. Similarly, cross country for the upper years is extremely popular throughout the year. Our Sports Leaders in Year 6 led some activities for Year 2 pupils at first break, using the skills they have acquired from some training that we delivered to them.

We have welcomed back our Mandarin teacher who provides a session before school. New clubs this year have included Chelsea FC delivering sessions on offer to all lower years' and upper years' pupils to supplement the introduction of Football to the Games programme.

Music continues to be an integral component of our programme. There is a wide variety of activities including Junior and Senior Choirs, Chamber Choir, orchestra, instrument ensembles and Rock Shop! On Saturday mornings, we offer Fencing in the Upper Years, together with girls' cricket for Years 1-6 throughout the year.

All pupils in the Upper Years attended one residential trip between March 2023 and July 2023. These trips are so important for the children's development. Our newly appointed Curriculum Leader for Modern Foreign Languages led a trip to France, the first one since 2019, which proved to be very successful. We visited a new venue and all the feedback received from pupils, parents and staff was very positive indeed, we are booked to visit again in May 2024.

The Year 6 Georgian Outreach (GO) programme was offered to all pupils in Year 6 in June. Once again, we explored opportunities for learning in the outdoors supporting an Environmental Project on Esher Common, as well as one on the doorstep supporting the farmer whose land backs on to Broadwater Field. We welcomed 100 children from a local State School for some Forest School lessons in our "Georgian Glade" as well as some sports activities. All pupils within Year 6 were involved with the four class projects which culminated with a truly memorable concert at Christ the Prince of Peace Church led by our pupils in J6-3 to our local parishioners. We also live streamed the event to the parishioners who could not attend in person as well as to our friends gathered at St. Augustine's, Whiteley Village and Sutton Lodge in Walton. This programme provides valuable opportunities for the children to dedicate their time to serve others. All four projects focus on how each individual Year 6 pupil can channel their talents to brighten up the experiences of others.

#### **Estate**

Our estate continues to be maintained to a high standard and maintenance and facilities scored very highly with parents in the most recent parent survey.

The College cricket nets were replaced by a brand new 8-lane facility completed in Spring 2023.

Additional solar PV installations delivering 550kWp have been installed on a number of roofs at the College and Junior School to significantly improve our self-generation capability. Each installation has so far exceeded its projected generation.

At the Junior School, the hockey astroturf has been resurfaced to provide a high-quality experience for our children.

#### **Sustainability**

St George's continues to place a high priority on reducing adverse impacts on the environment from our activities as far as possible, and we were delighted that this was recognised through winning the Runnymede Business Award for Sustainability and partnering with PowerCor in their achieving the Electrical Contractor of the Year Award for Partnership. We are a featured school in the inaugural Independent Schools' Bursars Association Sustainability Supplement and the Bursar took part in a panel at the 2021 ISBA Annual Conference to discuss promoting sustainability in schools. St George's was also a featured school in the Sustainability presentation

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

given to the joint HMC/IAPS conference for independent school Headteachers in October 2022. In June 2023, St George's hosted, and provided a keynote presentation on our Ground Source Heat Pump system for, a seminar for independent school governors organised by the Association of Governing Bodies for Independent Schools.

As part of measuring our impact we take part in the Streamlined Energy & Carbon Reporting (SECR) process, the latest figures from which are provided here (n.b. for years 2021-22):

	Current Reporting Year: 2021-22	Previous Reporting Year: 2020-21
<b>Total Energy Consumption (kWh): includes gas, purchased electricity, fuel and transport and self-generated electricity and excludes on-site electricity generated from solar PV</b>	5,205,121	5,010,137
<b>Emission from combustion of gas (metric tonnes of Carbon Dioxide equivalent (tCO<sub>2</sub>e) (Scope 1)</b>	618.8	597.8
<b>Emissions from combustion of fuel for transport, plant and equipment tCO<sub>2</sub>e (Scope 1)</b>	22.1	32.4
<b>Emissions from purchased electricity tCO<sub>2</sub>e (Scope 2, location based)</b>	332.9	309.8
<b>Self-Generated electricity tCO<sub>2</sub>e (Scope 2 - Avoided) – Solar PV generated</b>	21	18
<b>Emissions from business travel in rental cars or employee-owned vehicles where the college is responsible for purchasing the fuel (Scope 3)</b>	0.4	0.2
<b>Total gross CO<sub>2</sub>e based on Scope 1, Scope 2 and Scope 3 (as above)</b>	974.2	940.2
<b>Intensity ratio: tCO<sub>2</sub>e for the above/ number of occupants (1,659)</b>	0.587	0.590

Energy monitoring is in place for all electricity, water, and gas usage, with automated monthly reports enabling investigation of anomalies. Microwave and daylight sensors, along with centralised IT equipment control and centralised heating control all lead to a reduction in overall energy consumption. Extensive use is made of Solar Photovoltaics (PV), with a further 550kWp of installations installed or to be completed by year end 2023.

As a result of a clear focus on reducing our carbon footprint, through both physical and behavioural measures, we were pleased to record a 15.7% reduction in total energy used at the College in 2022-23 compared to 2021-22 and a 27.6% decrease at the Junior School, thus saving 131 tonnes of CO<sub>2</sub>e.

Successful efforts to reduce water consumption include waterless urinal systems, and the specific use of plants and shrubs requiring less irrigation. The Grounds Team have an extensive sustainability strategy including re-using all natural waste on site, creating wild-flower meadows for insects and cut wood hedging for deer as well as working closely with Surrey Wildlife Trust to enhance biodiversity, for example by adjusting the flow of the R Bourne through the grounds to improve spawning areas for fish.

St George's promotes recycling across the estate, with facilities in place for the recycling of paper, cardboard, glass, plastic, food waste, batteries, print toner and ink, tennis balls, and crisp packets. Additionally, all paper used is 100% recycled and unbleached and there has been an effective drive to reduce unnecessary printing, copying and lamination.

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2023**

With regard to construction and the estate, all new builds exceed planning regulations and refurbishments seek to improve thermal efficiency. The wooden roof of the recently built Activity Centre is an example of carbon sequestration, and other features of new builds include use of Heat Pumps and Solar PVs. For grounds and maintenance use, the Schools have a number of all-electric vehicles, in addition to an all-electric car for staff pool use, and the school is moving to electric machinery such as mowers and leaf-blowers, as well as to electric motors for the Boat Club launches.

**Public Benefit**

The Governors recognise the duty imposed upon them by the Charities Act 2011, Section 17 and also the requirement to have due regard to the general guidance provided by the Charity Commission in connection with Public Benefit.

The Governors are fully committed to the principle of making the education at both schools open to all children of the necessary academic ability, regardless of their family income, through our Transformational Bursary Scheme which makes places available free of charge, or majority funded, to low-income families. This year the School awarded Transformational Bursaries totalling £1,196k to 61 students (2022: £901k to 48 students).

Additionally, the School will continue to support existing families who have fallen into hardship through our means-tested Hardship Bursary programme. This year the School awarded Hardship Bursaries totalling £438k to 29 students (2022: £579k to 53 students).

In addition, the Schools continue to foster relationships and partnering activities with local state schools, particularly schools in the Bourne Education Trust including Jubilee High School and Chertsey High School. Overall, the School has provided enhanced opportunities for 15 local state schools and approximately 1300 local children.

However, the Governing Body also support and promote many other activities that provide benefit to the public within the School's objectives but also beyond. The Governors set out below a schedule of the various activities in which the schools engage:

Activity	Description
<b>St George's Weybridge and Surrey County Tennis Centre</b>	The College hosts a Surrey Lawn Tennis Association facility on site for the promotion of tennis to 80-90 boys and girls aged 4 to 16. The College pays for all staffing, routine maintenance and cleaning costs of the Centre. These amounted to £50k in the year. The Centre is open to all children of the required potential/ability, regardless of parental means.
<b>Direct Support to Other Schools</b>	<p>To Jubilee High School, the invitation to some JHS students to attend the College's annual Sixth Form in a Day event and sample some lessons, lectures and the sixth form experience. JHS does not have a sixth form, and this has been developed through existing links and joint activities between JHS and SGC and has encouraged some JHS students to apply to the College and both bursary and non-bursary placed awarded.</p> <p>To Three Rivers Academy, Salesian School, St Pauls Catholic School (Sunbury) and Heathside School, the invitation to Oxbridge applicants to attend Mock Oxbridge Interviews with SGC alumni hosted at the College and arranged to help the preparedness of applicants and, hopefully, increasing their chance of success. Attended by approximately 80 students and 40 alumni across 3 evenings annually.</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2023**

Activity	Description
	<p>To Philip Southcote School, resource sharing and equipment donation to improve the classroom experience of PSS students. PSS contacted SGC for assistance and a relationship between technicians has been formed.</p> <p>To Holy Family Catholic Primary School, St Charles Borromeo Catholic Primary School, St Anne's Catholic Primary School, and with St George's Junior School, the Upper Sixth Form RS Outreach Programmes spanning two school terms. All College Upper Sixth students participate in lesson planning before delivering lessons to the local primary schools involved. Reflective feedback is conducted. At the end of the programme, all primary students are hosted at the College for a Mass to celebrate the partnership, supported by school Facilities and Catering staff. SGC transport is used where possible. This is a longstanding arrangement to provide opportunities for outreach and support local schools with the delivery of RS whilst also supporting our own Josephite ethos of hospitality and pastoral care.</p> <p>To St Charles Borromeo Catholic Primary School, the answer to a call from the Headteacher for a Foundation Governor by a College teacher, attending 9 meetings per year. This aids the development of links with the school as well as contributing to the wider catholic community.</p> <p>A four-part online A Level Politics Revision Series hosted by SGC and remotely attended by students nationally with an aim to provide academic support ahead of exams and involving St George's staff planning and delivery time and IT support. This gained positive feedback from attendees.</p> <p>To St Paul's Catholic Primary School, 16x hours of Facilities staff time for the repainting of four classrooms in desperate need and which the school had been unable to secure funding for. This enhanced existing links and gained positive feedback.</p> <p>To St Charles Borromeo Catholic Primary School, the provision of transport and drivers to take 30 children and 4 adults on a return journey to a school trip in Esher which would otherwise have been cancelled. This used three vehicles and drivers and took a total of 4 hours.</p> <p>Since May 2022, acting as the regional training hub for ISTIP, offering training to Early Career Teachers within the region and hosting two regional training days (November 2022 and March 2023) using both internal and external speakers, staff planning and delivery time, school space, resources and catering. Each year there are three regional training days supporting both first and second year ECTs and offer training to local state school representatives. Schools attending the events include Christ's Hospital, Royal Grammar School, Cranleigh, Seaford College, Halliford, Prior's Field School, Moore House, Hampton, Notre Dame, St Teresa's, St Edmond's, Epsom College, St John's, Lady Eleanor Holles, Churchers College, Sir William Perkins for the independent sector and Jubilee High School and Chertsey High School from the maintained sector.</p> <p>To Cardinal Newman Catholic Primary School, provided the use of school facilities including a conference room, IT equipment and catering to hold an offsite Governor Away Morning to discuss strategy.</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2023**

Activity	Description
	<p>To St Charles Borromeo, assistance in sourcing transport for a school trip through access to a wider group of providers via St George's school transport partner Vectare. The trip would have otherwise been cancelled.</p> <p>To Sayes Court Primary School, the delivery of an EYFS and KS1 singing session (1.5 hours) involving 100 pupils as part of an ongoing relationship and one of three similar events this year.</p> <p>To Sayes Court Primary School, the delivery of a Years 3 and 4 singing session (1.5 hours) involving 60 pupils as part of an ongoing relationship and one of three similar events this year.</p> <p>To Sayes Court Primary School, the delivery of a Years 5 and 6 singing session (1.5 hours) involving 80 pupils as part of an ongoing relationship and one of three similar events this year.</p> <p>To Pycroft Grange Primary School, following a discussion between Heads regarding how to support the Music Lead and increase music provision within the school, the delivery of an all-staff twilight session on music considering how to embed music into other subjects and how to feel more confident with the subject (2 hours) and, separately, the delivery of two EYFS music sessions observed by Pycroft EYFS staff, all delivered by the JS Director of Music.</p> <p>With Just So Singers and Stay at Home Choir (Surrey Arts), the Junior School Choir held a Joint Christmas Concert, enhancing the musical experience and developing the skills and musical awareness of approximately 70 pupils who participated.</p> <p>The sharing of sessions from the Activate Surrey Sports Crew Training Course with 10 pupils and 1 staff member from a local primary school.</p> <p>To Pycroft Grange Primary School, guidance from the JS Head of MFL on the planning and delivery of MFL lessons in the form of training sessions for KS1 and KS2 teachers.</p> <p>With St Anne's School, St Charles Borromeo Catholic Primary School and Cardinal Newman Catholic Primary School, a total of 10 staff hours spent on the participation of select Year Four and Year Five pupils in More Able RE workshops, led by Fr Ebrahim (Salesian Priest), expanding the pupils' knowledge, learning together and sharing experiences and reflections.</p> <p>With Sayes Court Primary School and Cardinal Newman Catholic Primary School, the JS KS1 Choral Festival where 160 pupils demonstrated the fun to be had singing as a massed choir, developing musical awareness and musicianship skills. Staff involved with this event left energised and with confidence to teach a singing session without being a specialist.</p> <p>To Meadowcroft Community Infant School, a music outreach programme consisting of three singing sessions delivered by the JS Director of Music to KS1 pupils and observed by teachers. Both staff and students felt more enthused, and staff felt they would be able to lead something similar in the future.</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2023**

Activity	Description
	<p>To St Charles Borromeo Catholic Primary School, the use of space and facilities to hold the St Charles Sports Day in July 2023, including staff support in the event set up, management and event clean up.</p> <p>To Chertsey High School, the use of space and facilities to hold the Chertsey High School Sports Day in July 2023, including staff support in the event set up, management and event clean up.</p> <p>To Salesian School, the use of space and facilities to hold the Salesian Sports Day in July 2023, including staff support in the event set up, management and event clean up.</p> <p>An ongoing Reading Scheme initiative with Jubilee High School where 20 Sixth Form students are help JHS Lower Years Students.</p>
<b>Support to Affiliated Overseas Schools</b>	<p>The Congregation of Josephites operate and finance the running of seven schools in the Democratic Republic of the Congo. St George's Weybridge makes a direct financial contribution to the schools on a termly basis. Parents, staff and students undertake further fund-raising on an ongoing basis. Total raised 2022/23 £26k (2021/22 £25k).</p>
<b>Advancement of Religion</b>	<p>Both schools are used free of charge by local parishes for activities such as retreats.</p> <p>St George's makes its facilities available annually, free of charge, to host the confirmation of students of all Catholic parishes in the Deanery.</p>
<b>Support to Other Charities</b>	<p>The College site hosts The Clubhouse Project, a charity which provides a day centre for young adults with learning disabilities, Mon-Fri, 50 weeks per year. Opportunities are provided for some of the clients to carry out jobs in the school as part of their stimulation and development. Although disrupted by Covid, we have been able to facilitate the re-opening of TCP.</p> <p>The provision of meeting and training facilities to Surrey Search and Rescue. This included an invite only event for regular supporters of the charity.</p> <p>To the Wey Landscape Partnership, the provision of meeting facilities.</p> <p>To the Salvation Army, regular donations to the local food bank from both staff and students.</p> <p>To the Salvation Army, maintenance at the local food bank involving sorting, painting and gardening.</p> <p>The provision of meeting and training facilities to the Samaritans for First Aid Training sessions.</p> <p>To the Whitely Homes Trust, both gardening and the provision of entertainment to the residents of the Eliza Palmer Hub in the form of a quiz and musical performance.</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2023**

Activity	Description
	<p>To Surrey Care Trust, the provision of meeting and training facilities to host an annual two-day training session for volunteers.</p>
<p><b>Support to the Wider Community</b></p>	<p>An ongoing Teaching and Mentoring Programme involving 50 SGC students and 50 refugees from varying countries who are paired up and meet together online for 30-minutes, twice a week. SGC covers an annual spend of approximately £1000 on textbooks which support the programme. This is in partnership with local charity ElmbridgeCan and supports the needs of the refugees to assimilate and learn English. SGC students' benefit through improved confidence, mentoring and teaching skills as well as community awareness and exposure.</p> <p>Through InfraRed Capital Partners Business Community Engagement work, the donation of Promethean Interactive Whiteboards and Data Projectors (majority Hitachi ED-AW100N) over two years to be distributed to maintained schools in deprived areas where digital poverty is a common theme.</p> <p>The JS expected to permit use of the playing fields for parking for the Weybridge Ladies Amateur Rowing Club annual regatta, but unfortunately the 2023 event was cancelled.</p> <p>The Sixth Form host a social evening each week attended by a group of refugees housed in two hotels in the local area, one in Kingston and the other in East Horsley. Minibuses are provided by the school and driven by staff volunteers. This is in collaboration with two local charities, ElmbridgeCan and BigLeaf.</p> <p>The College organises an annual week-long pilgrimage to Lourdes for a number of local disadvantaged people. Sixth Formers act as young helpers and staff attend, in their own time, as adult helpers.</p> <p>All JS Year 6 pupils and College Third Year students engage in a series of community service projects on individual days for 1 week in the Summer Term. They offer their time for free. Staff and Parent volunteers help staff the projects, which usually include;</p> <ul style="list-style-type: none"> <li>• Conservation work on Esher Common</li> <li>• Conservation work with the Lower Mole Partnership</li> <li>• Preparing food bags for families with Runnymede Foodbank</li> <li>• DIY tasks and Arts and Craft with the Salvation Army</li> <li>• Volunteering in local schools, working with The Lumen Learning Trust</li> <li>• Providing lunch and entertainment for the elderly</li> <li>• Helping people to learn English</li> <li>• Helping with mass at St Augustine's local care home and at Christ Prince of Peace local parish church</li> <li>• Volunteering at a local Farm and Equestrian Centre, combining environmental awareness and later producing artwork based on the experience for display at Whiteley Homes Trust</li> </ul> <p>The students' St Vincent De Paul group conducts an ongoing programme of visits to local elderly citizens.</p>

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

## **FINANCIAL REVIEW**

### **Results for the Year**

The School's net incoming resources for the year amounted to £2.6m (2022: *net incoming resources of £2.97m*). This included a profit of £71k (2022: *£72k*) achieved by the School's trading subsidiary, of which £53k was donated to the School.

### **Fundraising Performance**

The School views fundraising as a very important source of additional income to enable fees to be kept as low as possible and to reduce reliance on single income streams. The trustees are fully aware of their individual responsibility and accountability to ensure that the School fundraises legally, responsibly and effectively. They are aware of the Charity Commission CC20 guidance and use this and the accompanying checklist to help them evaluate the School's fundraising performance.

The Development Office continues to run an active communication and engagement programme to the whole school community. In September 2022, 4 fully funded Transformational Bursary places were awarded through the Georgian Future Bursary Campaign which includes regular giving appeals and a new legacy campaign, Tradition & Transformation, launched in June 2022, has already secured 3 bequests totally £625k.

During 2022/23, the Development Office has received £152,844 of donations (2021/22 = £382,549), with over £350k pledged in future years.

The School did not engage with a professional fundraiser in the year but linked with two commercial participators, i.e. businesses who kindly provide a proportion of their revenue to the School.

The School has a published complaints procedure, available on its website. As a member of the Fundraising Regulator we are required to provide annual figures on the number of complaints received during the year (none).

### **Investment Policy, Objectives and Performance**

The School does not have an investment portfolio. Surplus funds are managed on a daily basis by using money markets with the assistance of the company's bankers to preserve capital. Gifts of shares are liquidated upon receipt.

### **Reserves Policy**

Restricted funds are, because of the particular spending constraints attached to them, not available for funding the general operations of the schools. The unrestricted, or general, funds are expendable in accordance with the objects of the School. In common with many other successful schools, these unrestricted funds, together with specific long-term bank finance, have already been invested by the Governors in the building, development and refurbishment of school buildings and other fixed assets used by the Schools. Accordingly, there are no current free reserves (unrestricted funds less the net book value of fixed assets financed by those funds).

Given our plans for the new buildings and other capital expenditure this nil balance is expected to continue for the foreseeable future. This is in accordance with the long-term plans of the Governors for the development of the Schools and they are satisfied that the resources available to the School through long-term external bank finance is adequate for its requirements.

The School and Subsidiary total reserves of £48.4m (2022 £45.8m) at the year-end included £818k (2022: £777k) of unspent restricted reserves, £189k (2022: £193k) of unrestricted but designated funds and £47.4m (2022: £44.8m) of unrestricted general reserves, which after deducting investments in operational fixed assets

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

of £55.0m (2022: £55.8m) leaves £6.6m deficit (2022: £10m deficit) of free reserves funded by long term borrowing. £0.1m (2022: £0.02m) of the restricted income is being used to fund four Transformational Bursaries (formerly called Assisted Places) at the College.

#### **Going Concern**

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the Governors have considered the School's forecasts and projections and have taken account of pressure on income as inflation rises. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

#### **FUTURE PLANS**

##### **Objectives for the Next Year**

- Recruit an outstanding successor to Antony Hudson as Head of the Junior School.
- Continue to refine financial plans in the face of political and economic uncertainty.
- Implement a one-to-one student iPad programme at the College.
- Prepare for and deliver a successful outcome at both schools under the new ISI inspection framework.

#### **RISK MANAGEMENT**

The Governors have given consideration to the major risks to which the School and its subsidiary are exposed. The Governing Body has ultimate responsibility for managing any risks faced by the School. Governors' committees' standing meeting items cover the main areas of ongoing risk to the School, however, detailed consideration of risk is delegated to the Finance and Risk Committee, which reports formally to the Governing Body three times per annum.

The strategic risk management process uses a Risk Appetite Matrix, containing key strategic risks, and metrics by which to assess them, which are reported at each Finance and Risk Committee Meeting. Governors have set 'risk appetite' thresholds, which if breached trigger further action to rectify.

##### **Principal Risks and Uncertainties**

The Governors consider the following to be the principal risks and uncertainties affecting the Schools:

- A change of government resulting in increased taxation of the Charity's income and surplus, e.g. imposition of VAT on school fees. To mitigate this risk, governors set up a special purpose working group to model a range of scenarios and identify appropriate responses. Some responses have already been implemented, for example making savings in certain cost categories and investing in capital projects that have an obvious return on investment (such as solar PV).
- Continuing high levels of cost growth as a result of external factors. These include high inflation in key supplies such as energy and food and further significant rises in the cost of teachers pensions. These are mitigated by detailed and comprehensive financial scenario planning, with proactive decision-making at Board level. We continue to foster close relationships with our lending institutions to ensure our financial contingency plans remain viable and responsive.

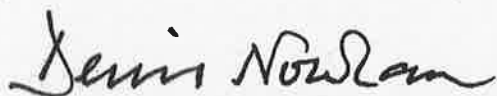
**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2023**

---

- Loss of reputation which would impact significantly in a loss of fee income above. Threats to reputation are many and varied, but it is most important that the Schools demonstrate their ability to keep children safe. Safeguarding is therefore the most important area of risk management and there are extensive policies and controls, combined with proactive and dynamic management and scrutiny of all safeguarding aspects, which serve to mitigate this risk. Extensive and well-resourced management of Health and Safety risks complement the safeguarding function.
- Any other crisis, that has a significant impact on the ability to operate either School, such as a fire or cyber attack, may impact widely in terms of operational costs and reputational, longer-term damage. Such possibilities are the subject of extensive risk management scrutiny and processes to not only ensure compliance with statutory and regulatory obligations but to achieve material reduction in the likelihood of such a crisis occurring. These include table-top rehearsals of critical incidents to familiarise staff with the likely actions required, and specialist training modules for staff to guard against prevalent threats such as cyber attack.

The Governing Body is satisfied that, for all major risks identified, appropriate controls have been put in place and maintained to mitigate those risks adequately. It is recognised that systems can provide only reasonable but not absolute assurance that major risks have been managed.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of St George's Weybridge on 27 November 2023, including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



**Denis Nowlan** (Chairman of the Governing Body)

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2023**

---

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST GEORGES WEYBRIDGE**

**Opinion**

We have audited the financial statements of St George's Weybridge (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2023 which comprise of the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement 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 the parent charitable company's affairs as at 31 July 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 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's and 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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in 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 there is 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.

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2023**

---

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 strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual 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 their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, 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 trustees' 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, the trustees (who are also the directors of the 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 group 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**

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- 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. The risk of not detecting a material

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2023**

---

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.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Explanation as to what extent 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, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2023**

---

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

**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 which 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Moore Kingston Smith LLP*

Neil Finlayson (Senior Statutory Auditor)  
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

12 February 2024

9 Appold Street  
London  
EC2A 2AP

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(incorporating the income and expenditure account)**  
**for the year ending 31 July 2023**

Income and Endowments	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
<b>INCOME FROM:</b>					
<b>Charitable Activities</b>					
School fees	2	29,150,527	-	29,150,527	27,828,411
Other educational income	3	2,378,139	-	2,378,139	2,475,161
<b>Other trading activities</b>					
Other trading income	4	634,397	-	634,397	571,276
<b>Investments</b>					
Investment income		71,651	12,889	84,540	15,634
<b>Voluntary sources</b>					
Grants and donations	5	73,092	138,434	211,526	440,953
<b>Total Income</b>		<u>32,307,806</u>	<u>151,323</u>	<u>32,459,129</u>	<u>31,331,435</u>
<b>EXPENDITURE ON:</b>					
<b>Raising funds</b>					
Fundraising and development		310,834	-	310,834	285,625
Financing costs under Advance Fee			-		
Contracts		147,106	-	147,106	180,657
Non-ancillary trading		374,305	-	374,305	321,642
Interest and other costs		148,855	-	148,855	146,988
<b>Total non-educational costs</b>		981,100	-	981,100	934,912
<b>Charitable activities</b>					
Education		28,878,926	-	28,878,926	27,431,389
<b>Total expenditure</b>	7	<u>29,860,026</u>	<u>-</u>	<u>29,860,026</u>	<u>28,366,301</u>
<b>Net income</b>		2,447,780	151,323	2,599,103	2,965,134
Transfers between funds	17.1	110,288	(110,288)	-	-
<b>Net movement in funds for the year</b>		2,558,068	41,035	2,599,103	2,965,134
Fund balance at 1 August 2022		44,990,676	777,126	45,767,802	42,802,668
<b>Fund balances at 31 July 2023</b>	17	<u>47,548,744</u>	<u>818,161</u>	<u>48,366,905</u>	<u>45,767,802</u>

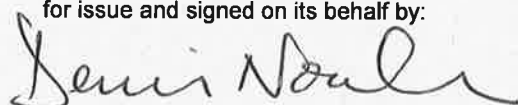
The accompanying notes from part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED AND SCHOOL BALANCE SHEETS**  
as at 31 July 2023

	Note	Group		School	
		2023 £	2022 £	2023 £	2022 £
<b>FIXED ASSETS</b>					
Tangible assets	8	55,071,908	55,831,263	55,032,728	55,830,319
Investment assets	9	-	-	100	100
		<u>55,071,908</u>	<u>55,831,263</u>	<u>55,032,828</u>	<u>55,830,419</u>
<b>CURRENT ASSETS</b>					
Stock	10	257,429	269,815	48,373	44,847
Debtors	11	1,742,954	852,780	1,904,634	966,333
Cash and short term deposits		11,760,563	6,927,384	11,726,727	6,913,344
		<u>13,760,946</u>	<u>8,049,979</u>	<u>13,679,734</u>	<u>7,924,524</u>
<b>CURRENT LIABILITIES</b>					
Creditors payable within one year	12	(9,030,988)	(7,546,187)	(8,935,205)	(7,425,865)
		<u>4,729,958</u>	<u>503,792</u>	<u>4,744,529</u>	<u>498,659</u>
<b>NET CURRENT ASSETS</b>					
		<u>59,801,866</u>	<u>56,335,055</u>	<u>59,777,357</u>	<u>56,329,078</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
<b>LONG TERM LIABILITIES</b>					
Advance fees	13	(6,413,622)	(4,948,026)	(6,413,622)	(4,948,026)
Deposits	14	(1,403,000)	(1,355,600)	(1,403,000)	(1,355,600)
Loans	15	(3,584,503)	(4,263,627)	(3,584,503)	(4,263,627)
		<u>48,400,741</u>	<u>45,767,802</u>	<u>48,376,232</u>	<u>45,761,825</u>
<b>NET ASSETS</b>					
<b>REPRESENTED BY:</b>					
<b>RESTRICTED FUNDS</b>	17.1	818,161	777,126	818,161	777,126
<b>UNRESTRICTED FUNDS</b>					
Unrestricted - Designated	17.2	189,029	192,827	189,029	192,827
General funds	17.2	47,359,715	44,797,849	47,335,206	44,791,872
		<u>48,366,905</u>	<u>45,767,802</u>	<u>48,342,396</u>	<u>45,761,825</u>
<b>TOTAL FUNDS</b>					

No separate SOFA has been presented for the School alone, as permitted by Section 408 of the Companies Act 2006. The School's income for the year was £32,013,510 (2022: £30,938,141) and the surplus for the year was £2,580,573 (2022: surplus of £2,965,134).

Approved by the Board of Governors of St George's Weybridge on 30 January 2024 and authorised for issue and signed on its behalf by:



Denis Nowlan - Chairman



Margi Satchel - Governor, Finance & Risk Committee

Company number: 02789023

The accompanying notes form part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED CASHFLOW STATEMENT**  
for the year ended 31 July 2023

	Notes	2023 £	2022 £
<b>NET CASH FLOWS FROM OPERATIONS</b>			
Net cash provided by operating activities	20	5,683,650	5,595,387
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for tangible fixed assets		(2,257,926)	(4,007,705)
Proceeds on sale of tangible fixed assets		6,410	350
Investment income receipts		84,540	15,634
Net cash provided by/(used in) investing activities		<u>(2,166,976)</u>	<u>(3,991,721)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Interest paid		(148,855)	(146,988)
Loans Received		-	-
Loans repaid		(666,960)	(3,252,065)
Advance fees		2,046,935	(3,145)
Deposits		51,550	78,748
Net cash provided by/(used in) financing activities		<u>1,282,670</u>	<u>(3,323,450)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u><b>4,799,344</b></u>	<u><b>(1,719,784)</b></u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u><b>6,927,384</b></u>	<u><b>8,647,168</b></u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><u><b>11,760,563</b></u></u>	<u><u><b>6,927,384</b></u></u>
<b>The balance at 31 July consists of:</b>			
Cash		5,636,079	6,927,384
Cash equivalents		6,124,484	-

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2023**

---

**1 STATEMENT OF ACCOUNTING POLICIES**

St George's Weybridge is a company limited by guarantee with registered number 02789023, incorporated and domiciled in England and Wales. Its registered office is St George's College, Weybridge Road, Addlestone, Surrey KT15 2QS.

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the 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 2015. The school is a Public Benefit Entity as defined by FRS 102.

The functional currency of the School is considered to be GBP because that is the currency of the primary economic environment in which the School operates.

The School has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a charity only Cash Flow Statement with the consolidated financial statements.

**Going concern**

The financial statements are prepared on a going concern basis which assumes the charitable group will continue in operational existence for the foreseeable future. The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Governors have considered the School's forecasts and projections and have taken account of the impact of rising inflation. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

**Basis of Consolidation**

The group comprises of St Georges Weybridge and St Georges Weybridge Enterprises Limited. The assets and liabilities and results of the wholly owned subsidiary are consolidated into these financial statements. Summarised details of the subsidiary company are set out in note 9.1.

**Critical accounting judgements and key sources of estimation uncertainty**

In the application of the accounting policies, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the opinion of the Trustees, the estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

*Useful economic lives*

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of the property, plant and equipment and note 1.8 for the useful economic lives for each class of asset.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2023**

---

**1 Statement of Accounting Policies (Continued)**

*Recoverable value of fee debtors*

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 11 for the net carrying amount of the debtors and associated impairment provision.

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

**1.1 Fees and similar income**

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the School, but include contributions received from Restricted Funds for scholarships, bursaries and other grants. Fees received in advance of education to be provided in future years under an Advance Fee Payments Scheme contract are held as liabilities until either taken to income in the term when used or else refunded.

**1.2 Investment income**

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

**1.3 Donations**

Donations receivable for the general purposes of the School are credited to Unrestricted Funds. Donations for purposes restricted by the wishes of the donor are taken to Restricted Funds where these wishes are legally binding, except that any amounts required to be retained as capital in accordance with the donor's wishes are accounted for instead as Endowments - permanent or expendable according to the nature of the restriction. Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**1.4 Resources expended**

Expenditure is accounted for on an accruals basis as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the School, including strategic planning for its future development, also internal and external audit, any legal advice, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

Governance costs are no longer presented as a separate category of expenditure in the Statement of Financial Activities as they are not regarded as part of support costs which are allocated to the cost of activities undertaken by the School.

Intra-group sales and charges between the School and its subsidiary are excluded from trading income and expenditure.

**1.5 Operating leases**

Rentals payable under operating leases are charged in the SOFA on a straight line basis over the lease

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2023**

---

**1.6 Pension schemes**

The School contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the School. In accordance with FRS 102 therefore, the scheme is accounted for as a defined contribution scheme. The School also contributes to a group personal pension scheme for non-teaching staff up to 15% of annual basic pay. Contributions to both schemes are charged in the SOFA as they become payable in accordance with the rules of the schemes.

**1.7 Employee benefits**

The costs of short-term employee benefits are recognised as a liability and an expense.

Termination payments are recognised immediately as an expense when the school is demonstrably committed to terminate the employment of an employee or provide termination benefits.

**1.8 School land and buildings and equipment**

*Capitalisation and replacement*

Tangible fixed assets costing in excess of £500 are capitalised and carried in the balance sheet at historical cost. In accordance with the transitional provisions of Financial Reporting Standard 102, the School buildings are stated at valuation at 31 July 2001 and this deemed cost has been frozen subject to any adjustments necessary resulting from an impairment review. This valuation has not been updated.

*Depreciation*

The freehold land is not depreciated. Depreciation of other assets is provided at rates calculated to write off the excess of cost over estimated residual amount over the estimated useful economic lives of each class of asset, subject to annual review.

These rates are currently as follows:

Building, improvements and extensions	10 - 50 years
Furniture and equipment	3 - 7 years
Motor vehicles	25% reducing balance

**1.9 Stock**

Stock is valued at the lower of cost and net realisable value on a first-in-first-out (FIFO) basis.

**1.10 Fund Accounting**

The charitable trust funds of the School and its subsidiary are accounted for as unrestricted or restricted income in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded.

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors, either to fund the School's objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

**1.11 Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with debtors, excluding prepayments. A specific provision is made for debts for which recoverability is in doubt. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2023**

---

**1.12 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

**1.13 Joint ventures**

An entity is treated as a joint venture where the group is party to a contractual agreement with one or more parties from outside the group to undertake an economic activity that is subject to joint control.

In the consolidated accounts, interests in associated undertakings are accounted for using the equity method of accounting. Under this method an equity investment is initially recognised at the transaction price (including transaction costs) and is subsequently adjusted to reflect the investor's share of the profit or loss, other comprehensive income and equity of the joint venture.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

2 SCHOOL FEES	2023 Total £	2022 Total £
<b>The Schools' fee income comprised:</b>		
Gross fees	32,174,028	30,606,953
Less: Total bursaries and allowances	<u>(3,119,904)</u>	<u>(2,802,747)</u>
	<b>29,054,124</b>	<b>27,804,206</b>
 Add back: Transformational Bursaries paid for by restricted funds	 <b>96,403</b>	 <b>24,205</b>
 <b>Total</b>	 <b><u>29,150,527</u></b>	 <b><u>27,828,411</u></b>

3 OTHER INCOME	2023 Total £	2022 Total £
<b>Other educational charitable activities:</b>		
Entrance and registration fees	65,700	68,505
Other fees and income	2,254,008	2,359,435
Senco income	58,431	47,221
<b>Total</b>	<b><u>2,378,139</u></b>	<b><u>2,475,161</u></b>

4 OTHER TRADING ACTIVITIES	2023 Total £	2022 Total £
<b>Other trading activities</b>		
Sales	301,237	302,295
Rental income	333,160	268,981
	<b><u>634,397</u></b>	<b><u>571,276</u></b>

5 GRANTS AND DONATIONS	Unrestricted	Restricted	2023 Total £
Donations	14,410	138,434	152,844
Parents' Association	58,682	-	58,682
<b>Total</b>	<b><u>73,092</u></b>	<b><u>138,434</u></b>	<b><u>211,526</u></b>
	Unrestricted	Restricted	2022 Total £
Donations	16,511	366,038	382,549
Parents' Association	58,404	-	58,404
<b>Total</b>	<b><u>74,915</u></b>	<b><u>366,038</u></b>	<b><u>440,953</u></b>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

<b>6 STAFF COSTS</b>	<b>Total 2023 £</b>	<b>Total 2022 £</b>
<b>Total staff costs comprised:</b>		
Wages and salaries	<b>14,682,723</b>	14,187,443
Social securities costs	<b>1,514,252</b>	1,460,362
Pension contributions	<b>2,579,582</b>	2,430,609
Other Staff Costs	<b>381,121</b>	350,596
	<b><u>19,157,678</u></b>	<b><u>18,429,010</u></b>

The average number of employees in the year was 455 (2022: 448) of which 216 (2022: 213) were teaching staff.

FTE: 345 (2022: 339) of which 201 (2022: 197) were teaching staff.

One governor was reimbursed for travel and subsistence during the year (2022: One).

No Governors received remuneration during the year (2022: none).

The numbers of higher paid employees were:

	<b>2023 No.</b>	<b>2022 No.</b>
Taxable emoluments band (excludes employer pension contributions):		
£ 60,000 - £ 70,000	<b>13</b>	11
£ 70,000 - £ 80,000	<b>9</b>	5
£ 80,001 - £ 90,000	<b>1</b>	2
£ 90,001 - £100,000	<b>2</b>	1
£140,001 - £150,000	<b>-</b>	1
£150,001 - £160,000	<b>1</b>	1
£160,001 - £170,000	<b>1</b>	-
£200,001 - £210,000	<b>-</b>	-
£210,001 - £220,000	<b>-</b>	1
£230,001 - £240,000	<b>1</b>	-
	<b><u>28</u></b>	<b><u>22</u></b>

The number with retirement benefits accruing were:

Money Purchase Scheme	<b>6</b>	3
For which the £ contributions amounted to:	<b>81,735</b>	38,039
Defined Benefit Schemes	<b>22</b>	19

Aggregate £ employee benefits of key management personnel **2,204,051** **2,060,839**

Two members of the key management personnel are also provided with free accommodation in order to enable them to undertake specific duties for the school.

Two people were paid a termination payment during the year (2022: one).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED 2023**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	219,515	91,319	-	310,834
Financing costs under				
Advance Fee contracts	-	147,106		147,106
Non-ancillary trading	116,388	257,747	170	374,305
Interest and other costs	-	148,855		148,855
	<u>335,903</u>	<u>645,027</u>	<u>170</u>	<u>981,100</u>
<i>Charitable activities:</i>				
Teaching	15,072,814	1,064,500	-	16,137,314
Welfare	1,003,795	1,250,841	-	2,254,636
Premises	841,184	2,921,206	3,014,977	6,777,367
Support costs of schooling	1,824,464	1,621,327	-	3,445,791
Grants, awards and prizes	-	104,376	-	104,376
Governance costs	79,518	79,924	-	159,442
	<u>18,821,775</u>	<u>7,042,174</u>	<u>3,014,977</u>	<u>28,878,926</u>
Schools operating costs				
Total	<u>19,157,678</u>	<u>7,687,201</u>	<u>3,015,147</u>	<u>29,860,026</u>

The payments made under operating leases during the year were £427,000 (2022: £425,667) in respect of land and buildings and £71,249 (2022: £71,899) in respect of plant and equipment.

**ANALYSIS OF TOTAL RESOURCES EXPENDED 2022**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	206,238	79,387	-	285,625
Financing costs under				
Advance Fee contracts	-	180,657		180,657
Non-ancillary trading	92,128	229,307	207	321,642
Interest and other costs	-	146,988		146,988
	<u>298,366</u>	<u>636,339</u>	<u>207</u>	<u>934,912</u>
<i>Charitable activities:</i>				
Teaching	14,498,347	985,296	-	15,483,643
Welfare	916,386	1,290,607	-	2,206,993
Premises	873,081	2,425,571	2,909,569	6,208,221
Support costs of schooling	1,774,369	1,599,781	-	3,374,150
Grants, awards and prizes	-	24,205	-	24,205
Governance costs	68,462	65,715	-	134,177
	<u>18,130,645</u>	<u>6,391,175</u>	<u>2,909,569</u>	<u>27,431,389</u>
Schools operating costs				
Total	<u>18,429,011</u>	<u>7,027,514</u>	<u>2,909,776</u>	<u>28,366,301</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED (continued)**

Governance expenditure includes:	<b>Total</b>	<b>Total</b>
	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Auditor's remuneration:		
For audit services	<b>38,394</b>	31,621

**8 TANGIBLE FIXED ASSETS**

Tangible Fixed Assets - Group	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2022	3,625,000	16,592,112	54,325,445	9,122,908	83,665,465
Additions in year	-	375,052	1,015,729	867,145	2,257,926
Disposals	-	(115,177)	(1,125)	(320,584)	(436,886)
<b>As at 31 July 2023</b>	<b><u>3,625,000</u></b>	<b><u>16,851,987</u></b>	<b><u>55,340,049</u></b>	<b><u>9,669,469</u></b>	<b><u>85,486,505</u></b>
<b>Depreciation</b>					
As at 1 August 2022	-	4,327,873	17,144,363	6,361,966	27,834,202
Charge for year	-	402,754	1,599,611	1,012,782	3,015,147
Disposals	-	(113,137)	(1,125)	(320,490)	(434,752)
<b>As at 31 July 2023</b>	<b><u>-</u></b>	<b><u>4,617,490</u></b>	<b><u>18,742,849</u></b>	<b><u>7,054,258</u></b>	<b><u>30,414,597</u></b>
<b>Net book value</b>					
<b>As at 31 July 2023</b>	<b><u>3,625,000</u></b>	<b><u>12,234,497</u></b>	<b><u>36,597,200</u></b>	<b><u>2,615,211</u></b>	<b><u>55,071,908</u></b>
As at 31 July 2022	3,625,000	12,264,239	37,181,082	2,760,942	55,831,263

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**8 TANGIBLE FIXED ASSETS (Continued)**

Tangible Fixed Assets - School	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2022	3,625,000	16,592,112	54,325,445	9,070,100	83,612,657
Additions in year	-	375,052	977,323	867,145	2,219,520
Disposals	-	(115,177)	(1,125)	(320,584)	(436,886)
<b>As at 31 July 2023</b>	<b><u>3,625,000</u></b>	<b><u>16,851,987</u></b>	<b><u>55,301,643</u></b>	<b><u>9,616,661</u></b>	<b><u>85,395,291</u></b>
Depreciation					
As at 1 August 2022	-	4,327,874	17,144,363	6,310,101	27,782,338
Charge for year	-	402,687	1,599,611	1,012,679	3,014,977
Disposals	-	(113,137)	(1,125)	(320,490)	(434,752)
<b>As at 31 July 2023</b>	<b><u>-</u></b>	<b><u>4,617,424</u></b>	<b><u>18,742,849</u></b>	<b><u>7,002,290</u></b>	<b><u>30,362,563</u></b>
<b>Net book value</b>					
<b>As at 31 July 2023</b>	<b><u>3,625,000</u></b>	<b><u>12,234,563</u></b>	<b><u>36,558,794</u></b>	<b><u>2,614,371</u></b>	<b><u>55,032,728</u></b>
As at 31 July 2022	<u>3,625,000</u>	<u>12,264,238</u>	<u>37,181,082</u>	<u>2,759,999</u>	<u>55,830,319</u>

\* The School has elected, in accordance with Section 35.10(d) of FRS 102, to use the carrying value on 1st September 2014, the date of transition to FRS 102, of any of the above freehold land and buildings previously carried at a valuation, as their deemed cost.

