

# THE ST GABRIEL SCHOOLS FOUNDATION

England & Wales · Charity number 1062748

## Details

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**Other names** ST GABRIELS SCHOOL

**Status** Registered

**Legal form** Charitable company

**Company number** [02590761](#)

**Registered** 1997-06-09

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

## Contact

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**Address** St. Gabriels School  
Sandleford Priory  
Newtown Road  
Newtown  
Newbury  
RG20 9BD

**Phone** 01635555680

**Email** [info@stgabriels.co.uk](mailto:info@stgabriels.co.uk)

**Website** [www.stgabriels.co.uk](http://www.stgabriels.co.uk)

## Activities

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**Objects:** TO ADVANCE THE EDUCATION OF THE PUBLIC

**Activities:** The charitable objects are to promote and provide for the advancement of education of the pupils at the School and in connection with that to expand and develop the school with a curriculum in accordance with the principals of the Church of England.

## Classification

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- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** Education/training
- **Who:** Children/young People

## Geography

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- Bracknell Forest
- Hampshire
- Oxfordshire
- Reading
- Slough
- West Berkshire
- Wiltshire
- Windsor And Maidenhead
- Wokingham

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-07-31	-	-	-	-
2024-07-31	£8,657,341	£9,176,705	£3,003,001	176
2023-07-31	£8,172,597	£8,273,660	£3,522,365	168
2022-07-31	£7,100,446	£7,040,313	£3,623,428	153
2021-07-31	£5,715,484	£6,297,786	£3,563,295	149
2020-07-31	£5,650,143	£6,270,690	£4,145,597	153

## Trustees

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Name	Role	Appointed
<b>NIGEL CHARLES GARLAND</b>	Chair	
CHRISTOPHER JONES		2025-03-24
Derek John Peuple		2016-06-01
JANE WHITEHEAD		2013-05-20
Joanne Margaret Heywood		2017-02-01
Jonathan Frederick Neal Rankin		2018-12-03
SARAH ANNE BOWEN		
SEAN RYAN		
SIMON RALPH BARRETT		
Sarah Victoria Hutton		2018-03-19

## Linked charities

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- S GABRIEL FALKLAND S GABRIEL SCHOOLS (1062748-1)

**THE ST GABRIEL SCHOOLS FOUNDATION**

England & Wales - Charity number 1062748

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# Accounts

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Charity No: 1062748  
Company No: 02590761

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
(A COMPANY LIMITED BY GUARANTEE)  
**ANNUAL REPORT**  
**AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**THE ST. GABRIEL SCHOOLS FOUNDATION  
CONTENTS OF THE FINANCIAL STATEMENTS**

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**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2024**

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**GOVERNORS**

Mr S Barrett  
Mrs S Bowen  
Mr N Garland – Chairman  
Mrs J Heywood  
Mrs S Hutton  
Mr D Peaple  
Mr N Rankin – Vice Chairman  
Mr S Ryan  
Mr M Scholl  
Mrs J Whitehead

**THE PRINCIPAL**

Mr Richard Smith

**THE BURSAR AND CLERK TO THE BOARD OF GOVERNORS**

Mrs Penny Setter

**OTHER MEMBERS OF THE EXECUTIVE**

**Vice Principal**  
Mrs Angela Chapman

**Head of Junior School**  
Mr Peter Dove

**ADDRESS**

The St. Gabriel Schools Foundation  
Sandleford Priory  
Newbury  
Berkshire  
RG20 9BD

**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2024**

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**ADVISERS**

**Bankers**

National Westminster Bank plc  
30 Market Place  
Newbury  
Berkshire  
RG14 5AJ

**Solicitors**

Godwins Solicitors LLP  
12 St Thomas Street  
Winchester  
Hampshire  
SO23 9HF

**Auditor**

Crowe U.K. LLP  
R+ Building  
2 Blagrove Street  
Reading  
Berkshire  
RG1 1AZ

**Insurers**

Marsh Limited  
Capital House  
1-5 Perrymount Road  
Haywards Heath  
West Sussex  
RH16 3SY

**Associations**

Girls' Schools Association  
Independent Association of Preparatory Schools  
Independent Schools' Council  
Association of School and College Leaders  
Independent Schools Bursars' Association

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2024**

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The Directors, who are also Governors of the school and charity trustees for the purposes of the Charities Act 2011, present their annual report in compliance with both that Act and the Companies Act 2006, together with the financial statements prepared under the latter Act, for the period ending 31 July 2024.

<b>DIRECTORS' REPORT</b>
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## **REFERENCE AND ADMINISTRATIVE INFORMATION**

The St. Gabriel Schools Foundation is a company limited by guarantee, company number 2590761 and a registered charity number 1062748. It operates under the trading names of "St. Gabriel's" or "St. Gabriel's School" or "Sandleford" and has a subsidiary company "St. Gabriel's School Sports Centre Ltd", Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. Mr N Garland is the sole Director of St. Gabriel's Sports Centre Ltd. Mrs P Setter is Company Secretary to both companies and Clerk to the Governors.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The Governing Document is a Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

### **Governing body**

The list of Governors is shown at page 1 of this report.

### **Election, recruitment and training**

New Governors are elected by the existing Trustees and are selected from nominations from individuals on that Board and the Principal. Governors serve for a term of three years and may be re-elected. The Chair of Governors is elected from within the Board for a term of three years and may be re-elected.

Governors are selected to maintain a balance of relevant experience, professional knowledge and competence on the Board. The Board seeks and appoints persons with educational, financial, business, pastoral, legal, religious and parental experience. Induction and then further training, as required, are provided to build on individual skills and qualifications.

### **Organisational management**

The Governing Body is supported by the Finance & General Purposes sub-committee, the Education sub-committee (re-established in January 2017) and the Marketing sub-committee (established January 2020). The day-to-day running of the school is delegated to the Executive as key management personnel. The Executive attend all meetings of the Governing Body's committees.

The leadership structure of the school is made up of The Executive (Principal, Bursar, Vice-Principal and Head of Junior School), the Senior Leadership Team (SLT) and the Junior Leadership Team (JLT). The Principal conducts strategic conversations with the SLT, JLT and Heads of Departments and members of staff which inform the Executive's strategic proposals to Governors. Governors review, consider and amend these proposals prior to formally approving development and educational strategies which the Executive are tasked with implementing. A Heads of Department committee, chaired by the Deputy Head Academic coordinates cross phase and interdepartmental academic matters.

The remuneration of the key management personnel is set by the Board, with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding them fairly and responsibly for their individual contributions to the Company's success.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2024**

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The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools to ensure that the School remains sensitive to the broader issues of pay and employment conditions elsewhere.

We aim to recruit, where practicable, at the lower to medium point within a band, providing scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on our key management personnel and staff costs are the largest single element of our charitable expenditure.

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

#### **Charitable objects**

The charitable objects are to promote and provide for the advancement of education of the pupils at the School and in connection with that to expand and develop the school with a curriculum in accordance with the principals of the Church of England. The promotion of this education is in itself of public benefit and this is being pursued with the same vigour as it has always been. In accordance with the trust deed of 1974 the Governors take account of the financial circumstances of all its pupils and makes awards and bursaries so that its charitable aims are available to the whole population by the provision of means tested awards. In seeking to promote these objects the Governors take full account of the appropriate guidance issued by the Charity Commission.

The St. Gabriel Schools Foundation aims to:

- Provide, within the framework of a safe, secure and happy environment, an academic education which will enable each individual to develop:
  - His/her abilities to the full
  - A wide range of interests and extra-curricular activities
  - A sense of personal values
- Make education a challenging and positive experience in which each pupil can feel a measure of success and acquire confidence and self-esteem
- Prepare pupils for the challenges of the future and in particular for work in a changing society.

St. Gabriel's seeks to achieve these charitable objects with the assistance of local educational, cultural and charitable bodies and it is a policy of the school to seek to provide and achieve the highest standards in education, to build on the partnership with a local state school and promote education with the local community through a series of events as well as widening access to the schools facilities.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2024**

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**STATEMENT OF GOVERNORS' RESPONSIBILITIES**

The Trustees (who are also directors of The St. Gabriel Schools Foundation for the purposes of company law) are responsible for preparing the Governors' 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 Trustees to prepare financial statements for each financial year. Under company law the Trustees 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 Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for 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 charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**PROVISION OF INFORMATION TO AUDITOR**

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- that the director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the Company's auditors in connection with preparing their report and to establish that the Company's auditors are aware of that information.