Included within the additions for Long Leasehold Buildings and Improvements is £979,000 for assets under construction as at 31st July 2023 (2022: £734,000). These items have not been depreciated in the accounts.

**9 INVESTMENTS**

	Group 2023 £	Group 2022 £	School 2023 £	School 2022 £
Interest in subsidiary undertaking	-	-	100	100
<b>Total</b>	<b><u>-</u></b>	<b><u>-</u></b>	<b><u>100</u></b>	<b><u>100</u></b>

An investment of £2,500 in the joint venture company was impaired in 2016.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**9 UNLISTED INVESTMENTS (Continued)**

**9.1 Subsidiary Undertakings**

The School has a 100% shareholding, acquired on 22nd February 1999, in St George's Weybridge Enterprises Limited, Company No. 03719020, incorporated in the United Kingdom, which manages the commercial activities of the company.

St George's Weybridge Enterprises Limited had a turnover of £488,423 (2022: £447,941), gross profit of £263,523 (2022: £233,658) and a profit before tax and gift aid of £71,313 (2022: £71,654). At 31 July 2023, the company had shareholder's funds of £24,609 (2022: £6,078).

**9.2 Joint Venture**

The School has a 50% shareholding acquired on 25th March 1994 in a Joint Venture company, St George's Weybridge and Surrey County Tennis Centre Limited, incorporated in the United Kingdom, which manages the indoor tennis centre. The Joint Venture Company is managed jointly by the company and Surrey County Lawn Tennis Association which owns the other 50% shareholding.

On 25th March 1994 the School agreed to provide land, with the approval of the Josephite Community, the freeholders. The School as the head lease holder, agreed to offer a sublease to Surrey County Lawn Tennis Association ("the Surrey Trustees") on similar lease terms. The Surrey Trustees agreed to build and fund the indoor tennis centre.

The Joint Venture Company is responsible for making arrangements for use of the indoor tennis centre which, under the present agreement, is given equally to St George's Weybridge, Surrey Lawn Tennis Association and the Joint Venture Company which lets the courts to third parties. St George's Weybridge assists by making available its own staff to carry out the Joint Venture company's operations. St George's Weybridge is also responsible for day to day maintenance of the tennis centre buildings. Any surplus/deficit will be shared equally by St George's Weybridge and the Surrey Lawn Tennis Association.

The unaudited results for the last two years are as follows:

**PROFIT AND LOSS ACCOUNT**  
**YEAR ENDED 30 SEPTEMBER 2023**

	2023	2022
	£	£
Turnover	37,895	34,021
Cost of Sales	(26)	(26)
Administration	(36,667)	(27,967)
Depreciation	(5,574)	(5,588)
Interest Receivable	4	-
	<u>(4,368)</u>	440
Taxation	-	-
	<u>(4,368)</u>	440
Profit/(Loss) for the year	(4,368)	440
Balance brought forward	<u>(24,990)</u>	<u>(25,430)</u>
Balance carried forward	<u>(29,358)</u>	<u>(24,990)</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**9 UNLISTED INVESTMENTS (Continued)**

**BALANCE SHEET**

**AS AT 30 SEPTEMBER 2023**

	2023	2022
	£	£
<b>FIXED ASSETS</b>		
Tangible assets	<u>37,885</u>	<u>37,885</u>
<b>CURRENT ASSETS</b>		
Stock	32	32
Debtors	957	957
Cash at bank	<u>16,380</u>	<u>16,380</u>
	17,369	17,369
<b>CREDITORS: Amounts falling due within one year</b>	<u>(21,055)</u>	<u>(21,244)</u>
<b>NET CURRENT ASSETS</b>	<u>(3,686)</u>	<u>(3,875)</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	34,199	34,010
<b>CREDITORS: Amounts falling due in more than one year</b>	<u>(54,000)</u>	<u>(54,000)</u>
<b>NET LIABILITIES</b>	<u>(19,801)</u>	<u>(19,990)</u>
<b>CAPITAL AND RESERVES</b>		
Share capital	5,000	5,000
Profit and loss account	<u>(29,358)</u>	<u>(24,990)</u>
<b>SHAREHOLDERS' FUNDS</b>	<u>(24,358)</u>	<u>(19,990)</u>

**10 STOCK**

	Group 2023	Group 2022	School 2023	School 2022
	£	£	£	£
Goods for resale	209,056	224,968	-	-
Other stock	48,373	44,847	48,373	44,847
	<u>257,429</u>	<u>269,815</u>	<u>48,373</u>	<u>44,847</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**11 DEBTORS**

	Group 2023 £	Group 2022 £	School 2023 £	School 2022 £
Amount due from Joint Venture company	15,511	15,600	15,511	15,600
Amount due from subsidiary	-	-	187,922	141,215
Fee debtors	175,023	134,411	175,021	134,411
Sundry debtors	828,560	22,292	828,560	22,292
Prepayments and accrued income	723,860	680,477	697,620	652,815
	<u>1,742,954</u>	<u>852,780</u>	<u>1,904,634</u>	<u>966,333</u>

**12 CREDITORS: due within one year**

	Group 2023 £	Group 2022 £	School 2023 £	School 2022 £
Bank loan	678,732	666,568	678,732	666,568
Advance fee scheme (Note 13)	4,521,058	3,939,719	4,521,058	3,939,719
Pension contributions	393,200	301,181	393,200	301,181
Trade creditors	1,177,998	986,055	1,094,861	869,506
Social security and other taxation	403,820	380,008	403,820	380,008
Deposits	400,950	396,800	400,950	396,800
Other creditors	1,070,618	522,479	1,070,618	522,479
Accruals	384,612	353,377	371,966	349,604
	<u>9,030,988</u>	<u>7,546,187</u>	<u>8,935,205</u>	<u>7,425,865</u>

**13 ADVANCE FEE PAYMENTS - GROUP**

Parents may enter into a contract to pay for their children's tuition fees in advance. The money may be returned subject to specific conditions on the receipt of one term's notice. Assuming students will remain in the School, advance fees will be applied as follows:

	2023 £	2022 £
After 5 years	622,221	553,667
Within 2 to 5 years	3,371,508	2,366,572
Within 1 to 2 years	2,419,893	2,027,787
	<u>6,413,622</u>	<u>4,948,026</u>
Within 1 year (note 12)	4,521,058	3,939,719
	<u>10,934,680</u>	<u>8,887,745</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**13 ADVANCE FEE PAYMENTS - GROUP (Continued)**

The balance represents the accrued liability under the contracts. The movements during the year were:

	2023	2022
	£	£
Balance at 1 August	8,887,745	8,890,890
New contracts	<u>6,100,047</u>	<u>4,517,691</u>
	<b>14,987,792</b>	<b>13,408,581</b>
Amounts utilised in payment of fees:		
To the School	<u>(4,053,112)</u>	<u>(4,520,836)</u>
Balance at 31 July	<u><b>10,934,680</b></u>	<u><b>8,887,745</b></u>

**14 SCHOOL FEE DEPOSITS**

	2023	2022
	£	£
Amounts due 1 - 2 years:	241,950	232,450
Amounts due 2 - 5 years:	324,650	307,500
Amounts due more than 5 years:	<u>836,400</u>	<u>815,650</u>
	<u><b>1,403,000</b></u>	<u><b>1,355,600</b></u>

**15 LOANS - GROUP**

	2023	2022
	£	£
Amounts due 1 - 2 years:	691,196	678,732
Amounts due 2 - 5 years:	1,790,803	1,925,445
Amounts due more than 5 years:	<u>1,102,504</u>	<u>1,659,450</u>
	<u><b>3,584,503</b></u>	<u><b>4,263,627</b></u>

The terms of the loans are:

	2023	Repayments including	Interest rate
Lender	£	interest for 2023-24	
(i) Nat West Fixed Interest (secured)	3,755,996	591,310	2.44%
(ii) Nat West Cbils Fixed Interest (secured)	507,238	182,861	2.25%

(i) In June 2020 the charity took advantage of the low interest rates and refinanced two loans with Nat West, consolidating them into one. The new Loan is fully secured on three properties (one leasehold), sited close to the College along with the Junior School, in line with the previous arrangements.

(ii) In June 2020, the charity took advantage of the Government CBILS loan arrangement to ensure adequate cash is available during the Covid pandemic. Interest on the loan was covered by the government for 12 months. Repayments commenced in July 2021. The Junior School site provides security for this loan.

At 31 July 2023, the carrying value of assets pledged as security under the loans is £13,493,016.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**16 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

The group's net assets belong to the various funds as at 31 July 2023 as follows:

	<b>Fixed Assets</b>	<b>Net Current Assets</b>	<b>Long Term Liabilities</b>	<b>Fund Balances</b>
	£	£	£	£
Restricted funds	-	818,161	-	818,161
Designated funds	-	189,029	-	189,029
Unrestricted funds	<u>55,071,908</u>	<u>3,722,768</u>	<u>(11,401,125)</u>	<u>47,393,551</u>
	<u>55,071,908</u>	<u>4,729,958</u>	<u>(11,401,125)</u>	<u>48,400,741</u>

The School's net assets belong to the various funds as at 31 July 2023 as follows:

	<b>Fixed Assets</b>	<b>Net Current Assets</b>	<b>Long Term Liabilities</b>	<b>Fund Balances</b>
	£	£	£	£
Restricted funds	-	818,161	-	818,161
Designated funds	-	189,029	-	189,029
Unrestricted funds	<u>55,032,828</u>	<u>3,737,339</u>	<u>(11,401,125)</u>	<u>47,369,042</u>
	<u>55,032,828</u>	<u>4,744,529</u>	<u>(11,401,125)</u>	<u>48,376,232</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2023**

**17.1 RESTRICTED FUNDS: MOVEMENT IN THE YEAR**

	Balance 31 July 2022 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2023 £
Activity Centre	-	1,509	-	(1,509)	-
Other Capital Projects	37,600	16,406	-	(10,623)	43,383
Residentials Fund	-	1,250	-	(1,250)	-
Bursary Fund	711,498	131,718	-	(96,403)	746,813
Lourdes Bursary Fund	503	-	-	(503)	-
Wolfson Scholarship	27,525	440	-	-	27,965
	<u>777,126</u>	<u>151,323</u>	<u>-</u>	<u>(110,288)</u>	<u>818,161</u>
	Balance 31 July 2021 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2022 £
Activity Centre	-	1,659	-	(1,659)	-
Other Capital Projects	3,158	34,442	-	-	37,600
Bursary Fund	403,873	331,805	-	(24,180)	711,498
Lourdes Bursary Fund	502	1	-	-	503
Wolfson Scholarship	27,456	69	-	-	27,525
	<u>434,989</u>	<u>367,976</u>	<u>-</u>	<u>(25,839)</u>	<u>777,126</u>

- Activity Centre: Fund raising for a specific project at the College.
- Capital Projects: Fund raising for other Capital Projects.
- Residentials Fund: Fund raising to finance residentials for children in need of financial support
- Bursary Fund: A fund set up to finance transformational bursaries (formerly the Assisted Places programme)
- Wolfson Scholarship: For disabled children.
- The transfers represent restricted funds met and therefore moved to unrestricted/general funds: From the Activity Centre and Other Capital Projects in respect of expenditure during the year; From the Bursary Fund to pay the fees of one pupil on the Transformational Bursaries scheme.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**17.2 UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR**

Fund Movement				2023
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Balance Brought forward	44,797,849	192,827	777,126	45,767,802
Total Incoming Resources	32,231,284	76,522	151,323	32,459,129
Total Resources Expended	(29,860,026)	-	-	(29,860,026)
Transfers	190,608	(80,320)	(110,288)	-
	<u>47,359,715</u>	<u>189,029</u>	<u>818,161</u>	<u>48,366,905</u>

Fund Movement				2022
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Balance Brought forward	42,174,629	193,050	434,989	42,802,668
Total Incoming Resources	30,888,061	75,398	367,976	31,331,435
Total Resources Expended	(28,366,301)	-	-	(28,366,301)
Transfers	101,460	(75,621)	(25,839)	-
	<u>44,797,849</u>	<u>192,827</u>	<u>777,126</u>	<u>45,767,802</u>

**Unrestricted Designated Funds**

Incoming designated funds donated in the year were assigned towards the following projects; where the donors had expressed a desire for the funds to go towards:

- Activity Centre.
- Bursary Fund
- Boat Club
- Future Capital Projects

**18 CONTRACTS AND COMMITMENTS**

	2023	2022
	£000s	£000s
Authorised and contracted values for new build, repairs and refurbishment.	<u>334</u>	<u>147</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2023**

---

**19 PENSION SCHEMES**

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £2,105,307 (2022: £1,988,510) and at the year-end £249,685 (2022: £243,059) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by the Teachers' Pensions Regulations 2010 (as amended) and, the Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2020 and the Valuation Report, which was published in October 2023.

Following the McCloud judgement, the remedy proposed that when benefits become payable, eligible members can select to receive them from either the reformed or legacy schemes for the period 1 April 2015 to 31 March 2022. The actuaries have assumed that members are likely to choose the option that provides them with the greater benefits, and in preparing the 2020 valuation have valued the 'greater value' benefits for groups of relevant members.

The valuation confirmed that the employer contribution rate for the TPS would increase from 23.6% to 28.6% from 1 April 2024. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

The School also runs a scheme for its non-teaching staff and for teaching staff who have opted out of TPS, which is a defined contributions scheme. The cost for the year represents the School's contributions to that scheme of £474,275 (2022: £442,099).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**20 RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATIONS**

	2023	2022
	£	£
Net incoming resources	2,599,103	2,965,134
Non-operating cash flows eliminated:		
- Investment Income	(84,540)	(15,634)
- Finance Costs	148,855	146,988
Depreciation charges added back	3,015,147	2,909,776
(Gain)/Loss on disposal of tangible fixed assets	(4,275)	44
(Increase) in stock	12,386	(42,540)
Decrease/(Increase) in debtors	(890,174)	(124,375)
(Decrease)/Increase in creditors	887,148	(244,006)
	<u>5,683,650</u>	<u>5,595,387</u>

**21 OPERATING LEASE COMMITMENTS - GROUP AND SCHOOL**

The Group & School had the following commitments under non-cancellable operating leases:

	Digital Equipment		Property	
	2023	2022	2023	2022
Operating lease commitments:	£	£	£	£
Within 1 year	59,375	59,375	427,000	427,000
Within 2 - 5 years	59,375	118,749	-	-
	<u>118,750</u>	<u>178,124</u>	<u>427,000</u>	<u>427,000</u>

The property lease is subject to a rent review, taking effect from August 2023. At the date of this report this review had not been concluded. The rent payable within one year is the annual rent charge under the existing terms of the lease.

**22 ANALYSIS OF NET DEBT**

	At 1 Aug 2022	Cashflows	Other non- cash changes	At 31 July 2023
	£	£	£	£
<b>Cash and cash equivalents</b>				
Cash at bank	6,924,351	(1,324,053)	-	5,600,298
Notice deposits	-	6,124,484	-	6,124,484
Cash in hand	3,033	(1,088)	-	1,945
	<u>6,927,384</u>	4,799,343	-	<u>11,726,727</u>
<b>Borrowings</b>				
Bank loans due within one year	(666,568)	666,568	(678,732)	(678,732)
Bank loans due after one year	(4,263,627)	392	678,732	(3,584,503)
	<u>(4,930,195)</u>	666,960	-	<u>(4,263,235)</u>
Net cash/(debt)	<u>1,997,189</u>	<u>5,466,303</u>	-	<u>7,463,492</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2023

**23 CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS**

Mr J Hood is a director of the Joint Venture Company.  
Mrs C Shevlin is a director of the wholly owned subsidiary.

The Congregation of Josephites (Charity number 0312071) is a connected charity of the company.  
Rev W M Muir is a Trustee of the Josephite Community.

Transactions with these entities include

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>1 The Congregation of Josephites</b>		
Joint costs reimbursed	16,309	111,966
Rent paid	<u>427,000</u>	<u>425,667</u>
<b>2 Joint Venture</b>		
<b>St George's Weybridge and Surrey County</b>		
<b>Tennis Centre Limited</b>		
Investment	-	-
Amount due	<u>15,511</u>	<u>15,600</u>
<b>3 Subsidiary</b>		
<b>St George's Weybridge Enterprises Limited</b>		
Investment	100	100
Amount due	187,922	141,215
Charges for rent, staff time and share of overheads	176,995	154,165
Gifts received	<u>52,782</u>	<u>71,654</u>

**24 CONTINGENT LIABILITIES**

St George's Weybridge recognises the existence of certain contingent liabilities arising from legal cases that may impact the financial position in the future. These contingent liabilities primarily involve potential legal claims and disputes that are pending against the school. The nature of these contingent liabilities encompasses various legal matters, including but not limited to employment disputes, contractual disagreements, and other potential legal claims. The outcome of these cases remains uncertain, and the financial impact is contingent upon the resolution of these legal matters. The school will continue to assess and update its estimates as new information becomes available. At the date of these accounts the Governors concluded that no provision for these ongoing cases is required under FRS 102.



**ST GEORGE'S WEYBRIDGE**

England & Wales - Charity number 1017853

---

# Accounts

---

**Company Number 02789023**

**Registered in England**

**Charity Number: 1017853**



**St George's**

**WEYBRIDGE**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JULY 2022**

---

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022**

---

**CONTENTS**

Governors, Officers and Advisers	1
Annual Report of the Governors: - Directors' Report Strategic Report	3
Independent Auditor's Report	25
Consolidated Statement of Financial Activities	29
Consolidated and School Balance Sheet	30
Consolidated Cashflow Statement	31
Notes to the Financial Statements	32

---

---

## ST GEORGE'S WEYBRIDGE GOVERNORS, OFFICERS AND ADVISERS

### GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of St George's Weybridge ('the Charity' or 'the School') are the Charity's trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office as Governors during the year and subsequently are detailed below:

		(1)	(2)	(3)	(4)	(5)
Mr D Nowlan	Chair of Governors from 22 November 2021	■	■	■	■	■
Mr J M Lewin	Chair of Governors Retired 22 November 2021	■	■	■	■	■
Mrs S Allom *			■			■
Mr D Bicarregui*	Vice Chair of Governors from 22 November 2021	■		■	■	
Mrs T Bowden*	Appointed 11 October 2021 into a casual vacancy		■			
Mrs C Burnham			■			
Dr L Gordon			■			■
Mr J Hood*		■			■	
Mr T Kirkham	Resigned 16 September 2022	■		■		
Mr N Lemmon			■			
Prof A H Muggerridge			■		■	
Mrs S Munk			■	■		■
Mr C S W Prescott		■			■	
Mrs M Satchel *		■				■
Mrs C Shevlin *		■				

- (1) Finance and Risk Committee.
- (2) Academic and Pastoral Committee
- (3) Nominations and Governance Committee
- (4) Remuneration Sub-Committee
- (5) Josephite Ethos Committee

\* Parent of a pupil at one of the Schools

During the year the activities of the Governing Body were carried out through five committees. The membership of these committees is shown above for each governor.

### OFFICERS

#### Heads

- St George's College Weybridge
- St George's Junior School Weybridge

Mrs RCF Owens  
Mr A J Hudson

The Bursar and Clerk to the Governors  
Clerk to the Governors (effective Sept 2022)

Mr G Cole  
Mrs C Punt

Addresses **St George's College**  
Weybridge Road, Addlestone  
Surrey KT15 2QS

**St George's Junior School**  
Thames Street, Weybridge  
Surrey, KT13 8NL

Website [www.stgeorgesweybridge.com](http://www.stgeorgesweybridge.com)

**ST GEORGE'S WEYBRIDGE  
GOVERNORS, OFFICERS AND ADVISERS**

---

**Bankers:**

National Westminster Bank plc  
9<sup>th</sup> Floor  
280 Bishopsgate  
London  
EC2M 4AA

**Solicitors:**

Farrer & Co  
66 Lincoln's Inn Fields  
London  
WC2A 3LH

Veale Wasbrough Vizards  
Orchard Court  
Orchard Lane  
Bristol  
BS1 5WS

**Auditors:**

Moore Kingston Smith LLP  
Chartered Accountants and Business Advisers  
9 Appold Street  
London  
EC2A 2AP

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

---

The Governors of St George's Weybridge present their annual report for the year ended 31 July 2022 under the Companies Act 2006 and Charities Act 2011, thus including the Directors' Report and Strategic Report under the 2006 Act, together with the audited financial statements for the year.

**DIRECTORS' REPORT**

**CONSTITUTION AND OBJECTS**

St George's Weybridge ('the Charity' or 'the School') was founded in 1993, when the running of St George's was transferred from its founding Congregation of Josephites to a lay board of trustees, and is registered with the Charity Commission under charity number 1017853. It is constituted as a company limited by guarantee registered in England, No 02789023. The Charity is governed by its Articles of Association last amended on 20 December 2010.

The Charity's objects, as set out in the Articles of Association, are the advancement of education by the provision and conduct of a school or schools for boys and girls to enable the fulfilment of their academic potential and personal development within an ethos of Christian ideals which derive from the traditions and teaching of the Roman Catholic Church and by ancillary or incidental education or religious activities for the benefit of the community.

In furtherance of this object for the public benefit, the Charity operates two schools known as St George's College, Weybridge and St George's Junior School, Weybridge ("the Schools"), has established and administers bursaries, awards and other benefactions, and acts as the trustee and manager of property, endowments, bequests and gifts given or established in the pursuance of this object.

The Charity was known as St George's College Weybridge until 24 December 2012 when Companies House registered the change of name to St George's Weybridge.

**AIMS, OBJECTIVES AND ACTIVITIES**

**Aims**

The Charity's aims are:

- to establish the College as a day school for 11–18-year-old boys and girls and the Junior School as a day school for 3-11 year old boys and girls, in which each child is encouraged to fulfil their potential;
- to offer all students a holistic range of opportunities so that they can achieve to the best of their ability within a framework of shared Catholic, Christian and Josephite values and standards; and
- to value and nurture students as individuals, giving them a sense of their own self-worth and of the value of service to others, thus preparing them for life beyond school.

The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

**Primary Objectives**

The primary objectives of the Charity to fulfil these aims are:

- to provide a stimulating learning environment in which students can develop their academic potential to the full;

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

---

- to provide a happy, safe and secure pastoral environment, rooted in the Roman Catholic tradition and shaped by Josephite values, in which students develop a sense of community, consideration, respect and support for one another;
- to provide students with a breadth of curricular and co-curricular activities in order to develop positively all aspects of their character and to enable their talents to be discovered;
- to provide financial support to enable children whose parents are unable to afford the full fees to benefit from a Georgian education;
- to provide inspirational governance and leadership combined with effective management;
- to provide the necessary administrative and logistic framework to meet the needs of the Georgian Family.

The annual objectives for 2022/23 are contained in the Strategic Report.

The aims and objectives set for the Charity's subsidiary is to facilitate the achievement of the Charity's aims and objectives as above.

## **GOVERNANCE AND MANAGEMENT**

### **Governing Body**

There is one Governing Body for the School. Details of the members of the Governing Body, together with the Charity's officers and principal advisers, are given on pages 1 and 2.

The Governing Body is self-appointing. Governors are appointed for terms of three years and may, upon re-election, serve up to three terms. Governors may not be reappointed until one year has elapsed since their last day of prior service.

### **Recruitment and Training of Governors**

New members of the Governing Body are elected on the basis of various means, such as seeking applications from the Georgian Family or nominations from the Governors and the executive officers. Selection is based upon the candidates' professional qualities, commitment to the Schools, experience, personal competence and capacity to give of their time.

New Governors are inducted into the workings of the Schools, including Governing Body policy and procedures, through an induction process organised for them by the Clerk to the Governors. New Governors also attend specialist external courses on the role and responsibilities of charity trustees.

Members of the Governing Body attend external trustee training and information courses designed to keep them informed and updated on current issues in the sector and regulatory requirements.

### **Organisational Management**

The members of the Governing Body are legally responsible for the overall management and control of the School. They meet four times a year. The work of implementing their policies is carried out by five Committees:

- The Finance and Risk Committee scrutinises revenue, the budget, capital expenditure, risk, safeguarding, health and safety, projects and other matters relating to the general running of the School. This Committee also supervises and finalises the audited financial statements and annual report for approval by the Governing Body. The Committee meets four times per year and reports to the Governing Body. The Committee is chaired by Charles Prescott.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

- The Academic and Pastoral Committee considers educational and pastoral policy. The Committee meets three times per year and reports to the Governing Body. The Committee is chaired by Ann Muggeridge. Ann Muggeridge will retire in November 2022. Catherine Burnham will then chair the committee.
- The Nominations and Governance Committee considers governor succession and screens nominated candidates for governorship. The Committee meets as required and reports to the Governing Body. The Committee is chaired by David Bicarregui (as of 22 November 2021).
- The Remuneration Sub-Committee considers all aspects of staff remuneration. It meets three times per year as well as hosting a consultation meeting with staff representatives. It reports to the Finance and Risk Committee and is chaired by Jason Hood.
- The Josephite Ethos Committee was formed on 19<sup>th</sup> September 2019 and is charged with overseeing the active continuance of the Josephite Ethos at St George's, recognising that the number of religious in the Congregation in Europe is in decline. It meets at least 3 times per year and its members consist of Governors, Josephites and Staff. It reports to the Governing Body and is chaired by Louise Gordon.

The Board delegates executive responsibilities to the Heads of the respective schools and to the Bursar. The Bursar was Clerk to the Governors, Company Secretary to the Company and a director of the subsidiary and joint venture companies. (In September 2022, a standalone Clerk to the Governors was appointed). The Heads and the Bursar attend all meetings of the Governing Body's Committees.

#### **Structure and Relationships**

The School has one wholly owned non-charitable subsidiary, St George's Weybridge Enterprises Limited, whose annual profits are donated to the School under the Gift Aid Scheme. The trading activities of St George's Weybridge Enterprises Limited primarily comprise a retail outlet and revenue from letting of the school campus facilities when not in use by the Schools.

The School also has a joint venture, St George's Weybridge and Surrey County Tennis Centre Limited ('the joint company'), which is owned in equal partnership with Surrey Lawn Tennis Association. The purpose of the joint company is to maintain and operate the tennis centre and operate a public membership scheme to raise revenue to offset the running costs of the centre.

#### **Employment and Remuneration Policy and Engagement with Employees**

We engage with our employees about future School activities and issues of direct concern (such as terms and conditions) through a range of mechanisms. All employees have the opportunity to elect colleagues to represent them on various committees and groups that meet from time to time, including Teaching Staff Common Room Committees and the Business Staff Forum.

We also engage with employees through questionnaires, surveys and staff meetings, and where possible include representatives in the development of HR policies. We have a range of detailed HR policies to support and have regard to our employees' interests, our charitable and business objectives and to ensure compliance with employment legislation. As part of ensuring that the regard for employee interests affects Company decisions, in November 2022, all staff will be invited to participate in a staff engagement survey covering all aspects of their employment. Results from the last survey in 2018 were overwhelmingly positive with 94% of staff agreeing they would recommend the School as a good place to work.

Governors further demonstrate regard for employees' interests through staff remuneration. Remuneration is decided annually by the Board after receiving recommendations for annual pay rises from the Finance and Risk Committee which in turn receives recommendations from the Remuneration Sub-Committee. Teaching staff are paid on an internal scale with progress determined by appropriate performance and time. They receive additional payments for management responsibility and duties above the contractual norm. A minority of business (i.e. support) staff are paid according to an internal scale with the remainder of business staff remunerated with reference to the market rate for their sector. A range of benefits is available to staff such as

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

workplace pension contributions, staff fee remission, life assurance and enhanced access to private health cover.

From September 2021, Teachers can opt out of the Teachers' Pension Scheme and join a defined contribution pension scheme, together with equivalent critical illness and life cover, thus providing added choice. Business staff can elect to contribute to their scheme through salary exchange, benefiting from the tax saving.

Senior staff remuneration is linked to their performance appraisals and is recommended by the Remuneration Sub-Committee and approved by the Chair of the Board, Chair of the Finance and Risk Committee and the Chair of the Remuneration Sub-Committee.

The School has published its Gender Pay Gap report for 2021 which shows a mean gender pay gap of 15% (2020: 13%) and a median gap of 26% (2020: 25%) due to the significant majority of our lower paid roles being taken up by women.

The School is an equal opportunities employer and will treat all employees, members of the Georgian Family (i.e. people who have an association with the Schools) and any person visiting the School in accordance with the Equalities Act and the School expects all employees and all other members of the Georgian Family to comply with this policy. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

#### **STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES**

The members of the Governing Body, as directors of the charitable company, are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the members of the Governing Body to prepare financial statements for each financial year. Under company law the Governing Body members must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Governing Body members are required to:

- select the most 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 members of the Governing Body are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the School's constitution. They are also responsible for safeguarding the assets of the School and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as each of the Directors, as members of the Governing Body at the date of approval of this report, is aware, there is no relevant audit information (information needed by the charitable company's auditor in connection with preparing the audit report) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

---

**STRATEGIC REPORT**

Governors have consistently acted in the way we consider, in good faith, would be most likely to promote the success of the Charity which is in the best interests of its beneficiaries, and in doing so have regard (amongst other matters) to:

- The likely consequences of any decision in the long term,
- The interests of the company's employees,
- The need to foster the Charity's relationships with its beneficiaries, customers, suppliers, and others,
- The impact of the Charity's operations on the community and the environment,
- The desirability of the Charity maintaining a reputation for high standards of business conduct and,
- The need to act fairly

This has been achieved through the application our Mission Statement, Strategies and resulting action plans as set out below.

**MISSION STATEMENT**

To inspire all in our Josephite, Georgian Family to be the very best version of themselves.

**STRATEGIES TO ACHIEVE THE PRIMARY OBJECTIVES**

The annual objectives are derived from the St George's Weybridge Strategic Plan, which has a 2+ year horizon and groups strategic objectives into the following themes: Ethos & Culture, Academic, Enrichment, People, Georgian Family and Community. Each of these themes has an accompanying strategy which in turn has a number of plans designed to make tangible progress against the strategy.

The year has seen a return to some normality after two years of disruption due to the Covid-19 global pandemic. Nevertheless, the War in Ukraine and the consequent global financial crisis, and the political turmoil caused by unexpected changes in the country's leadership, have meant that Governors have retained a clear focus on external factors.

A return to normal level of educational trips has been a key focus for the school, something that parents highlighted as a key shortfall during the Covid period. Alongside this, we have expanded the already very broad range of co-curricular opportunities, with an emphasis on non-sporting options.

The Josephite Ethos Committee has conducted an analysis of the unique ethos of the school, providing the basis for a series of forward plans and actions to ensure the ethos is nurtured and embedded in a relevant way to all parts of the Georgian Family. Complementing this work, the formal Equity, Diversity and Inclusion structure, set up last year, is now providing direction and momentum in this area. Learning Support departments at both schools have been externally audited with additional resource allocated to enhance further our inclusivity.

Partnerships with local state schools, particularly the Bourne Educational Trust and the Lumen Learning Trust, have continued to expand and develop over this period, including providing an opportunity for one of our Early Career Teachers to gain teaching experience at another school to mutual benefit.

Our Bursary fundraising appeal has led to the funding of 4 additional free places for local children whose parents would not otherwise afford our fees. This takes the number of children benefiting from a Transformational Bursaries to 51.

A major project to install Ground Source Heat Pumps on the College site has completed, and governors have approved more major investments in solar photovoltaic installations to increase our self-generation. Both of these are major advances in our decarbonisation strategy.

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

**ACHIEVEMENTS AND PERFORMANCE**

**Progress against Annual Objectives**

<b>Objective:</b>	<b>Progress:</b>
Review our structures and processes for supporting SEND pupils	External audits of each school were conducted by a specialist Learning Support consultant. Her findings are being implemented, including additional specialist staff at each school and a 'whole school' approach to providing support to children with SEND.
Conduct a wide-ranging parent survey to inform future strategy	Complete, with summary outcomes being provided to parents and measures in response to parental concerns being implemented.
Continue to develop and implement active measures to increase Equity, Diversity and Inclusion	An EDI Steering Group is now in place, including a Governor with a special focus on EDI matters, and EDI Working Groups have also been populated with Leads appointed in each school for Race and Ethnicity, Gender and Neuro Diversity. All staff have undertaken EDI training or development. Student groups have been formed at the College.
Continue to develop our Sustainability Strategy with a specific focus on decarbonisation	The Ground Source Heat Pump system at the College is now operational, removing gas as the main source of our heating. The first elements of a 550kWp Solar PV investment have been installed and this will continue into next year. The Junior School were awarded the Eco-Schools Green Flag award.

**Review of Achievements and Performance for the Year**

**Academic**

St George's College students were again awarded an impressive set of results this summer. 98% of grades were A\* - C at A level, with 88.5% at A\*-B and 61.4% at A\*-A. Our top 25% of candidates gained the equivalent of two A\* grades and an A grade at A level and an EPQ Grade B.

Five students achieved their Oxbridge places and a record number of nine students were accepted to medical school. 82% of students gained a place at their first choice of university with 88% of students admitted to either their firm or insurance choice. Over half of our students going to university this year will be attending a Russell Group university.

At GCSE, the College achieved 100% five A\* - C grades. 23 students gained straight A\* (8/9s) and 66 students gained straight A\*/A (9-7). 58% of grades at GCSE were A\* - an increase of three percentage points from 2019 the last year when public examinations were sat. 64,3% of our most able Mathematicians gained A\* in Further Maths GCSE. Three students were awarded GCSEs in the following extra-curricular languages: Mandarin and Russian all A\*s.

All Year 10 (Fourth Year) students were entered for the IGCSE English Language, a year early, with 100% gaining A\*-C grades. Two Fourth Year students gained A\*s in Russian and Spanish GCSE, three Third Years gained A\*s in Spanish and Russian and one First Year student gained an A\* in Spanish GCSE.

At the Junior School, there were 92 pupils in Year 6. Ninety chose to sit the 11+ for St George's College and all passed the entrance examination, with 64 accepting places for September 2022. Junior School children were awarded nine Academic Scholarships, one Music Scholarship, six Sports Scholarships and one Tennis Scholarship to the College.

The Science department has reviewed and updated all planning for children in Years 5 and 6, ensuring that the children have plenty of opportunities to incorporate IT into their learning, as well as taking part in many practical

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

hands-on activities. Both our teams made it through the semi-finals of the Science National Quiz Club competition, coming 6th and 7th overall.

We started the academic year by celebrating Roald Dahl Day, making dream jars from the BFG with Year 3. Our next challenge was to arrange for the whole school to write a book about the Georgian value, ZEAL. It was published in April 2022 and the money raised went to buy sewing machines for schools in the Congo. We also came runner-up in a public picture book competition run by the Reading Zone, this was a real collaborative effort by all the pupils. We held two book fairs and had three author visits and one poet visit to encourage the children with their reading. We celebrated World Book Day with the whole school dressing up and many activities took place around the school.

In Maths all the children from Year Six and some children from Year Five participated in the Primary Maths Challenge. Eight children then went on to complete the Junior Maths Challenge with the results involving three gold awards and five silver awards. Following these results, two of our Year Six pupils then went on to perform very well in the Kangaroo Challenge. We had great success in the online Quiz competition with one of our Year Six teams reaching the National Finals. Many successful inter-school competitions were run throughout the year with teams taking part from Year Two to Year Six. Some highlights included our Y5 team coming 2nd at the Luckley House Inter-School competition and our Year Two team coming 1st at the Greenfield School competition. Finally, St George's Junior School hosted the Y4 inter-school competition where again one of our teams was the overall winner.

The Humanities Department started the academic year with an exciting Geography field trip to Juniper Hall in the Surrey Hills. Here pupils took part in orienteering, compass skills walk and undertook a land use survey. Map skills are developed from early years at the Junior School and full use is made of the Forest School area and the Orchard field. In History, there were themed days for Egyptian, Greek and Victorian topics to enrich the curriculum. The whole school celebrated Queen Elizabeth's Platinum Jubilee with a series of events and workshops and more recently special assemblies were held to commemorate the life of our longest reigning monarch.

The last year has seen the RE department working hard to really embed the relatively new assessment standards issued by the Catholic Church. These raise expectations for children's attainment and we are pleased to see more and more children rising to the challenge. Staff have taken an active role in reviewing and giving feedback on the proposed new Religious Education Curriculum Directorate proposed by the Bishops of England and Wales. This puts us in a strong position to begin exploring how to implement it for the benefit of the children when it has been finalised.

### **Music**

College GCSE candidates performed very well with 50% Grade 9/A\* and 100% Grade 9-7/A\*-A, with positive Value Added. A Level Results were also pleasing, with 50% receiving a Grade A, and one student continuing to study Music at university.

With the release of restrictions and mitigations placed on group music making, the extra-curricular provision for the Music Department flourished this year, and we saw a return to regular concerts, recitals and music provision for Assemblies, Masses and other important school events.

New extra-curricular activities were added to the schedule this year; both the Jazz Band and Advanced Pianists group proved popular additions. The College Orchestra is continuing to thrive, and a substantial increase in membership was seen this year; similarly, a rise in the number of boys partaking in one or both choirs was seen. This year also saw the introduction of a barbershop quartet who performed at the Summer Concert and a Celebration of Achievement event.

Lunchtime Live Recitals continued on a bi-weekly basis, with a focus on providing opportunities for musicians of all instruments and genres. Yet again, a reflective Service of Nine Lessons and Carols was given by the Chamber Choir who also performed the plainsong setting of the Requiem Mass for All Souls Day.

The Easter Term saw the continuation of extra-curricular activities and Lunchtime Live Recitals, culminating in the Spring Concert which coincided with the 24 hour Music Marathon in support of St. Joseph's African Aid. This event was a great success with numerous students contributing to the 24hrs of non-stop music. Particularly

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

notable was the collaboration and camaraderie across the year groups from the First Year all the way to the Upper Sixth. This event raised much needed funds for the building of a well.

The Summer Term saw a number of students make musical contributions to their year group's 'Celebration of Achievement' event. The scholars also entertained parents and students with their ensemble and solo performances at the new Scholars' Festival. Also new this year was a song writing workshop with singer/songwriter Hannah Jane Lewis. Music students from Years 9 – 12 worked together to create and perform a number of original songs, with Hannah herself being extremely impressed with the quality of the students' work. We also held two large scale concerts – a Summer Serenade and a Rockshop concert featuring bands from 1<sup>st</sup> Year to Upper Sixth as well as the ever popular Staff Student Funk Band. The year culminated with our instrumentalists providing a rousing send off to the school for the summer holidays in our whole school end of year celebration held in the Trailfinders Hall.

In the Junior School, it was possible to run our full programme of co-curricular Music clubs this year. A new addition to our clubs list was Junior Percussion Ensemble to run alongside our existing Percussion Ensemble. We now have fifteen Music clubs running every week in the Junior School Music department.

A number of children took ABRSM music exams in school over the course of the year with 49% achieving a pass, 42% achieving a Merit and 9% achieving a Distinction as well as children taking music exams through a variety of other music boards outside school including Trinity, Rockshop, Musical Theatre and MTB. By the Summer term, 187 pupils in Years 3-6 were having 1-1 instrumental lessons in school. Two Year 6 pupils applied for Music scholarships to senior schools, and both were successful in being awarded Music scholarships.

One significant change we made last year was to the Years 3 and 4 Instrumental Scheme. The children now have the opportunity to learn nine different instruments during the course of Year 3 rather than learning just one instrument. They spend three weeks on each instrument in a pair, being taught by our VMTs. Those instruments are the violin, cello, double bass, flute, oboe, clarinet, trumpet, trombone and french horn. As a result of the changes to the Scheme we have had a bigger uptake in children starting 1-1 instrumental lessons following on from the Scheme.

During the Christmas term our concerts were a mixture of live stream and live audience. Our Informal Concert in October was followed by a piano recital in November to welcome our new grand piano to the Drama Hall. In December we had a very successful Christmas Concert involving all our ensembles followed by our Carol Services. These unfortunately had to be separated into individual year group services with one weeks' notice due to the change in Covid regulations. The children were incredibly adaptable, with all the choirs suddenly having to perform in separate year groups. The end result was four very successful Carol Services with every child in Years 3-6 taking part. Children in EYFS and Lower Years enjoyed preparing for their year group nativities and all their performances took place in front of a live audience.

In the Easter term our three Inter-House Music competitions were adjudicated externally, for the first time in three years and at the end of term, we had our hugely successful inaugural Choral Concert involving all four choirs - Lower Years Choir, Junior Choir, Senior Choir and Chamber Choir. There were 140 children taking part aged 5-11 years. The concert took place in the chapel, and it was incredibly well supported by the parents with a great deal of positive feedback from the parents afterwards.

During the Summer term our Junior and Senior Summer Concerts involved all our ensembles as well as a number of soloists. Both concerts were led by the children, welcoming the audiences to the concerts and announcing the items. It was lovely to see the children taking ownership of these events. Pupils in Year 1 performed on the recorder in their end of term assembly as well as Lower Years Choir performing beautifully. In the Year 2 end of term assembly, the children gave their first public performance on the ukulele, playing as a year group and it was very well received by the parents.

The Music Outreach Programme hosted our KS1 Choral Festival in May which involved three local primary schools coming to the Junior School to join our Lower Years Choir for an afternoon of vocal fun and games. We also had a visit from Lin Marsh, a leading composer who specialises in vocal works for young people. Having led two choral workshops with Junior School pupils, Lin then led a twilight session after school for local music teachers exploring different ways of encouraging children to sing. We had Music leads from eight different local schools join. One of the highlights of the term was our collaboration with Just So Singers, a

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

special needs choir run by Surrey Arts. They came to spend the afternoon with our Junior Choir. As well as enjoying singing together, the children from Just So Singers also taught our pupils how to sign their songs as this is how they learn all their music. They sign and sing at the same time as some of the children in their choir are deaf. The Just So Singers teachers were quite overwhelmed at how the Junior School children welcomed their choir so happily. We are looking forward to more collaborations with Just So Singers and Surrey Arts next term. As well as local schools coming to us, the Junior School Director of Music also visits local schools to help Music leads try and embed music into their school curriculum and to feel more confident teaching the subject.

### **Sport**

At the College, after the constant interruption to the sporting programme over the past 3 years, it's wonderful to see a full year of sport and competition back at the College. With 174 teams representing St George's in a wide range of sports, we have amassed 1018 fixtures and numerous national accolades. The school has been packed with action, as all facilities have been in constant use and it's been great to see parents enjoying sport all over the College grounds. A big thank you to the grounds staff for their exceptional work in providing such outstanding facilities and to the students for representing St George's with such Zeal & Happiness!

The autumn term saw a slightly modified rugby programme take place, with age groups being held back a year due to missing out on key areas of development. We also created three types of rugby; full contact, hybrid and touch has been very well-received and it is great to see success in all forms.

The Girls hockey teams have also produced a number of strong performances throughout the year. The B, C & D teams in all age groups have been incredibly competitive, securing some great wins and developing their skill. The U12's & U13's finished the year as County champions

Boys' hockey has progressed well this half term, with over 250 boys participating in fixtures for the College. The U12A won the Surrey championships, U13A finished 2<sup>nd</sup> in the National Independent School Cup, U14A won the South East Finals progressing to the National Finals after Easter and the U15A finished 3<sup>rd</sup> nationally in the ISHC. The U16s were narrowly knocked out in the last 16 of the England Hockey Cup on penalty Strokes, with the U14's securing a bronze medal at the National Finals. The U16 & U18 Boys Indoor Hockey teams both qualified for the National Finals and came 3<sup>rd</sup> & 5<sup>th</sup> respectively

The success of our netball teams in the Saturday fixtures and midweek matches was encompassed by the performance of the U12A Team and U14A team at the Surrey Schools Finals. The U12's played some wonderful netball although missed out on a finals place, with the U14's dominating against some incredibly strong schools on the way to becoming County Champions

It was great to see so much cricket being played this year with up to 200 matches taking place. The amount of teams that have represented the school have increased, with 25 teams playing over the term and we also saw the introduction of a Girls 1XI. There were many team accomplishments this year with the U15A boys and U14A girls reaching the Quarter-Finals of the Surrey Cup, the U13A girls and 1XI boys reached the Semi-Finals of the ESCA Cup and Surrey Cup respectively.

SGC have enjoyed a successful summer term of tennis. Our juniors were runners up in the Independent Schools League. Our U13 girls won the Surrey Schools tennis Festival and Surrey League Cup. The U18s also won the Surrey League Cup. The U14 boys team won the Surrey League Cup and the U13s finished runners up. Our U13 girls have won their regional group for Nationals and will continue the next stage in September.

This year has been the busiest ever at the Boat Club particular highlights were the 3/4<sup>th</sup> year trip to Peterborough Regatta which saw the U14 & U15 groups compete in over 80 races over a two day period. The girls U18 1<sup>st</sup> VIII qualified and race at Women's Henley Regatta winning their first round and eventually finding out that this made them the 6<sup>th</sup> fastest crew in the country. The Boys U18 1<sup>st</sup> VIII qualified for Henley Royal Regatta. The Girls U16 4 won a bronze medal at the National Schools' Regatta, with the U18 Boys 4 going one step further in securing a silver.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

Athletics has been incredibly competitive, with all teams competing very well at the ESAA Championships, it was the junior girls team consisting of some outstanding young athletes, that narrowly missed on the National Schools' Final. They won their South qualifier comfortably but fell just short of the qualifying mark overall. The cross country team have been the real highlight of the term, as they progressed to the National Finals in Newquay, finishing a very credible 12<sup>th</sup> in our first finals appearance.

In Golf, both the Juniors and the Seniors participated in single day events at the Junior Open at Drayton Park and the HG Trophy up in Warwick respectively. It was a great learning experience for both groups and a real test of their golfing skill under stroke play conditions.

#### Student Achievements

2x Students represented England in hockey at U18 level in both the boys & girls teams  
1x student represented England in cross country  
1x student represented GB U16 in tennis  
2x students represented GB in rowing  
1x student represented Belgium in rowing  
1x student represented Surrey Stars Ladies Cricket Team

At the Junior School, we have achieved the Platinum Sports award for our delivery of PE and Games both within the curriculum and for our extra-curricular/fixture provision. Active Surrey commended both our Colour Run initiative and the introduction of football having listened to pupil voice and hosting a Sports Forum.

We now have fixtures with some new schools: Manor House, Papplewick, ACS Cobham, RGS Guildford, Surbiton High Prep School, Claremont Fan Court School, Winchester House. These fixtures are more local, we have received positive feedback from parents due to reduced travel times.

We now enter six new competitions: U10 Girls, U10 Boys, U11 Girls and U11 Boys Surrey FA Cup and U11 IAPS Football (for both boys and girls)

We have been invited to eight new football tournaments

Sports highlights to date this year are as below:

Girls' Football- we have had 41 matches this half of term (not including tournaments)

U11 Girls are through to the second round of the Surrey Cup having won their first round 13-0

U11A won all fixtures this year (Hoebridge, Manor House, ACS Cobham)

U10BCD won all fixtures this year (Manor House, St Teresa's)

Boys' Football- we have had 55 matches this half of term (not including tournaments)

U7 boys won the RGS Football tournament

U9 boys Edgeborough tournament winners

U10 Boys through to the Quarter Finals of the Surrey Cup having won their Second round 3-2

Girls' Hockey

U11A IAPS Regional Winners

U11A team won the Cranleigh tournament

U11A team won the Hoebridge tournament

Qualified for U11A IAPS National Finals

U11B team won the Cranleigh tournament

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

## **Art**

At the College, the year group performed well achieving 54% A\*-A grades and 100% A\*-C. The GCSE students performed outstandingly well with 58% of our students achieving a 9-8 grade and 92% attaining a 9-7. This was up 21% on the previous year.

The department was back to running a full itinerary of KS3 extracurricular activities with clubs such as digital art, textiles, printmaking, drawing, portfolio preparation and manga comic club running over lunchtimes. There were also opportunities for younger students to stay after school to take part in art clubs. Alongside these enrichment activities we were able to run life drawing, portfolio preparation and support sessions for GCSE and A level students.

The department made a concerted effort to push the achievements of the students beyond the art rooms with new initiatives such as 'Artist of the Week' where a student's work is selected and exhibited at school and their work is celebrated and featured in the Heads half termly newsletter. We had an active role in the house system running a mural competition based on the Chaplaincy values and a junior competition to design a mascot for each house. The winning mascot entries were then digitised by a third year scholar and used on banners and boards for sports day.

We were able to start running trips again and our Art scholars had the chance to visit the Barbican for a day of photography, drawing and a visit to the exhibition 'Our Time on Earth'. The Sixth form visited London exploring East London and the Whitechapel Gallery to support and inspire their new coursework project. The Sixth form were also able to visit the critically acclaimed artist Emma-Leone Palmer in Addlestone as she prepared for her new exhibition LUX.

This summer we were able to host the SGC Summer Exhibition after a three-year break and the event was a great occasion. Art scholars also had the chance to exhibit and demonstrate their skills at the Scholars Festival and the event proved a lovely way to pull the year to a close.

At the Junior School, in Year 6 they created Pop Art onomatopoeic canvas', Modroc movement figures and surreal animals. These projects covered a wide variety of materials and techniques including painting, sculpture and focused drawing. Within DT, they created reversible desk tidies made from folded plastic and each built a wooden storage box of their design. These projects allowed the pupils to get more hands on will plastic formers, hand drills, hacksaws and hammers, truly challenging their construction skills.

In Year 5, they created perspective watercolour landscapes, sea themed ceramic columns and a mark making quadtychs. They focused on painting, glazed ceramics and drawing. In addition, in the summer term, they had a printmaking workshop with Liam Biswell, which ran over two days. This allowed all pupils to take part and for the art scholarship group to attend an extended workshop after school. They all created high quality etchings and experimented with different effects, with the Art scholarship group being challenged further, to help them build a new element in to their portfolios. Within DT, they created cardboard marble runs, zoetropes and environmentally focused wind turbines. Wind turbines was a new project this year and the pupils really embraced learning about renewable energy and the future of the planet's resources.

In Year 4, they created mixed media African masks, poly-tile printed cities and drawn portraits. This enabled them to learn about a range of techniques and materials including painting, printmaking and focused observational drawing. Within DT, they created wooden catapults, fabric decorated parachutes and pneumatic claw games. They were able to develop knowledge in construction and design development, as well as focusing on methods of motion including tension, drag and air pressure.

For the Autumn Term, we brought in a new House Art competition, where pupils were asked to 'create a special piece of bird themed artwork that relates to your House'. This was to be completed over the two-week half term and handed in for judging. We had a wide range of entries which truly showed and promoted the skills of all the pupils. We displayed all the House Art in the Chapel Foyer. It was lovely to see all pupils appreciating the work and commenting on the wonderful achievements of others.

For Christmas, we maintained the new tradition of decorating the Christmas tree with pupil-made ornaments. All pupils created their own decoration with each year group being given a different festive shape. This would mean that, over the years, pupils create their own collection of St. George's decorations, giving them a memento and a representation of their junior school years.

Our big commitment this year was producing the schoolbook 'A Georgian Tale: What's the Deal with Zeal?'

This was a collaborative project, with the Library, English and Art department, which was completed during the Easter Term. All school pupils were involved with choosing names through to writing the story at able writer's club. Within illustration club, we developed the illustrations for the book, working with the talents of Year 5 and Year 6. This was a huge success and huge undertaking by all. In May, the Art Department managed to source

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

a book printing company who printed supplied the schoolbook just in time for Book Fair Week in June. We have currently managed to sell 171 of the 200 printed. This raised money for the SJAA charity in the DR Congo, who buys sewing machines for girls to learn a key skill of garment making in school. This book entered the ReadingZone Picture Book Competition 2022 where it received Runner Up for the Achievement Award.

### **Drama**

At the College, In the last academic year, the Drama students and teachers have worked incredibly hard to ensure the GCSE students achieved their potential. The year group performed exceptionally well, with 45% of our students achieving a 9-8 grade, up 25% on 2021 and 27% on the 2020 results. This success was in part built on the huge commitment shown by the Drama teachers who put together additional support sessions and worked incredibly hard to overcome the challenges the subject and these students have faced over the last two years.

The department was back to running a full itinerary of KS3 extracurricular activities and ten students were able to experience working with light and sound as part of the Technical Theatre Club. 45 students took their LAMDA exams in June 2022 with 66.6% achieving distinctions and 31.1 % achieving merits.

The department kicked off the year with a production of *Ashputtel*, the Brothers Grimm's reworking of Charles Perrault's *Cendrillon* (Cinderella). The Second Years enjoyed being back on the stage and it was great to see the theatre full again. This was followed by *A Monster Calls* by Carnegie Medal-winning Patrick Ness, which builds on the final idea of much-loved author Siobhan Dowd. The theme of illness and family bereavement through the eyes of a child felt like an important topic to deal with at this time.

The Easter term gave the Fourth Year an opportunity to put their stamp on the play *School for Scandal* by Richard Brinsley Sheridan, giving it a modern twist. First Year students made a welcome return to Shakespeare, performing the ever popular and always challenging *A Midsummer Night's Dream*. The Drama scholars worked on a performance of one of Sophocles' earliest surviving plays, *Antigone* for the inaugural scholars' festival. There was also a first for the Drama department with the Third Years performing *The Curious Incident of the Dog in the Night-Time*, with a live stream going out to families of students who would be joining the school in September 2022.

And as theatres began to reopen and productions began again in earnest, the Drama department wasted no time in organising trips to shows including Rare Earth Metal at the Royal Court Theatre, Punch Drunk's immersive production The Burnt City and Tennessee Williams' The Glass Menagerie starring Amy Adams.

At the Junior School, we are relishing the opportunity to have a live audience with our productions in our new auditorium. It has brought a new excitement to every production. At the end of the last academic year we said goodbye to Year 6 with "Seussical the Musical." A tremendously fun amalgamation of a few of the tales from Dr Seuss. This showcased some fantastic acting and singing talents and also bringing some of the artistic capabilities to the fore in prop making and set building. We performed two very busy nights with an excellent reception.

Year 4 developed their physical characterisation went back in time to perform a historical piece revolving around Queen Boudica and the Roman empire. The students loved exploring the brutality of the time and enjoyed it thoroughly. They also took part in "Greek day", which included many different exercises throughout the day – in drama, they designed and made their own Greek theatrical masks exploring some fascinating expressions.

For year 5, the Music and Drama department teamed up once more to create our very own silent film festival. This time, each class worked on films with opposing titles, such as Light/ Dark and Love/ Hate. At the end of the Summer term there was a film festival showcasing all of the wonderful compositions and stories. This term, we have just completed a dive into the Middle Ages with an edited performance of Geoffrey Chaucer's "The Canterbury Tales." The history of these moral tales resonated with today's world just as much as they would have done all those years ago.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

Year 3 went on a trip to Wonderland with an Easter production Alice the Musical. With a small amount of rehearsal time, there were some fantastic standout performances and some seriously silly fun had by all who came to watch.

Year 6 had a tremendous year with their LAMDA speech and drama exams. In the Summer term they completed their course for verse and prose, public speaking and acting exams achieving a 95% Distinction rate.

### **Co-curricular Activities and Trips**

The extra-curricular activities (ECA) programme saw a growth to just over 170 clubs on offer for the students in September 2021, with an increased focus on STEM and the Arts. New clubs such as laser construction, woodwork and origami gave the DT fanatics opportunities they had been craving, while the introduction of Dungeons & Dragons paired with the heightened interest in Warhammer, meant that creativity was abundant in these RPG based clubs – also the Chaplaincy team continued with hosting board games on a Monday lunch for the more traditional game players!

The Activity Centre was starting to be used to its capacity, with morning, lunch and after-school sporting activities filling all available spaces. Climbing became an increasingly popular option, with more sessions being introduced in the week and a talented group of Third -and-Fourth Year students starting to develop all parts of their technique. The top floor was an incredibly versatile space with activities such as dance, table tennis, yoga, pilates and House events taking place, while the new golf simulator has been fully booked. The Duke of Edinburgh Award continues to excel, with 134 Third Year students taking part Bronze DofE Expedition and 92 having currently achieved the award; 22 Fourth- and Fifth-Year students undertook their Silver DofE Expeditions with 5 students having achieved their Award to date and 10 Sixth Form students completed their Gold DofE Expedition. with 3 students having completed their award. The numbers are looking incredibly positive again this year, with all involved in DofE anticipating further success.

The extension programme, which initially started with an academic focus, has continued to grow. Drama, Art and Music are among the areas to offer a greater amount of developmental activities for their scholars, with sport continuing to offer provision individually and to the scholar body as a whole.

We had a cautious return to school trips in 2021-22, for example a day trip to Birmingham's German Christmas Markets replacing the usual overseas visit. Other day trips included the entire First Year on a combined Geography and History visit to London and llama trekking for the Biology Extension Programme. The summer holidays saw a return to normal, with the annual Iceland trip for Fourth Year geographers and 3 groups on World Challenge expeditions in South America and Asia.

At the Junior School, we have returned to our usual Activity programme offering in the region of 100 activities for the children to choose from.

In the Lower Years we are back to offering the full suite of dance activities (Street Jazz, Modern and Ballet). In the Easter term one of our nursery staff colleagues introduced Mini Movers to Year 1 incorporating Bollywood dancing which has gone down well. We encourage staff to suggest new activities, based on their personal interests, although there are many perennial favourites such as construction club and Mr Hudson's Year 2 football. We try to strike a balance between outdoor and sporting activities with those based indoors, such as papercraft, drawing and sewing.

Chess and STEM remain popular activities throughout the school and we work hard to accommodate all the children who would like to attend these sessions, increasing our offering where possible.

It was good to re-start the Daily Mile Running Club with Year 1; again, this attracts large numbers but is well supported by both sports staff, gap students and teaching staff. Similarly, cross country for the upper years is extremely popular throughout the year.

We have welcomed back our Mandarin teacher who provides a session before school. New clubs this year include Touch Typing (run by an external provider) and Sports Science. Some clubs will run throughout the year, every year whilst others may only be seasonal or dependent on key personnel.

It has been great to see and hear the return of many music activities including Junior and Senior Choirs, Chamber Choir, orchestra, instrument ensembles and Rock Shop!

On Saturday mornings we offered a Locker 27 session to Year 4 in the College Activity Centre together with girls' cricket for years 1-6 at the Junior School throughout the year.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

We are delighted to share that all pupils in our Upper Years attended the four Residential trips on offer with Year 3 visiting an outdoor activity centre in Hampshire, Year 4 visited Ufton Court in Berkshire for a curriculum based experience, Year 5 visited Grosvenor Hall in Ashford and Year 6 enjoyed their traditional trip to the Isle of Wight for an action packed week of outdoor pursuits.

The Year 6 Georgian Outreach (GO) programme was offered to all pupils in Year 6. Once again, we explored opportunities for learning in the outdoors supporting an Environmental Project on Esher Common, as well as one on the doorstep supporting the farmer whose land backs on to Broadwater Field. We welcomed 80 children from a local State School for some Forest School lessons in our "Georgian Glade" as well as some sports activities. All pupils within Year 6 were involved with the four class projects which culminated with a truly memorable concert at Christ the Prince of Peace Church led by our pupils in J6-3 to our local parishioners. We also live streamed the event to the parishioners who could not attend in person as well as to our friends gathered at St. Augustine's, Whiteley Village and Sutton Lodge in Walton.

### **Estate**

At the College, the Ground Source Heat Pump system was fully installed, including 136 boreholes of 142m depth sited under sports fields, and 4 x 222kW heat pumps installed in the main plant room. The system was commissioned in May 2022 and formally switched on by the Mayor of Runnymede on 25 May 2022.

A fixed marquee has been installed beside the Amanda Smith Theatre as an interim extension to the Dining Room, creating an additional 140 seats, until a major kitchen and dining room extension project can be completed over the next 5-7 years.

An outdoor classroom, funded by the Parents' Association, has been installed on Orchard Pitch, to replace the previous small cricket pavilion. The classroom will have a wide variety of uses, ranging from an alternative location for curricular lessons, through performing arts spaces to staff and student well-being activities.

A project to replace the cricket nets has started and should be complete by January 2023.

Additional solar PV installations delivering 550kWp have been installed on a number of roofs at the College and will continue into next year at both schools to significantly improve our self-generation capability.

A planning application has been submitted for Project Constant, a new three-storey, multi-purpose teaching block in the heart of the school campus.

At the Junior School, a replacement Cricket Pavilion has been erected.

### **Sustainability**

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

**Sustainability**

St George's continues to place a high priority on reducing adverse impacts on the environment from our activities as far as possible (e.g. the Ground Source Heat Pump and Solar PV installations above). As part of measuring our impact we take part in the Streamlined Energy & Carbon Reporting (SECR) process, the latest figures from which are provided here:

	<b>Current Reporting Year: 2020-21</b>	<b>Previous Reporting Year: 2019-20</b>
<b>Total Energy Consumption (kWh): includes gas, purchased electricity, fuel and transport and self-generated electricity and excludes on-site electricity generated from solar PV</b>	5,009,716	4,960,034
<b>Emission from combustion of gas (metric tonnes of Carbon Dioxide equivalent (tCO<sub>2</sub>e)) (Scope 1)</b>	619.8	602
<b>Emissions from combustion of fuel for transport purposes tCO<sub>2</sub>e (Scope 1)</b>	15.4	23.2
<b>Emissions from purchased electricity tCO<sub>2</sub>e (Scope 2, location based)</b>	340.2	376.4
<b>Emissions from purchased electricity tCO<sub>2</sub>e (Scope 2, market based)</b>	22.5	24.9
<b>Emissions from business travel in rental cars or employee-owned vehicles where the college is responsible for purchasing the fuel (Scope 3)</b>	0.2	0.2
<b>Total gross CO<sub>2</sub>e based on Scope 1, Scope 2 and Scope 3 (as above)</b>	975.6	1002
<b>Intensity ratio: tCO<sub>2</sub>e for the above/ number of occupants (1,995)</b>	0.5	0.5

Please note the difficulty in drawing comparisons with the prior year due to the impact of Covid-19.

The SECR highlights the School's green procurement practice for its electricity, noting that 100% is procured through biomass production as follows: 'Compared to the location-based emissions value, the market-based value demonstrates the School has reduced its Scope 2 emissions (from purchased electricity) by 93% by using renewable biomass energy.'

A general observation taken from the SECR identified St George's as "proactive in its efforts to reduce emissions and promote sustainability" and ranked it very highly in this respect within the independent education sector. We are a featured school in the inaugural Independent Schools' Bursars Association Sustainability Supplement and the Bursar took part in a panel at the 2021 ISBA Annual Conference to discuss promoting sustainability in schools. St George's was also a featured school in the Sustainability presentation given to the joint HMC/IAPS conference for independent school Headteachers in October 2022.

Energy monitoring is in place for all electricity, water, and gas usage, with automated monthly reports enabling investigation of anomalies. Microwave and daylight sensors, along with centralised IT equipment control and centralised heating control all lead to a reduction in overall energy consumption. Extensive use is made of Solar Photovoltaics (PV), with a further 550kWp of installations approved and underway. Solar Water Heating highlight sustainability efforts at the Schools. Complementing these physical actions, efforts to encourage

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

responsible behaviours in our staff and students has resulted in an overall reduction in electricity usage of 19% in the first half of the Christmas Term in 2022 compared to 2021.

Successful efforts to reduce water consumption include waterless urinal systems, and the specific use of plants and shrubs requiring less irrigation. The Grounds Team have an extensive sustainability strategy including re-using all natural waste on site, creating wild-flower meadows for insects and cut wood hedging for deer as well as working closely with Surrey Wildlife Trust to enhance biodiversity, for example by adjusting the flow of the R Bourne through the grounds to improve spawning areas for fish.

St George's promotes recycling across the estate, with facilities in place for the recycling of paper, cardboard, glass, plastic, food waste, batteries, print toner and ink, tennis balls, crisp packets and Covid-19 LFD test kits. Additionally, all paper used is 100% recycled and unbleached and there has been an effective drive to reduce unnecessary printing, copying and lamination.

With regard to construction and the estate, all new builds exceed planning regulations and refurbishments seek to improve thermal efficiency. The wooden roof of the recently built Activity Centre is an example of carbon sequestration, and other features of new builds include use of Heat Pumps and Solar PVs. For grounds and maintenance use, the Schools have two all-electric vehicles, in addition to an all-electric car for staff pool use, and the school is moving to electric machinery such as mowers and leaf-blowers, as well as to electric motors for the Boat Club launches.

#### **Public Benefit**

The Governors recognise the duty imposed upon them by the Charities Act 2011, Section 17 and also the requirement to have due regard to the general guidance provided by the Charity Commission in connection with Public Benefit.

The Governors are fully committed to the principle of making the education at both schools open to all children of the necessary academic ability, regardless of their family income, through our Transformational Bursary Scheme which aims to make 53 places available across both schools, free of charge to low-income families. As a result of our Bursary fund raising appeal, 4 new fully funded bursaries were awarded to local children from September 2022. As a result, this year the School awarded Transformational Bursaries totalling £901k to 48 students (2021: £794k to 45 students).

Additionally, the School will continue to support existing families who have fallen into hardship through our means-tested Hardship Bursary programme. As part of our Covid-19 reaction, an additional amount of £150k was made available for disbursement to families adversely impacted by Covid-19 and, as a result, this year the School awarded Hardship Bursaries totalling £579k to 53 students (2021: £617k to 59 students).

In addition, the Schools continue to foster relationships and partnering activities with local state schools, particularly Darley Dene Primary School, Holy Family Catholic Primary School, St Charles Borromeo Catholic Primary School, schools in the Bourne Education Trust including Jubilee High School and Chertsey High School. Overall, the School has provided enhanced opportunities for 16 local state schools and approximately 1300 local children.

However, the Governing Body also support and promote many other activities that provide benefit to the public within the School's objectives but also beyond. The Governors set out below a schedule of the various activities in which the schools engage, noting below those which were impacted by Covid-19:

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

<b>Activity</b>	<b>Description</b>
<b>St George's Weybridge and Surrey County Tennis Centre</b>	The College hosts a Surrey Lawn Tennis Association facility on site for the promotion of tennis to 80-90 boys and girls aged 4 to 16. The College pays for all staffing, routine maintenance and cleaning costs of the Centre. These amounted to £50k in the year. The Centre is open to all children of the required potential/ability, regardless of parental means.
<b>Direct Support to Other Schools</b>	<p>To Jubilee High School, the use of facilities to hold the JHS Sports Day in July 2022. Unfortunately, this event was cancelled.</p> <p>To Chertsey High School, the use of facilities to hold the CHS Sports Day in July 2022.</p> <p>To St Charles Borromeo Catholic Primary School, the use of facilities to hold the St Charles Sports Day in July 2022.</p> <p>To Salesian High School, the use of facilities to hold the Salesian Sports Day in July 2022.</p> <p>To Fullbrook School, delivery of a series of Economics Revision Sessions with students from both St George's College (6) and Fullbrook School (10), two taking place at Fullbrook School.</p> <p>To a student at a local maintained school, academic support in the form of 1:1 A Level Chemistry Tuition for a period of three months.</p> <p>A Harvest Workshop with Philip Southcote School and Just So Singers, a special needs choir with Surrey Arts, assisting a local artist and preparing for the Harvest Celebration on Box Hill in September 2022.</p> <p>A Vocal Afternoon hosted at the Junior School with 65 in attendance, the JS Junior Choir and Just So Singers, a special needs choir with Surrey Arts.</p> <p>To Cardinal Newman Catholic Primary School, the provision of a minibus and driver to transport 15 children to swimming lessons, which would otherwise have been cancelled, whilst their own transport was undertaking repairs.</p> <p>A KS1 Choral Festival hosted at the Junior School with 130 pupils from St Paul's Primary School, St Charles Borromeo Catholic Primary School and Cardinal Newman Catholic Primary School as well as the JS Lower Years Choir.</p> <p>A series of Twilight Sessions attended by local school. Music Leads (Cleves School, Cardinal Newman Catholic Primary School, St Paul's Primary School, St Charles Borromeo Catholic Primary School, Royal Kent CofE School, Horsell Infant Village School, Sayes Court Primary School and Surrey Arts) hosted by Lin Marsh, sharing ideas as to how to enthuse children when singing and tips on technique and choosing repertoire.</p> <p>At Sayes Court Primary School, a Vocal Afternoon where the Director of Music (JS) took two singing sessions, one with EYFS-KS1 and another with KS2, to demonstrate different ways of leading a whole school singing session.</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

<b>Activity</b>	<b>Description</b>
	<p>A meeting between the Director of Music (Junior School) and the Sayes Court Primary School Music Lead to share resources and ideas as to how to embed music into the school.</p> <p>A Year 2 Football Tournament hosted at the Junior School with 50 pupils from St Charles Borromeo Catholic Primary School and Holy Family Primary School.</p> <p>An invitational Year 3 – Year 6 Cross County Meet involving a total of 120 pupils from Cleves School, Cardinal Newman Catholic Primary School, St James Primary School and St Charles Borromeo Catholic Primary School.</p> <p>The delivery of a Sports Leader training session, "Sports Crew", via Activate Surrey, involving pupils from Ongar Place Primary School and Thorpe Lea Primary School as well as selected Junior School pupils, a total of 40.</p> <p>To Darley Dene Primary School, the use of facilities to host a Senior Leadership Team Strategy Day.</p> <p>An ongoing Reading Scheme initiative with Jubilee High School where 20 Sixth Form students are help JHS Lower Years Students.</p> <p>To Salesian School, Heathside School, St Paul's Catholic College Sunbury, and Three Rivers Academy, the involvement in mock university interviews for Sixth Form students.</p>
<b>Support to Affiliated Overseas Schools</b>	<p>The Congregation of Josephites operate and finance the running of seven schools in the Democratic Republic of the Congo. St George's Weybridge makes a direct financial contribution to the schools on a termly basis. Parents, staff and students undertake further fund-raising on an ongoing basis. Total raised 2021/22 £25k (2020/21 £28k).</p>
<b>Advancement of Religion</b>	<p>Both schools are used free of charge by local parishes for activities such as retreats.</p> <p>St George's makes its facilities available annually, free of charge, to host the confirmation of students of all Catholic parishes in the Deanery.</p>
<b>Support to Other Charities</b>	<p>To Bee-lieve Foundation, a children's mental health charity set up by the Headteacher of Holy Family Catholic Primary School, the use of facilities to host a Charity Ball.</p> <p>To Eden Aid, a charity delivering aid and transporting people fleeing conflict in Ukraine, the provision of a 9-seater minibus for four-weeks during the summer holiday to make return journeys to the Ukrainian border delivering aid, and bringing back vulnerable refugees.</p> <p>The College site hosts The Clubhouse Project, a charity which provides a day centre for young adults with learning disabilities, Mon-Fri, 50 weeks per year. Opportunities are provided for some of the clients to carry out jobs in the school</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

<b>Activity</b>	<b>Description</b>
	<p>as part of their stimulation and development. Although disrupted by Covid, we have been able to facilitate the re-opening of TCP.</p> <p>The provision of meeting and training facilities to Surrey Search and Rescue. This included an invite only event for regular supporters of the charity.</p> <p>To the Wey Landscape Partnership, the provision of meeting facilities.</p> <p>To the Salvation Army, regular donations to the local food bank from both staff and students.</p> <p>To the Salvation Army, maintenance at the local food bank involving sorting, painting and gardening.</p> <p>The provision of meeting and training facilities to the Samaritans for First Aid Training sessions.</p> <p>To the Whitely Homes Trust, both gardening and the provision of entertainment to the residents of the Eliza Palmer Hub in the form of a quiz and musical performance.</p>
<b>Support to the Wider Community</b>	<p>An ongoing Reading Scheme involving 50 SGC students and 50 Syrian refugees from across the country who are paired up and meet together online for 30-minutes, twice a week.</p> <p>Through InfraRed Capital Partners Business Community Engagement work, the donation of 23x Promethean Interactive Whiteboards and 22x Data Projectors (majority Hitachi ED-AW100N) to be distributed to maintained schools in deprived areas where digital poverty is a common theme.</p> <p>To Walton Cricket Club, the provision of two minibuses (with drivers) to transport 20 children from local maintained schools with a <i>Special Educational Needs and Disability</i> cohort to a series of free and organised activity sessions leading to short format cricket games on four occasions in June/July 2022.</p> <p>The JS expected to permit use of the playing fields for parking for the Weybridge Ladies Amateur Rowing Club annual regatta, but this year's event was cancelled due to the river being restricted by moored craft and encroaching vegetation along the banks.</p> <p>To the Tanya Smith School of Irish Dancing, the provision of 100 chairs for use at an annual charity event supporting SMS (Smith-Magenis Syndrome) and The National Autistic Society.</p> <p>The Sixth Form host a social evening each week attended by a group of refugees housed in two hotels in the local area, one in Kingston and the other in East Horsley. Minibuses are provided by the school and driven by staff volunteers.</p> <p>The College organises an annual week-long pilgrimage to Lourdes for a number of local disadvantaged people. Sixth Formers act as young helpers and staff attend, in their own time, as adult helpers. The 2020 and 2021 pilgrimages have had to be cancelled due to Covid-19 but returned in 2022.</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

Activity	Description
	<p>All College third years engage in a series of community service projects on individual days for 1 week in the Summer Term. They offer their time for free. Staff and Parent volunteers help staff the projects, which usually include;</p> <ul style="list-style-type: none"> <li>• Conservation work on Esher Common</li> <li>• Preparing food bags for families with Runnymede Foodbank</li> <li>• DIY tasks and Arts and Craft with the Salvation Army</li> <li>• Volunteering in local schools, working with The Lumen Learning Trust</li> <li>• Providing lunch and entertainment for the elderly</li> <li>• Helping people to learn English</li> </ul> <p>Helping with mass at St Augustine's local care home and at Christ Prince of Peace local parish church.</p> <p>The students' St Vincent De Paul group conducts an ongoing programme of visits to local elderly citizens. This has had to stop during the Covid-19 pandemic.</p>

**FINANCIAL REVIEW**

**Results for the Year**

The School's net incoming resources for the year amounted to £2.97m (2021: net incoming resources of £0.676km). This included a profit of £72k (2021: £16k) achieved by the School's trading subsidiary and donated to the School.

**Fundraising Performance**

The School views fundraising as a very important source of income to enable fees to be kept as low as possible and to reduce reliance on single income streams. The trustees are fully aware of their individual responsibility and accountability to ensure that the School fundraises legally, responsibly and effectively. They are aware of the Charity Commission CC20 guidance and use this and the accompanying checklist to help them evaluate the School's fundraising performance.

The Development Office continues to run an active communication and engagement programme to the whole school community. In September 2022, 4 fully funded Transformational Bursary places were awarded through the Georgian Future Bursary Campaign which includes regular giving appeals and a new legacy campaign, Tradition & Transformation, launched in June 2022 for the long-term support of the Bursary Fund. Fundraising continues for the Boathouse Appeal launched in July 2021 and additional capital projects identified.

During 2020/21, the Development Office has received £356,469 of donations (2019/20 = £318,925), with over £500k pledge in future years.

The School did not engage with a professional fundraiser in the year but linked with two commercial participants, i.e. businesses who kindly provide a proportion of their revenue to the School.

The School has a published complaints procedure, available on its website. As a member of the Fundraising Regulator we are required to provide annual figures on the number of complaints received during the year (none)

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

**Investment Policy, Objectives and Performance**

The School does not have an investment portfolio. Surplus funds are managed on a daily basis by using money markets with the assistance of the company's bankers to preserve capital. Gifts of shares are liquidated upon receipt.

**Reserves Policy**

Restricted funds are, because of the particular spending constraints attached to them, not available for funding the general operations of the schools. The unrestricted, or general, funds are expendable in accordance with the objects of the School. In common with many other successful schools, these unrestricted funds, together with specific long-term bank finance, have already been invested by the Governors in the building, development and refurbishment of school buildings and other fixed assets used by the Schools. Accordingly there are no current free reserves (unrestricted funds less the net book value of fixed assets financed by those funds).

Given our plans for the new buildings and other capital expenditure this nil balance is expected to continue for the foreseeable future. This is in accordance with the long-term plans of the Governors for the development of the Schools and they are satisfied that the resources available to the School through long-term external bank finance is adequate for its requirements.

The School and Subsidiary total reserves of £45.8m (2021 £42.8m) at the year-end included £777k (2021: £435k) of unspent restricted reserves, £193k (2021: £193k) of unrestricted but designated funds and £44.8m (2021: £42.2m) of unrestricted general reserves, which after deducting investments in operational fixed assets of £55.8m (2021: £54.7m) leaves £10m deficit (2021: £11.9m deficit) of free reserves funded by long term borrowing. £0.3m (2021: £0.3m) of the restricted income is being used to fund four Transformational Bursaries (formerly called Assisted Places) at the College.

**Going Concern**

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Governors have considered the School's forecasts and projections and have taken account of pressure on income as a rising inflation. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

**FUTURE PLANS**

**Objectives for the Next Year**

- Continue to develop and implement active measures to increase Equity, Diversity and Inclusion
- Review the existing balance of resources to best support the work of the Charity
- Conduct a wide-ranging employee survey to inform future staff strategies
- Holding a social event at the Junior School to increase local community engagement
- Review how pupil student achievement is celebrated

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2022**

---

**RISK MANAGEMENT**

The Governors have given consideration to the major risks to which the School and its subsidiary are exposed. The Governing Body has ultimate responsibility for managing any risks faced by the School. Detailed consideration of risk is delegated to the Finance and Risk Committee, which reports formally to the Governing Body three times per annum.

The risk management process uses a Risk Appetite Matrix, containing key strategic risks and metrics by which to assess them, which are reported at each Finance and Risk Meeting. Governors have set 'risk appetite' thresholds, which if breached trigger further action to rectify.

**Principal Risks and Uncertainties**

The Governors consider the following to be the principal risks and uncertainties affecting the Schools:

- Cost growth as a result of external factors. These include high inflation in key supplies such as energy and food, further significant rises in the cost of teachers pensions and an increase in taxation as a result of losing charitable company reliefs. These are mitigated by detailed and comprehensive financial scenario planning, with proactive decision-making at Board level. We have engaged the specialist Education team within EY's Advisory section to provide strategic scrutiny and advice to our financial forecasts and funding requirements. We continue to foster close relationships with our lending institutions to ensure our financial contingency plans remain viable and responsive.
- Loss of reputation which would impact significantly in a loss of fee income above. Threats to reputation are many and varied, but it is most important that the Schools demonstrate their ability to keep children safe. Safeguarding is therefore the most important area of risk management and there are extensive policies and controls, combined with proactive and dynamic management and scrutiny of all safeguarding aspects, which serve to mitigate this risk. Extensive and well-resourced management of Health and Safety risks complement the safeguarding function.
- Any other crisis, that has a significant impact on the ability to operate either School, such as a fire or cyber attack, may impact widely in terms of operational costs and reputational, longer term damage. Such possibilities are the subject of extensive risk management scrutiny and processes to not only ensure compliance with statutory and regulatory obligations but to achieve material reduction in the likelihood of such a crisis occurring. These include table-top rehearsals of critical incidents to familiarise staff with the likely actions required, and specialist training modules for staff to guard against prevalent threats such as cyber attack.

The Governing Body is satisfied that, for all major risks identified, appropriate controls have been put in place and maintained to mitigate those risks adequately. It is recognised that systems can provide only reasonable but not absolute assurance that major risks have been managed.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of St George's Weybridge on 21 November 2022, including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



**Denis Nowlan** (Chairman of the Governing Body)

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2022**

---

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST GEORGES WEYBRIDGE**

**Opinion**

We have audited the financial statements of St George's Weybridge (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2022 which comprise of the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement 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 the parent charitable company's affairs as at 31 July 2022 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 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's and 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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in 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 there is a material misstatement in the financial

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2022**

---

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 strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the trustees' annual 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 their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, 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 trustees' 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, the trustees (who are also the directors of the 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 group 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**

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- 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

**ST GEORGE'S WEYBRIDGE**  
**INDEPENDENT AUDITOR'S REPORT**  
**FOR THE YEAR ENDED 31 JULY 2022**

---

is sufficient and appropriate to provide a basis for our opinion. 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.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Explanation as to what extent 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, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2022**

---

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

**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 which 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Moore Kingston Smith LLP*

Neil Finlayson (Senior Statutory Auditor)  
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Date: 15 December 2022  
9 Appold Street  
London  
EC2A 2AP

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(incorporating the income and expenditure account)**  
**for the year ending 31 July 2022**

Income and Endowments	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
<b>INCOME FROM:</b>					
<b>Charitable Activities</b>					
School fees	2	27,828,411	-	27,828,411	23,829,212
Other educational income	3	2,475,161	-	2,475,161	1,567,178
<b>Other trading activities</b>					
Other trading income	4	571,276	-	571,276	499,787
<b>Investments</b>					
Investment income		13,696	1,938	15,634	19,512
<b>Voluntary sources</b>					
Grants and donations	5	74,915	366,038	440,953	783,518
<b>Total Income</b>		<u>30,963,459</u>	<u>367,976</u>	<u>31,331,435</u>	<u>26,699,207</u>
<b>EXPENDITURE ON:</b>					
<b>Raising funds</b>					
Fundraising and development		285,625	-	285,625	255,054
Financing costs under Advance Fee Contracts		180,657	-	180,657	182,594
Non-ancillary trading		321,642	-	321,642	316,122
Interest and other costs		146,988	-	146,988	143,601
<b>Total non-educational costs</b>		934,912	-	934,912	897,371
<b>Charitable activities</b>					
Education		27,431,389	-	27,431,389	25,125,648
<b>Total expenditure</b>	<b>6 &amp; 7</b>	<u>28,366,301</u>	<u>-</u>	<u>28,366,301</u>	<u>26,023,019</u>
<b>Net income</b>		2,597,158	367,976	2,965,134	676,188
Transfers between funds	17.1	25,839	(25,839)	-	-
<b>Net movement in funds for the year</b>		2,622,997	342,137	2,965,134	676,188
Fund balance at 1 August 2021		42,367,679	434,989	42,802,668	42,126,480
<b>Fund balances at 31 July 2022</b>	<b>17</b>	<u>44,990,676</u>	<u>777,126</u>	<u>45,767,802</u>	<u>42,802,668</u>

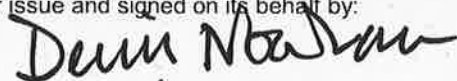
The accompanying notes form part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED AND SCHOOL BALANCE SHEETS**  
as at 31 July 2022

	Note	Group		School	
		2022 £	2021 £	2022 £	2021 £
<b>FIXED ASSETS</b>					
Tangible assets	8	55,831,263	54,733,727	55,830,319	54,732,576
Investment assets	9	-	-	100	100
		<u>55,831,263</u>	<u>54,733,727</u>	<u>55,830,419</u>	<u>54,732,676</u>
<b>CURRENT ASSETS</b>					
Stock	10	269,815	227,275	44,847	30,214
Debtors	11	852,780	728,405	966,333	870,891
Cash and short term deposits		6,927,384	8,647,169	6,913,344	8,605,150
		<u>8,049,980</u>	<u>9,602,849</u>	<u>7,924,524</u>	<u>9,506,255</u>
<b>CURRENT LIABILITIES</b>					
Creditors payable within one year	12	(7,546,187)	(8,759,933)	(7,425,865)	(8,668,266)
		<u>503,793</u>	<u>842,916</u>	<u>498,659</u>	<u>837,989</u>
<b>NET CURRENT ASSETS</b>					
		<u>56,335,055</u>	<u>55,576,643</u>	<u>56,329,078</u>	<u>55,570,665</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
<b>LONG TERM LIABILITIES</b>					
Advance fees	13	(4,948,026)	(4,472,813)	(4,948,026)	(4,472,813)
Deposits	14	(1,355,600)	(1,300,013)	(1,355,600)	(1,300,013)
Loans	15	(4,263,627)	(7,001,149)	(4,263,627)	(7,001,149)
		<u>45,767,802</u>	<u>42,802,668</u>	<u>45,761,825</u>	<u>42,796,690</u>
<b>NET ASSETS</b>					
<b>REPRESENTED BY:</b>					
<b>RESTRICTED FUNDS</b>	17.1	777,126	434,989	777,126	434,989
<b>UNRESTRICTED FUNDS</b>					
Unrestricted - Designated	17.2	192,827	193,050	192,827	193,050
General funds	17.2	44,797,849	42,174,629	44,791,872	42,168,651
		<u>45,767,802</u>	<u>42,802,668</u>	<u>45,761,825</u>	<u>42,796,690</u>
<b>TOTAL FUNDS</b>					

No separate SOFA has been presented for the School alone, as permitted by Section 408 of the Companies Act 2006. The School's income for the year was £30,938,141 (2021: £26,366,905) and the surplus for the year was £3,077,724 (2021: surplus of £676,188).

Approved by the Board of Governors of St George's Weybridge on 21 November 2022 and authorised for issue and signed on its behalf by:



(Chairman)



(Governor, Finance & Risk Committee)

Company number: 02789023

The accompanying notes form part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED CASHFLOW STATEMENT**  
for the year ending 31 July 2022

	Notes	2022 £	2021 £
<b>NET CASH FLOWS FROM OPERATIONS</b>			
Net cash provided by operating activities	20	5,595,387	4,186,734
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for tangible fixed assets		(4,007,705)	(3,319,509)
Proceeds on sale of tangible fixed assets		350	150
Investment income receipts		15,634	19,512
Net cash provided by/(used in) investing activities		<u>(3,991,721)</u>	<u>(3,299,847)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Interest paid		(146,988)	(143,602)
Loans Received			
Loans repaid		(3,252,065)	(644,273)
Advance fees		(3,145)	(409,454)
Deposits		78,748	18,112
Net cash provided by/(used in) financing activities		<u>(3,323,450)</u>	<u>(1,179,217)</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u><b>(1,719,784)</b></u>	<u><b>(292,330)</b></u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u><b>8,647,169</b></u>	<u><b>8,939,499</b></u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><b>6,927,384</b></u>	<u><b>8,647,169</b></u>

# **ST GEORGE'S WEYBRIDGE**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **for the year ending 31 July 2022**

---

#### **1 STATEMENT OF ACCOUNTING POLICIES**

St George's Weybridge is a company limited by guarantee with registered number 02789023, incorporated and domiciled in England and Wales. Its registered office is St George's College, Weybridge Road, Addlestone, Surrey KT15 2QS.

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the 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 2015. The school is a Public Benefit Entity as defined by FRS 102.

The functional currency of the School is considered to be GBP because that is the currency of the primary economic environment in which the School operates.

The School has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a charity only Cash Flow Statement with the consolidated financial statements.

#### **Going concern**

The financial statements are prepared on a going concern basis which assumes the charitable group will continue in operational existence for the foreseeable future. The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Governors have considered the School's forecasts and projections and have taken account of the impact of rising inflation. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

#### **Critical accounting judgements and key sources of estimation uncertainty**

In the application of the accounting policies, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the opinion of the Trustees, the estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

#### *Useful economic lives*

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of the property, plant and equipment and note 1.8 for the useful economic lives for each class of asset.

#### *Recoverable value of fee debtors*

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 11 for the net carrying amount of the debtors and associated impairment provision.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2022**

---

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

**1.1 Fees and similar income**

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the School, but include contributions received from Restricted Funds for scholarships, bursaries and other grants. Fees received in advance of education to be provided in future years under an Advance Fee Payments Scheme contract are held as liabilities until either taken to income in the term when used or else refunded.

**1.2 Investment income**

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

**1.3 Donations**

Donations receivable for the general purposes of the School are credited to Unrestricted Funds. Donations for purposes restricted by the wishes of the donor are taken to Restricted Funds where these wishes are legally binding, except that any amounts required to be retained as capital in accordance with the donor's wishes are accounted for instead as Endowments - permanent or expendable according to the nature of the restriction. Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**1.4 Resources expended**

Expenditure is accounted for on an accruals basis as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the School, including strategic planning for its future development, also internal and external audit, any legal advice, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

Governance costs are no longer presented as a separate category of expenditure in the Statement of Financial Activities as they are not regarded as part of support costs which are allocated to the cost of activities undertaken by the School.