**AUDITORS**

In accordance with Section 485 of the Companies Act 2006, a resolution proposing the reappointment of Crowe U.K LLP as auditors of the company will be put to the Annual General Meeting.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2024**

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**STRATEGIC REPORT**

**OBJECTIVES**

**Objectives for the period**

The prime objectives have been:

- Continued preparation and implementation of A levels courses creating an appropriate and attractive 6<sup>th</sup> form offering;
- Continue preparation and implementation of GCSE courses;
- Consolidation and prudence in financial management;
- Updating and refinement of School policies in line with new legislation;
- Enhance IT facilities;
- Production of a site master plan;
- Continued implementation of CoEd in the senior school and preparation for the launch of CoEd in the sixth form;
- Enhancing the whole school experience.

**Strategies to achieve the objectives**

There have been several strands to the strategic action required to take forward this periods objectives:

- Reinforcing the financial stability of the school;
- Reviewing the academic curriculum including the number of subjects on offer at A level and GCSE and the time allocated to each subject in the timetable;
- Continued implementation of fully means-tested assessment for financial assistance in order to enhance the accessibility and thus the public benefit offered by the charity;
- Investment to enhance the facilities and appearance of the school;
- Marketing campaign for Coeducation
- Upgrade ICT and classroom facilities

During the period under review St. Gabriel's School had 425 full time pupils in Reception to Year 13 with a further 68 children in the nursery (full-time and part-time) in the school at the start of the year, which rose to 74 for the summer term. At the start of September 2024, there were 406 pupils on roll for Reception to Year 13 and a further 62 children in the nursery which is predicted to rise during the course of the year.

**GRANT-MAKING POLICY**

This year, the value of scholarships, grants, prizes and other awards made to the Schools' pupils exceeded £365,801. The Governors' policy, in line with that of other Independent Schools, is to make these awards on the basis of the individual's educational potential, subject to the particular conditions imposed by the original donor where the award is out of restricted funds. Further means-tested awards totalling £757,845 in bursaries and allowances were made to support 44 pupils who would not otherwise be able to attend the school or to relieve hardship where the pupil's education and future prospects would otherwise be at risk. 38 pupils received bursaries of 50% or more of the annual fees, with 18 of these receiving a minimum bursary of 85% and the majority of these pupils also received support with school transport, educational visits and music tuition.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2024**

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## **COMMUNITY**

### **Independent/State School Partnerships and Links**

We have formed a partnership with a local state secondary school. The two schools have worked together closely on a number of initiatives which represents a highly innovative and cost-effective approach to the collaborative delivery of enhanced curriculum provision for students between an independent school and an 11-16 mixed converter academy. This initial provision has subsequently been developed and extended to extra-curricular and gifted and talented enrichment opportunities. Most recently it has also deepened further to include shared professional development for teaching staff, with a joint leadership development programme for teachers and reciprocal teaching provision offering support for teachers

For the 2023/24 academic year the following activities took place:

- 32 local primary schools took part in each of our year 4 and year 5 Maths Challenge. Transport was provided to collect pupils from their local schools.
- An Evening with a renowned actor Sir Simon Russell Beale various external drama groups and schools invited to attend
- West Berkshire Biathlon
- World Animal Day Competition
- West Berkshire X Country
- MMI Mock interviews for Medicine and Veterinary care
- Hosted West Berkshire Relays
- An evening with Sarah Jones Medical talk with GCSE & A level students. Local schools invited with some good take up from external students.
- We Introduced year 6 to Hope School in Uganda and have started the process of forging a partnership.
- Created a partnership with Willow Edge care home and have visited as part of activity day and community links tutor sessions.
- Visited West Berks Food Bank as part of tutor sessions and volunteered in food packing.
- The PE department loaned Sporting equipment to Enborne Primary for various PE sessions.
- Young Critic Competition lesson planning and delivery of content in association with the Newbury Spring Festival. St Gabriel's Principal also represented the school as a guest Judge.
- An evening with Professor Andy Kemp discussing the Greenham air base. Academic scholars and local students invited to attend.
- Glastonbury Banner "Sustainable Climate" displayed at Glastonbury Festival on behalf of Oxfam.
- Head of Classics outreach Latin to local primary schools

For the 2024/25 academic year, the following activities are planned:

- Language Olympics with year 5 primary schools (already completed in Sept 2024)
- Poetry day with year 4 students across 12 schools (July 2025)
- Primary school New food competition (This term)
- An evening with The Air Ambulance (plus an additional 2 evenings in spring and summer term with more visiting speakers) (Nov)
- MMI Mock interviews for Medicine and Veterinary care (Nov)
- Hoping for Maths challenge or a similar format. (Jan)
- Hosting West Berkshire Cross country (Already completed Oct)

### **Community Links**

A Community Link Project starts in year 9 which encourages pupils to identify and meet a variety of needs within the local community which they continue in subsequent years.

Senior pupils, as part of their Duke of Edinburgh Service element, participate in a community project.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2024**

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Pupils participate in a wide range of fundraising activities. This year the school raised £6,485 for other charities.

This year saw the reinstatement of the parent and toddler mornings for the local community during year. In previous years there were 3 events attended by 7 families.

Sixth form students have the opportunity to participate in a World Challenge Expedition (2012 Ecuador, 2014 Peru, 2016 Thailand and Cambodia, 2018 Borneo, 2024 Malaysia) where they spend part of the expedition volunteering and living in a local community working on an education based project. The next expedition will take place in 2026 and will be to Norway.

Students, including those considering a career in medicine or other caring professions, participate in voluntary work in local care homes.

### **Community Access**

The school supports a number of local groups by providing its facilities free of charge or at a reduced fee, including:

- a meeting venue for PALS, a West Berkshire charity which provides social and leisure activities for physically disabled children.
- West Berkshire Schools Sports Network events.
- County chess championships.
- Friends of Young Carers charity quiz night.
- Next Generation Football
- Newbury Junior Netball
- Vox Fresh Adult Choir
- Diamond Netters Netball
- West Berkshire Roller Skating club
- Rugby Tots
- St Nicholas Church

### **Public benefit**

The Governors confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011, to have due regard to the Charity Commission's guidance on public benefit.

### **FACILITIES**

In September 2014 the Junior School became co-educational and a 50 week per year day nursery was opened catering for children from aged 6 months to 5 years and from 7:30am to 6:30pm. The nursery is now successfully feeding pupils into the coeducational Junior School. A new 6<sup>th</sup> Form centre was converted during 2016/17, and opened at the start of the autumn term 2017, providing teaching rooms and study areas for many subjects. During 2018/19 the school built upon the 2017/18 Invest to Impress programme with the aim of upgrading many of the schools facilities. In February 2021 the school announced that the Senior School would admit boys in year 7 from September 2022, becoming fully Co-Ed by 2026. The summer works for 2022 concentrated on refurbishing existing welfare facilities for girls and the creation of new facilities for boys. With the increasing numbers on roll the Governors are aware of the need to use existing facilities efficiently and to carefully consider what new facilities may be required. To assist with this process during 2021/22 architects were appointed to produce a Master Plan. The findings from this were presented to the Governors in the Autumn Term. The master plan identified the need for more classroom space. Increasing numbers on roll indicated that this was required for September 2023.

The summer works for 2023 saw the installation of 2 temporary classrooms and the extension of the Reception teaching area. At the start of the 2023/24 academic year the school was working with a project team on the design of a new permanent classroom block. However, as the threat of VAT on schools increased the Governors took the decision to pause the project. The new Government has now confirmed its intentions and the projects will remain paused until the full outcome of this policy is known.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2024**

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**REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE PERIOD**

**Academic – A Level**

The following table shows trends at A level results over the last 6 years (%)

	<b>A*</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>U</b>
2019	29	39	26	6	1		
2020	30	41	25	5			
2021	31	31	28	8	3		
2022	21	28	27	19	4		
2023	9	33	30	23	5		
2024	13	21	34	11	13	8	

At A level, 68% of the grades were at A\*-B. We also saw 34% of grades at A\*/A which is broadly in line with last year. It is also worth noting that this cohort was slightly smaller than usual, so a couple of weaker pupils negatively impacted the overall results. However, despite this, our pupils were still able to access their courses of choice after A level and all of them are happy with their pathway for their post 18 studies.