Intra-group sales and charges between the School and its subsidiary are excluded from trading income and expenditure.

**1.5 Operating leases**

Rentals payable under operating leases are charged in the SOFA on a straight line basis over the lease

**1.6 Pension schemes**

The School contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the School. In accordance with FRS 102 therefore, the scheme is accounted for as a defined contribution scheme. The School also contributes to a group personal pension scheme for non-teaching staff up to 15% of annual basic pay. Contributions to both schemes are charged in the SOFA as they become payable in accordance with the rules of the schemes.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2022**

---

**1.7 Employee benefits**

The costs of short-term employee benefits are recognised as a liability and an expense.

Termination payments are recognised immediately as an expense when the school is demonstrably committed to terminate the employment of an employee or provide termination benefits.

**1.8 School land and buildings and equipment**

*Capitalisation and replacement*

Tangible fixed assets costing in excess of £500 are capitalised and carried in the balance sheet at historical cost. In accordance with the transitional provisions of Financial Reporting Standard 102, the School buildings are stated at valuation at 31 July 2001 and this deemed cost has been frozen subject to any adjustments necessary resulting from an impairment review. This valuation has not been updated.

*Depreciation*

The freehold land is not depreciated. Depreciation of other assets is provided at rates calculated to write off the excess of cost over estimated residual amount over the estimated useful economic lives of each class of asset, subject to annual review.

These rates are currently as follows:

Building, improvements and extensions	10 - 50 years
Furniture and equipment	3 - 7 years
Motor vehicles	25% reducing balance

**1.9 Stock**

Stock is valued at the lower of cost and net realisable value on a first-in-first-out (FIFO) basis.

**1.10 Fund Accounting**

The charitable trust funds of the School and its subsidiary are accounted for as unrestricted or restricted income in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded.

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors, either to fund the School's objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

**1.11 Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with debtors, excluding prepayments. A specific provision is made for debts for which recoverability is in doubt. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

**1.12 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

**1.13 Joint ventures**

An entity is treated as a joint venture where the group is party to a contractual agreement with one or more parties from outside the group to undertake an economic activity that is subject to joint control.

In the consolidated accounts, interests in associated undertakings are accounted for using the equity method of accounting. Under this method an equity investment is initially recognised at the transaction price (including transaction costs) and is subsequently adjusted to reflect the investor's share of the profit or loss, other comprehensive income and equity of the joint venture.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

	2022	2021
2 SCHOOL FEES	Total	Total
	£	£
<b>The Schools' fee income comprised:</b>		
Gross fees	30,606,953	27,580,820
Less: Total bursaries and allowances	<u>(2,802,747)</u>	<u>(3,858,071)</u>
	27,804,206	23,722,749
 Add back: Transformational Bursaries paid for by restricted funds	 24,205	 106,463
 <b>Total</b>	 <b><u>27,828,411</u></b>	 <b><u>23,829,212</u></b>

	2022	2021
3 OTHER INCOME	Total	Total
	£	£
<b>Other educational charitable activities:</b>		
Entrance and registration fees	68,505	67,470
Other fees and income	2,359,435	1,466,931
Senco income	47,221	32,777
<b>Total</b>	<b><u>2,475,161</u></b>	<b><u>1,567,178</u></b>

	2022	2021
4 OTHER TRADING ACTIVITIES	Total	Total
	£	£
<b>Other trading activities</b>		
Sales	302,295	298,364
Other Income	-	-
Rental income	268,981	201,423
	<u>571,276</u>	<u>499,787</u>

5 GRANTS AND DONATIONS	Unrestricted	Restricted	2022 Total £
HMRC Grant - Furlough	-	-	-
Donations	16,511	366,038	382,549
Parents' Association	58,404	-	58,404
<b>Total</b>	<b><u>74,915</u></b>	<b><u>366,038</u></b>	<b><u>440,953</u></b>

	Unrestricted	Restricted	2021 Total £
HMRC Grant - Furlough	426,355	-	426,355
Donations	251,745	104,724	356,469
Parents' Association	694	-	694
<b>Total</b>	<b><u>678,794</u></b>	<b><u>104,724</u></b>	<b><u>783,518</u></b>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

<b>6 STAFF COSTS</b>	<b>Total 2022 £</b>	<b>Total 2021 £</b>
<b>Total staff costs comprised:</b>		
Wages and salaries	14,187,443	13,432,413
Social securities costs	1,460,362	1,372,579
Pension contributions	2,430,609	2,362,722
Other Staff Costs	350,596	195,684
	<u>18,429,011</u>	<u>17,363,398</u>

The average number of employees in the year was 448 (2021: 433) of which 213 (2021: 208) were teaching staff.

FTE: 339 (2021: 329) of which 197 (2021: 191) were teaching staff.

One governor was reimbursed for travel and subsistence during the year (2021: none).

No Governors received remuneration during the year (2021: none).

The numbers of higher paid employees were:

	<b>2022 No.</b>	<b>2021 No.</b>
Taxable emoluments band:		
£ 60,000 - £ 70,000	11	8
£ 70,000 - £ 80,000	5	2
£ 80,001 - £ 90,000	2	2
£ 90,001 - £100,000	1	1
£130,001 - £140,000	-	1
£140,001 - £150,000	1	1
£150,001 - £160,000	1	-
£200,001 - £210,000	-	1
£210,001 - £220,000	1	-
	<u>22</u>	<u>16</u>

The number with retirement benefits accruing were:

Money Purchase Scheme	3	3
For which the £ contributions amounted to:	38,039	29,340
Defined Benefit Schemes	19	13

Aggregate £ employee benefits of key management personnel	<u>2,060,839</u>	<u>2,049,248</u>
---	------------------	------------------

Two members of the key management personnel are also provided with free accommodation in order to enable them to undertake specific duties for the school.

One person was paid a termination payment during the year (2021: one).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED 2022**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	206,238	79,387	-	285,625
<i>Financing costs under</i>				
Advance Fee contracts	-	180,657	-	180,657
Non-ancillary trading	92,128	229,307	207	321,642
Interest and other costs	-	146,988	-	146,988
	<u>298,366</u>	<u>636,339</u>	<u>207</u>	<u>934,912</u>
<i>Charitable activities:</i>				
Teaching	14,498,347	985,296	-	15,483,643
Welfare	916,386	1,290,607	-	2,206,993
Premises	873,081	2,425,571	2,909,569	6,208,221
Support costs of schooling	1,774,369	1,599,781	-	3,374,150
Grants, awards and prizes	-	24,205	-	24,205
Governance costs	68,462	65,715	-	134,177
	<u>18,130,645</u>	<u>6,391,175</u>	<u>2,909,569</u>	<u>27,431,389</u>
Schools operating costs	<u>18,130,645</u>	<u>6,391,175</u>	<u>2,909,569</u>	<u>27,431,389</u>
Total	<u>18,429,011</u>	<u>7,027,514</u>	<u>2,909,776</u>	<u>28,366,301</u>

The payments made under operating leases during the year were £425,667 (2020: £425,000) in respect of land and buildings and £71,899 (2021: 62,620) in respect of plant and equipment.

**ANALYSIS OF TOTAL RESOURCES EXPENDED 2021**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	178,573	76,481	-	255,054
<i>Financing costs under</i>				
Advance Fee contracts	-	182,594	-	182,594
Non-ancillary trading	86,791	229,078	253	316,122
Interest and other costs	-	143,601	-	143,601
	<u>265,364</u>	<u>631,754</u>	<u>253</u>	<u>897,371</u>
<i>Charitable activities:</i>				
Teaching	13,620,807	703,512	-	14,324,319
Welfare	809,337	1,063,679	-	1,873,016
Premises	891,632	2,222,612	2,742,731	5,856,975
Support costs of schooling	1,716,358	1,121,504	-	2,837,862
Grants, awards and prizes	-	107,953	-	107,953
Governance costs	59,900	65,623	-	125,523
	<u>17,098,034</u>	<u>5,284,883</u>	<u>2,742,731</u>	<u>25,125,648</u>
Schools operating costs	<u>17,098,034</u>	<u>5,284,883</u>	<u>2,742,731</u>	<u>25,125,648</u>
Total	<u>17,363,398</u>	<u>5,916,637</u>	<u>2,742,984</u>	<u>26,023,019</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED (continued)**

Governance expenditure includes:	<b>Total</b>	Total
	<b>2022</b>	2021
	£	£
Auditor's remuneration:		
For audit services	<b>31,621</b>	31,717

**8 TANGIBLE FIXED ASSETS**

Tangible Fixed Assets - Group	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2021	3,625,000	16,592,112	51,496,519	7,975,141	79,688,772
Additions in year	-	-	2,828,926	1,178,779	4,007,705
Disposals	-	-	-	(31,012)	(31,012)
<b>As at 31 July 2022</b>	<b><u>3,625,000</u></b>	<b><u>16,592,112</u></b>	<b><u>54,325,445</u></b>	<b><u>9,122,908</u></b>	<b><u>83,665,465</u></b>
<b>Depreciation</b>					
As at 1 August 2021	-	3,913,750	15,684,656	5,356,639	24,955,045
Charge for year	-	414,123	-1,459,707	1,035,946	2,909,776
Disposals	-	-	-	(30,619)	(30,619)
<b>As at 31 July 2022</b>	<b><u>-</u></b>	<b><u>4,327,873</u></b>	<b><u>17,144,363</u></b>	<b><u>6,361,966</u></b>	<b><u>27,834,202</u></b>
<b>Net book value</b>					
<b>As at 31 July 2022</b>	<b><u><u>3,625,000</u></u></b>	<b><u><u>12,264,239</u></u></b>	<b><u><u>37,181,082</u></u></b>	<b><u><u>2,760,942</u></u></b>	<b><u><u>55,831,263</u></u></b>
As at 31 July 2021	3,625,000	12,678,362	35,811,863	2,618,502	54,733,727

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**8 TANGIBLE FIXED ASSETS (Continued)**

Tangible Fixed Assets - School	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2021	3,625,000	16,592,112	51,496,519	7,922,333	79,635,964
Additions in year	-	-	2,828,926	1,178,779	4,007,705
Disposals	-	-	-	(31,012)	(31,012)
<b>As at 31 July 2022</b>	<b><u>3,625,000</u></b>	<b><u>16,592,112</u></b>	<b><u>54,325,445</u></b>	<b><u>9,070,100</u></b>	<b><u>83,612,657</u></b>
Depreciation					
As at 1 August 2020	-	3,913,751	15,684,656	5,304,981	24,903,388
Charge for year	-	414,123	1,459,707	1,035,739	2,909,569
Disposals	-	-	-	(30,619)	(30,619)
<b>As at 31 July 2021</b>	<b><u>-</u></b>	<b><u>4,327,874</u></b>	<b><u>17,144,363</u></b>	<b><u>6,310,101</u></b>	<b><u>27,782,338</u></b>
<b>Net book value</b>					
<b>As at 31 July 2022</b>	<b><u>3,625,000</u></b>	<b><u>12,264,238</u></b>	<b><u>37,181,082</u></b>	<b><u>2,759,999</u></b>	<b><u>55,830,319</u></b>
As at 31 July 2021	3,625,000	12,678,361	35,811,863	2,617,352	54,732,576

\* The School has elected, in accordance with Section 35.10(d) of FRS 102, to use the carrying value on 1st September 2014, the date of transition to FRS 102, of any of the above freehold land and buildings previously carried at a valuation, as their deemed cost.

Included within the additions for Long Leasehold Buildings and Improvements is £734,000 for assets under construction as at 31st July 2022 (2021: £1m). These items have not been depreciated in the accounts.

**9 INVESTMENTS**

	Group 2022 £	Group 2021 £	School 2022 £	School 2021 £
Interest in subsidiary undertaking	-	-	100	100
<b>Total</b>	<b><u>-</u></b>	<b><u>-</u></b>	<b><u>100</u></b>	<b><u>100</u></b>

An investment of £2,500 in the joint venture company was impaired in 2016.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2022**

**9 UNLISTED INVESTMENTS (Continued)**

**9.1 Subsidiary Undertakings**

The School has a 100% shareholding, acquired on 22nd February 1999, in St George's Weybridge Enterprises Limited, Company No. 03719020, incorporated in the United Kingdom, which manages the commercial activities of the company.

St George's Weybridge Enterprises Limited had a turnover of £447,941 (2021: £383,990), gross profit of £233,658 (2021: £171,583) and a profit before tax and gift aid of £71,654 (2021: £16,180). At 31 July 2022, the company had shareholder's funds of £6,078 (2021: £6,078).

**9.2 Joint Venture**

The School has a 50% shareholding acquired on 25th March 1994 in a Joint Venture company, St George's Weybridge and Surrey County Tennis Centre Limited, incorporated in the United Kingdom, which manages the indoor tennis centre. The Joint Venture Company is managed jointly by the company and Surrey County Lawn Tennis Association which owns the other 50% shareholding.

On 25th March 1994 the School agreed to provide land, with the approval of the Josephite Community, the freeholders. The School as the head lease holder, agreed to offer a sublease to Surrey County Lawn Tennis Association ("the Surrey Trustees") on similar lease terms. The Surrey Trustees agreed to build and fund the indoor tennis centre.

The Joint Venture Company is responsible for making arrangements for use of the indoor tennis centre which, under the present agreement, is given equally to St George's Weybridge, Surrey Lawn Tennis Association and the Joint Venture Company which lets the courts to third parties. St George's Weybridge assists by making available its own staff to carry out the Joint Venture company's operations. St George's Weybridge is also responsible for day to day maintenance of the tennis centre buildings. Any surplus/deficit will be shared equally by St George's Weybridge and the Surrey Lawn Tennis Association.

The unaudited results for the last two years are as follows:

**PROFIT AND LOSS ACCOUNT**  
**YEAR ENDED 30 SEPTEMBER 2022**

	2022	2021
	£	£
Turnover	34,021	16,791
Cost of Sales	(26)	-
Administration	(27,777)	(26,491)
Depreciation	(5,588)	(5,590)
Interest Receivable	-	1
	<u>630</u>	<u>(15,289)</u>
Taxation	-	-
	<u>630</u>	<u>(15,289)</u>
Profit/(Loss) for the year	630	(15,289)
Balance brought forward	<u>(25,431)</u>	<u>(10,142)</u>
Balance carried forward	<u><u>(24,801)</u></u>	<u><u>(25,431)</u></u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**9 UNLISTED INVESTMENTS (Continued)**

**BALANCE SHEET**  
**AS AT 30 SEPTEMBER 2021**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>FIXED ASSETS</b>		
Tangible assets	<b>37,885</b>	43,473
<b>CURRENT ASSETS</b>		
Stock	32	58
Debtors	957	727
Cash at bank	<b>16,380</b>	11,261
	<b>17,369</b>	12,046
<b>CREDITORS: Amounts falling due within one year</b>	<b>(21,055)</b>	(21,950)
<b>NET CURRENT ASSETS</b>	<b>(3,686)</b>	(9,904)
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>34,199</b>	33,569
<b>CREDITORS: Amounts falling due in more than one year</b>	<b>(54,000)</b>	(54,000)
<b>NET LIABILITIES</b>	<b>(19,801)</b>	(20,431)
<b>CAPITAL AND RESERVES</b>		
Share capital	5,000	5,000
Profit and loss account	<b>(24,801)</b>	(25,431)
<b>SHAREHOLDERS' FUNDS</b>	<b>(19,801)</b>	(20,431)

**10 STOCK**

	<b>Group</b>	<b>Group</b>	<b>School</b>	<b>School</b>
	<b>2022</b>	<b>2021</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Goods for resale	224,968	197,061	-	-
Other stock	44,847	30,214	44,847	30,214
	<b>269,815</b>	227,275	<b>44,847</b>	30,214

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**11 DEBTORS**

	Group 2022 £	Group 2021 £	School 2022 £	School 2021 £
Amount due from Joint Venture company	15,600	14,036	15,600	14,036
Amount due from subsidiary	-	-	141,215	153,514
Fee debtors	134,411	99,237	134,411	99,237
Sundry debtors	22,292	73,567	22,292	63,556
Prepayments and accrued income	680,477	541,565	652,815	540,548
	<u>852,780</u>	<u>728,405</u>	<u>966,333</u>	<u>870,891</u>

**12 CREDITORS: due within one year**

	Group 2022 £	Group 2021 £	School 2022 £	School 2021 £
Bank loan	666,568	1,181,111	666,568	1,181,111
Advance fee scheme (Note 13)	3,939,719	4,418,077	3,939,719	4,418,077
Pension contributions	301,181	288,916	301,181	288,916
Trade creditors	986,055	1,629,515	869,506	1,542,395
Social security and other taxation	380,008	345,996	380,008	345,996
Deposits	396,800	373,638	396,800	373,638
Other creditors	522,479	312,812	522,479	312,812
Accruals	353,377	209,868	349,604	205,321
	<u>7,546,187</u>	<u>8,759,933</u>	<u>7,425,865</u>	<u>8,668,266</u>

**13 ADVANCE FEE PAYMENTS - GROUP**

Parents may enter into a contract to pay for their children's tuition fees in advance. The money may be returned subject to specific conditions on the receipt of one term's notice. Assuming students will remain in the School, advance fees will be applied as follows:

	2022 £	2021 £
After 5 years	553,667	204,183
Within 2 to 5 years	2,366,572	2,385,429
Within 1 to 2 years	<u>2,027,787</u>	<u>1,883,201</u>
	4,948,026	4,472,813
Within 1 year (note 12)	<u>3,939,719</u>	<u>4,418,077</u>
	<u>8,887,745</u>	<u>8,890,890</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**13 ADVANCE FEE PAYMENTS - GROUP (Continued)**

The balance represents the accrued liability under the contracts. The movements during the year were:

	2022	2021
	£	£
Balance at 1 August	8,890,890	9,300,344
New contracts	<u>4,517,691</u>	<u>3,507,593</u>
	<b>13,408,581</b>	<b>12,807,937</b>
Amounts utilised in payment of fees:		
To the School	<u>(4,520,836)</u>	<u>(3,917,047)</u>
Balance at 31 July	<u><b>8,887,745</b></u>	<u><b>8,890,890</b></u>

**14 SCHOOL FEE DEPOSITS**

	2022	2021
	£	£
Amounts due 1 - 2 years:	232,450	223,663
Amounts due 2 - 5 years:	307,500	297,400
Amounts due more than 5 years:	<u>815,650</u>	<u>778,950</u>
	<u><b>1,355,600</b></u>	<u><b>1,300,013</b></u>

**15 LOANS - GROUP**

	2022	2021
	£	£
Amounts due 1 - 2 years:	678,732	1,192,983
Amounts due 2 - 5 years:	1,925,445	3,603,918
Amounts due more than 5 years:	<u>1,659,450</u>	<u>2,204,248</u>
	<u><b>4,263,627</b></u>	<u><b>7,001,149</b></u>

The terms of the loans are:

	2022	Repayments including	
<b>Lender</b>	£	interest for 2022-23	<i>Interest rate</i>
(i) Nat West Fixed Interest (secured)	4,249,045	591,310	2.44%
(ii) Nat West Cbils Fixed Interest (secured)	681,149	186,766	2.25%

(i) In June 2020 the charity took advantage of the low interest rates and refinanced two loans with Nat West, consolidating them into one. The new Loan is fully secured on three properties (one leasehold), sited close to the College along with the Junior School, in line with the previous arrangements.

(ii) In June 2020, the charity took advantage of the Government CBILS loan arrangement to ensure adequate cash is available during the Covid pandemic. Interest on the loan was covered by the government for 12 months. Repayments commenced in July 2021. The Junior School site provides security for this loan. £2,325,000 of the outstanding loan balance was repaid in September 2021.

At 31 July 2022, the carrying value of assets pledged as security under the loans is £13,530,892.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**16 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

The group's net assets belong to the various funds as at 31 July 2022 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	777,126	-	777,126
Designated funds	-	192,827	-	192,827
Unrestricted funds	<u>55,831,263</u>	<u>(466,160)</u>	<u>(10,567,253)</u>	<u>44,797,849</u>
	<u>55,831,263</u>	<u>503,793</u>	<u>(10,567,253)</u>	<u>45,767,802</u>

The School's net assets belong to the various funds as at 31 July 2022 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	777,126	-	777,126
Designated funds	-	192,827	-	192,827
Unrestricted funds	<u>55,830,419</u>	<u>(471,294)</u>	<u>(10,567,253)</u>	<u>44,791,872</u>
	<u>55,830,419</u>	<u>498,659</u>	<u>(10,567,253)</u>	<u>45,761,825</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2022**

**17.1 RESTRICTED FUNDS: MOVEMENT IN THE YEAR**

	Balance 31 July 2021 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2022 £
Activity Centre	-	1,659	-	(1,659)	-
Other Capital Projects	3,158	34,442	-	-	37,600
Bursary Fund	403,873	331,805	-	(24,180)	711,498
Lourdes Bursary Fund	502	1	-	-	503
Susan Goodchild	-	-	-	-	-
Woolfson Scholarship	27,456	69	-	-	27,525
	<u>434,989</u>	<u>367,976</u>	<u>-</u>	<u>(25,839)</u>	<u>777,126</u>

	Balance 31 July 2020 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2021 £
Activity Centre	-	1,515	-	(1,515)	-
Other Capital Projects	-	3,158	-	-	3,158
Bursary Fund	329,236	101,067	-	(26,430)	403,873
Lourdes Bursary Fund	501	1	-	-	502
Susan Goodchild	-	-	-	-	-
Woolfson Scholarship	27,388	68	-	-	27,456
	<u>357,125</u>	<u>105,809</u>	<u>-</u>	<u>(27,945)</u>	<u>434,989</u>

- Activity Centre: Fund raising for a specific project at the College.
- Capital Projects: Fund raising for other Capital Projects.
- Bursary Fund: A fund set up to finance transformational bursaries (formerly the Assisted Places programme)
- Susan Goodchild : A fund set up for sixth form students.
- Wolfson Scholarship: For disabled children.
- The transfers represent restricted funds met and therefore moved to unrestricted/general funds: From the Activity Centre and Other Capital Projects in respect of expenditure during the year; From the Bursary Fund to pay the fees of one pupil on the Transformational Bursaries scheme.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**17.2 UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR**

Fund Movement				2022
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Balance Brought forward	42,174,629	193,050	434,989	42,802,668
Total Incoming Resources	30,888,061	75,398	367,976	31,331,435
Total Resources Expended	(28,366,301)	-	-	(28,366,301)
Transfers	101,460	(75,621)	(25,839)	-
	<u>44,797,849</u>	<u>192,827</u>	<u>777,126</u>	<u>45,767,802</u>

Fund Movement				2021
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Balance Brought forward	41,737,973	31,382	357,125	42,126,480
Total Incoming Resources	26,332,081	261,317	105,809	26,699,207
Total Resources Expended	(26,023,019)	-	-	(26,023,019)
Transfers	127,594	(99,649)	(27,945)	-
	<u>42,174,629</u>	<u>193,050</u>	<u>434,989</u>	<u>42,802,668</u>

**Unrestricted Designated Funds**

Incoming designated funds donated in the year were assigned towards the following projects; where the donors had expressed a desire for the funds to go towards:

- Activity Centre.
- Bursary Fund
- Boat Club
- Future Capital Projects

**18 CONTRACTS AND COMMITMENTS**

	2022 £000s	2021 £000s
Authorised and contracted values for new build, repairs and refurbishment.	<u>147</u>	<u>2,637</u>

# ST GEORGE'S WEYBRIDGE

## NOTES TO THE FINANCIAL STATEMENTS

### for the year ending 31 July 2022

---

#### 19 PENSION SCHEMES

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,988,510 (2021: £1,989,961) and at the year-end £243,059 (2021: £238,593) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by the Teachers' Pensions Regulations 2010 (as amended) and, the Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgement that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

The School also runs a scheme for its non-teaching staff and for teaching staff who have opted out of TPS, which is a defined contributions scheme. The cost for the year represents the School's contributions to that scheme of £442,099 (2021: £372,761).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**20 RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATIONS**

	2022	2021
	£	£
Net incoming resources	2,965,134	676,188
Non-operating cash flows eliminated:		
- Investment Income	(15,634)	(19,512)
- Finance Costs	146,988	143,601
Depreciation charges added back	2,909,776	2,742,984
(Gain)/Loss on disposal of tangible fixed assets	44	10,915
(Increase) in stock	(42,540)	(7,357)
Decrease/(Increase) in debtors	(124,375)	97,191
(Decrease)/Increase in creditors	(244,007)	542,724
	<u>5,595,387</u>	<u>4,186,734</u>

**21 OPERATING LEASE COMMITMENTS - GROUP AND SCHOOL**

The Group & School had the following commitments under non-cancellable operating leases:

	Digital Equipment		Property	
	2022	2021	2022	2021
Operating lease commitments:	£	£	£	£
Within 1 year	59,375	59,375	427,000	425,000
Within 2 - 5 years	118,749	178,124	-	425,000
	<u>178,124</u>	<u>237,499</u>	<u>427,000</u>	<u>850,000</u>

**22 ANALYSIS OF NET DEBT**

	At 1 Aug 2021	Cashflows	Other non- cash changes	At 31 July 2022
	£	£	£	£
<b>Cash and cash equivalents</b>				
Cash at bank	8,641,430	(1,717,079)	-	6,924,351
Cash in hand	5,739	(2,706)	-	3,033
	<u>8,647,169</u>	<u>(1,719,785)</u>	<u>-</u>	<u>6,927,384</u>
<b>Borrowings</b>				
Bank loans due within one year	(1,181,111)	927,065	(412,522)	(666,568)
Bank loans due after one year	(7,001,149)	2,325,000	412,522	(4,263,627)
	<u>(8,182,260)</u>	<u>3,252,065</u>	<u>-</u>	<u>(4,930,195)</u>
Net cash/(debt)	<u>464,909</u>	<u>1,532,280</u>	<u>-</u>	<u>1,997,189</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2022

**23 CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS**

Mr J Hood is a director of the Joint Venture Company.  
Mrs C Shevlin is a director of the wholly owned subsidiary.

The Congregation of Josephites (Charity number 0312071) is a connected charity of the company.

Transactions with these entities include

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>1 The Congregation of Josephites</b>		
Joint costs reimbursed	<b>111,966</b>	114,300
Rent paid	<b>425,667</b>	<u>425,000</u>
<b>2 Joint Venture</b>		
<b>St George's Weybridge and Surrey County Tennis Centre Limited</b>		
Investment	-	-
Amount due	<b>35,600</b>	<u>34,036</u>
<b>3 Subsidiary</b>		
<b>St George's Weybridge Enterprises Limited</b>		
Investment	<b>100</b>	100
Amount due	<b>141,215</b>	153,514
Charges for rent, staff time and share of overheads	<b>154,165</b>	140,553
Gifts received	<b>71,654</b>	<u>16,180</u>

**ST GEORGE'S WEYBRIDGE**

England & Wales - Charity number 1017853

---

# Accounts

---

**Company Number 02789023**

**Registered in England**

**Charity Number: 1017853**



**St George's**  
W E Y B R I D G E

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JULY 2021**

---

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

---

**CONTENTS**

Governors, Officers and Advisers	1
Annual Report of the Governors: - Directors' Report Strategic Report	3
Independent Auditor's Report	25
Consolidated Statement of Financial Activities	28
Consolidated and School Balance Sheet	29
Consolidated Cashflow Statement	30
Notes to the Financial Statements	31

## ST GEORGE'S WEYBRIDGE GOVERNORS, OFFICERS AND ADVISERS

### GOVERNORS, DIRECTORS AND CHARITY TRUSTEES

The Governors of St George's Weybridge ('the Charity' or 'the School') are the Charity's trustees under charity law and the directors of the charitable company. The members of the Governing Body who served in office as Governors during the year and subsequently are detailed below:

		(1)	(2)	(3)	(4)	(5)
Mr J M Lewin	Chair of Governors Retired 22 November 2021	■	■	■	■	■
Mrs S Allom	Appointed 23 November 2020		■			■
Mr D Bicarregui*		■		■	■	
Mrs T Bowden*	Appointed 11 October 2021 into a casual vacancy		■			
Mrs C Burnham			■			
Dr L Gordon			■			■
Mr J Hood*		■			■	
Mr T Kirkham		■		■		
Mr N Lemmon	Appointed 23 November 2020		■			
Prof A H Muggeridge			■		■	
Mrs S Munk			■	■		
Mr D Nowlan	Chair of Governors from 22 November 2021		■			■
Mrs K L Patterson*	Retired 23 November 2020		■	■		■
Mr C S W Prescott		■			■	
Mrs M Satchel*	Appointed 23 November 2020	■				■
Mrs C Shevlin		■				
Mr S Willis	Resigned 17 December 2020		■			■

- (1) Finance and Risk Committee
- (2) Academic and Pastoral Committee
- (3) Nominations and Governance Committee
- (4) Remuneration Sub-Committee
- (5) Josephite Ethos Committee
- \* Parent of a pupil at one of the Schools

During the year the activities of the Governing Body were carried out through five committees. The membership of these committees is shown above for each governor.

### OFFICERS

#### Heads

- St George's College Weybridge
- St George's Junior School Weybridge

Mrs RCF Owens  
Mr A J Hudson

#### The Bursar and Clerk to the Governors

Mr G Cole

Addresses **St George's College**  
Weybridge Road, Addlestone  
Surrey KT15 2QS

**St George's Junior School**  
Thames Street, Weybridge  
Surrey, KT13 8NL

Website [www.stgeorgesweybridge.com](http://www.stgeorgesweybridge.com)

**ST GEORGE'S WEYBRIDGE  
GOVERNORS, OFFICERS AND ADVISERS**

---

**Bankers:** National Westminster Bank plc  
9<sup>th</sup> Floor  
280 Bishopsgate  
London  
EC2M 4AA

**Solicitors:** Farrer & Co  
66 Lincoln's Inn Fields  
London  
WC2A 3LH

Veale Wasbrough Vizards  
Orchard Court  
Orchard Lane  
Bristol  
BS1 5WS

**Auditors:** Moore Kingston Smith LLP  
Chartered Accountants and Business Advisers  
Devonshire House  
60 Goswell Road  
London  
EC1M 7AD

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2021**

---

The Governors of St George's Weybridge present their annual report for the year ended 31 July 2021 under the Companies Act 2006 and Charities Act 2011, thus including the Directors' Report and Strategic Report under the 2006 Act, together with the audited financial statements for the year.

**DIRECTORS' REPORT**

**CONSTITUTION AND OBJECTS**

St George's Weybridge ('the Charity' or 'the School') was founded in 1993, when the running of St George's was transferred from its founding Congregation of Josephites to a lay board of trustees, and is registered with the Charity Commission under charity number 1017853. It is constituted as a company limited by guarantee registered in England, No 02789023. The Charity is governed by its Articles of Association last amended on 20 December 2010.

The Charity's objects, as set out in the Articles of Association, are the advancement of education by the provision and conduct of a school or schools for boys and girls to enable the fulfilment of their academic potential and personal development within an ethos of Christian ideals which derive from the traditions and teaching of the Roman Catholic Church and by ancillary or incidental education or religious activities for the benefit of the community.

In furtherance of this object for the public benefit, the Charity operates two schools known as St George's College, Weybridge and St George's Junior School, Weybridge ("the Schools"), has established and administers bursaries, awards and other benefactions, and acts as the trustee and manager of property, endowments, bequests and gifts given or established in the pursuance of this object.

The Charity was known as St George's College Weybridge until 24 December 2012 when Companies House registered the change of name to St George's Weybridge.

**AIMS, OBJECTIVES AND ACTIVITIES**

**Aims**

The Charity's aims are:

- to establish the College as a day school for 11-18 year old boys and girls and the Junior School as a day school for 3-11 year old boys and girls, in which each child is encouraged to fulfil their potential;
- to offer all students a holistic range of opportunities so that they can achieve to the best of their ability within a framework of shared Catholic, Christian and Josephite values and standards; and
- to value and nurture students as individuals, giving them a sense of their own self-worth and of the value of service to others, thus preparing them for life beyond school.

The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

**Primary Objectives**

The primary objectives of the Charity to fulfil these aims are:

- to provide a stimulating learning environment in which students can develop their academic potential to the full;

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2021**

---

- to provide a happy, safe and secure pastoral environment, rooted in the Roman Catholic tradition and shaped by Josephite values, in which students develop a sense of community, consideration, respect and support for one another;
- to provide students with a breadth of curricular and co-curricular activities in order to develop positively all aspects of their character and to enable their talents to be discovered;
- to provide financial support to enable children whose parents are unable to afford the full fees to benefit from a Georgian education;
- to provide inspirational governance and leadership combined with effective management;
- to provide the necessary administrative and logistic framework to meet the needs of the Georgian Family.

The annual objectives for 2021/22 are contained in the Strategic Report.

The aims and objectives set for the Charity's subsidiary is to facilitate the achievement of the Charity's aims and objectives as above.

## **GOVERNANCE AND MANAGEMENT**

### **Governing Body**

There is one Governing Body for the School. Details of the members of the Governing Body, together with the Charity's officers and principal advisers, are given on pages 1 and 2.

The Governing Body is self-appointing. Governors are appointed for terms of three years and may, upon re-election, serve up to three terms. Governors may not be reappointed until one year has elapsed since their last day of prior service.

### **Recruitment and Training of Governors**

New members of the Governing Body are elected on the basis of various means, such as seeking applications from the Georgian Family or nominations from the Governors and the executive officers. Selection is based upon the candidates' professional qualities, commitment to the Schools, experience, personal competence and capacity to give of their time.

New Governors are inducted into the workings of the Schools, including Governing Body policy and procedures, through an induction process organised for them by the Clerk to the Governors. New Governors also attend specialist external courses on the role and responsibilities of charity trustees.

Members of the Governing Body attend external trustee training and information courses designed to keep them informed and updated on current issues in the sector and regulatory requirements.

### **Organisational Management**

The members of the Governing Body are legally responsible for the overall management and control of the School. They meet four times a year. The work of implementing their policies is carried out by five Committees:

- The Finance and Risk Committee scrutinises revenue, the budget, capital expenditure, risk, safeguarding, health and safety, projects and other matters relating to the general running of the School. This Committee also supervises and finalises the audited financial statements and annual report for approval by the Governing Body. The Committee meets three times per year and reports to the Governing Body. The Committee is chaired by Charles Prescott.

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2021**

---

- The Academic and Pastoral Committee considers educational and pastoral policy. The Committee meets three times per year and reports to the Governing Body. The Committee is chaired by Ann Muggeridge.
- The Nominations and Governance Committee considers governor succession and screens nominated candidates for governorship. The Committee meets as required and reports to the Governing Body. The Committee is chaired by David Bicarregui (as of 22 November 2021).
- The Remuneration Sub-Committee considers all aspects of staff remuneration. It meets three times per year as well as hosting a consultation meeting with staff representatives. It reports to the Finance and Risk Committee and is chaired by Jason Hood.
- The Josephite Ethos Committee was formed on 19<sup>th</sup> September 2019 and is charged with overseeing the active continuance of the Josephite Ethos at St George's, recognising that the number of religious in the Congregation in Europe is in decline. It meets at least 3 times per year and its members consist of Governors, Josephites and Staff. It reports to the Governing Body and is chaired by Louise Gordon.

The Board delegates executive responsibilities to the Heads of the respective schools and to the Bursar who is Clerk to the Governors, Company Secretary to the Company and a director of the subsidiary and joint venture companies. The Heads and the Bursar attend all meetings of the Governing Body's Committees.

#### **Structure and Relationships**

The School has one wholly owned non-charitable subsidiary, St George's Weybridge Enterprises Limited, whose annual profits are donated to the School under the Gift Aid Scheme. The trading activities of St George's Weybridge Enterprises Limited primarily comprise a retail outlet and revenue from letting of the school campus facilities when not in use by the Schools.

The School also has a joint venture, St George's Weybridge and Surrey County Tennis Centre Limited ('the joint company'), which is owned in equal partnership with Surrey Lawn Tennis Association. The purpose of the joint company is to maintain and operate the tennis centre and operate a public membership scheme to raise revenue to offset the running costs of the centre.

#### **Employment and Remuneration Policy and Engagement with Employees**

We engage with our employees about future School activities and issues of direct concern (such as terms and conditions) through a range of mechanisms. All employees have the opportunity to elect colleagues to represent them on various committees and groups that meet from time to time, including Teaching Staff Common Room Committees and the Business Staff Forum.

We also engage with employees through questionnaires and staff meetings, and where possible include representatives in the development of HR policies. We have a range of detailed HR policies to support and have regard to our employees' interests, our charitable and business objectives and to ensure compliance with employment legislation. As part of ensuring that the regard for employee interests affects Company decisions, in May 2018, all staff were invited to participate in a staff engagement survey covering all aspects of their employment. Results were overwhelmingly positive with 94% of staff agreeing they would recommend the School as a good place to work.

Governors further demonstrate regard for employees' interests through staff remuneration. Remuneration is decided annually by the Board after receiving recommendations for annual pay rises from the Finance and Risk Committee which in turn receives recommendations from the Remuneration Sub-Committee. Teaching staff are paid on an internal scale with progress determined by appropriate performance and time. They receive additional payments for management responsibility and duties above the contractual norm. A minority of business (i.e. support) staff are paid according to an internal scale with the remainder of business staff remunerated with reference to the market rate for their sector. A range of benefits is available to staff such as workplace pension contributions, staff fee remission, life assurance and enhanced access to private health cover.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

From September 2021, Teachers can opt out of the Teachers' Pension Scheme and join a defined contribution pension scheme, together with equivalent critical illness and life cover, thus providing added choice. Business staff can elect to contribute to their scheme through salary exchange, benefiting from the tax saving.

Senior staff remuneration is linked to their performance appraisals and is recommended by the Remuneration Sub-Committee and approved by the Chair of the Board, Chair of the Finance and Risk Committee and the Chair of the Remuneration Sub-Committee.

The School has published its Gender Pay Gap report for 2020 which shows a mean gender pay gap of 13% (2019: 15%) and a median gap of 25% (2019: 23%) due to the significant majority of our lower paid roles being taken up by women.

The School is an equal opportunities employer and will treat all employees, members of the Georgian Family (i.e. people who have an association with the Schools) and any person visiting the School in accordance with the Equalities Act and the School expects all employees and all other members of the Georgian Family to comply with this policy. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

#### **STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES**

The members of the Governing Body, as directors of the charitable company, are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the members of the Governing Body to prepare financial statements for each financial year. Under company law the Governing Body members must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Governing Body members are required to:

- select the most 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 members of the Governing Body are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the School's constitution. They are also responsible for safeguarding the assets of the School and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as each of the Directors, as members of the Governing Body at the date of approval of this report, is aware, there is no relevant audit information (information needed by the charitable company's auditor in connection with preparing the audit report) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2021**

---

**STRATEGIC REPORT**

Governors have consistently acted in the way we consider, in good faith, would be most likely to promote the success of the Charity which is in the best interests of its beneficiaries, and in doing so have regard (amongst other matters) to:

- The likely consequences of any decision in the long term,
- The interests of the company's employees,
- The need to foster the Charity's relationships with its beneficiaries, customers, suppliers, and others,
- The impact of the Charity's operations on the community and the environment,
- The desirability of the Charity maintaining a reputation for high standards of business conduct and,
- The need to act fairly

This has been achieved through the application our Mission Statement, Strategies and resulting action plans as set out below.

**MISSION STATEMENT**

To inspire all in our Josephite, Georgian Family to be the very best version of themselves.

**STRATEGIES TO ACHIEVE THE PRIMARY OBJECTIVES**

The annual objectives are derived from the St George's Weybridge Strategic Plan, which has a 2+ year horizon and groups strategic objectives into the following themes: Ethos & Culture, Academic, Enrichment, People, Georgian Family and Community. Each of these themes has an accompanying strategy which in turn has a number of plans designed to make tangible progress against the strategy.

The year has again been disrupted by the Covid-19 global pandemic. The Government caused schools to close from January-February 2021 and St George's switched again to a remote learning offering for all but the children of key-workers; fees were discounted proportionally. This commercial decision enabled us to preserve goodwill and parental support through continuing to pay fees, our primary source of income.

The College campus was closed down to the maximum extent possible, with supervision of children of Key Workers carried out at the Junior School campus. All staff not essential to the remaining functions of the School were placed on the Coronavirus Job Retention Scheme. Governors retained the funds from the Coronavirus Business Interruption Loan taken out in 2020, to ensure sufficient cash reserves. Increased funds were, once again, made available to the Hardship Bursary Scheme to enable assistance to be given to families hardest hit by the pandemic.

From September 2021 the Schools have re-opened with far fewer Covid-related constraints than before and, whilst keen attention is required to manage the effects of the pandemic, strategic focus is returning to our medium and long term objectives. These include responding to the increase in demand at 11+ (and attendant decrease at 13+) by increasing the sizes of Years 7 and 8. Also, increasing our accommodation and staffing structures to enable the vast majority of our Year 11 students to progress into our Sixth Form. A wrap-around care provider has been engaged to enable working families to send their children to our Nursery and Junior School.

In addition, Governors took an unexpected opportunity to acquire 30 acres of land to extend the Junior School site. The land is in flood plain and green belt but provides long-term potential for a range of uses. At the College, a major project to install Ground Source Heat Pumps is underway, which will dramatically decrease our gas consumption and thereby reduce our greenhouse gas emissions through heating by around 90%.

Equity, Diversity and Inclusion is an important focus for all areas of the School with a formal structure, including governor involvement, in place to ensure momentum is maintained. In the Public Benefit area, as well as our extensive Transformational Bursary Scheme, for which a major fund-raising appeal has already been hugely

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2021**

---

successful, we support a number of local schools and are developing a strong partnership with Jubilee High School in Addlestone, as well as maintaining our links with other local state schools including those within the Xavier Catholic Educational Trust.

**ACHIEVEMENTS AND PERFORMANCE**

**Progress against Annual Objectives**

<b>Objective:</b>	<b>Progress:</b>
Further enhance our continued engagement with our Georgian and local communities during the Covid-19 pandemic	Parental support and engagement remains strong and demand is very high for the School. We have made notable progress in partnering with additional local state schools.
Maintain and further develop our ability to deliver sustained and high-quality remote learning to all age groups	Our remote learning offering has proven to be very successful with good levels of parental support. There is, however, a clear desire from our parents to return as quickly as possible to normal in-school education.
Implement actions to move the School towards an active anti-racist culture	Actions have been implemented at each school, to engage our ethnically diverse families, to attract more to our staff and to empower and equip our existing staff to be more anti-racist. Formal EDI structures are now in place to drive this, and other Inclusivity themes.
Launch a long-term fund-raising campaign, with an initial objective of 20 new Transformational Bursaries	The Appeal is underway and, already, funding for 4 new full bursaries has been donated or pledged. This will be an ongoing appeal.

**Review of Achievements and Performance for the Year**

**Academic**

St George's College students were again awarded an impressive set of Teacher Assessed Grades (TAGs) this summer. 99.8% of grades were A\* - C at A level, with 96% at A\*-B and 77.4% at A\*-A. Our top 25% of candidates gained the equivalent of three A\* grades at A level and an EPQ Grade A\*.

Seven students were offered places at Oxbridge and two students were accepted to medical school. One student earned a scholarship to study at Harvard University in America. 93% of students gained a place at their first choice of university and 95% of students were admitted to either their firm or insurance choice. Over three quarters of our students going to university this year will be attending a Russell Group university.

At GCSE, the College achieved 100% five A\* - C grades. 96 students were awarded all A\* - A grades compared with 71 last year, including 34 who were awarded at least 10 A\* grades or more. 71% of grades at GCSE were A\* - an increase of fourteen percentage points from last year. 63.4% of our most able Mathematicians gained A\* in Further Maths GCSE. Five students were awarded GCSEs in the following extra-curricular languages: Dutch, Italian and Mandarin all A\*s; Mandarin and Turkish at A grades.