**Academic - GCSE**

At GCSE 47% of grades at 7-9 and 27% of these were at grade 8 or 9. We were also particularly pleased with the percentage of grades 7-9 which compared with 21.7% nationally. Our Science results were particularly outstanding with 93% if Biology, 100% of Chemistry and 93% of Physics grades at 7-9.

Our value added data for this cohort was also significant with pupils on average achieving more than half a grade higher per subject here than they would have done based on their baseline data.

**FINANCIAL REVIEW AND RESULTS FOR THE PERIOD**

The results are a return of circa -6% which was lower than anticipated by the Governors. This is mainly due to Master plan costs that cannot be capitalised and unplanned maintenance issues that required immediate attention. Throughout the year the Governors have continually reassessed the schools financial position and its ability to continue as a going concern. This has included the development of several budget scenarios and cash flow forecasts all of which have been robustly stress tested. The maintenance of a sufficient and prudent margin in the order of 8-12% will undoubtedly prove challenging but the Governors are resolved to pursue measures to maintain financial stability. The Governors continue to identify priorities for the school in terms of increasing recruitment and retention, reducing costs and developing the school.

**Reserves Policy**

The School's unrestricted funds stood at £2,343,541 (2023: £2,830,279) at the end of the period. After adjusting for unrestricted functional fixed assets for the charity's own use, borrowings against them and the effect of revaluation of fixed assets at a time of lower property prices there were free reserves of -£225,807 (as defined by the Charity Commission) (2023: £290,666).

The Governors consider that free reserves would ideally be equivalent to one terms operating costs, in order to cover the risks and uncertainties of operating as an independent educational establishment.

The long term policy is therefore to return to building up reserves out of annual net incoming resources until that level is reached, subject to the prior demands of further capital expenditure to equip the School with the up-to-date facilities needed to maintain the standard of educational services currently provided.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2024**

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**Fundraising**

A separate charity the St Gabriel's Parent Teachers Association which is operated by parents of the school raises funds towards facilities and equipment for the school by running social events during the year. In the year 2023/24 the PTA donated £19,594 to the school following these activities. The school does not engage in large scale fundraising activities like mass mailings, telephone fundraising or door to door campaigns. Any small level fundraising activities focus on the current parents and other individuals or organisations connected with the school rather than the wider community. During the financial year, the School did not receive any fundraising complaints requiring action by the Fundraising Regulator.

**FUTURE PLANS**

The strategic conversations which the Principal conducts formally with all Heads of Departments before their budget submissions each year provide a detailed insight into the curriculum requirements perceived by the Heads of Departments. These aspirations are funnelled in two directions: firstly into short term plans for departmental budgets and more strategically into curriculum development and the resources required to support it.

In addition, the Governors have considered the strategic direction of the school against a backdrop of reducing demand for single sex education, the requirements for childcare for working parents, the aspirations of pupils for an enhanced 6<sup>th</sup> Form and the threat of VAT on fees. The school admitted boys to year 7 from 2022 and will grow to be fully coeducational by 2026. Along side this the Governors have also commissioned a site Master Plan to assess the quality and requirement of facilities in future years taking into account the growing projected numbers on roll.

**Principal risks and uncertainties**

The Board of Governors is responsible for the management of the risks faced by the school. In November 2001 the school commissioned a risk assessment from a specialist advisor and a full review and action plan with regard to the risks was produced. The risk assessment report is used as a current working document and is formally reviewed by the Board of Governors on an annual basis.

The costs incurred due to the Coronavirus pandemic have been extensive and the Governors agreed that a portion of the Schools reserves should be used to support the school through this challenging period. The Governors have undertaken a robust review of the curriculum and staffing and have adjusted both where required. The school has also stress tested the cash flow forecast against a number of scenarios, including further remote teaching and changes to pupil numbers. The Coeducation announcement generated a lot of interest in the school. September 2022 numbers on roll increased considerably and this trend continued for September 23, further consolidating the school financial footing. September has seen a slight drop in pupil numbers at Reception and Year 7 entry points, but year 12 with the introduction of boys has seen a higher than expected enrolment. Undoubtedly the Labour Governments VAT policy on independent school fees has impacted this. The Governors have been aware of this threat for some time and have ensured that its implementation and likely effect of the school has been robustly modelled, ensuring that the school is prepared and able to act quickly in a number of scenarios. Because of the action taken, the Governors consider it appropriate for the going concern basis to be adopted for these accounts.

The principal risks and uncertainties currently facing the Company are considered to be, the current political situation, in particular the introduction of VAT on fees, and its effect on schools strategic plans, the UK's economic outlook, pressures brought by the war in Ukraine, energy crises, rise in cost of living, price competition from rival independent schools investing heavily in state-of-the-art technology and facilities, the increasing competition for high-quality teaching and support staff and its effect on succession-planning and severe reputational damage in the unlikely event of a high profile legal action alleging lack of due care over our pupils as vulnerable beneficiaries.

Our plans and strategies for managing risk include maintaining effective internal controls, risk registers, incident-reporting and monitoring systems and insurance cover wherever appropriate.

The key controls used by the charity to minimise risk include:

- Formal agendas for all Board, Committee and management team activity;

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2024**

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- Comprehensive strategic planning, budgeting and management;
- Regular review of the Risk Register;
- Well established organisational structure and lines of reporting;
- Formal written policies;
- Vetting procedures as required for the protection of the vulnerable;
- Monitoring competition;
- Implementing and monitoring progress against the school development plan;
- Maintaining accurate records and making relevant interventions where appropriate.

In the last report the Governors identified the risk of an ISI inspection under the new Framework. The expected inspection took place in March 2024 and the Governors are pleased to confirm that the school met all standards.

Through the risk management processes established by the school, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

The major risks to the continued success of the school are assessed as: current political uncertainty, reputation, recruitment and health & safety. These risks are managed by a balanced approach to insurance, controls, emergency planning, and training.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of The St. Gabriel Schools Foundation 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:



**N C Garland**

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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### **Opinion**

We have audited the financial statements of St. Gabriel Schools Foundation for the year ended 31 July 2024 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheet, the 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 charitable company's affairs as at 31 July 2024 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 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

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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 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 our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the charity has not kept adequate accounting records; or
- the charity 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 the Governors**

As explained more fully in the Statement of Governors' Responsibilities set out on page 5, the Governors (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.

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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In preparing the financial statements, the trustees are responsible for assessing the 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 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, Charities Act together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Health and Safety, General Data Protection Regulations, Safeguarding and Food Standards. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Governors and other management and inspection of regulatory and legal correspondence, if any.

The greatest risk of material impact on the financial statements is from irregularities, including fraud, to be the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and General Purposes Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

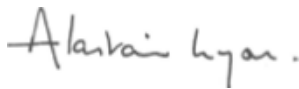
**INDEPENDENT AUDITOR'S REPORT (CONTINUED)  
TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Alastair Lyon  
Senior Statutory Auditor

For and on behalf of  
Crowe U.K. LLP  
Statutory Auditor  
Reading

2 Blagrove Street  
Reading  
Berkshire  
RG1 1AZ

Date: 11 December 2024

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
*(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)*  
**FOR THE YEAR ENDED 31 JULY 2024**

	Notes	Unrestricted Funds £	Restricted Funds £	Permanent Endowment Fund £	Year to 31 July 2024 £	Year to 31 July 2023 £
<b>INCOME FROM</b>						
<b>Charitable activities</b>						
School fees receivable	4	7,825,744	-	-	7,825,744	7,286,061
Ancillary trading income	5	765,462	-	-	765,462	701,263
<b>Income from generated funds:</b>						
Non-ancillary trading income	6	46,101	-	-	46,101	47,770
<b>Voluntary income:</b>						
Donations and grant income	7	20,034	-	-	20,034	137,503
<b>Total</b>		<b>8,657,341</b>	<b>-</b>	<b>-</b>	<b>8,657,341</b>	<b>8,172,597</b>
<b>EXPENDITURE ON</b>						
<b>Charitable Activities</b>						
School operating costs		9,041,564	23,943	8,683	9,074,190	8,192,021
<b>Raising funds</b>						
Finance costs	10	102,515	-	-	102,515	81,639
<b>Total</b>	8	<b>9,144,079</b>	<b>23,943</b>	<b>8,683</b>	<b>9,176,705</b>	<b>8,273,660</b>
<b>Net income/(expenditure) before transfers</b>	11	<b>(486,738)</b>	<b>(23,943)</b>	<b>(8,683)</b>	<b>(519,364)</b>	<b>(101,063)</b>
Transfers		-	-	-	-	-
<b>Net movement in funds</b>		<b>(486,738)</b>	<b>(23,943)</b>	<b>(8,683)</b>	<b>(519,364)</b>	<b>(101,063)</b>
Funds balances 1 August 2023		2,830,279	111,729	580,357	3,522,365	3,623,428
<b>Funds balances 31 July 2024</b>		<b>2,343,541</b>	<b>87,786</b>	<b>571,674</b>	<b>3,003,001</b>	<b>3,522,365</b>