All Year 10 (Fourth Year) students were entered for the IGCSE English Language, a year early, with 100% gaining A\*-B grades. One Fourth Year students gained A\*s in Mandarin and Spanish IGCSE and one Third Year student gained an A\* in Spanish IGCSE.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

At the Junior School there were 89 pupils in Year 6 and 83 of those passed the entrance examination to St George's College, with 71 accepting places for September 2021. Junior School children were awarded seven Academic Scholarships, one Art Scholarship and one Art Exhibition, three Music Scholarships, four Sports Scholarships and one Tennis Scholarship to the College.

Considering restrictions due to the global pandemic, our library remained closed for most of the year. However, we launched an online e-book facility from Year 1 to Year 6 allowing the children to read and answer related questions and ensure teachers could continue to monitor the children's progress. Visitors were unable to attend in person and activities had to be conducted within Year Group bubbles; this significantly reduced the provision on offer.

The whole school celebrated National Poetry Day, with Year 6 writing poems on the theme of "Vision", and World Book Day was celebrated in "Reading Dens" created in all our Georgian homes. Inter-House Public Speaking competition, judged by the College Headmistress, was a real highlight in Year 6 and a pupil won an Awesome Book Award for a review of "The Switching Hour". Year 4 came 2<sup>nd</sup> in the Literacy regional finals and Year 5 attended a virtual poetry workshop with Joshua Seigal.

Year 5 General Knowledge Quiz teams came 12<sup>th</sup> and 17<sup>th</sup> respectively and Year 6 Team 1 reached the Maths Challenge National Finals once again, placing came 6<sup>th</sup>. Year 4 and 5 performed incredibly well in their ESB examinations and Year 6 served the community during the Outreach Programme.

The Science and Maths departments worked together to put on a Covid safe Science and Maths Week where children from Nursery to Year 2 enjoyed an explosive and exciting show by the Science Magician and children in Years 3 to 6 listened to an informative talk on birds of prey, where the firm favourite was Marmalade, the 5 week old barn owl chick.

The Humanities department adapted their topics, allowing children to really dive into their family history by interviewing grandparents, reviewing documents and discovering old photographs. History Club's highlight was a workshop on HMS Neptune hosted by Adrian Fewins. Year 5 headed off to Juniper Hall for orienteering, map and compass trails and a fascinating land use survey.

Despite the challenges presented by the pandemic, the French Department was able to offer a full and varied programme of study across every Year Group. The notable exclusion was the annual Year 5 residential French trip.

The introduction of an additional specialist teacher of RE and increased lesson time in Upper Years has had a positive impact on the delivery of RE within the school. It is now becoming possible to cover the full curriculum as set out by the Diocese and, as a result, increasing children's religious knowledge and understanding.

### **Music**

College GCSE candidates performed very well with 63% Grade 9/A\* and 100% Grade 9-7/A\*-A, with positive Value Added. Both A level students achieved an A\* also leading to positive Value Added, and both accepted places to study Music at University, one with a Choral Scholarship to Robinson College, Cambridge University.

With the continuation of the pandemic, and the restrictions and mitigations placed on group music making, the extra-curricular provision for the Music Department was sadly diminished, and we saw a postponement of all live concerts for both the Christmas and Easter Terms.

However, we are very proud to say that all students were offered the opportunity to attend one rehearsal a week (alternating between Instrumental and Vocal) which took place in Year Group bubbles. The First Year Students also attended a Composition Club before school on Mondays, and Grade 5 theory lessons were also taught in year group bubbles before school. Lunchtime Live Recitals continued, albeit in the guise of Lunchtime 'Not So' Live, and the scholars were especially good at submitting recordings to be collated in a video sent out to all staff at the College. We were delighted to have a brief reprieve at the end of the Christmas Term, and are very proud

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

of the Fourth – Upper Sixth students who formed a miniature Chamber Choir, and were able to pull together a phenomenal Service of Nine Lessons and Carols which was live streamed to the Georgian community. The Easter Term saw the continuation of the above activities including the Lunchtime 'Not So Live' Recitals.

The Summer Term saw the return of live performances, and each year group was assigned a Lunchtime Live slot in the Chapel. These were extremely popular, and it was fantastic to see so many students making use of the performance platform. We also held a remote Inter House Music competition and received an incredible number of recorded entries, all a very high standard. This clearly demonstrates that despite the hurdles we faced throughout the year due to Covid-19, Music continued to thrive at the College, and the students really made the most of all the opportunities they had to participate in musical activities. A newfound sense of appreciation for music-making has ultimately arisen in both the students and staff and we are very much looking forward to building upon this in the years to come.

Returning to the Junior School in September 2020 with all the Covid restrictions regarding Music, it meant rethinking the curriculum, trying to find ways of giving the pupils as many practical music-making experiences as possible whilst at the same time, adhering to the government guidelines when it came to singing and playing woodwind and brass instruments.

Despite the challenges of the past year, children were still able to take instrumental exams both in person and remotely. An ABRSM examiner was able to visit the Junior School at the end of every term even the Easter term. Despite teaching remotely for the majority of the term, pupils were able to take their exams having only been back at school for one week, thanks to our VMTs continuing to teach the children remotely throughout the term. Over the year, 58 pupils took an ABRSM exam in school gaining 20 Passes, 27 Merits and 11 Distinctions as well as a number of pupils taking their exams externally through a number of boards including ABRSM, Musical Theatre, MTB, RockSchool and Trinity. Currently 66% of pupils in the Upper School are having either 1-1 or paired instrumental lessons and out of seven potential Music scholars, four were awarded scholarships to the College.

We are very lucky at the Junior School to have both the chapel and the drama hall. These spaces enabled us to still be able to offer our pupils the opportunity to sing in a choir, distancing 2 metres apart. Instead of the choirs being across year groups, we created four year group choirs (Years 3-6). We also created a Year 6 String Ensemble and Year 6 Woodwind Ensemble. We rehearsed every week both in person and, remotely for those having to isolate. Instead of having two Carol Services at the College chapel, we had four year group Carol Services (Years 3-6) at the Junior School chapel. Each year group choir started the service with Once in Royal David's City and also performed two songs and instead of the congregational carols (at the time collective singing was not permitted under the Covid guidelines), every class performed a carol on tuned percussion. Despite all the restrictions, there was something very special about these services and the children all performed beautifully. All four services were live streamed so family and friends could enjoy the services.

Informal Concerts, ABRSM Concerts, Inter-House Music competitions (in year group bubbles), Lower Years nativities and the Year 6 Summer Concert all took place during the course of the year, each event being live streamed for the parents to be able to enjoy and for the children to be given a platform to showcase their talents.

### **Sport**

After having a very promising year of sport cut short due to Covid in March, we returned to school in September ready for some intra-school competition, as all schools were trying to limit the contact from outside. It had its challenges, with groups working in year group bubbles but this also allowed for creative coaching sessions and some competitive inter year group fixtures. Saturday's were thrown up to a rotation of activities, with Easter term sports alternating in from the half-term break to allow for further competition. A real first for the College was seeing cricket played through to half-term, with good weather and great work from the grounds team helping to facilitate this.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

January again saw us go into Lockdown but the department rolled out an increased offering of remote extra-curricular activities, which had a high level of engagement. I was incredibly proud of the PE programme that continued to develop for the summer, with cameras adding an extra dimension to what we were able to cover. The highlights of the ECA programme were:

- Live Games sessions (hockey, netball, rowing and fitness)
- Junior & Senior Fitness Clubs (Tuesday & Thursday evening)
- Hockey Skills (Tuesday evening)
- Cycling Club (turbo trainers and peloton bikes – Monday evening)
- Hockey Movement Skills (Family session – Saturday 10am)
- Running Club (Teams then strava – Thursday Evening)
- Pilates (For whole Georgian Community – Saturday 9am)

The summer saw a welcomed return to school and competitive inter-school fixtures. The cricket, tennis and rowing programmes enjoyed both block fixtures and competitions. It certainly felt strange having matches without parents present, but this much needed return to normality for students & staff alike allowed all programmes to recover lost ground from the previous summer. We still managed to progress in some summer competitions, with the real highlight being the U18 Boys' IV Rowing Team winning the National Schools Gold in some style!

International honours this year include:

One student representing England in Girls' Hockey at U16, two students representing England U16 Boys' and one student representing England in Boys' hockey at U18

U14 boy representing the GB National U16 Age Group at tennis

We also have three U16s (one boy & two girls) involved in the Elite Player Development Programme with Surrey Cricket.

At the Junior School, Praise Postcards and Carrots are being awarded for effort and achievement. Sports highlights to date below:

Girls' Hockey

U11A IAPS South Regional Winners

The U11A team won the Cranleigh tournament

U11B team won the Cranleigh tournament

U11A Danes Hill tournament runners-up

U9A Hawthorns tournament winners

U8A SGJS Tournament winners

U8B SGJS Tournament winners

Qualified for U11A IAPS National Finals on 26<sup>th</sup> November

All girls have had the opportunity to play for the school in hockey matches this term.

Rugby (results calculated internally as many of the competitions are now run as festivals)

U11A IAPS Rugby tournament- best playing record, 3 wins

All boys have had the opportunity to play for the school in rugby matches this term.

Netball

U11A Guildford tournament winners

Gymnastics

Squad sessions have taken place throughout the year for Gymnastics on Thursday and Friday morning

Cross-country

GHS XC event (12 schools) U11 individual winner, team: U8 2<sup>nd</sup>, U9 1<sup>st</sup>, U10 3<sup>rd</sup> and U11 3<sup>rd</sup>.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

We will be hosting an U8-U11 XC on Monday 28<sup>th</sup> March with St Charles, St James, Cardinal Newman, Holy Family and Cleves

Swimming provision for maintained school

A 9 week programme for Darley Dene Primary School is planned to take place at the Junior School in the Summer term of 2021, as took place in summer 2020.

Sports Leader training

20 pupils will be trained by Active Surrey to become Sports Crew on Wednesday 19<sup>th</sup> January.

### Art

In a year of significant disruption it was very pleasing to see the GCSE and A level students work with determination and pride to make sure they submitted practical outcomes of the highest standard. With some exceptional support from the teaching team, students were able to catch up missed studio time through additional after school sessions and sessions during each holiday. This commitment was rewarded by a strong set of results, with the A level students recording 50% A grades and 100% A\*-B. It was also very pleasing to see one student being awarded a place to study fashion at the prestigious Central St. Martins. Their improvement and development as artists was also very pleasing and the group scored a grade 3 overall for Value Added on Alps. The GCSE students performed at a high level producing some of the most ambitious outcomes we have seen. They achieved 39% 9-8 grades, 71% 9-7 grades and 100% 9-6 grades. Pleasingly, despite the disruption, a very promising group of these students have opted to take A level Art this year. The department was unable to offer the usual range of extracurricular activities and trips, but the team threw themselves into delivering a huge amount of additional support for our exam students after school and during the holidays as we sought to make up the studio time they had lost through two lockdowns. Alongside this we were able to run after school clubs in screen printing for First Years and an Art club for First and Second Years. During lockdown we ran online clubs for KS3 and scholars. Life drawing was able to run in the Christmas term for the Lower Sixth, while scholarship preparation sessions for 13+ ran through a mix of online and studio workshops over the year. We also ran a House competition to create the chaplaincy Christmas card, which had a high level of participation across all age groups, and outcomes were used not only by the chaplaincy but also for the Head's newsletter and in the Christmas chapel assembly.

The lockdown in the Easter term was challenging but gave us the opportunity to explore new SOWs and ideas such as photography, typography and sculpture using found materials, whilst also developing our digital skills (both students and teachers!). Our Summer exhibition had to move online but this enabled us to share the work with a broader audience which is something we will certainly look to retain alongside our physical show this year. It also means we have a wonderful archive of the work produced in this challenging time that the school and students can look back on with pride.

At the Junior School, it has been another year of disrupted learning within the Art & Design Technology Department; with another lockdown in January. This has forced the department to adapt again, but due to this, has led to some rewarding outcomes.

In Art, Year 6 created ModRoc movement figures which developed on to pencil surreal animals with pastel backgrounds. Year 5 created watercolour landscapes which developed on to ceramic creatures, inspired by Haeckel. Year 4 created their own versions of painted, mixed media African masks which developed on to polytile printing, inspired by Wiltshire and Van Gogh.

In Design Technology (DT), Year 6 created plastic and foam clocks which developed on to electronic robots. Year 5 created cardboard marble runs which developed on to wooden Zoetropes. Year 4 created wooden catapults, inspired by the Greeks and Romans which developed on pneumatic claw games.

At the end of the Autumn Term, we decided to change the routine for the Christmas tree. We asked all pupils in the school to create a decoration. This decoration was created on an A6 plastic sheet that was shrunk down by 4 times and looped with a striped thread. These ornaments were used to decorate the large Christmas Tree

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

situated at the bottom of the Chapel stairs. There was a lovely sense of magic and awe when the pupils and staff saw the finished school community tree. Pupils were able to take their decorations home in January as a memento. We are hoping to do the same this Christmas.

Remote learning came into place just after Christmas break. The pupils were taught a series of different projects, focusing on Art. Instructional videos were filmed and uploaded to Microsoft Teams through YouTube. These videos helped pupils to develop a range of skills from mark making, pencil blending and typography development. The decision was made to not teach DT remotely and wait until the children returned to school, due to the difficulties last lockdown.

To celebrate the return to school, just before Easter break, all pupils in Year 3, 4, 5 and 6 embarked on a vast project called 'The Paper City, an NHS and Keyworkers Thank You'.

In total, 294 paper cities were made by 338 pupils. These paper structures were filmed as part of an everlasting city where vehicles changed in the foreground. These vehicles represented the NHS and Keyworkers that have kept the country moving through such a tough time. The mini cities represented not only the children that were back together, but also the community. The video is completed by a recording of the Junior Choir singing 'Wonderful World' accompanied by three Year 6 pupils playing Djembe drums. This was a lovely opportunity where all pupils felt included and represented. This video is currently on our social media platforms.

This academic year, two Year 6 pupils from the Junior School received scholarships to the College which was a fantastic achievement. One pupil received a full Art Scholarship, the other an Art Exhibition.

### **Drama**

At the College, the disruption caused by Covid-19 saw separate year groups stage their own plays in their year group bubbles. Six productions took place involving 87 students from the Second Year to Upper Sixth with both streamed and socially distanced performances.

As usual, our students operated the sound and lighting systems. A total of 10 students were involved with most originating their interest from our lunchtime First Year Technical Theatre Club. Two Sixth Form students also helped with the design and construction of wigs.

The 2021 Comedy Season began with the Fourth Year performance of *Confusions* by Alan Ayckbourn. Although many in the cast were reluctant to perform, having experienced the disruption and debilitating effects of lockdown, it was greatly to their credit that they delivered such a riotously funny evening of entertainment with sharply pointed undertones of the eccentricities that human loneliness can provoke.

There was no holding back the Second Years who returned to complete and perform their version of *A Midsummer Night's Dream* which began rehearsing the previous year. Their energy and enthusiasm made them a pleasure to work with it and they gave an exciting and dynamic live-streamed rendition of Shakespeare's comedy.

The Senior students staged three French Comedies spanning three centuries by Moliere, Marivaux and Feydeau to small invited audiences of parents and friends. *The Constant Players* and *Caught with his Trance Down* were given period settings whilst the culmination was the Lower Sixth performance of Martin Crimp's modern adaptation of *The Misanthrope*.

The final performance of the year was the Third Year in a radical staging of Ibsen's *A Doll's House* with multiple Nora's and costumed in different decades from the 1870's through to the final duologue set in modern day. It was an evocative and poetic rendering of aspects of the experience of marriage for women across time and those that saw it were hugely impressed by the maturity of the acting and interpretation.

GCSE and A level performances were again supported to a high standard by the technical staff of the department, particularly in the immersive staging of *Measure for Measure* by the Upper Sixth. It was a huge

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

tonic for all when their friends responded with such excitement and joy to the powerful dramatic effects employed.

July saw our Dance Showcase, choreographed by the school dance teacher. This was videoed and DVD copies were given to each dancer.

LAMDA was a great success this year; 59 students taking exams in June with an outstanding 72% achieving distinctions and 28% achieving merits.

At the Junior School, things are slowly getting back to normal after the upheaval of Covid-19 and are going very well.

At the end of the last academic year we managed to say goodbye to Year 6 with the rock opera "Shakespeare Rocks". A brilliant offering with some fantastic performances and singing. It gave the students a fun view of the history and time of the Shakespearean period centred around the globe theatre. The Music department were on hand to deliver wonderful support and we achieved a brilliant musical – albeit a socially distanced one. We had hoped to perform it live, however the live stream to the parents proved to be a massive hit.

Year 4 developed their physical characterisation by completing a 10-week course on the basics of mask. During the course they learned how to understand the emotion of the mask in order to inform how the body should move based on the emotion alone. They have developed a huge understanding of body language and rhythms which will aid their character development further down the line.

For year 5, the Music and Drama department teamed up once more to create our very own silent film festival. Each class is split into two and they developed their films on a story board, understood what they would need in the form of costumes and set and filmed them on locations throughout the school. We then had a film "festival" where each class were shown their films and then they played the music live to accompany the film. This got them used to the idea of genre and how that affects the mood of the acting and musical score. This ranged from horror to slapstick.

In the new academic year our first port of call is the Year 5 play. They performed 4 short Shakespeare shorts; Julius Caesar, Romeo and Juliet, The Tempest and A Midsummer Night's Dream. Although heavily abridged, the language remained the same to challenge the students while getting them used to the text in order to make it seem less daunting. Considering the short space of time they had to get this under their belt, they were fantastic. Each play had its own identity and theme that they really threw themselves into. It was also a joy to have parents come into the Performing Arts Centre and make use of the wonderful new auditorium – it proved to be quite exciting having a live audience again.

Year 6 had a tremendous year with their LAMDA speech and drama exams. In the Summer term they completed their course for verse and prose, public speaking and acting exams achieving an 83% Distinction rate.

### **Co-curricular Activities and Trips**

In another year blighted by Covid-19, the students at St George's College were still able to enjoy the opportunities afforded by the extra-curricular programme and we even managed a handful of trips!

In 2020-21, the DfE guidance to maintain 'year group bubbles' meant that clubs/societies had to be single age groups and so the Music Department ran vocal and instrumental ensembles for each of First, Second and Third Year. Smaller numbers in Fourth and Fifth Year allowed these students to be together, with social distancing. A miniature, socially distanced Chamber Choir made up of 13 singers from Fourth to Upper Sixth provided music for Masses and other special occasions, such as the Service of Nine Lessons and Carols.

Naturally, Georgians chose not to take the easy route for a curtailed Duke of Edinburgh Award; indeed 114 Third Year students took part in their Bronze DofE Expedition, with 27 students having achieved their Award

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

so far; 67 Fourth Year students and 36 Fifth Year students did their Silver DofE Expeditions with 23 students having achieved their Award to date (one section has a 12 month duration) and 16 Sixth Form students completed their Gold DofE Expedition. 2020-21 is the first time that the College has offered all three levels of the Duke of Edinburgh's Award.

Many students attended weekly clubs covering a very broad range of interests, including but not limited to: crochet, board games, debating, marine biology, Literary Explorations, BRIC (indoor rowing), Lego, Anki Overdrive, life drawing, Kepler (science) Society, cross country, History Conspiracy Club, Digital Leaders and Dungeons and Dragons.

We were obviously unable to put on a full programme of trips in the Extension Programme, but some highlights included workshops on astronaut training and stand-up comedy (not together!), the Big Conversation (Black Lives Matter) with author Stephen Bourne and a visit to Kew Gardens. There were 50 academic scholars in the programme last year.

The Activity Centre has been very well occupied with students before, during and after school, taking part in activities from cheerleading to badminton, yoga, dance and fitness, as well as the College's main sports. Particularly of note are the ones which continued remotely during the Easter Term lockdown: pilates, fitness, running, hockey skills and cycling!

The whole of the First Year visited the Roman palace at Fishbourne; A level Geographers collected data on Hayling Island and we managed one residential trip, just before the start of this school year with a pre-season hockey tour to Exeter University!

Already in 2021-22, students are delighted to be back to mixed age group activities.

At the Junior School, prior to the start of the Christmas Term 2020, we had to re-organise the Activity Programme in accordance with our Covid Risk Assessment which consisted of Year Group "bubbles". Activities that might have previously been offered to two year groups were restricted to one, but the commitment remained to offer as much breadth and variety to the Activity Programme as possible. Extra clubs were set up to provide opportunities for the children such as Year Groups Choirs within the Upper Years. These children were able to share their singing skills within Year Group Carol Services at the end of term that were live streamed to the homes of parents, grandparents, and other interested parties. Where possible, we tried to offer more outdoor activity provision, broadening the opportunities for outdoor learning in Forest School, Eco, and Gardening Clubs, which all proved to be very popular. The SVP Club was not able to visit the local care home, so we set up a "Georgians in Action" team, which consisted of a small team of helpers who wrote cards and shared messages and gifts which were delivered to our local elderly friends, wonderful Georgian Spirit by the children!

We had to re-structure elements of the Year 6 Georgian Outreach (GO) programme to support the Covid measures that we were working with. Once again, we explored opportunities for learning in the outdoors supporting an Environmental Project on Esher Common as well as one on the doorstep supporting the farmer whose land backs on to Broadwater Field. We were able to use the training offered to our Year 6 Sports Leaders to organise Sports activities for 80 children from a local State School as well as some Forest School lessons in our "Georgian Glade". All pupils within Year 6 were involved with the four class projects which culminated with a truly memorable concert which was live streamed from Christ the Prince of Peace Church to the local parish and to our friends at St. Augustine's.

We had to put most of our Day trips and Residential Trips on hold for a year. We were able to organise an Outward-Bound Activity Day and a camp out for all Year 6 pupils onsite in the Summer Term, both of which proved to be very enjoyable.

Since we returned to School in September, we have returned to our usual Activity programme offering in the region of 100 activities for the children to choose from and it has been a pleasure to be able to return to almost "normality!" We are in the process of planning some Residential Trips for later in the year and we really hope we will be able to offer these for the children.

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2021**

**Estate**

In early 2021, governors took a major step towards decarbonising our estate through approving a large Ground Source Heat Pump project on the College campus. The project will enable the majority of our buildings to be heated without using natural gas, thereby reducing our greenhouse gas emissions through heating by approximately 90% on this site. The project is due for completion in March 2021 and places St George's in the vanguard of sustainability in independent schools.

The College lower astro pitch has been resurfaced and the floodlights upgraded to LEDs. Substantial roof refurbishments have also taken place.

The Junior School has benefited from the installation of new play equipment and a major project, funded by the Parents' Association, to install retractable seating in the Performing Arts Centre has been completed in August 2021.

**Sustainability**

St George's continues to place a high priority on reducing adverse impacts on the environment from our activities as far as possible (see above). As part of measuring our impact we take part in the Streamlined Energy & Carbon Reporting (SECR) process, the latest figures from which are provided here:

	<b>Current Reporting Year: 2020-21</b>	<b>Previous Reporting Year: 2019-20</b>
<b>Total Energy Consumption (kWh): includes gas, purchased electricity, fuel and transport and self-generated electricity and excludes on-site electricity generated from solar PV</b>	5,009,716	4,960,034
<b>Emission from combustion of gas (metric tonnes of Carbon Dioxide equivalent (tCO<sub>2</sub>e)) (Scope 1)</b>	619.8	602
<b>Emissions from combustion of fuel for transport purposes tCO<sub>2</sub>e (Scope 1)</b>	15.4	23.2
<b>Emissions from purchased electricity tCO<sub>2</sub>e (Scope 2, location based)</b>	340.2	376.4
<b>Emissions from purchased electricity tCO<sub>2</sub>e (Scope 2, market based)</b>	22.5	24.9
<b>Emissions from business travel in rental cars or employee-owned vehicles where the college is responsible for purchasing the fuel (Scope 3)</b>	0.2	0.2
<b>Total gross CO<sub>2</sub>e based on Scope 1, Scope 2 and Scope 3 (as above)</b>	975.6	1002
<b>Intensity ratio: tCO<sub>2</sub>e for the above/ number of occupants (1,995)</b>	0.5	0.5

In collating the data for the current reporting year (2020-21), an error was picked up in the figures which had been reported for the previous year (2019-20). The above table has now been updated with the correct figures.

Please note the difficulty in drawing comparisons with the prior year due to the impact of Covid-19.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

The SECR highlights the School's green procurement practice for its electricity, noting that 100% is procured through biomass production as follows: *'Compared to the location-based emissions value, the market-based value demonstrates the School has reduced its Scope 2 emissions (from purchased electricity) by 93% by using renewable biomass energy.'*

A general observation taken from the SECR identified St George's as "proactive in its efforts to reduce emissions and promote sustainability" and ranked it very highly in this respect within the independent education sector. We are a featured school in the inaugural Independent Schools' Bursars Association Sustainability Supplement and the Bursar has been invited to be part of a panel at the next ISBA Annual Conference to discuss promoting sustainability in schools.

Energy monitoring is in place for all electricity, water, and gas usage, with automated monthly reports enabling investigation of anomalies. Microwave and daylight sensors, along with centralised IT equipment control and centralised heating control all lead to a reduction in overall energy consumption. Furthermore, the installation of Solar Photovoltaics (PV) and Solar Water Heating highlight sustainability efforts at the Schools.

Successful efforts to reduce water consumption include waterless urinal systems, and the specific use of plants/shrubs requiring less irrigation.

St George's promotes recycling across the estate, with facilities in place for the recycling of paper, cardboard, glass, plastic, food waste, batteries, print toner and ink, tennis balls, crisp packets and Covid-19 LFD test kits. Additionally, all paper used is 100% recycled and unbleached and there has been an effective drive to reduce unnecessary printing, copying and lamination.

With regard to construction and the estate, all new builds exceed planning regulations and refurbishments seek to improve thermal efficiency. The wooden roof of the recently built Activity Centre is an example of carbon sequestration, and other features of new builds include use of Heat Pumps and Solar PVs. Within the grounds, the Schools work closely with environmental groups, such as Surrey Wildlife Trust, to enhance biodiversity. For grounds and maintenance use, the School's have two all-electric vehicles, in addition to an all-electric car for staff pool use. 100% of our electricity is sustainably sourced.

#### **Public Benefit**

The Governors recognise the duty imposed upon them by the Charities Act 2011, Section 17 and also the requirement to have due regard to the general guidance provided by the Charity Commission in connection with Public Benefit.

The Governors are fully committed to the principle of making the education at both schools open to all children of the necessary academic ability, regardless of their family income, through our Transformational Bursary Scheme which aims to make 53 places available across both schools, free of charge to low-income families. This year the School awarded Transformational Bursaries totalling £794k to 45 students (2020: £680k to 42 students).

Additionally, the School will continue to support existing families who have fallen into hardship through our means-tested Hardship Bursary programme. As part of our Covid-19 reaction, an additional amount of £150k was made available for disbursement to families adversely impacted by Covid-19 and, as a result, this year the School awarded Hardship Bursaries totalling £617k to 59 students (2020: £371k to 55 students).

In addition, the Schools continue to foster relationships and partnering activities with local state schools, particularly Darley Dene Primary School, Holy Family Catholic Primary School, St Charles Borromeo Catholic Primary School, schools in the Xavier Catholic Education Trust and Jubilee High School. Overall, the School has provided enhanced opportunities for 16 local state schools and approximately 1300 local children.

However, the Governing Body also support and promote many other activities that provide benefit to the public within the School's objectives but also beyond. The Governors set out below a schedule of the various activities in which the schools engage, noting below those which were impacted by Covid-19:

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2021**

<b>Activity</b>	<b>Description</b>
<b>St George's Weybridge and Surrey County Tennis Centre</b>	<p>The College hosts a Surrey Lawn Tennis Association facility on site for the promotion of tennis to 80-90 boys and girls aged 4 to 16. The College pays for all staffing, routine maintenance and cleaning costs of the Centre. These amounted to £50k in the year. The Centre is open to all children of the required potential/ability, regardless of parental means. During Lockdown, the Tennis Centre was closed but has since re-opened and this activity has resumed under Covid-19 restrictions.</p>
<b>Direct Support to Other Schools</b>	<p>To Fullbrook School, a call to the Georgian community for the donation of any old computers or laptops that may be surplus and could be donated to Fullbrook School, to be distributed amongst pupils who do not have devices at home.</p> <p>To Darley Dene School, the provision of subsidised accommodation to two members of teaching staff. The first since March 2020 and the second from April 2021.</p> <p>50 Upper Sixth formers provide ongoing mentoring and English teaching to children from the Syrian refugee community in Elmbridge. These are all students attending local state schools.</p> <p>To Darley Dene School, interview support from the St George's Weybridge Head of Facilities in April 2021 to ensure appropriate appointment of a new Care Taker at the school. Addition support provided in the interim period between appointments in daily opening (06:45) and closing (18:30) of the school site</p> <p>To Echelford Primary School, the hosting and organisation of Sporting and Forest School activities in June 2021. The outreach programme took place at the St George's Junior School site and involved participation of 84 Year 2 pupils from Echelford.</p> <p>To Cardinal Newman Primary School, the revamping of the environmental area and prayer garden at the school involving 10 St George's students and including provision of tools.</p> <p>To Echelford Primary School, 8 students provided support with Sports Day preparations and playground maintenance on three dates throughout June 2021, in addition to an Art Project for the children.</p> <p>To Riverbridge Primary School, the provision of 8 students to assist with the set up and running of Sports Day and Forest School.</p> <p>To Walton Oak Primary School, the revamping of the forest school and outdoor learning support area.</p> <p>To Saxon Primary School, playground maintenance the support for PE and other outdoor classes by 4 students.</p> <p>To St James C of E Primary School, the provision of 8 students to assist with the refreshing of the school allotment, grounds and woodland area.</p>

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

Activity	Description
	<p>To Darley Dene Primary School, provision of free transport and staffing to enable Year 6 pupils to conduct weekly swimming lessons in the School's swimming pool in order to meet the statutory requirements for children's swimming.</p> <p>To St James C of E Primary School, the provision of two members of staff and IT equipment to film the End of Year Performance for the school and editing the footage together to be shared with parents.</p>
<b>Support to Affiliated Overseas Schools</b>	<p>The Congregation of Josephites operate and finance the running of seven schools in the Democratic Republic of the Congo. St George's Weybridge makes a direct financial contribution to the schools on a termly basis. Parents, staff and students undertake further fund-raising on an ongoing basis. Total raised 2020/21 £28k (2019/20 £27k).</p>
<b>Advancement of Religion</b>	<p>Both schools are used free of charge by local parishes for activities such as retreats.</p> <p>St George's makes its facilities available annually, free of charge, to host the confirmation of students of all Catholic parishes in the Deanery.</p>
<b>Support to Other Charities</b>	<p>The College site hosts The Clubhouse Project, a charity which provides a day centre for young adults with learning disabilities, Mon-Fri, 50 weeks per year. Opportunities are provided for some of the clients to carry out jobs in the school as part of their stimulation and development. Although disrupted by Covid, we have been able to facilitate the re-opening of TCP.</p> <p>The provision of meeting and training facilities to Surrey Search and Rescue.</p> <p>To the Wey Landscape Partnership, the provision of meeting facilities.</p> <p>To St Johns Ambulance Service, four Volunteer Vaccinators to assist with the Covid vaccine roll-out.</p> <p>To the Salvation Army, regular donations to the local food bank from both staff and students.</p> <p>To the Salvation Army, maintenance at the local food bank involving sorting, painting and gardening.</p> <p>To the Whitely Homes Trust, both gardening and the provision of entertainment to the residents of the Eliza Palmer Hub in the form of a quiz and musical performance.</p>
<b>Support to the Wider Community</b>	<p>The Sixth Form host disabled local citizens at a social evening each week. Unfortunately, due to the clinically vulnerable nature of the attendees this has continued to be impacted by the pandemic but will be reinstated when possible.</p> <p>The College organises an annual week-long pilgrimage to Lourdes for a number of local disadvantaged people. Sixth Formers act as young helpers and staff</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2021**

Activity	Description
	<p>attend, in their own time, as adult helpers. The 2020 and 2021 pilgrimages have had to be cancelled due to Covid-19. An invitation for Philip Southcote School to nominate 4-6 Sixth Form pupils to join the Lourdes Easter 2020 pilgrimage had been planned, but as the pilgrimage has been cancelled for 2020 and 2021, this unfortunately will not be taking place.</p> <p>The students' St Vincent De Paul group conducts an ongoing programme of visits to local elderly citizens. This has had to stop during the Covid-19 pandemic.</p> <p>The JS expected to permit use of the playing fields for parking for the Weybridge Ladies Amateur Rowing Club annual regatta, but this year's event has been cancelled due to Covid.</p> <p>The JS normally permits the use of its playing fields for the Weybridge Community Regatta, but this event was cancelled due to Covid.</p> <p>All College third years engage in a series of community service projects on individual days for 1 week in the Summer Term. They offer their time for free. Staff and Parent volunteers help staff the projects, which usually include;</p> <ul style="list-style-type: none"> <li>• Conservation work on Esher Common</li> <li>• Preparing food bags for families with Runnymede Foodbank</li> <li>• DIY tasks and Arts and Craft with the Salvation Army</li> <li>• Volunteering in local schools, working with The Lumen Learning Trust</li> <li>• Providing lunch and entertainment for the elderly</li> <li>• Helping people to learn English</li> </ul> <p>Helping with mass at St Augustine's local care home and at Christ Prince of Peace local parish church.</p>

**FINANCIAL REVIEW**

**Results for the Year**

The School's net incoming resources for the year amounted to £0.676m (2020: *net outcoming resources of £0.642m*). This included a profit of £16k (2020: *£16kk*) achieved by the School's trading subsidiary and donated to the School.

**Fundraising Performance**

The School views fundraising as a very important source of additional income to enable fees to be kept as low as possible and to reduce reliance on single income streams. The trustees are fully aware of their individual responsibility and accountability to ensure that the School fundraises legally, responsibly and effectively. They are aware of the Charity Commission CC20 guidance and use this and the accompanying checklist to help them evaluate the School's fundraising performance.

The Development Office continues to run an active communication and engagement programme through the pandemic and in late 2020 launched the 'Georgian Future' Bursary Campaign which included a legacy appeal and regular giving appeal. So far, 4 additional fully funded bursaries have been created from September 2022. Targeted capital appeals are also planned or underway, including The Boathouse Appeal which launched in July 2021.

During 2020/21, the Development Office has received £356,469 of donations (2019/20 = £318,925), with over £500k pledged in future years.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

The School did not engage with a professional fundraiser in the year but linked with two commercial participators, i.e. businesses who kindly provide a proportion of their revenue to the School.

The School has a published complaints procedure, available on its website. As a member of the Fundraising Regulator we are required to provide annual figures on the number of complaints received during the year (none).

#### **Investment Policy, Objectives and Performance**

The School does not have an investment portfolio. Surplus funds are managed on a daily basis by using money markets with the assistance of the company's bankers to preserve capital. Gifts of shares are liquidated upon receipt.

#### **Reserves Policy**

Restricted funds are, because of the particular spending constraints attached to them, not available for funding the general operations of the schools. The unrestricted, or general, funds are expendable in accordance with the objects of the School. In common with many other successful schools, these unrestricted funds, together with specific long-term bank finance, have already been invested by the Governors in the building, development and refurbishment of school buildings and other fixed assets used by the Schools. Accordingly there are no current free reserves (unrestricted funds less the net book value of fixed assets financed by those funds).

Given our plans for the new buildings and other capital expenditure this nil balance is expected to continue for the foreseeable future. This is in accordance with the long-term plans of the Governors for the development of the Schools and they are satisfied that the resources available to the School through long-term external bank finance is adequate for its requirements.

The School and Subsidiary total reserves of £42.8m (2020 £42.1m) at the year-end included £435k (2020: £357k) of unspent restricted reserves, £193k (2020: £31k) of unrestricted but designated funds and £42.1m (2020: £41.7m) of unrestricted general reserves, which after deducting investments in operational fixed assets of £54.7m (2020: £54.2m) leaves £11.9m deficit (2020: £12m deficit) of free reserves funded by long term borrowing. £0.3m (2020: £0.3m) of the restricted income is being used to fund four Transformational Bursaries (formerly called Assisted Places) at the College.

#### **Going Concern**

The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Governors have considered the School's forecasts and projections and have taken account of pressure on income as a result of the Covid-19 pandemic. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

#### **FUTURE PLANS**

##### **Objectives for the Next Year**

- Review our structures and processes for supporting SEND pupils
- Conduct a wide-ranging parent survey to inform future strategy
- Continue to develop and implement active measures to increase Equity, Diversity and Inclusion
- Continue to develop our Sustainability Strategy with a specific focus on decarbonisation

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

**RISK MANAGEMENT**

The Governors have given consideration to the major risks to which the School and its subsidiary are exposed. The Governing Body has ultimate responsibility for managing any risks faced by the School. Detailed consideration of risk is delegated to the Finance and Risk Committee, which reports formally to the Governing Body three times per annum.

The risk management process uses a Risk Appetite Matrix which identifies key strategic risks and metrics to assess them which are reported on at each Finance and Risk Meeting. Governors have set 'risk appetite' thresholds, which if breached trigger further action to rectify.

**Principal Risks and Uncertainties**

The Governors consider the following to be the principal risks and uncertainties affecting the Schools:

- Cost growth as a result of external factors. These might include further significant rises in the cost of teachers pensions and an increase in taxation as a result of losing charitable company reliefs. These are mitigated by detailed and comprehensive financial scenario planning, with proactive decision-making at Board level. We continue to foster close relationships with our lending institutions to ensure our financial contingency plans remain viable and responsive.
- Loss of reputation which would impact significantly in a loss of fee income above. Threats to reputation are many and varied, but it is most important that the Schools demonstrate their ability to keep children safe. Safeguarding is therefore the most important area of risk management and there are extensive policies and controls, combined with proactive and dynamic management and scrutiny of all safeguarding aspects, which serve to mitigate this risk. Extensive and well-resourced management of Health and Safety risks complement the safeguarding function.
- Any other crisis, that has a significant impact on the ability to operate either School, such as a fire or cyber attack, may impact widely in terms of operational costs and reputational, longer term damage. Such possibilities are the subject of extensive risk management scrutiny and processes to not only ensure compliance with statutory and regulatory obligations but to achieve material reduction in the likelihood of such a crisis occurring. These include table-top rehearsals of critical incidents to familiarise staff with the likely actions required.

The Governing Body is satisfied that, for all major risks identified, appropriate controls have been put in place and maintained to mitigate those risks adequately. It is recognised that systems can provide only reasonable but not absolute assurance that major risks have been managed.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of St George's Weybridge on 22 November 2021, including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



**John Lewin** (Chair of the Governing Body)

**ST GEORGE'S WEYBRIDGE**  
**INDEPENDENT AUDITOR'S REPORT**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST GEORGE'S WEYBRIDGE**

**Opinion**

We have audited the financial statements of St George's Weybridge (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 July 2021 which are comprised of the Group Statement of Financial Activities, the Group Summary Income and Expenditure Account, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement 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 the parent charitable company's affairs as at 31 July 2021 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the 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's and 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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in 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 there is a material misstatement in the financial

**ST GEORGE'S WEYBRIDGE**  
**INDEPENDENT AUDITOR'S REPORT**  
**FOR THE YEAR ENDED 31 JULY 2021**

---

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' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual 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 their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, 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 trustees' 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, the trustees (who are also the directors of the 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 group 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**

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- 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. The risk of not detecting a material

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

---

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.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**Explanation as to what extent 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, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2021**

---

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

**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 which 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Moore Kingston Smith LLP*

Neil Finlayson (Senior Statutory Auditor)  
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Date: 2 December 2021  
Devonshire House  
60 Goswell Road  
London  
EC1M 7AD

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(incorporating the income and expenditure account)**  
**for the year ending 31 July 2021**

Income and Endowments	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
<b>INCOME FROM:</b>					
<b>Charitable Activities</b>					
School fees	2	23,829,212	-	23,829,212	21,999,784
Other educational income	3	1,567,178	-	1,567,178	1,590,417
<b>Other trading activities</b>					
Other trading income	4	499,787	-	499,787	507,553
<b>Investments</b>					
Investment income		18,427	1,085	19,512	28,421
<b>Voluntary sources</b>					
Grants and donations	5	678,794	104,724	783,518	1,030,007
<b>Total Income</b>		<u>26,593,398</u>	<u>105,809</u>	<u>26,699,207</u>	<u>25,156,182</u>
<b>EXPENDITURE ON:</b>					
<b>Raising funds</b>					
Fundraising and development		255,054	-	255,054	322,806
Financing costs under Advance Fee Contracts		182,594	-	182,594	179,878
Non-ancillary trading		316,122	-	316,122	299,611
Interest and other costs		143,601	-	143,601	401,362
<b>Total non-educational costs</b>		<u>897,371</u>	<u>-</u>	<u>897,371</u>	<u>1,203,657</u>
<b>Charitable activities</b>					
Education		25,125,648	-	25,125,648	24,594,212
<b>Total expenditure</b>	<b>6 &amp; 7</b>	<u>26,023,019</u>	<u>-</u>	<u>26,023,019</u>	<u>25,797,869</u>
<b>Net income</b>		570,379	105,809	676,188	(641,687)
Transfers between funds	17.1	27,945	(27,945)	-	-
<b>Net movement in funds for the year</b>		598,324	77,864	676,188	(641,687)
Fund balance at 1 August 2020		41,769,355	357,125	42,126,480	42,768,167
<b>Fund balances at 31 July 2021</b>	<b>17</b>	<u>42,367,679</u>	<u>434,989</u>	<u>42,802,668</u>	<u>42,126,480</u>

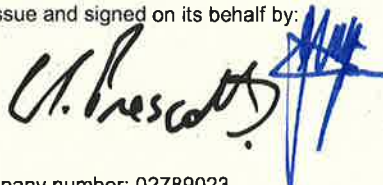
The accompanying notes from part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED AND SCHOOL BALANCE SHEETS**  
as at 31 July 2021

	Note	Group		School	
		2021 £	2020 £	2021 £	2020 £
<b>FIXED ASSETS</b>					
Tangible assets	8	54,733,727	54,168,267	54,732,576	54,166,863
Investment assets	9	-	-	100	100
		<u>54,733,727</u>	<u>54,168,267</u>	<u>54,732,676</u>	<u>54,166,963</u>
<b>CURRENT ASSETS</b>					
Stock	10	227,275	219,918	30,214	22,174
Debtors	11	728,405	825,596	870,891	963,627
Cash and short term deposits		8,647,169	8,939,499	8,605,150	8,919,504
		<u>9,602,849</u>	<u>9,985,013</u>	<u>9,506,255</u>	<u>9,905,305</u>
<b>CURRENT LIABILITIES</b>					
Creditors payable within one year	12	(8,759,933)	(7,555,221)	(8,668,266)	(7,480,187)
		<u>842,916</u>	<u>2,429,792</u>	<u>837,989</u>	<u>2,425,118</u>
<b>NET CURRENT ASSETS</b>					
		<u>842,916</u>	<u>2,429,792</u>	<u>837,989</u>	<u>2,425,118</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		55,576,643	56,598,059	55,570,665	56,592,081
<b>LONG TERM LIABILITIES</b>					
Advance fees	13	(4,472,813)	(5,050,195)	(4,472,813)	(5,050,195)
Deposits	14	(1,300,013)	(1,302,190)	(1,300,013)	(1,302,190)
Loans	15	(7,001,149)	(8,119,194)	(7,001,149)	(8,119,194)
		<u>42,802,668</u>	<u>42,126,480</u>	<u>42,796,690</u>	<u>42,120,502</u>
<b>NET ASSETS</b>					
		<u>42,802,668</u>	<u>42,126,480</u>	<u>42,796,690</u>	<u>42,120,502</u>
<b>REPRESENTED BY:</b>					
<b>RESTRICTED FUNDS</b>					
	17.1	434,989	357,125	434,989	357,125
<b>UNRESTRICTED FUNDS</b>					
Unrestricted - Designated	17.2	193,050	31,382	193,050	31,382
General funds	17.2	42,174,629	41,737,973	42,168,651	41,731,995
		<u>42,802,668</u>	<u>42,126,480</u>	<u>42,796,690</u>	<u>42,120,502</u>
<b>TOTAL FUNDS</b>					
	17	<u>42,802,668</u>	<u>42,126,480</u>	<u>42,796,690</u>	<u>42,120,502</u>

No separate SOFA has been presented for the School alone, as permitted by Section 408 of the Companies Act 2006. The School's income for the year was £26,366,905 (2020: £24,676,400) and the surplus for the year was £676,188 (2020: deficit of £641,687).