The notes on pages 19 to 36 form part of these accounts

**COMPANY NUMBER: 2590761**  
**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**BALANCE SHEET**  
**AS AT 31 JULY 2024**

	Notes	2024 £	2023 £
<b>FIXED ASSETS</b>			
Tangible assets	13	5,343,751	5,296,503
Investment assets	14	<u>1</u>	<u>1</u>
		<b>5,343,752</b>	<b>5,296,504</b>
<b>CURRENT ASSETS</b>			
Stock		3,084	2,347
Debtors	15	2,512,522	2,523,481
Cash at bank and in hand		<u>1,830,382</u>	<u>1,142,368</u>
		<b>4,345,988</b>	<b>3,668,196</b>
<b>CREDITORS: Amount due within one year</b>	16a	<u>(4,029,771)</u>	<u>(3,330,113)</u>
<b>NET CURRENT ASSETS</b>		<u><b>316,217</b></u>	<u><b>338,083</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>5,659,969</b>	<b>5,634,587</b>
<b>CREDITORS: Amount due after more than one year</b>	16b	<u>(2,656,968)</u>	<u>(2,112,222)</u>
<b>NET ASSETS</b>		<u><b>3,003,001</b></u>	<u><b>3,522,365</b></u>
<b>FINANCED BY</b>			
Unrestricted funds	20	2,343,541	2,830,279
Restricted funds	21	87,786	111,729
Endowed funds	19	<u>571,674</u>	<u>580,357</u>
		<u><b>3,003,001</b></u>	<u><b>3,522,365</b></u>

The financial statements were approved and authorised for issue by the Board and were signed on its behalf on 25 November 2024.



**N C Garland**  
Governor

The notes on pages 19 to 36 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 JULY 2024**

	Notes	2024	2023
		£	£
Net movement in funds		(519,364)	(101,063)
Loss on sale of assets		-	-
Decrease/(Increase) in stock		(737)	(1,801)
Decrease/(increase) in debtors		10,959	(251,236)
(Decrease) in creditors		689,217	380,081
(Decrease)/Increase in deposits		975	20,550
Depreciation charge		327,821	267,208
Bank interest		<u>95,014</u>	<u>59,925</u>
<b>Net cash provided by operating activities</b>		<b><u>603,885</u></b>	<b><u>373,664</u></b>
<b>Cash Flows from investing activities</b>			
Purchase of tangible fixed assets		<u>(375,069)</u>	<u>(684,781)</u>
<b>Net cash used in investing activities</b>		<b><u>(375,069)</u></b>	<b><u>(684,781)</u></b>
<b>Cash flows from financing activities</b>			
Repayment of loan		(70,222)	(63,763)
New loan		-	500,000
Bank interest paid		(95,132)	(62,669)
<b>Advanced fee scheme:</b>			
Receipts from new contracts		624,552	-
Amounts utilised and repaid		<u>-</u>	<u>-</u>
<b>Net cash flows used in financing activities</b>		<b><u>459,198</u></b>	<b><u>373,568</u></b>
Change in cash and cash equivalents in the year	26,27	<b>688,014</b>	62,451
Cash and cash equivalents at the beginning of the year		<b><u>1,142,368</u></b>	<b><u>1,079,917</u></b>
<b>Total cash and cash equivalents at the end of the year</b>		<b><u>1,830,382</u></b>	<b><u>1,142,368</u></b>

The notes on pages 19 to 36 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2024**

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**1. CHARITY INFORMATION**

The St. Gabriel Schools Foundation has the registered charity number 1062748. It operates under the trading names of “St. Gabriel’s” or “St. Gabriel’s School” or “Sandleford” and has a subsidiary company “St. Gabriel’s School Sports Centre Ltd”, Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. It was incorporated in England on 12 March 1991 (company number: 2590761) and registered as a charity on 9 June 1997 (charity number: 1062748) (previously charity number 325060) and the charity is governed by the Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

**2. ACCOUNTING POLICIES**

**a) Basis of preparation**

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee.

The accounts are drawn up on the historical cost basis of accounting, unless otherwise stated in the relevant accounting policy note(s). Consolidated accounts have not been prepared on the grounds that the subsidiary is non-trading and would make an immaterial change to the results of the charity.

**Going Concern**

Management have produced financial models showing the revised cash flows and future budgets, which have subsequently been reviewed by the Board of Governors. As part of their normal risk management process, the Governors have examined the major risks to the School and the mitigating actions both taken and available to be taken. The Governors consider there are no material uncertainties relating to going concern and that the School has adequate resources to continue its activities for at least the twelve months to 31 December 2025. Accordingly, they continue to operate the going concern basis in preparing the financial statements.

**b) 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 and other remissions allowed by the school.

Fees received in advance of education to be provided in future years under an Advance Fee Payment Scheme Contract are held until either taken to income in the term when used or else the money may be returned subject to specific conditions and on the receipt of one term’s notice.

Amounts received under the school’s Advance Fee Scheme contracts for education not utilised to settle school fees are recorded as deferred income and allocated as current liabilities where the education will be provided within 12 months from the reporting date as long-term liabilities where the education will be provided in subsequent years.

**c) Donations and grant income**

Voluntary incoming resources are accounted for as and when the entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable. Voluntary income received for the general purposes of the School is accounted for as unrestricted and is credited to unrestricted funds. Voluntary income subject to specific wishes of the donors are carried to the relevant restricted fund.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2024**

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**2. ACCOUNTING POLICIES (continued)**

**d) Other incoming resources**

Other incoming resources are included in the Statement of Financial Activities when the School is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**e) Resources expended**

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the SOFA is 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 activity logging as appropriate. The irrecoverable element of VAT is included within the item of expense to which it relates.

Costs of charitable activities are those costs incurred in providing an education and running the school in accordance with the objects and aims of the charity.

Governance costs comprise the cost of running the charity to include those that provide the governance infrastructure that allows the school to operate and to generate the information required for public accountability. These include strategic planning for future developments, external audit, any legal advice to the school's governors 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 of satisfying public accountability.

**f) Tangible Fixed Assets**

Expenditure on the acquisition of land, buildings, vehicles, furniture, ICT equipment and infrastructure and other equipment costing more than £2,500 is capitalised and carried in the balance sheet at historical cost. Other expenditure on equipment incurred in the normal day to day running of the School is charged to the Statement of Financial Activities as incurred.

With the exception of the Farmhouse currently at historical cost, from 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

**g) Intangible Fixed Assets**

Website software is capitalised at purchase cost where there is an expectation of future economic benefit deriving from the on-line registration process. Costs associated with maintaining the computer software are recognised as an expense when incurred.

The website software is subsequently carried at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised to the income and expenditure account using the straight-line method over the estimated useful life of three years.

The amortisation period and amortisation method of intangible assets are reviewed at least each balance sheet date. The effects of any revision are recognised in the income and expenditure account when the changes arise.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2024**

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**2. ACCOUNTING POLICIES (continued)**

**h) Depreciation**

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives as follows:

Freehold Land	Nil
Freehold buildings	Straight line over 50 years
Computer Equipment and other similar equipment	Straight line over 3 years
Electronic and Infrastructure equipment	Straight line over 5/7 years
Playground facilities	Straight line over 10 years
Furniture and equipment for new building	20% on reducing balance
Furniture and equipment	15% on reducing balance
Motor Vehicles	Straight line over 4 years
Kitchen equipment	Straight line over 7 years

**i) Leased assets**

Operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

Assets obtained under hire purchase contracts or finance leases are capitalised within the balance sheet and are depreciated over their useful economic lives. The interest element of these leases is charged to the statement of financial activities account over the lease period. The capital element of the future payments is treated as a liability.

**j) Fund accounting**

**Unrestricted** income belongs to the School's general operational funds, spendable at the discretion of the Governors either to further the School's objects or to benefit the School itself.

**Restricted** income comprises gifts and donations where the donor has specified the gift to be used for a specific purpose.

**Endowed** funds are the original property from which the school operated in 1947. The use of the property is restricted in accordance with terms of the Trust Deed of 1974.

**k) Stock**

Stock is carried at the lower of cost and net realisable value.

**l) Parents' deposits**

The Governors have reviewed the contract terms under which Pupil fee deposits are held by the School. Although under normal circumstances these will be repaid over future years when the pupils complete their education at the school, pupils can leave at earlier dates. The School does not therefore have an unconditional right to retain the individual deposits for at least 12 months after the balance sheet date and, in line with the requirements in FRS 102, the balance of the deposits held has been included within current liabilities.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2024**

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**2. ACCOUNTING POLICIES (continued)**

**m) Pensions**

Retirement benefits to employees of the School were provided through three pension schemes, one defined benefit and two defined contribution schemes.

- (a) The Teachers' Pension Scheme, exited 31/08/2021– This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.
- (b) St. Gabriel's Group Personal Pension Plan – This is a defined contribution group personal pension plan with Royal London for non-teaching staff. Employer's pension costs are charged in the period in which the salaries to which they relate are payable. This scheme replaced the defined contribution scheme with Clerical Medical in May 2016, which was a group money purchase scheme.
- (c) APTIS from 01/09/2021 - APTIS is part of a master trust run by Aviva and looked after by independent and experienced members of the Aviva master trust trustee board.

**n) Financial instruments**

Basic financial instruments include debtors and creditors. Debtors and creditors are initially recognised at transaction value and subsequently measured at amortised cost. Note 25 provides more information on financial instruments where future cash flows are anticipated, with financial assets referring to cash, debtor balances excluding prepayments, and financial liabilities referring to all creditor balances excluding deferred income and social security and other taxes.

**o) Exemption from preparing consolidated financial statements**

The company, and the group headed by it, qualify as small as set out in section 383 of the Companies Act 2006 and the parent and group are considered eligible for the exemption to prepare consolidated accounts.

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

In application of the accounting policies, Trustees are required to make judgement, 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.

The Governors consider that there are no material judgements in applying accounting policies or key sources of estimation uncertainty.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**4. INCOMING RESOURCES**

	2024 £	2023 £
Fees receivable consist of:		
Gross fees	8,949,390	8,165,807
Less: Scholarships, Bursaries and Allowances	<u>(1,123,646)</u>	<u>(879,746)</u>
	<u><b>7,825,744</b></u>	<u><b>7,286,061</b></u>

Scholarships, bursaries and other awards were paid to 135 (2023: 103) pupils. Within this means-tested bursaries totalling £757,845 (2023: £621,750) were paid to 44 (2023: 39 pupils).

**5. ANCILLARY TRADING INCOME**

	2024 £	2023 £
Music fees and additional sessions	189,759	154,017
Grant funding for individual fees	59,853	34,784
Registration fees and fees in lieu of notice	35,584	36,779
School bus	201,732	192,649
Recoverable expenses and school trips	250,461	254,613
Café takings and other income including late surcharges	<u>28,073</u>	<u>28,421</u>
	<u><b>765,462</b></u>	<u><b>701,263</b></u>

**6. NON ANCILLARY TRADING INCOME**

	2024 £	2023 £
Hire of facilities	<u>46,101</u>	<u>47,770</u>

**7. GRANTS AND DONATIONS**

	Unrestricted	Restricted	Total 2024	Total 2023
		£	£	£
Parent Teacher Association	19,594	-	19,594	16,263
Holroyd Howe dishwasher area	-	-	-	119,710
Other donations	<u>440</u>	<u>-</u>	<u>440</u>	<u>1,530</u>
	<u>20,034</u>	<u>-</u>	<u><b>20,034</b></u>	<u><b>137,503</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**8. TOTAL RESOURCES EXPENDED**

	Staff Costs £	Depreciation £	Other £	Total 2024 £	Total 2023 £
<b>Charitable Expenditure</b>					
Teaching costs	5,118,830	55,346	611,781	5,785,957	5,142,064
Welfare costs	74,169	31,659	588,176	694,004	616,539
Premises costs	369,073	223,243	607,094	1,199,410	1,071,913
Support costs	<u>599,145</u>	<u>17,573</u>	<u>778,101</u>	<u>1,394,819</u>	<u>1,361,505</u>
	6,161,217	327,821	2,585,152	9,074,190	8,192,021
<b>Cost of generating funds</b>					
Finance costs (note 10)	-	-	<u>102,515</u>	<u>102,515</u>	<u>81,639</u>
	<u>6,161,217</u>	<u>327,821</u>	<u>2,687,667</u>	<u>9,176,705</u>	<u>8,273,660</u>

**Governance included in support costs**

	2024 £	2023 £
Auditors remuneration	19,415	16,790
Governors expenses	55	-
Other governance costs	<u>19,301</u>	<u>19,975</u>
	<u>38,771</u>	<u>36,765</u>

Travel and course expenses amounting to £55 (2023: £nil) were reclaimed by 1 member (2023: nil) of the governing body.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**8. RESOURCES EXPENDED (continued)**

2023	Staff Costs	Depreciation	Other	Total 2023	Total 2022
	£	£	£	£	£
<i>Charitable Expenditure</i>					
Teaching costs	4,649,129	51,538	441,397	5,142,064	4,588,970
Welfare costs	68,599	13,216	534,724	616,539	532,085
Premises costs	333,494	191,734	546,685	1,071,913	827,199
Support costs	<u>546,939</u>	<u>10,720</u>	<u>803,846</u>	<u>1,361,505</u>	<u>1,026,973</u>
	5,598,161	267,208	2,326,652	8,192,021	6,975,227
<i>Cost of generating funds</i>					
Finance costs (note 10)	-	-	<u>81,639</u>	<u>81,639</u>	<u>65,086</u>
	<u>5,598,161</u>	<u>267,208</u>	<u>2,408,291</u>	<u>8,273,660</u>	<u>7,040,313</u>

**9. STAFF COSTS**

	2024 £	2023 £
Wages and salaries	4,623,344	4,116,802
Social security costs	397,338	357,037
Pension contributions	<u>960,308</u>	<u>855,940</u>
	5,980,990	5,329,779
Agency and other costs	<u>180,227</u>	<u>268,382</u>
<b>Total Staff costs</b>	<u><b>6,161,217</b></u>	<u><b>5,598,161</b></u>

	No.	No.
The average number of employees in the period was:		
Teaching staff	138	131
Support staff	<u>38</u>	<u>37</u>
	<u><b>176</b></u>	<u><b>168</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**9. STAFF COSTS (CONTINUED)**

	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
The number of employees whose emoluments exceeded £60,000 were:		
£60,000 - £70,000	1	1
£70,000 - £80,000	1	1
£80,000 - £90,000	-	-
£90,000 - £100,000	-	1
£100,000 - £110,000	1	-
Over £110,000	<u>1</u>	<u>1</u>
Number of higher paid employees contributing to a pension scheme	<u>4</u>	<u>4</u>
Total cost of employer's contributions in relation to the above	<b><u>£ 104,282</u></b>	<b><u>£ 91,938</u></b>

The governors received no remuneration or other benefits for the year.

Key management personnel includes the governors and officers listed on page 1. Key management personnel received aggregate remuneration (including employer's pension, employers National Insurance and Benefits in Kind) of £522,098 (2023: £478,035).

During the year, the School paid redundancy costs totalling £9,563 (2023: £9,326). The nature of the payment in 2024 was payment in lieu of notice along with an employment termination payment. The nature of the payment in 2023 was an employment termination payment. There was no further funding provision at the balance sheet date.