Approved by the Board of Governors of St George's Weybridge on 22 November 2021 and authorised for issue and signed on its behalf by:

 (Chair)  
(Governor, Finance & Risk Committee)

Company number: 02789023

The accompanying notes form part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED CASHFLOW STATEMENT**  
for the year ending 31 July 2021

	Notes	2021 £	2020 £
<b>NET CASH FLOWS FROM OPERATIONS</b>			
Net cash provided by operating activities	20	4,186,733	1,105,873
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for tangible fixed assets	(3,319,509)		(3,475,301)
Proceeds on sale of tangible fixed assets	150		20,138
Investment income receipts	19,512		28,421
Net cash provided by/(used in) investing activities		<u>(3,299,847)</u>	<u>(3,426,742)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Interest paid	(143,601)		(401,362)
Loans Received	-		8,744,000
Loans repaid	(644,273)		(6,332,124)
Advance fees	(409,454)		(176,929)
Deposits	18,112		90,330
Net cash provided by/(used in) financing activities		<u>(1,179,216)</u>	<u>1,923,915</u>
<b>Change in cash and cash equivalents in the reporting period</b>		<u><b>(292,330)</b></u>	<u><b>(396,954)</b></u>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<u><b>8,939,499</b></u>	<u><b>9,336,453</b></u>
<b>Cash and cash equivalents at the end of the reporting period</b>		<u><b>8,647,169</b></u>	<u><b>8,939,499</b></u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2021**

---

**1 STATEMENT OF ACCOUNTING POLICIES**

St George's Weybridge is a company limited by guarantee with registered number 02789023, incorporated and domiciled in England and Wales. Its registered office is St George's College, Weybridge Road, Addlestone, Surrey KT15 2QS.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the 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 2015. The school is a Public Benefit Entity as defined by FRS 102.

The functional currency of the School is considered to be GBP because that is the currency of the primary economic environment in which the School operates.

The School has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a charity only Cash Flow Statement with the consolidated financial statements.

**Going concern**

The financial statements are prepared on a going concern basis which assumes the charitable group will continue in operational existence for the foreseeable future. The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Governors have considered the School's forecasts and projections and have taken account of the pressure on income as a result of the COVID-19 pandemic. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

**Critical accounting judgements and key sources of estimation uncertainty**

In the application of the accounting policies, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the opinion of the Trustees, the estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

*Useful economic lives*

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of the property, plant and equipment and note 1.8 for the useful economic lives for each class of asset.

*Recoverable value of fee debtors*

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 11 for the net carrying amount of the debtors and associated impairment provision.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2021**

---

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

**1.1 Fees and similar income**

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the School, but include contributions received from Restricted Funds for scholarships, bursaries and other grants. Fees received in advance of education to be provided in future years under an Advance Fee Payments Scheme contract are held as liabilities until either taken to income in the term when used or else refunded.

**1.2 Investment income**

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

**1.3 Donations**

Donations receivable for the general purposes of the School are credited to Unrestricted Funds. Donations for purposes restricted by the wishes of the donor are taken to Restricted Funds where these wishes are legally binding, except that any amounts required to be retained as capital in accordance with the donor's wishes are accounted for instead as Endowments - permanent or expendable according to the nature of the restriction. Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

**1.4 Resources expended**

Expenditure is accounted for on an accruals basis as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the School, including strategic planning for its future development, also internal and external audit, any legal advice, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

Governance costs are no longer presented as a separate category of expenditure in the Statement of Financial Activities as they are not regarded as part of support costs which are allocated to the cost of activities undertaken by the School.

Intra-group sales and charges between the School and its subsidiary are excluded from trading income and expenditure.

**1.5 Operating leases**

Rentals payable under operating leases are charged in the SOFA on a straight line basis over the lease term.

**1.6 Pension schemes**

The School contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the School. In accordance with FRS 102 therefore, the scheme is accounted for as a defined contribution scheme. The School also contributes to a group personal pension scheme for non-teaching staff up to 15% of annual basic pay. Contributions to both schemes are charged in the SOFA as they become payable in accordance with the rules of the schemes.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2021**

---

**1.7 Employee benefits**

The costs of short-term employee benefits are recognised as a liability and an expense.

Termination payments are recognised immediately as an expense when the school is demonstrably committed to terminate the employment of an employee or provide termination benefits.

**1.8 School land and buildings and equipment**

*Capitalisation and replacement*

Tangible fixed assets costing in excess of £500 are capitalised and carried in the balance sheet at historical cost. In accordance with the transitional provisions of Financial Reporting Standard 102, the School buildings are stated at valuation at 31 July 2001 and this deemed cost has been frozen subject to any adjustments necessary resulting from an impairment review. This valuation has not been updated.

*Depreciation*

The freehold land is not depreciated. Depreciation of other assets is provided at rates calculated to write off the excess of cost over estimated residual amount over the estimated useful economic lives of each class of asset, subject to annual review.

These rates are currently as follows:

Building, improvements and extensions	10 - 50 years
Furniture and equipment	3 - 7 years
Motor vehicles	25% reducing balance

**1.9 Stock**

Stock is valued at the lower of cost and net realisable value.

**1.10 Fund Accounting**

The charitable trust funds of the School and its subsidiary are accounted for as unrestricted or restricted income in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded.

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors, either to fund the School's objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

**1.11 Financial instruments**

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with debtors, excluding prepayments. A specific provision is made for debts for which recoverability is in doubt. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

**1.12 Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

**1.13 Joint ventures**

An entity is treated as a joint venture where the group is party to a contractual agreement with one or more parties from outside the group to undertake an economic activity that is subject to joint control.

In the consolidated accounts, interests in associated undertakings are accounted for using the equity method of accounting. Under this method an equity investment is initially recognised at the transaction price (including transaction costs) and is subsequently adjusted to reflect the investor's share of the profit or loss, other comprehensive income and equity of the joint venture.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

		2021	2020
<b>2</b>	<b>SCHOOL FEES</b>	<b>Total</b>	<b>Total</b>
		£	£
	<b>The Schools' fee income comprised:</b>		
	Gross fees	27,580,820	26,273,719
	Less: Total bursaries and allowances	<u>(3,858,071)</u>	<u>(4,437,813)</u>
		23,722,749	21,835,906
	 Add back: Transformational Bursaries paid for by restricted funds	 106,463	 163,878
	<b>Total</b>	<b><u>23,829,212</u></b>	<b><u>21,999,784</u></b>
<b>3</b>	<b>OTHER INCOME</b>	<b>Total</b>	<b>Total</b>
		£	£
	<b>Other educational charitable activities:</b>		
	Entrance and registration fees	67,470	62,550
	Other fees and income	1,466,931	1,477,547
	Senco income	32,777	50,320
	<b>Total</b>	<b><u>1,567,178</u></b>	<b><u>1,590,417</u></b>
<b>4</b>	<b>OTHER TRADING ACTIVITIES</b>	<b>Total</b>	<b>Total</b>
		£	£
	<b>Other trading activities</b>		
	Sales	298,364	240,798
	Other Income	-	16,920
	Rental income	201,423	249,835
	<b>Total</b>	<b><u>499,787</u></b>	<b><u>507,553</u></b>
<b>5</b>	<b>GRANTS AND DONATIONS</b>	<b>Unrestricted</b>	<b>Restricted</b>
			<b>2021</b>
			<b>Total</b>
			£
	HMRC Grant - Furlough	426,355	-
	Donations	251,745	104,724
	Parents' Association	694	-
	<b>Total</b>	<b><u>678,794</u></b>	<b><u>104,724</u></b>
			<b>2020</b>
			<b>Total</b>
			£
	HMRC Grant - Furlough	687,285	-
	Donations	103,362	222,577
	Parents' Association	16,783	-
	<b>Total</b>	<b><u>807,430</u></b>	<b><u>222,577</u></b>
			<b><u>1,030,007</u></b>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2021**

<b>6 STAFF COSTS</b>	<b>Total 2021 £</b>	<b>Total 2020 £</b>
<b>Total staff costs comprised:</b>		
Wages and salaries	<b>13,432,413</b>	13,045,382
Social securities costs	<b>1,372,579</b>	1,343,629
Pension contributions	<b>2,362,722</b>	2,256,679
Other Staff Costs	<b>195,684</b>	375,488
	<b><u>17,363,398</u></b>	<b><u>17,021,178</u></b>

The average number of employees in the year was 433 (2020: 445) of which 208 (2020: 205) were teaching staff.

FTE: 329 (2020: 331) of which 191 (2020: 185) were teaching staff.

No Governors were reimbursed for travel and subsistence during the year (2020: none).

No Governors received remuneration during the year (2020: none).

The numbers of higher paid employees were:

	<b>2021 No.</b>	<b>2020 No.</b>
Taxable emoluments band:		
£ 60,000 - £ 70,000	<b>8</b>	12
£ 70,000 - £ 80,000	<b>2</b>	-
£ 80,001 - £ 90,000	<b>2</b>	2
£ 90,001 - £100,000	<b>1</b>	1
£120,001 - £130,000	<b>-</b>	-
£130,001 - £140,000	<b>1</b>	1
£140,001 - £150,000	<b>1</b>	1
£190,001 - £200,000	<b>-</b>	-
£200,001 - £210,000	<b>1</b>	1
	<b><u>16</u></b>	<b><u>18</u></b>

The number with retirement benefits accruing were:

Money Purchase Scheme	<b>2</b>	3
For which the £ contributions amounted to:	<b>29,340</b>	32,267
Defined Benefit Schemes	<b>14</b>	15

Aggregate £ employee benefits of key management personnel **2,049,248**      **2,035,928**

Two members of the key management personnel are also provided with free accommodation in order to enable them to undertake specific duties for the school.

One person was paid a termination payment during the year (2020: one).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED 2021**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	178,573	76,481	-	255,054
Financing costs under				
Advance Fee contracts	-	182,594	-	182,594
Non-ancillary trading	86,791	229,078	253	316,122
Interest and other costs	-	143,601	-	143,601
	<u>265,364</u>	<u>631,754</u>	<u>253</u>	<u>897,371</u>
<i>Charitable activities:</i>				
Teaching	13,620,807	703,512	-	14,324,319
Welfare	809,337	1,063,679	-	1,873,016
Premises	891,632	2,222,612	2,742,731	5,856,975
Support costs of schooling	1,716,358	1,121,504	-	2,837,862
Grants, awards and prizes	-	107,953	-	107,953
Governance costs	59,900	65,623	-	125,523
	<u>17,098,034</u>	<u>5,284,883</u>	<u>2,742,731</u>	<u>25,125,648</u>
Schools operating costs				
Total	<u>17,363,398</u>	<u>5,916,637</u>	<u>2,742,984</u>	<u>26,023,019</u>

The payments made under operating leases during the year were £425,000 (2020: £425,000) in respect of land and buildings and £62,620 (2020: nil) in respect of plant and equipment.

**ANALYSIS OF TOTAL RESOURCES EXPENDED 2020**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	197,663	125,143	-	322,806
Financing costs under				
Advance Fee contracts	-	179,878	-	179,878
Non-ancillary trading	107,210	192,093	308	299,611
Interest and other costs	-	401,362	-	401,362
	<u>304,873</u>	<u>898,476</u>	<u>308</u>	<u>1,203,657</u>
<i>Charitable activities:</i>				
Teaching	13,184,873	771,861	-	13,956,734
Welfare	775,279	987,147	-	1,762,426
Premises	887,179	2,202,884	2,563,633	5,653,696
Support costs of schooling	1,809,074	1,120,723	-	2,929,797
Grants, awards and prizes	-	168,348	-	168,348
Governance costs	59,900	63,311	-	123,211
	<u>16,716,305</u>	<u>5,314,274</u>	<u>2,563,633</u>	<u>24,594,212</u>
Schools operating costs				
Total	<u>17,021,178</u>	<u>6,212,750</u>	<u>2,563,941</u>	<u>25,797,869</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED (continued)**

Governance expenditure includes:	<b>Total</b>	Total
	<b>2021</b>	2020
	£	£
Auditor's remuneration:		
For audit services	<b>31,717</b>	28,404

**8 TANGIBLE FIXED ASSETS**

Tangible Fixed Assets - Group	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2020	2,825,000	16,580,207	50,032,412	7,082,743	76,520,362
Additions in year	800,000	28,110	1,494,147	997,252	3,319,509
Disposals	-	(16,205)	(30,040)	(104,854)	(151,099)
<b>As at 31 July 2021</b>	<b><u>3,625,000</u></b>	<b><u>16,592,112</u></b>	<b><u>51,496,519</u></b>	<b><u>7,975,141</u></b>	<b><u>79,688,772</u></b>
<b>Depreciation</b>					
As at 1 August 2020	-	3,516,382	14,286,788	4,548,925	22,352,095
Charge for year	-	413,573	1,416,883	912,528	2,742,984
Disposals	-	(16,205)	(19,015)	(104,814)	(140,034)
<b>As at 31 July 2021</b>	<b><u>-</u></b>	<b><u>3,913,750</u></b>	<b><u>15,684,656</u></b>	<b><u>5,356,639</u></b>	<b><u>24,955,045</u></b>
<b>Net book value</b>					
<b>As at 31 July 2021</b>	<b><u><u>3,625,000</u></u></b>	<b><u><u>12,678,362</u></u></b>	<b><u><u>35,811,863</u></u></b>	<b><u><u>2,618,502</u></u></b>	<b><u><u>54,733,727</u></u></b>
As at 31 July 2020	<u>2,825,000</u>	<u>13,063,825</u>	<u>35,745,624</u>	<u>2,533,818</u>	<u>54,168,267</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

**8 TANGIBLE FIXED ASSETS (Continued)**

Tangible Fixed Assets - School	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2020	2,825,000	16,580,207	50,032,412	7,029,935	76,467,554
Additions in year	800,000	28,110	1,494,147	997,252	3,319,509
Disposals	-	(16,205)	(30,040)	(104,854)	(151,099)
<b>As at 31 July 2021</b>	<b>3,625,000</b>	<b>16,592,112</b>	<b>51,496,519</b>	<b>7,922,333</b>	<b>79,635,964</b>
Depreciation					
As at 1 August 2020	-	3,516,383	14,286,788	4,497,520	22,300,691
Charge for year	-	413,573	1,416,883	912,275	2,742,731
Disposals	-	(16,205)	(19,015)	(104,814)	(140,034)
<b>As at 31 July 2021</b>	<b>-</b>	<b>3,913,751</b>	<b>15,684,656</b>	<b>5,304,981</b>	<b>24,903,388</b>
<b>Net book value</b>					
<b>As at 31 July 2021</b>	<b>3,625,000</b>	<b>12,678,361</b>	<b>35,811,863</b>	<b>2,617,352</b>	<b>54,732,576</b>
As at 31 July 2020	2,825,000	13,063,824	35,745,624	2,532,415	54,166,863

\* The School has elected, in accordance with Section 35.10(d) of FRS 102, to use the carrying value on 1st September 2014, the date of transition to FRS 102, of any of the above freehold land and buildings previously carried at a valuation, as their deemed cost.

Included within the additions for Long Leasehold Buildings and Improvements is £1m for assets under construction as at 31st July 2021 (2020: £0.4m). These items have not been depreciated in the accounts.

**9 INVESTMENTS**

	Group 2021 £	Group 2020 £	School 2021 £	School 2020 £
Interest in subsidiary undertaking	-	-	100	100
<b>Total</b>	<b>-</b>	<b>-</b>	<b>100</b>	<b>100</b>

An investment of £2,500 in the joint venture company was impaired in 2016.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2021**

**9 UNLISTED INVESTMENTS (Continued)**

**9.1 Subsidiary Undertakings**

The School has a 100% shareholding, acquired on 22nd February 1999, in St George's Weybridge Enterprises Limited, Company No. 03719020, incorporated in the United Kingdom, which manages the commercial activities of the company.

St George's Weybridge Enterprises Limited had a turnover of £383,990 (2020: £359,197), gross profit of £171,583 (2020: £179,733) and a profit before tax and gift aid of £16,180 (2020: £16,293). At 31 July 2021, the company had shareholder's funds of £6,078 (2020: £6,078).

**9.2 Joint Venture**

The School has a 50% shareholding acquired on 25th March 1994 in a Joint Venture company, St George's Weybridge and Surrey County Tennis Centre Limited, incorporated in the United Kingdom, which manages the indoor tennis centre. The Joint Venture Company is managed jointly by the company and Surrey County Lawn Tennis Association which owns the other 50% shareholding.

On 25th March 1994 the School agreed to provide land, with the approval of the Josephite Community, the freeholders. The School as the head lease holder, agreed to offer a sublease to Surrey County Lawn Tennis Association ("the Surrey Trustees") on similar lease terms. The Surrey Trustees agreed to build and fund the indoor tennis centre.

The Joint Venture Company is responsible for making arrangements for use of the indoor tennis centre which, under the present agreement, is given equally to St George's Weybridge, Surrey Lawn Tennis Association and the Joint Venture Company which lets the courts to third parties. St George's Weybridge assists by making available its own staff to carry out the Joint Venture company's operations. St George's Weybridge is also responsible for day to day maintenance of the tennis centre buildings. Any surplus/deficit will be shared equally by St George's Weybridge and the Surrey Lawn Tennis Association.

The unaudited results for the last two years are as follows:

**PROFIT AND LOSS ACCOUNT**  
**YEAR ENDED 30 SEPTEMBER 2021**

	2021	2020
	£	£
Turnover	<b>18,060</b>	33,993
Cost of Sales	-	(104)
Administration	<b>(26,490)</b>	(25,041)
Depreciation	<b>(5,590)</b>	(5,606)
Interest Receivable	<b>1</b>	9
	<b>(14,019)</b>	3,251
Taxation	-	-
Profit/(Loss) for the year	<b>(14,019)</b>	3,251
Balance brought forward	<b>(10,142)</b>	(13,393)
Balance carried forward	<b>(24,161)</b>	(10,142)

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

**9 UNLISTED INVESTMENTS (Continued)**

**BALANCE SHEET**  
**AS AT 30 SEPTEMBER 2021**

	2021	2020
	£	£
<b>FIXED ASSETS</b>		
Tangible assets	43,474	49,064
<b>CURRENT ASSETS</b>		
Stock	58	58
Debtors	726	546
Cash at bank	11,261	27,793
	12,045	28,397
<b>CREDITORS: Amounts falling due within one year</b>	<b>(20,680)</b>	<b>(21,603)</b>
<b>NET CURRENT ASSETS</b>	<b>(8,635)</b>	6,794
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>34,839</b>	55,858
<b>CREDITORS: Amounts falling due in more than one year</b>	<b>(54,000)</b>	(61,000)
<b>NET LIABILITIES</b>	<b>(19,161)</b>	(5,142)
<b>CAPITAL AND RESERVES</b>		
Share capital	5,000	5,000
Profit and loss account	(24,161)	(10,142)
<b>SHAREHOLDERS' FUNDS</b>	<b>(19,161)</b>	(5,142)

**10 STOCK**

	Group 2021	Group 2020	School 2021	School 2020
	£	£	£	£
Goods for resale	197,061	197,744	-	-
Other stock	30,214	22,174	30,214	22,174
	<b>227,275</b>	219,918	<b>30,214</b>	22,174

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

**11 DEBTORS**

	Group 2021 £	Group 2020 £	School 2021 £	School 2020 £
Amount due from Joint Venture company	14,036	17,186	14,036	17,186
Amount due from subsidiary	-	-	153,514	143,645
Fee debtors	99,237	181,696	99,237	181,696
Sundry debtors	73,567	88,509	63,556	83,659
Prepayments and accrued income	541,565	538,205	540,548	537,441
	<u>728,405</u>	<u>825,596</u>	<u>870,891</u>	<u>963,627</u>

**12 CREDITORS: due within one year**

	Group 2021 £	Group 2020 £	School 2021 £	School 2020 £
Bank loan	1,181,111	707,339	1,181,111	707,339
Advance fee scheme (Note 13)	4,418,077	4,250,149	4,418,077	4,250,149
Pension contributions	288,916	286,682	288,916	286,682
Trade creditors	1,629,515	740,119	1,542,395	679,573
Social security and other taxation	345,996	341,235	345,996	341,235
Deposits	373,638	353,350	373,638	353,350
Other creditors	312,812	421,889	312,812	421,889
Accruals	209,868	454,458	205,321	439,970
	<u>8,759,933</u>	<u>7,555,221</u>	<u>8,668,266</u>	<u>7,480,187</u>

**13 ADVANCE FEE PAYMENTS - GROUP**

Parents may enter into a contract to pay for their children's tuition fees in advance. The money may be returned subject to specific conditions on the receipt of one term's notice. Assuming students will remain in the School, advance fees will be applied as follows:

	2021 £	2020 £
After 5 years	204,183	300,931
Within 2 to 5 years	2,385,429	2,421,820
Within 1 to 2 years	1,883,201	2,327,444
	<u>4,472,813</u>	<u>5,050,195</u>
Within 1 year (note 12)	4,418,077	4,250,149
	<u>8,890,890</u>	<u>9,300,344</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

**13 ADVANCE FEE PAYMENTS - GROUP (Continued)**

The balance represents the accrued liability under the contracts. The movements during the year were:

	2021	2020
	£	£
Balance at 1 August	9,300,344	9,477,273
New contracts	<u>3,507,593</u>	<u>3,780,177</u>
	<b>12,807,937</b>	<b>13,257,450</b>
Amounts utilised in payment of fees:		
To the School	<u>(3,917,047)</u>	<u>(3,957,106)</u>
Balance at 31 July	<u><b>8,890,890</b></u>	<u><b>9,300,344</b></u>

**14 SCHOOL FEE DEPOSITS**

	2021	2020
	£	£
Amounts due 1 - 2 years:	223,663	280,925
Amounts due 2 - 5 years:	297,400	246,360
Amounts due more than 5 years:	<u>778,950</u>	<u>774,905</u>
	<u><b>1,300,013</b></u>	<u><b>1,302,190</b></u>

**15 LOANS - GROUP**

	2021	2020
	£	£
Amounts due 1 - 2 years:	1,192,983	1,181,111
Amounts due 2 - 5 years:	3,603,918	3,615,741
Amounts due more than 5 years:	<u>2,204,248</u>	<u>3,322,342</u>
	<u><b>7,001,149</b></u>	<u><b>8,119,194</b></u>

The terms of the loans are:

Lender	2021	Repayments including	Interest rate
	£	interest for 2021-22	
(i) Nat West Fixed Interest (secured)	4,731,484	591,310	2.44%
(ii) Nat West Cbils Fixed Interest (secured)	3,450,776	58,333	2.25%

(i) in June 2020 the charity took advantage of the low interest rates and refinanced two loans with Nat West, consolidating them into one. The new Loan is fully secured on three properties (one leasehold), sited close to the College along with the Junior School, in line with the previous arrangements.

(ii) In June 2020, the charity took advantage of the Government CBILS loan arrangement to ensure adequate cash is available during the Covid pandemic. Interest on the loan is covered by the government for 12 months. Repayments commenced in July 2021. The Junior School site provides security for this loan. £2,325,000 of the outstanding loan balance was repaid in September 2021.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

---

**16 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

The group's net assets belong to the various funds as at 31 July 2021 as follows:

	<b>Fixed Assets</b>	<b>Net Current Assets</b>	<b>Long Term Liabilities</b>	<b>Fund Balances</b>
	£	£	£	£
Restricted funds	-	434,989	-	434,989
Designated funds	-	193,050	-	193,050
Unrestricted funds	<u>54,733,727</u>	<u>214,877</u>	<u>(12,773,975)</u>	<u>42,174,629</u>
	<u>54,733,727</u>	<u>842,916</u>	<u>(12,773,975)</u>	<u>42,802,668</u>

The School's net assets belong to the various funds as at 31 July 2021 as follows:

	<b>Fixed Assets</b>	<b>Net Current Assets</b>	<b>Long Term Liabilities</b>	<b>Fund Balances</b>
	£	£	£	£
Restricted funds	-	434,989	-	434,989
Designated funds	-	193,050	-	193,050
Unrestricted funds	<u>54,732,676</u>	<u>209,950</u>	<u>(12,773,975)</u>	<u>42,168,651</u>
	<u>54,732,676</u>	<u>837,989</u>	<u>(12,773,975)</u>	<u>42,796,690</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

**17.1 RESTRICTED FUNDS: MOVEMENT IN THE YEAR**

	Balance 31 July 2020 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2021 £
Activity Centre	-	1,515	-	(1,515)	-
Other Capital Projects	-	3,158	-	-	3,158
Bursary Fund	329,236	101,067	-	(26,430)	403,873
Lourdes Bursary Fund	501	1	-	-	502
Susan Goodchild	-	-	-	-	-
Woolfson Scholarship	27,388	68	-	-	27,456
	<u>357,125</u>	<u>105,809</u>	<u>-</u>	<u>(27,945)</u>	<u>434,989</u>

	Balance 31 July 2019 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2020 £
Activity Centre	-	74,808	-	(74,808)	-
Other Capital Projects	-	1,166	-	(1,166)	-
Bursary Fund	308,186	146,925	-	(125,875)	329,236
Lourdes Bursary Fund	-	501	-	-	501
Susan Goodchild	65,156	-	-	(65,156)	-
Woolfson Scholarship	27,320	68	-	-	27,388
	<u>400,662</u>	<u>223,468</u>	<u>-</u>	<u>(267,005)</u>	<u>357,125</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

**17.2 UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR**

Fund Movement				2021
	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds
	£	£	£	£
Balance Brought forward	41,737,973	31,382	357,125	<b>42,126,480</b>
Total Incoming Resources	26,332,081	261,317	105,809	<b>26,699,207</b>
Total Resources Expended	(26,023,019)			<b>(26,023,019)</b>
Transfers	127,594	(99,649)	(27,945)	-
	<u>42,174,629</u>	<u>193,050</u>	<u>434,989</u>	<u><b>42,802,668</b></u>

Fund Movement				2020
	Unrestricted Funds	Designated Funds	Restricted Funds	Total Funds
	£	£	£	£
Balance Brought forward	42,338,798	28,707	400,662	<b>42,768,167</b>
Total Incoming Resources	24,829,274	103,440	223,468	<b>25,156,182</b>
Total Resources Expended	(25,797,869)	-	-	<b>(25,797,869)</b>
Transfers	367,770	(100,765)	(267,005)	-
	<u>41,737,973</u>	<u>31,382</u>	<u>357,125</u>	<u><b>42,126,480</b></u>

**Unrestricted Designated Funds**

Incoming designated funds donated in the year were assigned towards the following projects; where the donors had expressed a desire for the funds to go towards:

- Activity Centre.
- Bursary Fund
- Boat Club
- Lourdes
- Future Capital Projects

**18 CONTRACTS AND COMMITMENTS**

	2021	2020
	£000s	£000s
Authorised and contracted values for new build, repairs and refurbishment.	<u><b>2,637</b></u>	<u><b>421</b></u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2021**

---

**19 PENSION SCHEMES**

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,989,961 (2020: £1,850,324) and at the year-end £238,593 (2020: £237,907) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by the Teachers' Pensions Regulations 2010 (as amended) and, the Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgement that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. The government announced on 4 February 2021 that it intends to proceed with a deferred choice underpin under which members will be able to choose either legacy or reformed scheme benefits in respect of their service during the period between 1 April 2015 and 31 March 2022 at the point they become payable.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. The consultation closed to response on 19 August 2021 and the Government is currently analysing the responses.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

The School also runs a scheme for its non-teaching staff, which is a defined contributions scheme. The cost for the year represents the School's contributions to that scheme of £372,761 (2020: £370,924).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ending 31 July 2021

**20 RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATIONS**

	2021	2020
	£	£
Net incoming resources	676,188	(641,687)
Non-operating cash flows eliminated:		
- Investment Income	(19,512)	(28,421)
- Finance Costs	143,601	401,362
Depreciation charges added back	2,742,984	2,563,941
(Gain)/Loss on disposal of tangible fixed assets	10,915	(16,920)
(Increase) in stock	(7,357)	(42,325)
Decrease/(Increase) in debtors	97,191	615,647
(Decrease)/Increase in creditors	542,724	(1,745,724)
	<u>4,186,733</u>	<u>1,105,873</u>

**21 OPERATING LEASE COMMITMENTS - GROUP AND SCHOOL**

The Group & School had the following commitments under non-cancellable operating leases:

	Digital Equipment		Property	
	2021	2020	2021	2020
Operating lease commitments:	£	£	£	£
Within 1 year	75,144	62,600	425,000	425,000
Within 2 - 5 years	162,354	237,498	425,000	850,000
	<u>237,498</u>	<u>300,098</u>	<u>850,000</u>	<u>1,275,000</u>

**22 ANALYSIS OF NET DEBT**

	At 1 Aug 2020	Cashflows	Other non- cash changes	At 31 July 2021
	£	£	£	£
<b>Cash and cash equivalents</b>				
Cash at bank	7,933,376	708,054	-	8,641,430
Notice deposits	1,000,000	(1,000,000)	-	-
Cash in hand	6,123	(384)	-	5,739
	<u>8,939,499</u>	<u>(292,330)</u>	-	<u>8,647,169</u>
<b>Borrowings</b>				
Bank loans due within one year	(707,339)	644,273	(1,118,045)	(1,181,111)
Bank loans due after one year	(8,119,194)	-	1,118,045	(7,001,149)
	<u>(8,826,533)</u>	<u>644,273</u>	-	<u>(8,182,260)</u>
Net cash/(debt)	<u>112,966</u>	<u>351,943</u>	-	<u>464,909</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ending 31 July 2021**

---

**23 CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS**

Mr J Hood is a director of the Joint Venture Company.  
Mrs C Shevlin is a director of the wholly owned subsidiary.

The Congregation of Josephites (Charity number 0312071) is a connected charity of the company.  
Rev W. M Muir is a Trustee of the Josephite Community.

Transactions with these entities include

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>1 The Congregation of Josephites</b>		
Joint costs reimbursed	114,300	139,929
Rent paid	<u>425,000</u>	<u>425,000</u>
<b>2 Joint Venture</b>		
<b>St George's Weybridge and Surrey County</b>		
<b>Tennis Centre Limited</b>		
Investment	-	-
Amount due	<u>14,036</u>	<u>17,186</u>
<b>3 Subsidiary</b>		
<b>St George's Weybridge Enterprises Limited</b>		
Investment	100	100
Amount due	153,514	143,645
Charges for rent, staff time and share of overheads	140,553	152,448
Gifts received	<u>16,180</u>	<u>16,293</u>

**ST GEORGE'S WEYBRIDGE**

England & Wales - Charity number 1017853

---

# Accounts

---

**Company Number 02789023**

**Registered in England**

**Charity Number: 1017853**



**St George's**

W E Y B R I D G E

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JULY 2020**

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

**CONTENTS**

Governors, Officers and Advisers	1
Annual Report of the Governors: - Directors' Report Strategic Report	3
Independent Auditor's Report	25
Consolidated Statement of Financial Activities	28
Consolidated and School Balance Sheet	29
Consolidated Cashflow Statement	30
Notes to the Financial Statements	31



**ST GEORGE'S WEYBRIDGE  
GOVERNORS, OFFICERS AND ADVISERS**

---

**Bankers:**

National Westminster Bank plc  
9<sup>th</sup> Floor  
280 Bishopsgate  
London  
EC2M 4AA

**Solicitors:**

Farrer & Co  
66 Lincoln's Inn Fields  
London  
WC2A 3LH

Veale Wasbrough Vizards  
Orchard Court  
Orchard Lane  
Bristol  
BS1 5WS

**Auditors:**

Moore Kingston Smith LLP  
Chartered Accountants and Business Advisers  
Devonshire House  
60 Goswell Road  
London  
EC1M 7AD

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

The Governors of St George's Weybridge present their annual report for the year ended 31 July 2020 under the Companies Act 2006 and Charities Act 2011, thus including the Directors' Report and Strategic Report under the 2006 Act, together with the audited financial statements for the year.

<b>DIRECTORS' REPORT</b>
--------------------------

### **CONSTITUTION AND OBJECTS**

St George's Weybridge ('the Charity' or 'the School') was founded in 1993 and is registered with the Charity Commission under charity number 1017853. It is constituted as a company limited by guarantee registered in England, No 02789023. The Charity is governed by its Articles of Association last amended on 20 December 2010.

The Charity's objects, as set out in the Articles of Association, are the advancement of education by the provision and conduct of a school or schools for boys and girls to enable the fulfilment of their academic potential and personal development within an ethos of Christian ideals which derive from the traditions and teaching of the Roman Catholic Church and by ancillary or incidental education or religious activities for the benefit of the community.

In furtherance of this object for the public benefit, the Charity operates two schools known as St George's College, Weybridge and St George's Junior School, Weybridge ("the Schools"), has established and administers bursaries, awards and other benefactions, and acts as the trustee and manager of property, endowments, bequests and gifts given or established in the pursuance of this object.

The Charity was known as St George's College Weybridge until 24 December 2012 when Companies House registered the change of name to St George's Weybridge.

### **AIMS, OBJECTIVES AND ACTIVITIES**

#### **Aims**

The Charity's aims are:

- to establish the College as a day school for 11-18 year old boys and girls and the Junior School as a day school for 3-11 year old boys and girls, in which each child is encouraged to fulfil their potential;
- to offer all students a holistic range of opportunities so that they can achieve to the best of their ability within a framework of shared Catholic, Christian and Josephite values and standards; and
- to value and nurture students as individuals, giving them a sense of their own self-worth and of the value of service to others, thus preparing them for life beyond school.

The Board is mindful of the long-standing need to provide public benefit and of the requirements of the Charities Act 2011. In this connection the Board has monitored closely the guidance on public benefit produced by the Charity Commission together with its supplemental guidance on fee-charging.

#### **Primary Objectives**

The primary objectives of the Charity to fulfil these aims are:

- to provide a stimulating learning environment in which students can develop their academic potential to the full;
- to provide a happy, safe and secure pastoral environment, rooted in the Roman Catholic tradition and shaped by Josephite values, in which students develop a sense of community, consideration, respect and support for one another;

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

- to provide students with a breadth of curricular and co-curricular activities in order to develop positively all aspects of their character and to enable their talents to be discovered;
- to provide financial support to enable children whose parents are unable to afford the full fees to benefit from a Georgian education;
- to provide inspirational governance and leadership combined with effective management;
- to provide the necessary administrative and logistic framework to meet the needs of the Georgian Family.

The annual objectives for 2020/21 are contained in the Strategic Report.

The aims and objectives set for the Charity's subsidiary is to facilitate the achievement of the Charity's aims and objectives as above.

## **GOVERNANCE AND MANAGEMENT**

### **Governing Body**

There is one Governing Body for the School. Details of the members of the Governing Body, together with the Charity's officers and principal advisers, are given on pages 1 and 2.

The Governing Body is self-appointing. Governors are appointed for terms of three years and may, upon re-election, serve up to three terms. Governors may not be reappointed until one year has elapsed since their last day of prior service.

### **Recruitment and Training of Governors**

New members of the Governing Body are elected on the basis of various means, such as seeking applications from the Georgian Family or nominations from the Governors and the executive officers. Selection is based upon the candidates' professional qualities, commitment to the Schools, experience, personal competence and capacity to give of their time.

New Governors are inducted into the workings of the Schools, including Governing Body policy and procedures, through an induction process organised for them by the Clerk to the Governors. New Governors also attend specialist external courses on the role and responsibilities of charity trustees.

Members of the Governing Body attend external trustee training and information courses designed to keep them informed and updated on current issues in the sector and regulatory requirements.

### **Organisational Management**

The members of the Governing Body are legally responsible for the overall management and control of the School. They meet four times a year. The work of implementing their policies is carried out by six Committees:

- The Finance and Risk Committee scrutinises revenue, the budget, capital expenditure, risk, safeguarding, health and safety, projects and other matters relating to the general running of the School. This Committee also supervises and finalises the audited financial statements and annual report for approval by the Governing Body. The Committee meets three times per year and reports to the Governing Body. The Committee is chaired by Charles Prescott.
- The Academic and Pastoral Committee considers educational and pastoral policy. The Committee meets three times per year and reports to the Governing Body. The Committee is chaired by Ann Muggidge.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

- The Strategic Planning Committee considers the Strategic Plan and matters arising from it, especially those which cut across the remits of the Finance and Risk and the Academic and Pastoral Committees. It also oversees development activity (i.e. fundraising). This committee usually meets three times per year and reports to the Governing Body. The Committee was chaired by Chris Jansen. The Committee was dissolved on 29 June 2020 and its responsibilities spread across other committees.
- The Nominations and Governance Committee considers governor succession and screens nominated candidates for governorship. The Committee meets as required and reports to the Governing Body. The Committee is chaired by John Lewin.
- The Remuneration Sub-Committee considers all aspects of staff remuneration. It meets three times per year as well as hosting a consultation meeting with staff representatives. It reports to the Finance and Risk Committee and is chaired by Jason Hood.
- The Josephite Ethos Committee was formed on 19<sup>th</sup> September 2019 and is charged with overseeing the active continuance of the Josephite Ethos at St George's, recognising that the number of religious in the Congregation in Europe is in decline. It meets at least 3 times per year and its members consist of Governors, Josephites and Staff. It reports to the Governing Body and is chaired by Karen Patterson.

The Board delegates executive responsibilities to the Heads of the respective schools and to the Bursar who is Clerk to the Governors, Company Secretary to the Company and a director of the subsidiary and joint venture companies. The Heads and the Bursar attend all meetings of the Governing Body's Committees.

### **Structure and Relationships**

The School has one wholly owned non-charitable subsidiary, St George's Weybridge Enterprises Limited, whose annual profits are donated to the School under the Gift Aid Scheme. The trading activities of St George's Weybridge Enterprises Limited primarily comprise a retail outlet and revenue from letting of the school campus facilities when not in use by the Schools.

The School also has a joint venture, St George's Weybridge and Surrey County Tennis Centre Limited ('the joint company'), which is owned in equal partnership with Surrey Lawn Tennis Association. The purpose of the joint company is to maintain and operate the tennis centre and operate a public membership scheme to raise revenue to offset the running costs of the centre.

### **Employment and Remuneration Policy and Engagement with Employees**

We engage with our employees about future School activities and issues of direct concern (such as terms and conditions) through a range of mechanisms. All employees have the opportunity to elect colleagues to represent them on various committees and groups that meet from time to time, including Teaching Staff Common Room Committees and the Business Staff Forum.

We also engage with employees through questionnaires and staff meetings, and where possible include employee representatives in the development of new HR policies so that employee views are reflected within our final proposals. We have a range of detailed HR policies to support and have regard to our employees' interests, our charitable and business objectives and to ensure compliance with employment legislation. As part of ensuring that the regard for employee interests affects Company decisions, in May 2018, all staff were invited to participate in a staff engagement survey covering all aspects of their employment. Results were overwhelmingly positive with 94% of staff agreeing they would recommend the School as a good place to work. From this survey, a number of actions were taken forward to address the main concerns raised.

Governors further demonstrate regard for employees' interests through staff remuneration. Staff remuneration is decided annually by the Board after receiving recommendations for annual pay rises from the Finance and Risk Committee which in turn receives recommendations from the Remuneration Sub-Committee. Recommendations are informed by sector and local area benchmarking data in conjunction with other relevant data such as prevailing rates of inflation. Teaching staff are paid on an internal scale with progress determined by appropriate performance and time. They receive additional payments for management responsibility and

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

duties above the contractual norm. A minority of business (i.e. support) staff are paid according to an internal scale with the remainder of business staff remunerated with reference to the market rate for their sector. A range of benefits is available to staff such as workplace pension contributions, staff fee remission, life assurance and enhanced access to private health cover.

Senior staff remuneration is linked to their performance appraisals and is recommended by the Remuneration Sub-Committee and approved by the Chair of the Board, Chair of the Finance and Risk Committee and the Chair of the Remuneration Sub-Committee.

The School has published its Gender Pay Gap report for 2019 which shows a mean gender pay gap of 15% (median gap 23%) due to the significant majority of our lower paid roles being taken up by women.

The School is an equal opportunities employer and will treat all employees, members of the Georgian Family (i.e. people who have an association with the Schools) and any person visiting the School in accordance with the Equalities Act and the School expects all employees and all other members of the Georgian Family to comply with this policy. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

#### **STATEMENT OF ACCOUNTING AND REPORTING RESPONSIBILITIES**

The members of the Governing Body, as directors of the charitable company, are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

Company law requires the members of the Governing Body to prepare financial statements for each financial year. Under company law the Governing Body members must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Governing Body members are required to:

- select the most 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 members of the Governing Body are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, 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 and the provisions of the School's constitution. They are also responsible for safeguarding the assets of the School and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Insofar as each of the Directors, as members of the Governing Body at the date of approval of this report, is aware, there is no relevant audit information (information needed by the charitable company's auditor in connection with preparing the audit report) of which the charitable company's auditor is unaware. Each member of the Governing Body has taken all the steps that he or she should have taken as a member of the Governing Body in order to make himself or herself aware of the relevant audit information and to establish that the charitable company's auditor is aware of that information.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

<b>STRATEGIC REPORT</b>
-------------------------

Governors have consistently acted in the way we consider, in good faith, would be most likely to promote the success of the Charity which is in the best interests of its beneficiaries, and in doing so have regard (amongst other matters) to:

- The likely consequences of any decision in the long term,
- The interests of the company's employees,
- The need to foster the Charity's relationships with its beneficiaries, customers, suppliers, and others,
- The impact of the Charity's operations on the community and the environment,
- The desirability of the Charity maintaining a reputation for high standards of business conduct and,
- The need to act fairly

This has been achieved through the application our Mission Statement, Strategies and resulting action plans as set out below.

#### **MISSION STATEMENT**

To inspire all in our Josephite, Georgian Family to be the very best version of themselves.

#### **STRATEGIES TO ACHIEVE THE PRIMARY OBJECTIVES**

The annual objectives are derived from the St George's Weybridge Strategic Plan, which has a 2+ year horizon and groups strategic objectives into the following themes: Ethos & Culture, Academic, Enrichment, People, Georgian Family and Community. Each of these themes has an accompanying strategy which in turn has a number of plans designed to make tangible progress against the strategy.

The year has been heavily disrupted by the Covid-19 global pandemic. When school closure became imminent in March 2020, Governors reacted quickly to pivot to new strategic objectives of delivering a high quality remote Georgian education whilst maintaining parental support and preserving cash flow. The Board carried out rapid financial modelling to enable a proactive decision to reduce fees, in a graduated manner across the year groups, for the Summer Term, alongside a fee rate freeze for Christmas Term 2020. This commercial decision enabled us to preserve goodwill and parental support through continuing to pay fees, our primary source of income.

To reduce costs, the College campus was closed down to the maximum extent possible, with supervision of children of Key Workers carried out at the Junior School campus. All staff not essential to the remaining functions of the School were placed on the Coronavirus Job Retention Scheme (some 170 employees). Furthermore, all uncommitted capital expenditure was put on hold, the main elements being two large sustainability projects. Governors took advantage of the VAT relief scheme to HMRC and a Coronavirus Business Interruption Loan was arranged with the bank, alongside refinancing of existing debt to reduce interest payments. Increased funds were made available to the Hardship Bursary Scheme to enable assistance to be given to families hardest hit by the pandemic. In a wonderful demonstration of Georgian support, a significant proportion of the additional bursary assistance was funded by parents donating their fee reduction to the bursary fund.

Both College and Junior School delivered extensive remote learning curricula to all our children, with appropriate offerings throughout our 3-18 age range. Teaching staff worked exceptionally hard to deliver remote learning whilst managing their own particular home circumstances. In the second half of Summer Term 2020, both schools implemented partial re-opening in accordance with the Government's guidance, with full re-opening taking place in September 2020.

Beyond Covid related considerations, we retain a focus on our major objectives. An area of keen attention remains increasing Value Added scores, and thereby raw outcomes, of every child across the Schools' ability range. In support of this, additional College teaching staff were appointed in 2017/18 to give greater time and focus on lesson preparation, marking and individual student needs. Proactive and rigorous monitoring of the

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

quality of teaching, as well as of individual students, is central to this improvement programme and we are delighted to see tangible results from this investment in our improved public examination results over the last 3 years, both the raw outcomes and in the Value Added scores.

Completed in 2019, the College Activity Centre provides a world class facility for sport and physical activity, as well as a home for our unique High Performance Programme designed to provide students with the mental skills to make the most of their talents in all aspects of their lives. A glass-floored sports hall, dance studio, climbing wall, gymnasium, strength and conditioning suite, mental performance zone and social spaces enhance sports and activity opportunities for all College students and local community clubs. We were delighted that, in October 2020, the Activity Centre won the prestigious Project of the Year – Schools Award and Inspiring Learning Spaces Award at the Education Estates (partnered with DfE) Awards 2020. The project has also been shortlisted for a number of other awards.

In the Public Benefit area, as well as our extensive Transformational Bursary Scheme, we support a number of local schools, including those within the Xavier Catholic Educational Trust.

**ACHIEVEMENTS AND PERFORMANCE**

**Progress against Annual Objectives**

Objective:	Progress:
Establish a Josephite Ethos Working Group to sustain and develop the School's ethos, as tangible presence from members of the Josephite Congregation dwindles	The JEC has been formed and has a vibrant agenda to pursue. The Committee is formed of governors, executive, Josephites and staff and is actively moving forward with a number of actions to ensure relevant knowledge and materials from the Josephite Congregation are made available to the School, as well as to reduce reliance on actual Josephite presence and further embed a culture of 'living' our ethos throughout all staff and pupils.
Continue to require all staff to use Value Added targets consistently and effectively, to drive improvements in VA for all children in examinations	Departmental and individual staff VA targets are in place and driving increasing VA in our children's outcomes. We are in the top 1% of schools in the country for VA as a result.
Trial the High Performance Programme over 2019/20 with selected students and staff	Such a programme is not in place in any school in the world to our knowledge. Due to Covid-19, an 'HPP at Home' version was produced which enabled staff and students to access the programme remotely and without staff involvement, which was very well received. On school re-opening, the HPP is now being introduced to the Sixth Form and is proving highly engaging.
Continue to monitor and refine the Assisted Places scheme, especially in the RC primary sector, and ensure appropriate uptake	The scheme has been renamed the Transformational Bursary Scheme and continues to benefit 42 local children whose families could not otherwise afford the fees. Increasing numbers of applications are being received from local RC and other schools.
Formalise a partnership with the Xavier Catholic Educational Trust of local state schools.	Achieved and partnership work continues to be developed. Support activities are reported in the Public Benefit section of this report.
Celebrate our 150th Anniversary with appropriate events for all layers of our community	A number of excellent events took place but several were curtailed or cancelled due to Covid-19, including those 'rounding off' the year. Therefore, it is intended to close off in summer 2021 with a 'Celebrate 151' event.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

**Review of Achievements and Performance for the Year**

**Academic**

St George's College students were awarded an impressive set of Centre Assessed Grades (CAGs) this summer. 98% of grades were A\* - C at A-level, with 86% at A\*-B and 59% at A\*-A. Our top 25% of candidates gained the equivalent of three A\* grades at A-Level and an EPQ Grade A\*.

Six students gained places at Oxbridge and four students were accepted to medical school. One student also earned a scholarship to study at Duke University in America. 80% of students gained a place at their first choice of university and 88% of students were admitted to either their firm or insurance choice. Two thirds of our students going to university this year will be attending a Russell Group university.

At GCSE, the College achieved 99% five A\* - C grades. 71 students were awarded all A\* - A grades compared with 49 last year, including 31 who were awarded at least 10 A\* grades or more. 57% of grades at GCSE were A\* - an increase of two percentage points from last year. 59% of our most able Mathematicians gained A\* in Further Maths GCSE. Four students were awarded GCSEs in the following extra-curricular languages: Chinese, Italian and Dutch gaining three A\*s and one A.

All Year 10 (Fourth Year) students were entered for the IGCSE English Language, a year early, with 94% gaining A\*-B grades. All 12 pupils who were entered for French a year early, achieved A\*. One Second Year and one Third Year student took Spanish IGCSE, achieving A\* and one 4<sup>th</sup> Year student was awarded A\* for Chinese.

At the Junior School there were 77 pupils in Year 6 and 74 of those passed the entrance examination to St George's College, with 56 accepting places for September 2020. Junior School children were awarded five Academic Scholarships, one Art Exhibition, two Music Scholarships, two Music Exhibitions and four Sports Scholarships to the College.

The whole school celebrated National Poetry Day with the theme of "Truth", supported with a visiting Poet (Paul Delaney), and World Book Day by writing to authors and posting them in our decorated Post Boxes. The Inter-House Public Speaking Competition was an incredible success and the outstanding performer went on to win the Catenian Public Speaking event, held in Woking.

All Year 6 and some Year 5 children participated in the Primary Maths Challenge, with 33 children receiving Gold; including a child from Year 5. A record number of these children qualified for the national round, with these results including four Bronze awards, three Silver awards and one Gold award. Three individuals achieved Gold or Silver in the Junior Maths Challenge which is open to students up to 13 years old. In January, the children secured excellent 11+ results with two children receiving specific maths scholarships. One child received the King's Scholarship at Reigate Grammar School, Guildford, and another received the named Maths Scholarship at King's College School, Wimbledon.

The Junior School had an excellent Arts Week focusing on the environment in February, just before lockdown. This enabled the children to develop their cross-curricular skills as well as work independently in a range of new topics and areas.

A Year 6 student was Highly Commended for her entry in the Young Geographer of the Year Competition 2020 and, on the History front another Year 6 student's Independent Historical Study was outstanding.

The RE department introduced the Interim Assessment Framework (IAF) to the Junior School as this was a requirement of the Catholic Church/Diocese. The IAF links to the year-on-year tracking programme and, these working in collectively, have raised the expectations of children's attainment in RE.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

## **Music**

College GCSE candidates performed very well with 38% Grade 9/A\* and 100% Grade 9-6/A\*-B, with positive Value Added.

With the 150<sup>th</sup> anniversary of St George's, 2019-20 was a busy year for the department. Before the Christmas term commenced, a Birthday Mass accompanied by a professional string quartet was held in the College Chapel. September saw both the College and Junior School Chamber choir sing Vespers and Benediction at Westminster Cathedral. In October, the Music Department helped mark National Poetry day through a themed Lunchtime Live Recital and a visit from Ben Kaye – the librettist for the 150<sup>th</sup> celebratory cantata 'DragonSong'. The annual First Year performance allowed all in the year group to perform extracts from a variety of musicals, alongside the College Choir and several soloists, all accompanied by a staff band. In November, All Souls Day was marked by the Annual Georgian Memorial Requiem where the musical setting – composed by Lotti – was provided by the Chamber Choir alongside the French professional Baroque ensemble Stradivaria. Instrumentalists took to the fore in the Winter Concert with the Concert Band performing highlights from 'Frozen' and the College Orchestra tackling some demanding repertoire resulting in impressive performances of Sibelius' 'Finlandia' and Gershwin's 'Rhapsody in Blue'. The highlight of the term was the premier of previous Director of Music, Richard Quesnel's composition 'DragonSong', a cantata specially written for the 150<sup>th</sup> anniversary which featured the Choral Society, the College and Junior School Chamber Choirs, the College Choir, Music Scholar instrumentalists, and professional soloists. The term culminated in the annual candle-lit Service of 9 Lessons and Carols.

The Easter Term, although cut short, saw several musical events; the most notable being the London performance of 'DragonSong' in St George's Hanover Square. The final musical event was the much anticipated Inter-house Music Competition which for the first time took place in the Activity Centre and was adjudicated by Richard Robbins, a London-based professional singer.

Preparation took place for numerous other events which sadly were cancelled due to the outbreak of Covid-19 including a musical concert for the Belgian Josephite Heads, a recording for BBC Radio 4 as well as the annual Summer Serenade and Rockshop concert.

The Junior School started the academic year with the usual build-up of excitement in the Music Department; choosing a festive repertoire for the Carol Services and Nativities, as well as our 15 ensembles preparing for our annual Christmas concert.

Out of seven potential music scholars, four went on to be given awards; with two awarded Scholarships and two awarded Exhibitions. 62% of pupils participated in 1:1 instrumental tuition and in November, 20 pupils took an ABRSM exam at the Junior School, as well as a number of pupils taking their exams externally. Internally the pupils achieved six Prep tests, four Passes, six Merits and four Distinctions. Traditionally, we have the lowest number of pupils taking exams in the Christmas term, with larger numbers being entered during the Easter and Summer terms. Unfortunately, the ABRSM exams were cancelled in March, as was our outreach event, St George's Junior School Vocal Festival, and our Choral concert which would, for the first time, have featured all four of our choirs. As the ABRSM were unable to offer their usual exams in the Summer term, we offered our very own internal St George's Junior School Instrumental Exams which we held remotely. The examiners were members of the Music Department. The pupils were all sent feedback marksheets with constructive comments. The parents were very appreciative the pupils still had something to work towards and it meant pupils could move onto the next grade rather than waiting to be able to take an ABRSM exam.

Although live music making rather ground to a halt during the Summer term of remote learning, pupils were still able to perform in our remote Upper Years assemblies and we also continued weekly Chamber Choir rehearsals. The pupils were very grateful to be able to come together and sing, as were we, even if we couldn't all hear each other. Due to the delay in sound it was impossible to all sing together and pupils had to be muted, however, we taught them how to record themselves using a click track from which we were then able to put together a remote recording of the Junior School Chamber Choir singing "As We Go Now" for the Year 6 remote Leavers' Service. This was a fantastic achievement.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

## **Sport**

The College students enjoyed a strong year of sport until it was cut short in March, with so many teams in the latter stages of tournaments unable to finish. Rowing was impacted hugely by both the weather and Covid-19, so sadly there are no competitions or honours to comment on. Highlights below (including uncompleted England Hockey competitions):

- U18 National Independent Hockey Cup Champions
- U18 National Indoor Silver Medalists
- U13 South & Surrey Champions
- U16 Last 8 of National Cup (Fixture Vs Perse not played due to CV-19)
- U15 Independent Schools Final Day (Not played due to CV-19)
- U14 South Finals Day (Not played due to CV-19)
- U13 Surrey Champions & South Finalists (Not played due to CV-19)
- U12 Surrey Champions & South Finalists (Not played due to CV-19)
- U16 Surrey Netball Runners-Up
- U12 Surrey Netball Runners-Up

International honours this year include;

One student representing England in Girls' Hockey at U16, one representing England in Girls' Hockey at U18, a student representing England U18 Boys and one student representing Wales in Girls' U21 & Senior Indoor side.

U14 boy representing the GB National U14 Age Group.

We also have two U15s (one boy & one girl) involved in the Elite Player Development Programme with Surrey Cricket.

At the Junior School, new pupils' Games certificates were introduced for effort and achievement. Sports highlights below:

### **Girls' Hockey**

- U11A IAPS South Regional Finalists
- Bronze at IAPS National Finals
- U11A Girls won the Queen's College tournament
- U11A Hoe Bridge tournaments winners
- The U11A team won the Cranleigh tournament
- U11A team Surrey tournament Finalists, qualified for Regionals
- The U11B team won the Cranleigh tournament
- The U11C team won the Cranleigh tournament
- U9A Hawthorns tournament winners
- U9A Cranleigh tournament winners
- U8A SGJS Tournament winners
- U8B SGJS Tournament winners
- All girls have had the opportunity to play for the school in hockey matches this term.

Rugby (results calculated internally as many of the competitions are now run as festivals)

- U11A IAPS Rugby tournament- best playing record, 3 wins and 1 draw
- U10A Oratory tournament, 3 wins, 1 draw, 1 loss
- U10B Oratory tournament, 3 wins

### **Netball**

- U11A Danes Hill tournament winners
- U11A Hawthorns tournament runner-up

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

- U11B Hawthorns tournament winners
- U11B St Piran's tournament winners

#### Boys Hockey

- U11A Regional IAPS South Champions, qualified for IAPS Nationals

#### Gymnastics

- Squad sessions have taken place throughout the year for Gymnastics on Thursday and Friday morning, have received input from Level 3 Coach for Group Routine and Voluntary Floor
- Boys' U11 ISGA 2-piece Team National Champions, Individual 1st and 3rd
- Girls' IAPS U9 2-Piece Team Bronze Individual 5th
- Qualified for ISGA 5-Piece Premier with U9 and U10 Girls
- Boys' U11 IAPS Team Runners-Up Individual 2<sup>nd</sup> and 3<sup>rd</sup>

#### Cross-country

- Mindful Mile has taken place every Wednesday morning before school for Year 1, the numbers have grown, and Year 6 Sports Crew and others attend to help. Mentoring in action!
- Individual winners for both girls and boys in the Year 4 SGJS Cross-country Event

#### Panathlon and new "Sports All-stars" Club

Preparation has started for four Reception pupils with SEN or identified as needing a core skills boost for sport, for a Panathlon event taking place on 2<sup>nd</sup> July 2021. The Panathlon programme, which develops skills in line with the national curriculum (KS1 & KS2), was developed to help address basic physical literacy needs for primary-aged children along with training needs for primary school teachers. Additional sessions for Reception-identified pupils run on a weekly basis and activities include those for Panathlon and co-ordination practice.

#### Swimming provision for maintained school

10-week programme for Darley Dene Primary School to take place at the Junior School in the Summer term of 2020, with the transport and teaching to be led by St George's staff. Sadly this programme had to be deferred to 2021 due to Covid-19.

#### Sports Leader training

20 pupils trained by Active Surrey to become Sports Crew.

#### AfPE inspection

Inspection scheduled for 5<sup>th</sup> November 2020: will learn whether we requalify for quality mark with distinction on December 17<sup>th</sup> 2020.

#### **Art**

Although Art students at the College were unable to complete the full course this year due to the pandemic, the work they produced for the coursework components was of a very high standard. The A Level students again achieved impressive results with 40% awarded A\*, 70% achieving A\*-A and 100% achieving an A\*-B grade. Our GCSE students also performed well with 26% receiving grade 9-8 and 97% of the students achieving grade 9-6, representing a slight increase on the previous year.

Seven students applied for creative degrees, and all were awarded places at their first-choice universities. The courses were wide ranging and included studying Fine Art in Paris, Architecture at Stanford and Graphic Design at the London College of Communication (UAL).

The Art department offered a range of extracurricular activities covering drawing, textiles, print making and digital art and photography to keen artists in the First and Second Year, and for GCSE and A Level students; sessions including life drawing and portfolio preparation. We have also developed the scholarship programme, running regular sessions for the First and Third Year scholars and lunchtime portfolio sessions for the

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

scholarship hopefuls in Second Year. These sessions remained a fixture during lockdown through Teams sessions and tutorials.

Beyond the classroom, Fifth Year and Sixth Form students enjoyed visits into London to expand subject knowledge, assess how exhibitions are curated and inspire new ideas for their personal portfolios. The shows included 'Picasso and Paper' and 'Eco-Visionaries' at the Royal Academy and the permanent collection at the V&A. The Art Department also contributed to school life in a number of ways: our Sixth Form scholars helped add a little colour and culture to the launch of the Activity Centre with a mini exhibition and the First Year scholars provided imagery to accompany the Music Department's 'DragonSong'. Our newly renovated screen-printing facility was also used for workshops with First Years who produced screen prints celebrating the School's 150th anniversary.

Finally, it was very satisfying that our achievements were recognised in the recent inspection, which highlighted the Art Department as one of three "exceptional" areas within the school.

At the Junior School, it has been a year of change for the Art & Design Technology Department; with a new Curriculum Leader and Classroom Teacher alongside the move to remote learning in March.

In Art, Year 6 created ModRoc and papier-mâché figures which developed on to pencil surreal animals with pastel backgrounds. Year 5 created Turner inspired paintings which developed on to creating ceramic creatures, inspired by Haeckel. Year 4 created paintings based on autumnal trees which developed on to polytile printing, inspired by Wiltshire and Van Gogh.

In Design Technology (DT), Year 6 created soft toys from textiles which developed on to plastic and foam clocks. Year 5 created moving cam toys which developed on to themed land yachts, some of which were very fast, and Year 4 created paper and card Christmas booklets.

At the end of the Christmas term, one Year 6 pupil from the Junior School received an Art Exhibition to the College which was a fantastic achievement.

During the Spring term Arts Week, Years 4, 5 and 6 considered the topic of 'Environment' and created a range of plastic bottle flowers which are displayed in flower beds in the Art and DT corridor. The overall installation and repurposing of plastic waste has been praised by parents.

Remote learning came into place just before Easter, following the closure of the school site. In order to teach each of the year groups, a series of projects were filmed and uploaded to Microsoft Teams through YouTube. These videos helped pupils to develop a range of skills from mark making, pencil blending and typography development to card circus buildings, kirigami and origami animals. The main limitation of remote teaching was being aware of the limited creative resources pupils have access to at home. Felt tips, pencils and cereal boxes were utilised as materials to continue the pupils' knowledge and development of the Art and Design Technology Curriculum. The pupils of all year groups created some fantastic work during this time and enjoyed watching the short videos. Parents commented on how these videos allowed the pupils to work completely independently, which was clearly appreciated by working parents.

### **Drama**

At the College, this academic year brought many students together to make theatre, whether in productions or in the Inter-house Drama and Inter-house Poetry competitions.

Our first production, *Oedipus Rex* (December 2019) brought together 30 students from the Second, Fourth, Fifth Years and Sixth Form in a modern staging that reflected the realisation of the stark plight of our planet on a 'TED talk' inspired and information technology driven set. The technical team comprised seven students from Third Year to Upper Sixth who ran the projection, filming, microphones, sound and lights to a professional standard. Previously staged in 2012, it was a great pleasure to welcome back pupils from the original production.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

Shortly following, the production of *100* (December 2019) where students from the Fifth Year came together for this thought provoking piece that poses the question: if you had to choose one memory from your life to play out for all eternity, and all others are erased, which moment would you choose? The production was made particularly intimate by the 'in the round' configuration and vibrantly dynamic ensemble storytelling.

In February 2020 the production of *The Insect Play* was staged in the Amanda Smith Theatre with 33 Second and Third Year students playing out the life and death reality of the invertebrate world.

Our Dance Teacher and Choreographer continued to support productions and exam classes and the Upper Sixth enjoyed a workshop with professional actors Hannah Yelland and Annette McLaughlin, who shared their experiences of working with Kneehigh Theatre.

Both the GCSE and A Level practical exams were able to take place just before the lockdown in March. The Upper Sixth Form, supported by the Department's Technical Team, created an immersive nightmare world for Caryl Churchill's dystopian drama *Far Away*. There were some outstanding performances by the GCSE students in scenes from *The Children's Hour*, *Age of Consent* and *Alice*.

The planned Sixth Form performance of *Hedda Gabler* missed out by 10 days. Similarly, the First Year performance of *A Midsummer Night's Dream* due in May was cancelled but has been rescheduled for the coming year and will hopefully feature the same students.

Our LAMDA showcase performances were long but rewarding and gave the students the opportunity to share their work with their parents. The LAMDA exams, scheduled for June, also fell foul of lockdown.

The three A Level Theatre Studies students (Results A\*-B) all went on to further studies in drama: Drama and Performance Studies at Bristol University, Musical Theatre at Winchester and one to study Acting at Guildford School of Acting before taking up a scholarship at The American Academy of Dramatic Arts in New York.

At the Junior School, Year 5 performed four Shakespearean Shorts; *A Midsummer Night's Dream*, *The Tempest*, *Romeo and Juliet* and *Twelfth Night*. The children really got to grips with Shakespeare's language and delighted the audience with their wit and enthusiasm. In January, Year 4 performed an adapted version of *The Secret Garden*. Each form took a section of the play each to create an entire production as a year group, giving lots of children the chance to shine as Mary, Colin, Martha, Medlock and Dickon. In March, Year 3 were due to perform their fabulous and colourful version of 'Charlie and the Chocolate Factory' adapted straight from the Roald Dahl novel, with songs from the original film. Sadly, Covid-19 prevented the children from performing the play live and so a film was made of the production instead that went on the School intranet.

Unfortunately, much of the Drama Department programme was affected by Covid-19 this year so there was no LAMDA Showcase or examinations, as well as other planned workshops and small performances; however, the Year 6 production was still able to go ahead as a film.

A homage to 'Agatha Christie' was created to say goodbye to Year 6, 'Murder at St George's', set in the 1930s at the home of the wealthy heiress Lady Weybridge-Flowers. The script was written in-house with speaking parts for every single child in the year group. The children were absolutely marvellous at attending online rehearsals and filming themselves at home on smartphones or cameras with the help of family members. They also sourced their own costumes! The result was a rip-roaringly fun film, full of suspense and outstanding performances, including some Year 6 staff cameos. Well done indeed to Year 6!

### **Co-curricular Activities and Trips**

In 2019-20 the College offered over 140 weekly activities outside the classroom all of which aimed to enrich and enhance the educational experience of our students. A large proportion of the activities are subject related. Examples include the Champion Society (RE), Maths and English Societies and the Medics and Marine Biology societies. Sixth Form students gain a great deal from these societies and find them helpful in university applications.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

Alongside these, and aimed more at the younger students, we run exciting academic clubs where the focus is as much on enjoyment as education. For example, the demand within industry for young engineers inspired the creation of the Anki Club (a modern reincarnation of Scalextric), and the Landrover Challenge Club, which is a nationwide project aimed at students interested in electrical or mechanical engineering. Other examples include Science Club, Chemistry Club, Debating Society, Digital Leaders, World Cooking and Mandarin. These activities may well encourage students to take the subject further in school and perhaps beyond, using this initial stimulus as the basis for further exploration and eventually, even university application. Some activities such as Movie Making, Digital Graphics, Textiles and Outside the Box newspaper club, have had a more tangible focus on the students' futures beyond school, where careers in film direction, movie editing, newspaper production and fashion may be of interest. Table Tennis and Archery continue to be popular. We also offered Recreational Football, Futsal, Badminton, Climbing, Judo, Dance and Self Defence. BRIC (indoor rowing) has a very strong following as we develop our younger students for life on the water.

Kennedy Club (the weekly hosting of local adults with learning difficulties), St Vincent de Paul Society and Fair Trade facilitated charitable activities and the connection with St Augustine's Care Home continued in lockdown, when our students wrote to the residents. The national lockdown did of course curtail the majority of activities in the Summer Term; whilst some could have continued via Teams, it was felt that students needed downtime away from screens.

The Duke of Edinburgh Award scheme of course combines activities with residential trips; 45 students achieved their Bronze Award and four students achieved their Gold Award, furthermore, 53 students enrolled onto Silver and 12 onto Gold. Obviously, the Easter holiday and Summer Term qualifying residential trips did not happen.

In a year when the DfE banned school visits for several months, Georgians still managed to get away on over 65 trips! Day trips included the annual conferences for GCSE Scientists, coastal fieldwork for geographers, Maths Challenges against other local schools, extension programme events at the National Gallery and Imperial War Museum and our 150<sup>th</sup> Anniversary celebrations at Westminster Cathedral. Residential trips included sports tours to Spain and the Netherlands, geographers to Sicily and both historians and linguists to Germany.

St George's Junior School offers more than 100 different Enrichment Activities that complement the academic and sporting curriculum. All these activities, with the exception of some dance and specialist classes that involve tuition costs, are offered to the parents as part of the normal school fees. In the Lower Years, most of the activities involve Dance, Sport and Art/Craft sessions with a significant emphasis on play-based activities. The breadth of activities on offer includes Gardening, Mindfulness, Forest School and Sewing Clubs. The Upper Years' children are offered a higher percentage of sport-based sessions. There are also a high proportion of additional music sessions and the introduction of clubs that teach the children new skills such as Mandarin, Film Club and STEM (Science, Technology, Engineering and Mathematics). The latter has proved to be very popular and therefore clubs have been provided for pupils in Year 3, 4 and 6 to attend.

The Junior School has continued to work closely with members of the local community within a variety of different projects. Links have been established with a number of local care homes and pupil visits to entertain, play music, sing carols as well as writing individual messages to the residents were organised on a regular basis. The Georgian Outreach (GO!) programme for Year 6 pupils had to be cancelled due to Covid-19 but based on an idea shared by the School Council, all Year 6 pupils shared their own personal messages which were sent to 80 residents from the local care homes. The feedback received from the recipients was overwhelmingly positive. Our Year 6 pupils have shown "douceur" and "politesse" in abundance throughout their time at the Junior School and in the hour of need for all, the messages they wrote were truly heartfelt and really did have a positive impact on the lives of others. Another example of this theme of thinking of others came from a Year 2 child who wanted to support the animals who were affected by the bush fires in Australia. She helped to organise a fund-raising event which raised £75. Each of the four Houses supports a charity for a two-year period. The pupils vote for the charity of their choice and hold events throughout the period with all proceeds going to the charities.

At the Junior School, each year group enjoys at least two notable educational and broadening year group trips per year, ranging from local areas of interest for Nursery to Residential Trips to France and the Isle of Wight for Years 5 and 6 respectively. The trips organised to support the curriculum included visits to the Harry Potter Studios, local Geography Field Trips, Theatre visits and visits to places of interest within the local community. All of these trips are planned within the curriculum budgets and provide wonderful learning

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

opportunities for the children. During the last academic year, all planned Residential Trips were cancelled due to Covid-19.

**Estate**

Over summer 2020, some ageing changing rooms were used to create 2 modern Science laboratories to increase our overall Science provision. In addition, 3 new Sixth Form classrooms were created from re-purposed spaces in the White House, whilst the Dining Room was enlarged to deal with increasing footfall at lunch. Two new purpose-built year group locker bases have been installed in the old (and now redundant) fitness suite.

The build of the College Activity Centre, a world class sport, physical activity and mental performance facility, is now complete and the AC is now in use. Containing only the UK's third installation of a glass sports floor, the facility provides 3 major new multi-purpose halls, a large fitness suite, a mental performance zone, a café with large outdoor terrace, a substantial changing zone as well as generous circulation and gathering space for our students. This facility is also available to our JS pupils and to community clubs up to premier league level in some sports, and other users. The facility has won 2 prestigious awards and is shortlisted for a number of others.

The College upper astro pitch has been completely refurbished including extending run-offs, new shock-pad and carpet and inclusion of branded team dug-outs.

The Junior School has benefited from the installation of new play equipment and playground markings, funded by the Parents' Association. A major project to install retractable seating in the Performing Arts Centre has been deferred until summer 2021.

Work continues with Surry Wildlife Trust and other nature agencies to improve conditions in and around the River Bourne which runs through and borders the campus.

**Environment**

St George's continues to place a high priority on reducing adverse impacts on the environment from our activities as far as possible. As part of measuring our impact we have taken part in the Government's Energy Savings Opportunities Scheme and this year the Streamlined Energy & Carbon Reporting (SECR) process, key extracts from which are provided here:

	<b>Current Reporting Year: 2019-20</b>	<b>Previous Reporting Year: 2018-19</b>
<b>Total Energy Consumption (kWh): includes gas, purchased electricity, fuel and transport and self-generated electricity and excludes on-site electricity generated from solar PV</b>	9,549,073	n/a
<b>Emission from combustion of gas (metric tonnes of Carbon Dioxide equivalent (tCO<sub>2</sub>e)) (Scope 1)</b>	1,446.0	n/a
<b>Emissions from combustion of fuel for transport purposes tCO<sub>2</sub>e (Scope 1)</b>	23.2	n/a
<b>Emissions from purchased electricity tCO<sub>2</sub>e (Scope 2, location based)</b>	376.4	n/a
<b>Emissions from business travel in rental cars or employee-owned vehicles where the college is responsible for purchasing the fuel (Scope 3)</b>	0.2	n/a
<b>Total gross CO<sub>2</sub>e based on Scope 1, Scope 2 and Scope 3 (as above)</b>	1,845.8	n/a
<b>Intensity ratio: tCO<sub>2</sub>e for the above/ number of occupants (1,995)</b>	0.93	n/a

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

In the period covered by the report St George's College has continued with its programme to replace existing (mainly T5 type fluorescent tubes) with energy efficient LED lighting, as the existing lighting fails. The college completed LED installations in the college dining hall, design technology area, classrooms in the Kean, Language and Science blocks and the Junior School first floor main block and art area. It is estimated the programme is now 75% complete. This is expected to result in a significant saving in annual energy consumption and was an 'immediate' priority recommendation in the most recent ESOS audit, dated October 2019, with an estimated energy saving of 18,215 kWh/year.

Other recommended actions from the ESOS report that have been completed over the reporting period were to automate the switching off of PCs and printers at the end of the day and during holidays (estimated savings 12,375 kWh/year) and to extend the eco-Driver energy audit and reporting tool to the Ark building on the Junior School campus (estimated savings 8,792 kWh/year).

The college has also installed three new energy efficient gas boilers in the main campus, to replace boilers which were beyond their economic life, and has extended the BMS to all sub-gas meters.

A general observation taken from the SECR identified St George's as "proactive in its efforts to reduce emissions and promote sustainability" and ranked it very highly in this respect within the independent education sector.

Previous actions have ensured that energy monitoring is in place for all electricity, water, and gas usage, with automated monthly reports enabling investigation of anomalies. Incoming voltage is regulated through voltage optimisation, equating to a reduction of approximately 12% in electricity usage. Microwave Sensors and Daylight Sensors, along with centralised IT equipment control and centralised heating control all lead to a reduction in overall electricity. Furthermore, the installation of Solar Photovoltaics (PV) and Solar Water Heating highlight sustainability efforts at the Schools. St George's LED lighting installation programme is now estimated to be 75% complete across the estate and is expected to result in a significant saving in annual energy consumption.

Successful efforts to reduce water consumption include waterless urinal systems, a 'Grey Water' pipework system, and the specific use of plants/ shrubs requiring less irrigation within the site grounds.

St George's promotes recycling across the estate, with facilities in place for the recycling of paper, cardboard, glass, plastic, food waste, batteries, print toner and ink, and tennis balls. Additionally, all paper used is 100% recycled and unbleached, with the exception of particularly formal documents, and there has been an effective drive to reduce unnecessary printing, copying and lamination.

With regard to construction and the estate, all new builds exceed planning regulations and refurbishments seek to improve thermal efficiency. The wooden roof of the newly built Activity Centre is an example of carbon sequestration, and other features of new builds include use of Heat Pumps and Solar PVs. Within the grounds, the Schools work closely with environmental groups, such as Surrey Wildlife Trust, to enhance biodiversity. For grounds and maintenance use, the School's have two all-electric vehicles, in addition to an all-electric car for staff pool use.

### **Public Benefit**

The Governors recognise the duty imposed upon them by the Charities Act 2011, Section 17 and also the requirement to have due regard to the general guidance provided by the Charity Commission in connection with Public Benefit.

The Governors are fully committed to the principle of making the education at both schools open to all children of the necessary academic ability, regardless Transformational Bursary Scheme (formerly the Assisted Places Scheme) which aims to make 53 places available across both schools, free of charge to low-income families. This year the School awarded Bursaries totalling £680k to 42 students (2019: £714k to 45 students).

Additionally, the School will continue to support existing families who have fallen into hardship through our means-tested Hardship Bursary programme. As part of our Covid-19 reaction, an additional amount of £150k

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

was made available for disbursement to families adversely impacted by Covid-19 and, as a result, this year the School awarded Bursaries totalling £371k to 55 students (2019: £296k to 29 students).

In addition, the Schools continue to foster relationships and partnering activities with local state schools, particularly Holy Family Catholic Primary School, Darley Dene Primary School, St Charles Borromeo Catholic Primary School and Salesian RC School. Overall, the School has provided enhanced opportunities for 16 local state schools and approximately 1300 local children.

However, the Governing Body also support and promote many other activities that provide benefit to the public within the School's objectives but also beyond. The Governors set out below a schedule of the various activities in which the schools engage, noting below those which were impacted by Covid-19:

<b>Activity</b>	<b>Description</b>
<p><b>St George's Weybridge and Surrey County Tennis Centre</b></p>	<p>The College hosts a Surrey Lawn Tennis Association facility on site for the promotion of tennis to 80-90 boys and girls aged 4 to 16. The College pays for all staffing, routine maintenance and cleaning costs of the Centre. These amounted to £50k in the year. The Centre is open to all children of the required potential/ability, regardless of parental means. During Lockdown, the Tennis Centre was closed but has since re-opened and this activity has resumed under Covid-19 restrictions.</p>
<p><b>Direct Support to Other Schools</b></p>	<p>18 Upper 6th formers provided mentoring and English teaching to children from the Syrian refugee community in Elmbridge for six months. These are all students attending local state schools but, during Lockdown, we were able to provide intensive language tuition.</p> <p>Place made available to Heathside School and Three Rivers School to attend Oxbridge Mock Interview practice.</p> <p>To Fullbrook School, a call to the Georgian community for the donation of any old computers or laptops that may be surplus and could be donated to Fullbrook School, to be distributed amongst pupils who do not have devices at home.</p> <p>To Darley Dene Primary School a sum of £5k made available, over the course of academic year 2020/21, for the relief of family hardship in order to enable better pupil attendance and attainment.</p> <p>To St Charles Borromeo RC Primary School the provision of one lesson of Maths teaching a week in the capacity of extra support to struggling students. Disrupted by Covid-19 from March 2020.</p> <p>To Heathside School the provision of Physics teaching, 4.5hours per week for 9 months.</p> <p>The provision of transport on four occasions to St James' Primary School in order for pupils to attend Maths Challenge events.</p> <p>To St Charles Borromeo the provision of music workshops and lesson observations for staff to help improve music education as part of a broader outreach programme.</p> <p>Places made available to Three Rivers School, Salesian School and Heathside School pupils for an Oxbridge preparation evening, providing valuable and</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2020**

Activity	Description
	<p>professional mock interview practice with St George's Alumni to aspiring Oxbridge students.</p> <p>Provision of information and interview practice sessions for 20 potential medics from Salesian Secondary School and Heathside Secondary School.</p> <p>Provision of accommodation to a member of teaching staff from local maintained school.</p> <p>To Salesians school provision of costumes and lighting equipment for the schools Christmas production.</p> <p>To Cardinal Newman Primary School support in making Nativity costume using fabric left over from other in-house projects.</p> <p>Provision of a 'DragonSong' singing workshop as part of a Music outreach programme to pupils at St George's Hanover Square Primary School.</p> <p>The Junior School hosted its annual football tournament with St Charles Borromeo and Holy Family school, providing referees, refreshments, medals and a trophy.</p> <p>The provision of places for pupils from Manby Lodge to attend a children's' authors workshop, in addition the provision of transport to get pupils to the event.</p> <p>The inclusion of pupils from Manby Lodge, St James and Bell Farm Schools at our Inter-House Maths Competition.</p> <p>To St James' Primary School, the free use of our athletics track for their annual sports day, plus free transportation for a number of students to and from their school. Disrupted by Covid-19.</p> <p>To St Charles Borromeo, the free use of our athletics track and sports field for their annual sports day, as well as transport to and from their school for pupils and staff. Disrupted by Covid-19.</p> <p>The provision of our athletics track and sports field for Chertsey High School's annual sports day, including the provision of equipment. Disrupted by Covid-19.</p> <p>To Holy Family Primary School the provision of facilities to hold a Year Six retreat day.</p> <p>The provision of operational support and advice to enable Darley Dene Primary School (local state primary school) to open for the new academic year.</p> <p>Provision of expertise and representation of the independent school sector at the SCC Education and Schools Safeguarding Forum.</p> <p>To Walton Leigh School the provision of lights and expertise for annual Drama production.</p>

**ST GEORGE'S WEYBRIDGE  
ANNUAL REPORT OF THE GOVERNORS  
FOR THE YEAR ENDED 31 JULY 2020**

<b>Activity</b>	<b>Description</b>
<b>Support to Affiliated Overseas Schools</b>	<p>The Congregation of Josephites operate and finance the running of seven schools in the Democratic Republic of the Congo. St George's Weybridge makes a direct financial contribution to the schools on a termly basis. Parents, staff and students undertake further fund-raising on an ongoing basis. Total raised 2019/20 £27k (2018/19 £21k).</p>
<b>Advancement of Religion</b>	<p>Both schools are used free of charge by local parishes for activities such as retreats.</p> <p>St George's makes its facilities available annually, free of charge, to host the confirmation of students of all Catholic parishes in the Deanery. Due to Covid-19, this did not take place at St George's this year.</p>
<b>Support to Other Charities</b>	<p>The College site hosts The Clubhouse Project, a charity which provides a day centre for young adults with learning disabilities, Mon-Fri, 50 weeks per year. Opportunities are provided for some of the clients to carry out jobs in the school as part of their stimulation and development. Although disrupted by lockdown, we have been able to facilitate the re-opening of TCP.</p> <p>The provision of meeting and training facilities to Surrey Search and Rescue.</p> <p>To the Wey Landscape Partnership, the provision of meeting facilities.</p>
<b>Support to the Wider Community</b>	<p>In conjunction with Salesian School, a staff member supported the local community by making scrubs for St Peter's and St Augustine's care homes and face coverings for the community.</p> <p>Active Surrey's "Festival of Sport" was due to be held at the College on in July 2020 but was cancelled due to Covid-19. Over 1000 people normally visit of which over 800 are primary and secondary aged children. The event is part of a year round programme of sporting competition.</p> <p>The Sixth Form host disabled local citizens at a social evening each week.</p> <p>The College organises an annual week-long pilgrimage to Lourdes for a number of local disadvantaged people. Sixth Formers act as young helpers and staff attend, in their own time, as adult helpers. The 2020 and 2021 pilgrimages have had to be cancelled due to Covid-19. An invitation for Philip Southcote School to nominate 4-6 Sixth Form pupils to join the Lourdes Easter 2020 pilgrimage had been planned, but as the pilgrimage has been cancelled for 2020 and 2021, this unfortunately will not be taking place.</p> <p>The students' St Vincent De Paul group conducts an ongoing programme of visits to local elderly citizens. This has had to stop during the Covid-19 pandemic.</p>

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

Activity	Description
	<p>The JS expected to permit use of the playing fields for parking for the Weybridge Ladies Amateur Rowing Club annual regatta, but this year's event has been cancelled due to Covid-19.</p> <p>The JS normally permits the use of its playing fields for the Weybridge Community Regatta, but this event was cancelled due to Covid-19.</p> <p>All College third years normally engage in a series of community service projects on individual days for 1 week in the Summer Term. They offer their time for free. Staff and Parent volunteers help staff the projects, which usually include;</p> <ul style="list-style-type: none"> <li>• Conservation work on Esher Common</li> <li>• Preparing food bags for families with Runnymede Foodbank</li> <li>• DIY tasks and Arts and Craft with the Salvation Army</li> <li>• Volunteering in local schools, working with The Lumen Learning Trust</li> <li>• Providing lunch and entertainment for the elderly</li> <li>• Helping people to learn English</li> <li>• Helping with mass at St Augustine's local care home and at Christ Prince of Peace local parish church.</li> </ul> <p>Unfortunately, this year's Georgian Outreach week was unable to take place due to Covid-19.</p> <p>The School permitted our Design and Technology workshop to be utilised during Covid-19 lockdown for the purpose of making face-shields for local institutions and the NHS.</p>

**FINANCIAL REVIEW**

**Results for the Year**

The School's net outgoing resources for the year amounted to £0.642m (2019: net incoming resources of £1.3m). This included a profit of £16k (2019: £8k) achieved by the School's trading subsidiary and donated to the School.

**Fundraising Performance**

The School views fundraising as a very important source of additional income to enable fees to be kept as low as possible and to reduce reliance on single income streams. The trustees are fully aware of their individual responsibility and accountability to ensure that the School fundraises legally, responsibly and effectively. They are aware of the Charity Commission CC20 guidance and use this and the accompanying checklist to help them evaluate the School's fundraising performance.

Having completed the Activity Centre Appeal in 2019 with a preview and thank you event for over 400 donors in September 2019, the Development Office embarked upon a new long term strategy to raise funds for Transformational Bursaries for students to join St George's despite their parents being unable to afford school fees. The first appeal for funds took place in November 2019 with the annual Founder's Day Challenge which raised £32k; an increase from £12k raised in the previous year. Plans to run the Bursary Campaign in the 150<sup>th</sup> anniversary year, to launch in March/April 2020 alongside the scheduled celebratory events, were cancelled due to the Covid-19 lockdown. Despite this an emergency Hardship Bursary Fund was launched in the summer term 2020 asking parents to donate back the fee reductions they were given for the term to assist current families unable to pay fees because of the pandemic. This raised £100k. The total amount raised for 2019/20 was £327k (2018/19: £18k).

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

Restricted Gifts amounting to £222.6k were allocated as requested to the Activity Centre £75k, Bursary Fund £146k, Capital projects £1.1k and the Lourdes Bursary Fund £0.5k. Unrestricted gifts amounting to £103k were designated to: Activity Centre £52.5k, Bursary Fund £38k, Boat Club £5.9k, Lourdes £3k, Art dept £2.5k, smaller gifts totaling £1.1k went to JS leavers and the JS library.

The Development Office continues to run an active communication and engagement programme through the pandemic and will launch the new 'Georgian Future' Bursary Campaign which will include a legacy appeal and regular giving appeal, in late 2020. Smaller targeted capital appeals are also planned.

The School did not engage with a professional fundraiser in the year but linked with two commercial participators, i.e. businesses who kindly provide a proportion of their revenue to the School.

The School has a published complaints procedure, available on its website. As a member of the Fundraising Regulator we are required to provide annual figures on the number of complaints received during the year (none).

#### **Investment Policy, Objectives and Performance**

The School does not have an investment portfolio. Surplus funds are managed on a daily basis by using money markets with the assistance of the company's bankers to preserve capital. Gifts of shares are liquidated upon receipt.

#### **Reserves Policy**

Restricted funds are, because of the particular spending constraints attached to them, not available for funding the general operations of the schools. The unrestricted, or general, funds are expendable in accordance with the objects of the School. In common with many other successful schools, these unrestricted funds, together with specific long-term bank finance, have already been invested by the Governors in the building, development and refurbishment of school buildings and other fixed assets used by the Schools. Accordingly there are no current free reserves (unrestricted funds less the net book value of fixed assets financed by those funds).

Given our plans for the new buildings and other capital expenditure this nil balance is expected to continue for the foreseeable future. This is in accordance with the long-term plans of the Governors for the development of the Schools and they are satisfied that the resources available to the School through long-term external bank finance is adequate for its requirements.

The School and Subsidiary total reserves of £42.1m (2019 £42.8m) at the year-end included £357k (2019: £401k) of unspent restricted reserves, £31k (2019: £29k) of unrestricted but designated funds and £41.7m (2019: £42.3m) of unrestricted general reserves, which after deducting investments in operational fixed assets of £54.2m (2019: £53.3m) leaves £12.5m deficit (2019: £11m deficit) of free reserves funded by long term borrowing. £0.3m (2019: £0.3m) of the restricted income is being used to fund four Transformational Bursaries (formerly called Assisted Places) at the College.

#### **Going Concern**

Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future and consider that there were no material uncertainties over the School's financial viability. Accordingly, they also continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities in the Governors' report.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

## **FUTURE PLANS**

### **Objectives for the Next Year**

Annual objectives for next year are:

- Further enhance our continued engagement with our Georgian and local communities during the Covid-19 pandemic
- Maintain and further develop our ability to deliver sustained and high-quality remote learning to all age groups
- Implement actions to move the School towards an active anti-racist culture.
- Launch a long-term fund-raising campaign, with an initial objective of 20 new Transformational Bursaries

## **RISK MANAGEMENT**

The Governors have given consideration to the major risks to which the School and its subsidiary are exposed. The Governing Body has ultimate responsibility for managing any risks faced by the School. Detailed consideration of risk is delegated to the Finance and Risk Committee, which reports formally to the Governing Body three times per annum.

The risk management process uses a Risk Appetite Matrix which identifies key strategic risks and metrics to assess them which are reported on at each Finance and Risk Meeting. Governors have set 'risk appetite' thresholds, which if breached trigger further scrutiny action to rectify.