**10. FINANCE**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Bank loan interest	<b>95,014</b>	59,925
Bank charges	<b>3,967</b>	18,960
Bad debts written off	<b>289</b>	6,119
Bad debts provision/(release)	<u><b>3,245</b></u>	<u>(3,365)</u>
	<u><b>102,515</b></u>	<u>81,639</u>

**11. NET INCOME/(EXPENDITURE)**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
<b>Net income is stated after charging:</b>		
Depreciation - owned assets	<b>327,821</b>	267,208
Auditor's Remuneration	<b>19,415</b>	16,518
Operating leases	<u><b>192,816</b></u>	<u>67,518</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**12. INTANGIBLE FIXED ASSETS**

	<b>Website</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
1 August 2023	9,750	<b>9,750</b>
Additions at cost	-	-
31 July 2024	<u>9,750</u>	<u><b>9,750</b></u>
<b>Amortisation</b>		
1 August 2023	9,750	<b>9,750</b>
Charge for the year	-	-
31 July 2024	<u>9,750</u>	<u><b>9,750</b></u>
<b>Net book values</b>		
31 July 2024	-	-
31 July 2023	-	-

**13. TANGIBLE FIXED ASSETS**

The Freehold Property shown in the Accounts is (i) a 1983 permanent endowment owned by a **special trust**, the S Gabriel and Falkland S Gabriel Charity, (previously registered as Charity Number: 325060), now administered by the Company as sole corporate trustee, and (ii) subsequent improvements to the School buildings made out of unrestricted funds owned by the Company as **corporate property**, as indicated below.

Under a scheme approved by the Charity Commission, on 4 October 1991, Clause 2(1) and (2) of the scheme makes the following provision:

Trustee and vesting

- (1) The body corporate called The St. Gabriel Schools Foundation shall be the Trustee of the Charity.
- (2) The land with the buildings thereon specified in the schedule hereto is hereby vested in the said body corporate for all the estate and interest therein belonging to or held in trust for the Charity.

The Proprietor of the Property as set out in the HM Land Registry Property Register dated 2 April 1992 is therefore "The St. Gabriel Schools Foundation". The property is pledged as security for certain lending provided by the National Westminster Bank Plc with the consent of the Charity Commission.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**13. TANGIBLE FIXED ASSETS (continued)**

	Freehold Land and Buildings	Freehold Improvements	Furniture and Equipment	Motor Vehicles	Assets under construction	Total
	£	£	£	£	£	£
<b>Deemed Cost</b>						
1 August 2023	4,775,000	173,511	2,245,890	319,284	332,015	<b>7,845,700</b>
Additions at cost	-	-	312,436	-	62,633	<b>375,069</b>
Change of category	-	-	200,144	-	(200,144)	<b>-</b>
31 July 2024	<u>4,775,000</u>	<u>173,511</u>	<u>2,758,470</u>	<u>319,284</u>	<u>194,504</u>	<b><u>8,220,769</u></b>
<b>Depreciation</b>						
1 August 2023	897,008	19,954	1,340,576	291,659	-	<b>2,549,197</b>
Charge for year	<u>90,615</u>	<u>3,470</u>	<u>223,986</u>	<u>9,750</u>	-	<b><u>327,821</u></b>
31 July 2024	<u>987,623</u>	<u>23,424</u>	<u>1,564,562</u>	<u>301,409</u>	-	<b><u>2,877,018</u></b>
<b>Net book values</b>						
<b>31 July 2024</b>	<b><u>3,787,377</u></b>	<b><u>150,087</u></b>	<b><u>1,193,908</u></b>	<b><u>17,875</u></b>	<b><u>194,504</u></b>	<b><u>5,343,751</u></b>
<i>31 July 2023</i>	<u>3,877,992</u>	<u>153,557</u>	<u>905,314</u>	<u>27,625</u>	<u>332,015</u>	<u>5,296,503</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**13. TANGIBLE FIXED ASSETS (CONTINUED)**

From 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

The deemed cost as at 1 August 2015 is represented by:

	<b>Freehold Property Endowment</b>	<b>Freehold Property (Corporate Property)</b>	<b>Total</b>
	£	£	£
Historical costs less depreciation	325,450	3,895,654	4,221,104
Valuation increase 1993	361,015	644,753	1,005,768
Valuation increase 1994	147,714	115,072	262,786
Valuation increase 2000	267,412	295,002	562,414
Valuation increase 2003	19,460	37,507	56,967
Valuation decrease 2008	(263,679)	(897,902)	(1,161,581)
Valuation decrease 2013	(190,185)	(907,273)	(1,097,458)
Sandleford Farmhouse	<u>-</u>	<u>925,000</u>	<u>925,000</u>
<b>Total</b>	<u>667,187</u>	<u>4,107,813</u>	<u>4,775,000</u>

Depreciation relating to the Freehold Property Endowment totalling £8,683 has been charged directly to the Endowment Fund.

**14. FIXED ASSET INVESTMENTS**

	<b>2024</b>	<b>2023</b>
	£	£
<b>COST</b>		
Unlisted investments at 31 July 2023 and 31 July 2024	<u>1</u>	<u>1</u>

The School owns 100% of the ordinary share capital and voting rights of St. Gabriel's Sports Centre Limited. The St Gabriel's Sports Centre Limited was dormant throughout the period under review. The registered office of St Gabriel's Sports Centre is St Gabriel's School, Sandleford Priory, Newbury, Berkshire, RG20 9BD.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**15. DEBTORS**

	2024 £	2023 £
Trade debtors	2,282,887	2,338,062
Other debtors	70,672	37,625
Prepayments	<u>158,963</u>	<u>147,794</u>
	<u><b>2,512,522</b></u>	<u><b>2,523,481</b></u>

**16 a). CREDITORS:** Amounts falling due within one year

	2024 £	2023 £
Bank loans and overdrafts (Note 18)	82,527	72,943
Trade creditors	115,410	248,047
Deposits held	229,275	228,300
Social security & other taxes	110,036	102,124
Other creditors	181,135	139,088
Accruals	84,993	109,467
Deferred income – advance fees (Note 17)	<u>3,226,395</u>	<u>2,430,144</u>
	<u><b>4,029,771</b></u>	<u><b>3,330,113</b></u>

**16 b). CREDITORS:** Amounts falling due after more than one year

	2024 £	2023 £
Bank Loans and Overdrafts (Note 18)	2,032,416	2,112,222
Advance fees (Note 17)	<u>624,552</u>	<u>-</u>
	<u><b>2,656,968</b></u>	<u><b>2,112,222</b></u>

**17. DEFERRED INCOME (ADVANCE FEES)**

Parents may enter into a contract to pay to the school fees in advance. The money may be returned subject to specific conditions and on the receipt of one term's notice. Assuming pupils will remain in the school, advance fees will be applied as follows:-

	2024 £	2023 £
Within one year	905,730	-
Within 1 to 2 years	358,140	-
Within 2 to 5 years	266,412	-
Over five years	<u>-</u>	<u>-</u>
	<u><b>£ 1,530,282</b></u>	<u><b>£ -</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

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**17. DEFERRED INCOME (ADVANCE FEES)**

The movements during the year were:-

Balance at 1 August 2023	-	-
New contracts/receipts	1,530,282	-
Amounts utilised in payment of fees to the school	<u>(-)</u>	<u>(-)</u>
<b>Balance at 31 July 2024</b>	<b>£ 1,530,282</b>	<b>£ -</b>

**18. LOANS AND OVERDRAFTS**

An analysis of the maturity of loans and overdrafts is as follows:	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Amounts falling due within one year or on demand		
Bank loans	<u>82,527</u>	<u>72,943</u>
Amounts falling due within one year - Total	<b>82,527</b>	<b>72,943</b>
Amounts falling due between one and two years - Bank loans	<b>90,357</b>	<b>86,921</b>
Amounts falling due between two and five years - Bank loans	<b>295,641</b>	<b>283,706</b>
Amounts falling due after more than five years – Bank loans	<u>1,646,418</u>	<u>1,741,595</u>
	<u><b>2,114,943</b></u>	<u><b>2,185,165</b></u>

A loan of £500,000 was taken out in July 2023 under the National Westminster Bank Plc's Fixed Rate Loan Terms, but the actual term of the loan is 5 years. Interest is charged at 7.70% per annum. The instalment amounts are based on a 18-year period from 11 July 2023.

The school has taken a repayment holiday on capital instalments from July 2023 to August 2024.