### **Principal Risks and Uncertainties**

The Governors consider the following to be the principal risks and uncertainties affecting the Schools:

- Loss of fee income through further Covid-19 related actions, including school closures resulting in the need to reduce fees, increased demand on bursary funds and withdrawal of students through unaffordability. These are mitigated by agile and proactive decision-making at Board level, dynamic and transparent management of the Schools with comprehensive communications to ensure the goodwill of parents is maintained and motivated to keep their children here, and a strong focus on community, reputation and excellence. We shall continue to foster close relationships with our lending institutions to ensure our financial contingency plans remain viable and responsive.
- Loss of reputation which would impact significantly in a loss of fee income above. Threats to reputation are many and varied, but it is most important that the Schools demonstrate their ability to keep children safe. Safeguarding is therefore the most important area of risk management and there are extensive policies and controls, combined with proactive and dynamic management and scrutiny of all safeguarding aspects, which serve to mitigate this risk. Extensive and well-resourced management of Health and Safety risks complement the safeguarding function.
- Any other crisis, beyond Covid-19, that has a significant impact on the ability to operate either School, such as a fire or cyber attack, may impact widely in terms of operational costs and reputational, longer term damage. Such possibilities are the subject of extensive risk management scrutiny and processes to not only ensure compliance with statutory and regulatory obligations but to achieve material reduction in the likelihood of such a crisis occurring. These include table-top rehearsals of critical incidents to familiarise staff with the likely actions required.

**ST GEORGE'S WEYBRIDGE**  
**ANNUAL REPORT OF THE GOVERNORS**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

- Major changes to taxation arrangements for charitable schools which would have a significant impact on budget and fee structures. Close monitoring of the Government's and Opposition's communications on this topic is taking place, as well as consultation with the various independent schools' professional bodies who are in communication with the relevant government departments. Financial modelling of various scenarios is taking place to assess the impacts and possible courses of action.

The Governing Body is satisfied that, for all major risks identified, appropriate controls have been put in place and maintained to mitigate those risks adequately. It is recognised that systems can provide only reasonable but not absolute assurance that major risks have been managed.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of St George's Weybridge on 23 November 2020, including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



**John Lewin** (Chairman of the Governing Body)

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2020**

---

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ST GEORGES WEYBRIDGE**

**Opinion**

We have audited the financial statements of St George's Weybridge for the year ended 31 July 2020 which of the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of 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 the parent charitable company's affairs as at 31 July 2020 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 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's and parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

**Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the

**ST GEORGE'S WEYBRIDGE**  
**INDEPENDENT AUDITOR'S REPORT**  
**FOR THE YEAR ENDED 31 JULY 2020**

---

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 strategic report and the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- [the strategic report and the] trustees' annual 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 or the trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, 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 trustees' 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, the trustees (who are also the directors of the 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 group 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**

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- 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. The risk of not detecting a material

**ST GEORGE'S WEYBRIDGE  
INDEPENDENT AUDITOR'S REPORT  
FOR THE YEAR ENDED 31 JULY 2020**

---

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.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**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 which 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Moore Kingston Smith LLP*

Neil Finlayson (Senior Statutory Auditor)  
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

27 November 2020

Devonshire House  
60 Goswell Road  
London  
EC1M 7AD

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(incorporating the income and expenditure account)**  
**for the year ending 31 July 2020**

Income and Endowments	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
<b>INCOME FROM:</b>					
<b>Charitable Activities</b>					
School fees	2	21,999,784	-	<b>21,999,784</b>	22,529,725
Other educational income	3	1,590,417	-	<b>1,590,417</b>	2,658,091
<b>Other trading activities</b>					
Other trading income	4	507,553	-	<b>507,553</b>	554,977
<b>Investments</b>					
Investment income		27,530	891	<b>28,421</b>	69,565
<b>Voluntary sources</b>					
Grants and donations	5	807,430	222,577	<b>1,030,007</b>	569,266
<b>Total Income</b>		<u>24,932,714</u>	<u>223,468</u>	<u><b>25,156,182</b></u>	<u>26,381,624</u>
<b>EXPENDITURE ON:</b>					
<b>Raising funds</b>					
Fundraising and development		322,806	-	<b>322,806</b>	325,380
Financing costs under Advance Fee Contracts		179,878	-	<b>179,878</b>	143,261
Non-ancillary trading		299,611	-	<b>299,611</b>	331,840
Interest and other costs		401,362	-	<b>401,362</b>	200,307
<b>Total non-educational costs</b>		1,203,657	-	<b>1,203,657</b>	1,000,788
<b>Charitable activities</b>					
Education		24,594,212	-	<b>24,594,212</b>	24,040,665
<b>Total expenditure</b>	<b>6 &amp; 7</b>	<u>25,797,869</u>	<u>-</u>	<u><b>25,797,869</b></u>	<u>25,041,453</u>
<b>Net income</b>		(865,155)	223,468	<b>(641,687)</b>	1,340,171
Transfers between funds	17.1	267,005	(267,005)	-	-
<b>Net movement in funds for the year</b>		(598,150)	(43,537)	<b>(641,687)</b>	1,340,171
Fund balance at 1 August 2019		42,367,505	400,662	<b>42,768,167</b>	41,427,996
<b>Fund balances at 31 July 2020</b>	<b>17</b>	<u>41,769,355</u>	<u>357,125</u>	<u><b>42,126,480</b></u>	<u>42,768,167</u>

The accompanying notes from part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED AND SCHOOL BALANCE SHEETS**  
as at 31 July 2020

	Note	Group		School	
		2020 £	2019 £	2020 £	2019 £
<b>FIXED ASSETS</b>					
Tangible assets	8	54,168,267	53,260,126	54,166,863	53,258,414
Investment assets	9	-	-	100	100
		<u>54,168,267</u>	<u>53,260,126</u>	<u>54,166,963</u>	<u>53,258,514</u>
<b>CURRENT ASSETS</b>					
Stock	10	219,918	177,593	22,174	27,084
Debtors	11	825,596	1,441,243	963,627	1,524,228
Cash and short term deposits		8,939,499	9,336,453	8,919,504	9,318,667
		<u>9,985,013</u>	<u>10,955,289</u>	<u>9,905,305</u>	<u>10,869,979</u>
<b>CURRENT LIABILITIES</b>					
Creditors payable within one year	12	(7,555,221)	(9,314,589)	(7,480,187)	(9,233,645)
		<u>2,429,792</u>	<u>1,640,700</u>	<u>2,425,118</u>	<u>1,636,334</u>
<b>NET CURRENT ASSETS</b>					
		<u>56,598,059</u>	<u>54,900,826</u>	<u>56,592,081</u>	<u>54,894,848</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
<b>LONG TERM LIABILITIES</b>					
Advance fees	13	(5,050,195)	(5,535,866)	(5,050,195)	(5,535,866)
Deposits	14	(1,302,190)	(1,294,860)	(1,302,190)	(1,294,860)
Loans	15	(8,119,194)	(5,301,933)	(8,119,194)	(5,301,933)
		<u>42,126,480</u>	<u>42,768,167</u>	<u>42,120,502</u>	<u>42,762,189</u>
<b>NET ASSETS</b>					
<b>REPRESENTED BY:</b>					
<b>RESTRICTED FUNDS</b>	17.1	357,125	400,662	357,125	400,662
<b>UNRESTRICTED FUNDS</b>					
Unrestricted - Designated	17.2	31,382	28,707	31,382	28,707
General funds	17.2	41,737,973	42,338,798	41,731,995	42,332,820
		<u>42,126,480</u>	<u>42,768,167</u>	<u>42,120,502</u>	<u>42,762,189</u>
<b>TOTAL FUNDS</b>					

No separate SOFA has been presented for the School alone, as permitted by Section 408 of the Companies Act 2006. The School's income for the year was £24,676,400 (2019: £26,049,784) and the loss for the year was £641,687 (2019: Surplus of £1,340,171).

Approved by the Board of Governors of St George's Weybridge on 23rd November 2020 and authorised for issue and signed on its behalf by:

(Chairman) 

(Governor, Finance & Risk Committee)



Company number: 02789023

The accompanying notes form part of the financial statements.

**ST GEORGE'S WEYBRIDGE**  
**CONSOLIDATED CASHFLOW STATEMENT**  
for the year ended 31 July 2020

	Notes	2020	2019
		£	£
<b>NET CASH FLOWS FROM OPERATIONS</b>			
Net cash provided by operating activities	<b>20</b>	<b>1,105,873</b>	5,009,836
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for tangible fixed assets		(3,475,301)	(14,314,965)
Proceeds on sale of tangible fixed assets		20,138	17,147
Investment income receipts		28,421	69,565
Net cash provided by/(used in) investing activities		<b>(3,426,742)</b>	(14,228,253)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Interest paid		(401,362)	(200,307)
Loans Received		8,744,000	5,000,000
Loans repaid		(6,332,124)	(998,674)
Advance fees		(176,929)	486,952
Deposits		90,330	123,126
Net cash provided by/(used in) financing activities		<b>1,923,915</b>	4,411,097
<b>Change in cash and cash equivalents in the reporting period</b>		<b><u>(396,954)</u></b>	<b><u>(4,807,320)</u></b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b><u>9,336,453</u></b>	<b><u>14,143,773</u></b>
<b>Cash and cash equivalents at the end of the reporting period</b>		<b><u>8,939,499</u></b>	<b><u>9,336,453</u></b>

# **ST GEORGE'S WEYBRIDGE**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **for the year ended 31 July 2020**

---

#### **1 STATEMENT OF ACCOUNTING POLICIES**

St George's Weybridge is a company limited by guarantee with registered number 02789023, incorporated and domiciled in England and Wales. Its registered office is St George's College, Weybridge Road, Addlestone, Surrey KT15 2QS.

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Companies Act 2006 and the 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 2015. The school is a Public Benefit Entity as defined by FRS 102.

The functional currency of the School is considered to be GBP because that is the currency of the primary economic environment in which the School operates.

The School has taken advantage of the exemption available to a qualifying entity in FRS 102 from the requirement to present a charity only Cash Flow Statement with the consolidated financial statements.

#### **Going concern**

The financial statements are prepared on a going concern basis which assumes the charitable group will continue in operational existence for the foreseeable future. The Governors have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the School to continue as a going concern. The Governors have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Governors have considered the School's forecasts and projections and have taken account of pressure on income as a result of the COVID-19 pandemic post year end. After making enquiries, the Governors have concluded that there is a reasonable expectation that the School has adequate resources to continue in operational existence for the foreseeable future and they are satisfied that there are no material uncertainties. The charitable group therefore continues to adopt the going concern basis in preparing its financial statements.

#### **Critical accounting judgements and key sources of estimation uncertainty**

In the application of the accounting policies, Trustees are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the opinion of the Trustees, the estimates and assumptions which have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities are outlined below.

#### *Useful economic lives*

The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 8 for the carrying amount of the property, plant and equipment and note 1.8 for the useful economic lives for each class of asset.

#### *Recoverable value of fee debtors*

The company makes an estimate of the recoverable value of trade and other debtors. When assessing impairment of trade and other debtors, management considers factors including the current credit rating of the debtor, the ageing profile of debtors and historical experience. See note 11 for the net carrying amount of the debtors and associated impairment provision.

# **ST GEORGE'S WEYBRIDGE**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **for the year ended 31 July 2020**

---

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

#### **1.1 Fees and similar income**

Fees receivable and charges for services and use of premises are accounted for in the period in which the service is provided. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the School, but include contributions received from Restricted Funds for scholarships, bursaries and other grants. Fees received in advance of education to be provided in future years under an Advance Fee Payments Scheme contract are held as liabilities until either taken to income in the term when used or else refunded.

#### **1.2 Investment income**

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

#### **1.3 Donations**

Donations receivable for the general purposes of the School are credited to Unrestricted Funds. Donations for purposes restricted by the wishes of the donor are taken to Restricted Funds where these wishes are legally binding, except that any amounts required to be retained as capital in accordance with the donor's wishes are accounted for instead as Endowments - permanent or expendable according to the nature of the restriction. Voluntary incoming resources are accounted for as and when entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable.

#### **1.4 Resources expended**

Expenditure is accounted for on an accruals basis as soon as a liability is considered probable, discounted to present value for longer-term liabilities. Overheads and other costs not directly attributable to particular functional activity categories are apportioned over the relevant categories on the basis of management estimates of the amount attributable to that activity in the year, either by reference to staff time or space occupied, as appropriate. The irrecoverable element of VAT is included with the item of expense to which it relates.

Governance costs comprise the costs of running the School, including strategic planning for its future development, also internal and external audit, any legal advice, and all the costs of complying with constitutional and statutory requirements, such as the costs of Board and Committee meetings and of preparing statutory accounts and satisfying public accountability.

Governance costs are no longer presented as a separate category of expenditure in the Statement of Financial Activities as they are not regarded as part of support costs which are allocated to the cost of activities undertaken by the School.

Intra-group sales and charges between the School and its subsidiary are excluded from trading income and expenditure.

#### **1.5 Operating leases**

Rentals payable under operating leases are charged in the SOFA on a straight line basis over the lease term.

#### **1.6 Pension schemes**

The School contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the School. In accordance with FRS 102 therefore, the scheme is accounted for as a defined contribution scheme. The School also contributes to a group personal pension scheme for non-teaching staff up to 15% of annual basic pay. Contributions to both schemes are charged in the SOFA as they become payable in accordance with the rules of the schemes.

# ST GEORGE'S WEYBRIDGE

## NOTES TO THE FINANCIAL STATEMENTS

### for the year ended 31 July 2020

---

#### 1.7 Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense.

Termination payments are recognised immediately as an expense when the school is demonstrably committed to terminate the employment of an employee or provide termination benefits.

#### 1.8 School land and buildings and equipment

##### *Capitalisation and replacement*

Tangible fixed assets costing in excess of £500 are capitalised and carried in the balance sheet at historical cost. In accordance with the transitional provisions of Financial Reporting Standard 102, the School buildings are stated at valuation at 31 July 2001 and this deemed cost has been frozen subject to any adjustments necessary resulting from an impairment review. This valuation has not been updated.

##### *Depreciation*

The freehold land is not depreciated. Depreciation of other assets is provided at rates calculated to write off the excess of cost over estimated residual amount over the estimated useful economic lives of each class of asset, subject to annual review.

These rates are currently as follows:

Building, improvements and extensions	10 - 50 years
Furniture and equipment	3 - 7 years
Motor vehicles	25% reducing balance

#### 1.9 Stock

Stock is valued at the lower of cost and net realisable value.

#### 1.10 Fund Accounting

The charitable trust funds of the School and its subsidiary are accounted for as unrestricted or restricted income in accordance with the terms of trust imposed by the donors or any appeal to which they may have responded.

Unrestricted income belongs to the School's corporate reserves, spendable at the discretion of the Governors, either to fund the School's objects or to benefit the School itself. Where the Governors decide to set aside any part of these funds to be used in future for some specific purpose, this is accounted for by transfer to the appropriate designated fund.

Restricted income comprises gifts, legacies and grants where there is no capital retention obligation or power but only a trust law restriction to some specific purpose intended by the donor.

#### 1.11 Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with debtors, excluding prepayments. A specific provision is made for debts for which recoverability is in doubt. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

#### 1.12 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less.

#### 1.13 Joint ventures

An entity is treated as a joint venture where the group is party to a contractual agreement with one or more parties from outside the group to undertake an economic activity that is subject to joint control.

In the consolidated accounts, interests in associated undertakings are accounted for using the equity method of accounting. Under this method an equity investment is initially recognised at the transaction price (including transaction costs) and is subsequently adjusted to reflect the investor's share of the profit or loss, other comprehensive income and equity of the joint venture.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

	2020	2019
2 SCHOOL FEES	Total	Total
	£	£
<b>The Schools' fee income comprised:</b>		
Gross fees	26,273,719	24,502,633
Less: Total bursaries and allowances	<u>(4,437,813)</u>	<u>(2,031,925)</u>
	<b>21,835,906</b>	<b>22,470,708</b>
 Add back: Transformational Bursaries paid for by restricted funds	 163,878	 59,017
 <b>Total</b>	 <b><u>21,999,784</u></b>	 <b><u>22,529,725</u></b>

	2020	2019
3 OTHER INCOME	Total	Total
	£	£
<b>Other educational charitable activities:</b>		
Entrance and registration fees	62,550	64,450
Other fees and income	1,477,547	2,531,196
Senco income	50,320	62,445
<b>Total</b>	<b><u>1,590,417</u></b>	<b><u>2,658,091</u></b>

	2020	2019
4 OTHER TRADING ACTIVITIES	Total	Total
	£	£
<b>Other trading activities</b>		
Sales	240,798	259,316
Other Income	16,920	-
Rental income	249,835	295,661
	<b><u>507,553</u></b>	<b><u>554,977</u></b>

5 GRANTS AND DONATIONS	Unrestricted	Restricted	2020 Total £
HMRC Grant - Furlough	687,285	-	687,285
Donations	103,362	222,577	325,939
Parents' Association	16,783	-	16,783
<b>Total</b>	<b><u>807,430</u></b>	<b><u>222,577</u></b>	<b><u>1,030,007</u></b>

	Unrestricted	Restricted	2019 Total £
Donations	47,263	411,671	458,934
Parents' Association	110,332	-	110,332
<b>Total</b>	<b><u>157,595</u></b>	<b><u>411,671</u></b>	<b><u>569,266</u></b>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

<b>6 STAFF COSTS</b>	<b>Total 2020 £</b>	<b>Total 2019 £</b>
<b>Total staff costs comprised:</b>		
Wages and salaries	<b>13,045,382</b>	12,655,808
Social securities costs	<b>1,343,629</b>	1,295,367
Pension contributions	<b>2,256,679</b>	1,645,943
Other Staff Costs	<b>375,488</b>	297,850
	<b><u>17,021,178</u></b>	<b><u>15,894,968</u></b>

The average number of employees in the year was 445 (2019: 433) of which 205 (2019: 208) were teaching staff.

FTE: 331 (2019: 339) of which 185 (2019: 185) were teaching staff.

No Governors were reimbursed for travel and subsistence during the year (2019: none).

No Governors received remuneration during the year (2019: none).

The numbers of higher paid employees were:

	<b>2020 No.</b>	<b>2019 No.</b>
Taxable emoluments band:		
£ 60,000 - £ 70,000	<b>12</b>	8
£ 80,001 - £ 90,000	<b>2</b>	3
£ 90,001 - £100,000	<b>1</b>	-
£120,001 - £130,000	<b>-</b>	1
£130,001 - £140,000	<b>1</b>	-
£140,001 - £150,000	<b>1</b>	1
£190,001 - £200,000	<b>-</b>	1
£200,001 - £210,000	<b>1</b>	-
	<b><u>18</u></b>	<b><u>14</u></b>

The number with retirement benefits accruing were:

Money Purchase Scheme	<b>3</b>	3
For which the £ contributions amounted to:	<b>32,267</b>	30,795
Defined Benefit Schemes	<b>15</b>	11

Aggregate £ employee benefits of key management personnel	<b><u>2,035,928</u></b>	<b><u>1,563,722</u></b>
---	-------------------------	-------------------------

Two members of the key management personnel are also provided with free accommodation in order to enable them to undertake specific duties for the school.

One person was paid a termination payment during the year (2019: none).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED 2020**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	197,663	125,143	-	322,806
Financing costs under				-
Advance Fee contracts	-	179,878	-	179,878
Non-ancillary trading	107,210	192,093	308	299,611
Interest and other costs	-	401,362	-	401,362
	<u>304,873</u>	<u>898,476</u>	<u>308</u>	<u>1,203,657</u>
<i>Charitable activities:</i>				
Teaching	13,184,873	771,861	-	13,956,734
Welfare	775,279	987,147	-	1,762,426
Premises	887,179	2,202,884	2,563,633	5,653,696
Support costs of schooling	1,809,074	1,120,723	-	2,929,797
Grants, awards and prizes	-	168,348	-	168,348
Governance costs	59,900	63,311	-	123,211
	<u>16,716,305</u>	<u>5,314,274</u>	<u>2,563,633</u>	<u>24,594,212</u>
Schools operating costs				
Total	<u><u>17,021,178</u></u>	<u><u>6,212,750</u></u>	<u><u>2,563,941</u></u>	<u><u>25,797,869</u></u>

The payments made under operating leases during the year were £425,000 (2019: £420,000) in respect of land and buildings and nil (2019: nil) in respect of plant and equipment.

**ANALYSIS OF TOTAL RESOURCES EXPENDED 2019**

	Staff costs £	Other costs £	Depreciation £	Total £
<i>Costs of generating funds</i>				
Fundraising for voluntary resources	196,222	129,158	-	325,380
Financing costs under				
Advance Fee contracts	-	143,261	-	143,261
Non-ancillary trading	115,076	216,388	376	331,840
Interest and other costs	-	200,307	-	200,307
	<u>311,298</u>	<u>689,114</u>	<u>376</u>	<u>1,000,788</u>
<i>Charitable activities:</i>				
Teaching	12,145,275	1,015,936	-	13,161,211
Welfare	748,794	1,034,489	-	1,783,283
Premises	864,248	2,191,597	2,361,940	5,417,785
Support costs of schooling	1,766,153	1,730,137	-	3,496,290
Grants, awards and prizes	-	65,938	-	65,938
Governance costs	59,200	56,958	-	116,158
	<u>15,583,670</u>	<u>6,095,055</u>	<u>2,361,940</u>	<u>24,040,665</u>
Schools operating costs				
Total	<u><u>15,894,968</u></u>	<u><u>6,784,169</u></u>	<u><u>2,362,316</u></u>	<u><u>25,041,453</u></u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**7 ANALYSIS OF TOTAL RESOURCES EXPENDED (continued)**

Governance expenditure includes:	<b>Total</b>	Total
	<b>2020</b>	2019
	£	£
Auditor's remuneration:		
For audit services	<b>28,404</b>	25,626

**8 TANGIBLE FIXED ASSETS**

Tangible Fixed Assets - Group	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2019	2,825,000	16,668,314	47,750,989	5,978,239	73,222,542
Additions in year	-	-	2,324,668	1,150,633	3,475,301
Disposals	-	(88,107)	(43,245)	(46,129)	(177,481)
<b>As at 31 July 2020</b>	<b><u>2,825,000</u></b>	<b><u>16,580,207</u></b>	<b><u>50,032,412</u></b>	<b><u>7,082,743</u></b>	<b><u>76,520,362</u></b>
<b>Depreciation</b>					
As at 1 August 2019	-	3,154,872	13,116,047	3,691,497	19,962,416
Charge for year	-	449,617	1,213,986	900,338	2,563,941
Disposals	-	(88,107)	(43,245)	(42,910)	(174,262)
<b>As at 31 July 2020</b>	<b><u>-</u></b>	<b><u>3,516,382</u></b>	<b><u>14,286,788</u></b>	<b><u>4,548,925</u></b>	<b><u>22,352,095</u></b>
<b>Net book value</b>					
<b>As at 31 July 2020</b>	<b><u>2,825,000</u></b>	<b><u>13,063,825</u></b>	<b><u>35,745,624</u></b>	<b><u>2,533,818</u></b>	<b><u>54,168,267</u></b>
As at 31 July 2019	<u>2,825,000</u>	<u>13,513,442</u>	<u>34,634,942</u>	<u>2,286,742</u>	<u>53,260,126</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**8 TANGIBLE FIXED ASSETS (Continued)**

Tangible Fixed Assets - School	Freehold Land £	Freehold Buildings £	Long Leasehold Buildings and Improvements £	Equipment, Furniture, Computers, Vehicles £	Total £
Cost (or frozen* valuation)					
As at 1 August 2019	2,825,000	16,668,314	47,750,989	5,925,431	73,169,734
Additions in year	-	-	2,324,668	1,150,633	3,475,301
Disposals	-	(88,107)	(43,245)	(46,129)	(177,481)
<b>As at 31 July 2020</b>	<b><u>2,825,000</u></b>	<b><u>16,580,207</u></b>	<b><u>50,032,412</u></b>	<b><u>7,029,935</u></b>	<b><u>76,467,554</u></b>
Depreciation					
As at 1 August 2019	-	3,154,872	13,116,047	3,640,401	19,911,320
Charge for year	-	449,617	1,213,986	900,030	2,563,633
Disposals	-	(88,107)	(43,245)	(42,910)	(174,262)
<b>As at 31 July 2020</b>	<b><u>-</u></b>	<b><u>3,516,382</u></b>	<b><u>14,286,788</u></b>	<b><u>4,497,521</u></b>	<b><u>22,300,691</u></b>
<b>Net book value</b>					
<b>As at 31 July 2020</b>	<b><u>2,825,000</u></b>	<b><u>13,063,825</u></b>	<b><u>35,745,624</u></b>	<b><u>2,532,414</u></b>	<b><u>54,166,863</u></b>
As at 31 July 2019	<u>2,825,000</u>	<u>13,513,442</u>	<u>34,634,942</u>	<u>2,285,030</u>	<u>53,258,414</u>

\* The School has elected, in accordance with Section 35.10(d) of FRS 102, to use the carrying value on 1st September 2014, the date of transition to FRS 102, of any of the above freehold land and buildings previously carried at a valuation, as their deemed cost.

Included within the additions for Long Leasehold Buildings and Improvements is £0.4m for assets under construction as at 31st July 2020 (2019: £19.1m) for assets under construction as at 31st July 2020. These items have not been depreciated in the accounts.

**9 UNLISTED INVESTMENTS**

	Group 2020 £	Group 2019 £	School 2020 £	School 2019 £
Interest in subsidiary undertaking	-	-	100	100
Total	<u>-</u>	<u>-</u>	<u>100</u>	<u>100</u>

An investment of £2,500 in the joint venture company was impaired in 2016.

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**9 UNLISTED INVESTMENTS (Continued)**

**9.1 Subsidiary Undertakings**

The School has a 100% shareholding, acquired on 22nd February 1999, in St George's Weybridge Enterprises Limited, Company No. 03719020, incorporated in the United Kingdom, which manages the commercial activities of the company.

St George's Weybridge Enterprises Limited had a turnover of £359,197 (2019: £368,292), gross profit of £179,733 (2019: £176,722) and a profit before tax and gift aid of £16,293 (2019: £8,109). At 31 July 2020, the company had shareholder's funds of £6,078 (2019: £6,078).

**9.2 Joint Venture**

The School has a 50% shareholding acquired on 25th March 1994 in a Joint Venture company, St George's Weybridge and Surrey County Tennis Centre Limited, incorporated in the United Kingdom, which manages the indoor tennis centre. The Joint Venture Company is managed jointly by the company and Surrey County Lawn Tennis Association which owns the other 50% shareholding.

On 25th March 1994 the School agreed to provide land, with the approval of the Josephite Community, the freeholders. The School as the head lease holder, agreed to offer a sublease to Surrey County Lawn Tennis Association ("the Surrey Trustees") on similar lease terms. The Surrey Trustees agreed to build and fund the indoor tennis centre.

The Joint Venture Company is responsible for making arrangements for use of the indoor tennis centre which, under the present agreement, is given equally to St George's Weybridge, Surrey Lawn Tennis Association and the Joint Venture Company which lets the courts to third parties. St George's Weybridge assists by making available its own staff to carry out the Joint Venture company's operations. St George's Weybridge is also responsible for day to day maintenance of the tennis centre buildings. Any surplus/deficit will be shared equally by St George's Weybridge and the Surrey Lawn Tennis Association.

The unaudited results for the last two years are as follows:

**PROFIT AND LOSS ACCOUNT**  
**YEAR ENDED 30 SEPTEMBER 2020**

	<b>2020</b>	2019
	£	£
Turnover	<b>33,993</b>	48,340
Cost of Sales	<b>(104)</b>	(126)
Administration	<b>(25,040)</b>	(39,663)
Depreciation	<b>(5,618)</b>	(967)
Interest Receivable	<b>9</b>	15
	<hr/>	<hr/>
Taxation	<b>3,240</b>	7,599
	-	-
	<hr/>	<hr/>
Profit/(Loss) for the year	<b>3,240</b>	7,599
Balance brought forward	<b>(13,393)</b>	(20,992)
	<hr/>	<hr/>
Balance carried forward	<b>(10,153)</b>	(13,393)
	<hr/> <hr/>	<hr/> <hr/>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**9 UNLISTED INVESTMENTS (Continued)**

**BALANCE SHEET**

**AS AT 30 SEPTEMBER 2020**

	<b>2020</b>	<b>2019</b>
	£	£
<b>FIXED ASSETS</b>		
Tangible assets	<u>49,052</u>	<u>53,902</u>
<b>CURRENT ASSETS</b>		
Stock	58	32
Debtors	546	846
Cash at bank	<u>27,793</u>	<u>26,451</u>
	<b>28,397</b>	27,329
<b>CREDITORS: Amounts falling due within one year</b>	<u>(21,602)</u>	<u>(21,624)</u>
<b>NET CURRENT ASSETS</b>	<u>6,795</u>	<u>5,705</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<b>55,847</b>	59,607
<b>CREDITORS: Amounts falling due in more than one year</b>	<u>(61,000)</u>	<u>(68,000)</u>
<b>NET LIABILITIES</b>	<u>(5,153)</u>	<u>(8,393)</u>
<b>CAPITAL AND RESERVES</b>		
Share capital	5,000	5,000
Profit and loss account	<u>(10,153)</u>	<u>(13,393)</u>
<b>SHAREHOLDERS' FUNDS</b>	<u>(5,153)</u>	<u>(8,393)</u>

**10 STOCK**

	<b>Group</b>	<b>Group</b>	<b>School</b>	<b>School</b>
	<b>2020</b>	<b>2019</b>	<b>2020</b>	<b>2019</b>
	£	£	£	£
Goods for resale	197,744	150,509	-	-
Other stock	22,174	27,084	22,174	27,084
	<u>219,918</u>	<u>177,593</u>	<u>22,174</u>	<u>27,084</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**11 DEBTORS**

	Group 2020 £	Group 2019 £	School 2020 £	School 2019 £
Amount due from Joint Venture company	17,186	-	17,186	-
Amount due from subsidiary	-	-	143,645	105,470
Fee debtors	181,696	117,134	181,696	117,134
Sundry debtors	88,509	78,151	83,659	57,126
Prepayments and accrued income	<u>538,205</u>	<u>1,245,958</u>	<u>537,441</u>	<u>1,244,498</u>
	<u><b>825,596</b></u>	<u><b>1,441,243</b></u>	<u><b>963,627</b></u>	<u><b>1,524,228</b></u>

**12 CREDITORS: due within one year**

	Group 2020 £	Group 2019 £	School 2020 £	School 2019 £
Bank loan	707,339	1,112,725	707,339	1,112,725
Advance fee scheme (Note 13)	4,250,149	3,941,407	4,250,149	3,941,407
Pension contributions	286,682	218,818	286,682	218,818
Trade creditors	740,119	2,556,045	679,573	2,491,012
Social security and other taxation	341,235	337,367	341,235	337,367
Deposits	353,350	270,350	353,350	270,350
Other creditors	421,889	298,689	421,889	298,689
Accruals	<u>454,458</u>	<u>579,188</u>	<u>439,970</u>	<u>563,277</u>
	<u><b>7,555,221</b></u>	<u><b>9,314,589</b></u>	<u><b>7,480,187</b></u>	<u><b>9,233,645</b></u>

**13 ADVANCE FEE PAYMENTS - GROUP**

Parents may enter into a contract to pay for their children's tuition fees in advance. The money may be returned subject to specific conditions on the receipt of one term's notice. Assuming students will remain in the School, advance fees will be applied as follows:

	2020 £	2019 £
After 5 years	300,931	324,127
Within 2 to 5 years	2,421,820	2,998,462
Within 1 to 2 years	<u>2,327,444</u>	<u>2,213,277</u>
	<u><b>5,050,195</b></u>	<u><b>5,535,866</b></u>
Within 1 year (note 12)	<u>4,250,149</u>	<u>3,941,407</u>
	<u><b>9,300,344</b></u>	<u><b>9,477,273</b></u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**13 ADVANCE FEE PAYMENTS - GROUP (Continued)**

The balance represents the accrued liability under the contracts. The movements during the year were:

	2020 £	2019 £
Balance at 1 August	9,477,273	8,990,321
New contracts	<u>3,780,177</u>	<u>4,354,129</u>
	<b>13,257,450</b>	13,344,450
Amounts utilised in payment of fees:		
To the School	<b>(3,957,106)</b>	<b>(3,867,177)</b>
Balance at 31 July	<u><u>9,300,344</u></u>	<u><u>9,477,273</u></u>

**14 SCHOOL FEE DEPOSITS**

	2020 £	2019 £
Amounts due 1 - 2 years:	280,925	282,750
Amounts due 2 - 5 years:	246,360	267,010
Amounts due more than 5 years:	<u>774,905</u>	<u>745,100</u>
	<u><u>1,302,190</u></u>	<u><u>1,294,860</u></u>

**15 LOANS - GROUP**

	2020 £	2019 £
Amounts due 1 - 2 years:	1,181,111	637,195
Amounts due 2 - 5 years:	3,615,741	1,628,282
Amounts due more than 5 years:	<u>3,322,342</u>	<u>3,036,456</u>
	<u><u>8,119,194</u></u>	<u><u>5,301,933</u></u>

The terms of the loans are:

Lender	2020 £	Repayments including interest for 2020-21	Interest rate
Barclays Fixed Interest (unsecured)	131,809	131,809	6%
(i) Nat West Fixed Interest (secured)	5,194,724	591,310	2.44%
(ii) Nat West Cbils Fixed Interest (secured)	3,500,000	129,464	2.25%

(i) in June 2020 the charity took advantage of the low interest rates and refinanced two loans with Nat West, consolidating them into one. The new Loan is fully secured on three properties (one leasehold), sited close to the College along with the Junior School, in line with the previous arrangements.

(ii) In June 2020, the charity took advantage of the Government CBILS loan arrangement to ensure adequate cash is available during the Covid pandemic. Interest on the loan is covered by the government for 12 months. Repayments commence in June 2021. The Junior School site provides security for this loan

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**16 FINANCIAL INSTRUMENTS**

	Group 2020 £	Group 2019 £	School 2020 £	School 2019 £
Financial assets measured at amortised cost (a)	9,765,095	10,777,696	9,883,131	10,842,895
Financial liabilities measured at amortised cost (b)	<u>(22,026,800)</u>	<u>(21,447,248)</u>	<u>(21,951,766)</u>	<u>(21,366,304)</u>
Net financial assets measured at amortised cost	<u>(12,261,705)</u>	<u>(10,669,552)</u>	<u>(12,068,635)</u>	<u>(10,523,409)</u>

- a) Financial assets including cash, trade and fee debtors, sundry debtors, accrued income and amounts due from subsidiaries and joint ventures.
- b) Financial liabilities include loans, deposits, fees in advance, trade creditors, accruals, pension contributions and other creditors.

Impairment losses charged to financial assets measured at amortised cost in the year amounted to £173k (2019: £129k).

**17 ANALYSIS OF NET ASSETS BETWEEN FUNDS**

The group's net assets belong to the various funds as at 31 July 2020 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	357,125	-	357,125
Designated funds	-	31,382	-	31,382
Unrestricted funds	<u>54,168,267</u>	<u>2,041,285</u>	<u>(14,471,579)</u>	<u>41,737,973</u>
	<u>54,168,267</u>	<u>2,429,792</u>	<u>(14,471,579)</u>	<u>42,126,480</u>

The School's net assets belong to the various funds as at 31 July 2020 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	357,125	-	357,125
Designated funds	-	31,382	-	31,382
Unrestricted funds	<u>54,166,963</u>	<u>2,036,611</u>	<u>(14,471,579)</u>	<u>41,731,995</u>
	<u>54,166,963</u>	<u>2,425,118</u>	<u>(14,471,579)</u>	<u>42,120,502</u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**for the year ended 31 July 2020**

**17 ANALYSIS OF NET ASSETS BETWEEN FUNDS (continued)**

The Group's net assets belong to the various funds as at 31 July 2019 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	400,662	-	400,662
Designated Funds	-	28,707	-	28,707
Unrestricted funds	<u>53,260,126</u>	<u>1,211,331</u>	<u>(12,132,659)</u>	<u>42,338,798</u>
	<u>53,260,126</u>	<u>1,640,700</u>	<u>(12,132,659)</u>	<u>42,768,167</u>

The School's net assets belong to the various funds as at 31 July 2019 as follows:

	Fixed Assets £	Net Current Assets £	Long Term Liabilities £	Fund Balances £
Restricted funds	-	400,662	-	400,662
Designated Funds	-	28,707	-	28,707
Unrestricted funds	<u>53,258,514</u>	<u>1,206,965</u>	<u>(12,132,659)</u>	<u>42,332,820</u>
	<u>53,258,514</u>	<u>1,636,334</u>	<u>(12,132,659)</u>	<u>42,762,189</u>

**17.1 RESTRICTED FUNDS: MOVEMENT IN THE YEAR**

	Balance 31 July 2019 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2020 £
Activity Centre	-	74,808	-	(74,808)	-
Other Capital Projects	-	1,166	-	(1,166)	-
Bursary Fund	308,186	146,925	-	(125,875)	<b>329,236</b>
Lourdes Bursary Fund	-	501	-	-	<b>501</b>
Susan Goodchild	65,156	-	-	(65,156)	-
Woolfson Scholarship	<u>27,320</u>	<u>68</u>	<u>-</u>	<u>-</u>	<u><b>27,388</b></u>
	<u>400,662</u>	<u>223,468</u>	<u>-</u>	<u>(267,005)</u>	<u><b>357,125</b></u>

	Balance 31 July 2018 £	Incoming Resources £	Resources Expended £	Transfers £	Balance 31 July 2019 £
Activity Centre	108,822	392,123	-	(500,945)	-
Other Capital Projects	14,224	1,363	-	(15,587)	-
Bursary Fund	347,028	20,175	-	(59,017)	<b>308,186</b>
Susan Goodchild	64,735	421	-	-	<b>65,156</b>
Woolfson Scholarship	<u>27,143</u>	<u>177</u>	<u>-</u>	<u>-</u>	<u><b>27,320</b></u>
	<u>561,952</u>	<u>414,259</u>	<u>-</u>	<u>(575,549)</u>	<u><b>400,662</b></u>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**17.1 RESTRICTED FUNDS: MOVEMENT IN THE YEAR (continued)**

- Activity Centre: Fund raising for a specific project at the College.
- Capital Projects: Fund raising for other Capital Projects.
- Bursary Fund: A fund set up to finance transformational bursaries (formerly the Assisted Places programme)
- Susan Goodchild : A fund set up for sixth form students.
- Wolfson Scholarship: For disabled children.
- The transfers represent restricted funds met and therefore moved to unrestricted/general funds: From the Activity Centre and Other Capital Projects in respect of expenditure during the year; From the Susan Goodchild Fund in respect of restrictions met; From the Bursary Fund to pay the fees of four pupils on the Transformational Bursaries scheme and to assist 25 families with Bursaries due to Covid.

**17.2 UNRESTRICTED FUNDS: MOVEMENTS IN THE YEAR**

Fund Movement	Unrestricted	Designated	Restricted	2020
	Funds	Funds	Funds	Total Funds
	£	£	£	£
Balance Brought forward	42,338,798	28,707	400,662	<b>42,768,167</b>
Total Incoming Resources	24,829,274	103,440	223,468	<b>25,156,182</b>
Total Resources Expended	(25,797,869)	-	-	<b>(25,797,869)</b>
Transfers	367,770	(100,765)	(267,005)	-
	<u>41,737,973</u>	<u>31,382</u>	<u>357,125</u>	<u><b>42,126,480</b></u>

Fund Movement	Unrestricted	Designated	Restricted	2019
	Funds	Funds	Funds	Total Funds
	£	£	£	£
Balance Brought forward	40,756,664	109,380	561,952	41,427,996
Total Incoming Resources	25,809,585	157,780	414,259	26,381,624
Total Resources Expended	(25,041,453)	-	-	(25,041,453)
Transfers	814,002	(238,453)	(575,549)	-
	<u>42,338,798</u>	<u>28,707</u>	<u>400,662</u>	<u>42,768,167</u>

**Unrestricted Designated Funds**

Incoming designated funds donated in the year were assigned towards the following projects; where the donors had expressed a desire for the funds to go towards.

- Activity Centre.
- Bursary Fund
- Boat Club
- Lourdes
- Future Capital Projects

**18 CONTRACTS AND COMMITMENTS**

	2020	2019
	£	£
Authorised and contracted values for new build, repairs and refurbishment.	<u><b>421</b></u>	<u>3,084</u>

# ST GEORGE'S WEYBRIDGE

## NOTES TO THE FINANCIAL STATEMENTS

### for the year ended 31 July 2020

---

#### 19 PENSION SCHEMES

The School participates in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,850,324 (2019: £1,263,000) and at the year-end £237,907 (2019: £172,832) was accrued in respect of contributions to this scheme.

The TPS is an unfunded multi-employer defined benefits pension scheme governed by the Teachers' Pensions Regulations 2010 (as amended) and, the Teachers' Pension Scheme Regulations 2014 (as amended). Members contribute on a "pay as you go" basis with contributions from members and the employer being credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgement that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and closed to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

The School also runs a scheme for its non-teaching staff, which is a defined contributions scheme. The cost for the year represents the School's contributions to that scheme of £443,392 (2019: £404,181).

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

**20 RECONCILIATION OF NET INCOMING RESOURCES TO NET CASH INFLOW FROM OPERATIONS**

	2020	2019
	£	£
Net incoming resources	<b>(641,687)</b>	1,340,171
Non-operating cash flows eliminated:		
- Investment Income	<b>(28,421)</b>	(69,565)
- Finance Costs	<b>401,362</b>	200,307
Depreciation charges added back	<b>2,563,941</b>	2,362,316
(Gain)/Loss on disposal of tangible fixed assets	<b>(16,920)</b>	928
(Increase) in stock	<b>(42,325)</b>	(11,378)
Decrease/(Increase) in debtors	<b>615,647</b>	(337,311)
(Decrease)/Increase in creditors	<b>(1,745,724)</b>	1,524,368
	<b><u>1,105,873</u></b>	<b><u>5,009,836</u></b>

**21 OPERATING LEASE COMMITMENTS - GROUP AND SCHOOL**

The Group & School had the following commitments under non-cancellable operating leases:

	Digital Equipment		Property	
	2020	2019	2020	2019
Operating lease commitments:	£	£	£	£
Within 1 year	<b>62,600</b>	-	<b>425,000</b>	425,000
Within 2 - 5 years	<b>237,498</b>	-	<b>850,000</b>	1,275,000
	<b><u>300,098</u></b>	<b><u>-</u></b>	<b><u>1,275,000</u></b>	<b><u>1,700,000</u></b>

**ST GEORGE'S WEYBRIDGE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
for the year ended 31 July 2020

---

**22 CONNECTED CHARITIES AND RELATED PARTY TRANSACTIONS**

Mr J Hood is a director of the Joint Venture Company.  
Mrs C Shevlin is a director of the wholly owned subsidiary.

The Congregation of Josephites (Charity number 0312071) is a connected charity of the company.  
Rev W M Muir is a Trustee of the Josephite Community.

Transactions with these entities include

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
<b>1 The Congregation of Josephites</b>		
Joint costs reimbursed	<b>139,929</b>	142,996
Rent paid	<b>425,000</b>	420,000
	<u><u>          </u></u>	<u><u>          </u></u>
<b>2 Joint Venture</b>		
<b>St George's Weybridge and Surrey County</b>		
<b>Tennis Centre Limited</b>		
Investment	-	-
Amount due	<b>17,186</b>	(1,962)
	<u><u>          </u></u>	<u><u>          </u></u>
<b>3 Subsidiary</b>		
<b>St George's Weybridge Enterprises Limited</b>		
Investment	<b>100</b>	100
Amount due	<b>143,645</b>	105,470
Charges for rent, staff time and share of overheads	<b>152,448</b>	163,299
Gifts received	<b>16,293</b>	8,109
	<u><u>          </u></u>	<u><u>          </u></u>