A loan of £1,770,000 was taken out in May 2021 under the National Westminster Bank Plc's Fixed Rate Loan Terms, but the actual term of the loan is 10 years. Interest is charged at 3.40% per annum. The instalment amounts are based on a 20 year period from the 11 May 2021.

The School has taken a repayment holiday on the capital instalments from May 2021 to May 2022.

All loans and overdrafts are secured by a mortgage and legal charge dated 11 October 2004 and 31 January 2014 respectively in the favour of National Westminster Bank Plc over the freehold land and buildings of St Gabriel's School, Sandleford Priory, Newtown Road, Newbury and Sandleford Farmhouse, Sandleford Priory, Newtown, Newbury.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**19. ENDOWED FUNDS**

The St Gabriel and Falkland St Gabriel Schools Charity own the permanent endowment. Under the 1991 scheme (see Note 13) the endowment would have been handed over to continuing trustees of the St Gabriel and Falkland St Gabriel Schools in the event of the Foundation ceasing to operate the school. It is therefore shown as trust property (Endowed Funds).

**20. UNRESTRICTED FUNDS**

2024	2023	Incoming	Outgoing	Transfers	2024
	£	resources	Resources	£	£
		£	£		
<b>Designated Funds:</b>					
M Frenkel Fund	370	-	(10)	-	360
<b>General Fund</b>	<u>2,829,909</u>	<u>8,657,341</u>	<u>(9,144,069)</u>	-	<u>2,343,181</u>
	<u>2,830,279</u>	<u>8,657,341</u>	<u>(9,144,079)</u>	-	<u>2,343,541</u>

2023	2022	Incoming	Outgoing	Transfers	2023
	£	resources	Resources	£	£
		£	£		
<i>Designated Funds:</i>					
<i>M Frenkel Fund</i>	380	-	(10)	-	370
<i>General Fund</i>	<u>3,034,008</u>	<u>8,052,887</u>	<u>(8,256,986)</u>	-	<u>2,829,909</u>
	<u>3,034,388</u>	<u>8,052,887</u>	<u>(8,256,996)</u>	-	<u>2,830,279</u>

**21. RESTRICTED FUNDS**

2024	2023	Incoming	Outgoing	Transfers	2024
	£	resources	Resources	£	£
		£	£		
Fixed Asset Fund	<u>111,729</u>	-	<u>(23,943)</u>	-	<u>87,786</u>

2023	2022	Incoming	Outgoing	Transfers	2023
	£	resources	Resources	£	£
		£	£		
<i>Fixed Asset Fund</i>	-	<u>119,710</u>	<u>(7,981)</u>	-	<u>111,729</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**22. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

<b>2024</b>	<b>Intangible Assets £</b>	<b>Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Creditors &gt; one year £</b>	<b>Total £</b>
Endowment Funds	-	571,674	-	-	571,674
Restricted Funds	-	87,786	-	-	87,786
Unrestricted Funds	<u>-</u>	<u>4,684,292</u>	<u>316,217</u>	<u>(2,656,968)</u>	<u>2,343,541</u>
	<u>-</u>	<u>5,343,752</u>	<u>316,217</u>	<u>(2,656,968)</u>	<u>3,003,001</u>

<b>2023</b>	<b>Intangible Assets £</b>	<b>Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Creditors &gt; one year £</b>	<b>Total £</b>
<i>Endowment Funds</i>	-	580,357	-	-	580,357
<i>Restricted Funds</i>	-	111,729	-	-	111,729
<i>Unrestricted Funds</i>	<u>-</u>	<u>4,604,418</u>	<u>338,083</u>	<u>(2,112,222)</u>	<u>2,830,279</u>
	<u>-</u>	<u>5,296,504</u>	<u>338,083</u>	<u>(2,112,222)</u>	<u>3,522,365</u>

**23. CAPITAL COMMITMENTS**

	<b>2024 £</b>	<b>2023 £</b>
Future expenditure not otherwise included in these accounts		
Contracted for	<u>-</u>	<u>262,509</u>

**24. OPERATING LEASE COMMITMENTS**

At 31 July 2024 the school had future minimum lease payments under non- cancellable operating leases as follows:

	<b>2024 £</b>	<b>2023 £</b>
Within one year	195,172	51,421
Between two and five years	<u>33,195</u>	<u>51,665</u>
	<u>228,367</u>	<u>103,086</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**25. FINANCIAL INSTRUMENTS**

Financial assets held at amortised cost are trade debtors, other debtors, amounts due from the subsidiary company, and cash at bank.

Financial liabilities held at amortised cost are bank loans, trade creditors, other creditors, and accruals.

	2024 £	2023 £
Financial assets measured at amortised cost	4,183,941	3,518,055
Financial liabilities measured at amortised cost	3,350,308	2,910,067

The school's income, expense, gains and losses in respect of financial instruments are summarised below:

Interest expense for financial liabilities held at amortised cost	95,014	59,925
Impairment loss/(gain).	3,245	(3,365)

**26. RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT**

	2024 £	2023 £
(Decrease) in cash in the year	688,014	62,451
Loan Movements	<u>70,222</u>	<u>(436,237)</u>
Change in net debt	758,236	(373,786)
Net debt at 1 August	<u>(1,042,797)</u>	<u>(669,011)</u>
<b>NET (DEBT)/FUNDS AT 31 JULY</b>	<b><u>(284,561)</u></b>	<b><u>(1,042,797)</u></b>

**27. ANALYSIS OF CHANGE IN NET DEBT**

	<i>Net debt as at</i> 31 July 2023 £	Cash Change £	Non-cash change	<b>Net debt as at</b> 31 July 2024 £
Cash at bank and in hand	1,142,368	688,014	-	1,830,382
Loans	<u>(2,185,165)</u>	<u>70,222</u>	-	<u>(2,114,943)</u>
	<u>(1,042,797)</u>	<u>758,236</u>	-	<b><u>(284,561)</u></b>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

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**28. RELATED PARTY TRANSACTIONS**

Mrs Heywood (Governor) has two children at the School and is in receipt of a sibling discount which amounted to £12,424 (2023: £11,616). The discount was awarded before Mrs Heywood was appointed as a Governor and was made in accordance with the School policies at that time.

One member of key management personnel had a son complete summer maintenance work during the year. Total pay amounted to £943 (2023: £582).

**29. PENSION COSTS**

**Defined Benefit Scheme**

The school joined the APTIS pension scheme from 1st September 2021. APTIS is part of a master trust run by Aviva and looked after by independent and experienced members of the Aviva master trust trustee board. The School run the pension as a salary exchange programme, giving allowance for tax and NI relief. St Gabriel's pay 17% of basic salary into the pension scheme and the employee can choose their contribution level, it must be a minimum of 5% required by law. The pension charge for the year includes contributions payable to APTIS of £816,664 (2023: £774,389) and at the year-end £70,081 (2023: £61,809) was accrued in respect of contributions to this scheme.

In addition to the above, the company operates a defined contribution pension scheme. The assets of the plans are held separately from those of the company in separately administered funds. Contributions totalling £143,674 (2023: £181,993) were payable to these funds for the year and at the year-end £18,451 (2023: £15,780) was accrued in respect of contributions to this scheme.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2024**

**30. COMPARATIVE 2023 STATEMENT OF FINANCIAL ACTIVITIES**

	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Permanent Endowment Fund £</i>	<i>Year to 31 July 2023 £</i>
<i>INCOME FROM</i>				
<i>Charitable activities</i>				
<i>School fees receivable</i>	7,286,061	-	-	7,286,061
<i>Ancillary trading income</i>	701,263	-	-	701,263
<i>Income from generated funds:</i>				
<i>Non-ancillary trading income</i>	47,770	-	-	47,770
<i>Voluntary income:</i>				
<i>Donations and grant income</i>	<u>17,793</u>	<u>119,710</u>	<u>-</u>	<u>137,503</u>
<i>Total</i>	<u>8,052,887</u>	<u>119,710</u>	<u>-</u>	<u>8,172,597</u>
<i>EXPENDITURE ON</i>				
<i>Charitable Activities</i>				
<i>School operating costs</i>	8,175,357	7,981	8,683	8,192,021
<i>Raising funds</i>				
<i>Finance costs</i>	<u>81,639</u>	<u>-</u>	<u>-</u>	<u>81,639</u>
<i>Total</i>	<u>8,256,996</u>	<u>7,981</u>	<u>8,683</u>	<u>8,273,660</u>
<i>Net income/(expenditure) before transfers</i>	(204,109)	111,729	(8,683)	(101,063)
<i>Transfers</i>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<i>Net movement in funds</i>	(204,109)	111,729	(8,683)	(101,063)
<i>Funds balances 1 August 2022</i>	<u>3,034,388</u>	<u>-</u>	<u>589,040</u>	<u>3,623,428</u>
<i>Funds balances 31 July 2023</i>	<u>2,830,279</u>	<u>111,729</u>	<u>580,357</u>	<u>3,522,365</u>

**THE ST GABRIEL SCHOOLS FOUNDATION**

England & Wales - Charity number 1062748

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# Accounts

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Charity No: 1062748  
Company No: 2590761

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
(A COMPANY LIMITED BY GUARANTEE)  
**ANNUAL REPORT**  
**AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**THE ST. GABRIEL SCHOOLS FOUNDATION  
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**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2023**

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**GOVERNORS**

Mr S Barrett  
Mrs S Bowen  
Mr N Garland – Chairman  
Mrs J Heywood  
Mrs S Hutton  
Mr D Peaple  
Mr N Rankin – Vice Chairman  
Mr S Ryan  
Mr M Scholl  
Mrs J Whitehead

**THE PRINCIPAL**

Mr Richard Smith

**THE BURSAR AND CLERK TO THE BOARD OF GOVERNORS**

Mrs Penny Setter

**OTHER MEMBERS OF THE EXECUTIVE**

**Vice Principal**  
Mrs Angela Chapman

**Head of Junior School**  
Mr Peter Dove

**ADDRESS**

The St. Gabriel Schools Foundation  
Sandleford Priory  
Newbury  
Berkshire  
RG20 9BD

**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2023**

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**ADVISERS**

**Bankers**

National Westminster Bank plc  
30 Market Place  
Newbury  
Berkshire  
RG14 5AJ

**Solicitors**

Godwins Solicitors LLP  
12 St Thomas Street  
Winchester  
Hampshire  
SO23 9HF

**Auditor**

Crowe U.K. LLP  
Aquis House  
49-51 Blagrove Street  
Reading  
Berkshire  
RG1 1PL

**Insurers**

Marsh Limited  
Capital House  
1-5 Perrymount Road  
Haywards Heath  
West Sussex  
RH16 3SY

**Associations**

Girls' Schools Association  
Independent Association of Preparatory Schools  
Independent Schools' Council  
Association of School and College Leaders  
Independent Schools Bursars' Association

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2023**

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The Directors, who are also Governors of the school and charity trustees for the purposes of the Charities Act 2011, present their annual report in compliance with both that Act and the Companies Act 2006, together with the financial statements prepared under the latter Act, for the period ending 31 July 2023.

<b>DIRECTORS' REPORT</b>
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**REFERENCE AND ADMINISTRATIVE INFORMATION**

The St. Gabriel Schools Foundation is a company limited by guarantee, company number 2590761 and a registered charity number 1062748. It operates under the trading names of "St. Gabriel's" or "St. Gabriel's School" or "Sandleford" and has a subsidiary company "St. Gabriel's School Sports Centre Ltd", Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. Mr N Garland is the sole Director of St. Gabriel's Sports Centre Ltd. Mrs P Setter is Company Secretary to both companies and Clerk to the Governors.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The Governing Document is a Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

**Governing body**

The list of Governors is shown at page 1 of this report.

**Election, recruitment and training**

New Governors are elected by the existing Trustees and are selected from nominations from individuals on that Board and the Principal. Governors serve for a term of three years and may be re-elected. The Chair of Governors is elected from within the Board for a term of three years and may be re-elected.

Governors are selected to maintain a balance of relevant experience, professional knowledge and competence on the Board. The Board seeks and appoints persons with educational, financial, business, pastoral, legal, religious and parental experience. Induction and then further training, as required, are provided to build on individual skills and qualifications.

**Organisational management**

The Governing Body is supported by the Finance & General Purposes sub-committee, the Education sub-committee (re-established in January 2017) and the Marketing sub-committee (established January 2020). The day-to-day running of the school is delegated to the Executive as key management personnel. The Executive attend all meetings of the Governing Body's committees.

The leadership structure of the school is made up of The Executive (Principal, Bursar, Vice-Principal and Head of Junior School), the Senior Leadership Team (SLT) and the Junior Leadership Team (JLT). The Principal conducts strategic conversations with the SLT, JLT and Heads of Departments and members of staff which inform the Executive's strategic proposals to Governors. Governors review, consider and amend these proposals prior to formally approving development and educational strategies which the Executive are tasked with implementing. A Heads of Department committee, chaired by the Deputy Head Academic coordinates cross phase and interdepartmental academic matters.

The remuneration of the key management personnel is set by the Board, with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding them fairly and responsibly for their individual contributions to the Company's success.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2023**

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The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools to ensure that the School remains sensitive to the broader issues of pay and employment conditions elsewhere.

We aim to recruit, where practicable, at the lower to medium point within a band, providing scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on our key management personnel and staff costs are the largest single element of our charitable expenditure.

**OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES**

**Charitable objects**

The charitable objects are to promote and provide for the advancement of education of the pupils at the School and in connection with that to expand and develop the school with a curriculum in accordance with the principals of the Church of England. The promotion of this education is in itself of public benefit and this is being pursued with the same vigour as it has always been. In accordance with the trust deed of 1974 the Governors take account of the financial circumstances of all its pupils and makes awards and bursaries so that its charitable aims are available to the whole population by the provision of means tested awards. In seeking to promote these objects the Governors take full account of the appropriate guidance issued by the Charity Commission.

The St. Gabriel Schools Foundation aims to:

- Provide, within the framework of a safe, secure and happy environment, an academic education which will enable each individual to develop:
  - His/her abilities to the full
  - A wide range of interests and extra-curricular activities
  - A sense of personal values
- Make education a challenging and positive experience in which each pupil can feel a measure of success and acquire confidence and self-esteem
- Prepare pupils for the challenges of the future and in particular for work in a changing society.

St. Gabriel's seeks to achieve these charitable objects with the assistance of local educational, cultural and charitable bodies and it is a policy of the school to seek to provide and achieve the highest standards in education, to build on the partnership with a local state school and promote education with the local community through a series of events as well as widening access to the schools facilities.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2023**

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**STATEMENT OF GOVERNORS' RESPONSIBILITIES**

The Trustees (who are also directors of The St. Gabriel Schools Foundation for the purposes of company law) are responsible for preparing the Governors' 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 Trustees to prepare financial statements for each financial year. Under company law the Trustees 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 Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for 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 charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**PROVISION OF INFORMATION TO AUDITOR**

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- that the director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the Company's auditors in connection with preparing their report and to establish that the Company's auditors are aware of that information.

**AUDITORS**

In accordance with Section 485 of the Companies Act 2006, a resolution proposing the reappointment of Crowe U.K LLP as auditors of the company will be put to the Annual General Meeting.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2023**

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<b>STRATEGIC REPORT</b>
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**OBJECTIVES**

**Objectives for the period**

The prime objectives have been:

- Continued preparation and implementation of A levels courses creating an appropriate and attractive 6<sup>th</sup> form offering;
- Continue preparation and implementation of GCSE courses;
- Consolidation and prudence in financial management;
- Updating and refinement of School policies in line with new legislation;
- IT facilities;
- Production of a site master plan;
- Continued implementation of CoEd in the senior school and preparation for the launch of CoEd in the sixth form;
- Enhancing the whole school experience.

**Strategies to achieve the objectives**

There have been several strands to the strategic action required to take forward this periods objectives:

- Reinforcing the financial stability of the school;
- Reviewing the academic curriculum including the number of subjects on offer at A level and GCSE and the time allocated to each subject in the timetable;
- Continued implementation of fully means-tested assessment for financial assistance in order to enhance the accessibility and thus the public benefit offered by the charity;
- Investment to enhance the facilities and appearance of the school;
- Marketing campaign for Coeducation
- Upgrade ICT and classroom facilities

During the period under review St. Gabriel's School had 401 full time pupils in Reception to Year 13 with a further 91 children in the nursery (full-time and part-time) in the school at the start of the year, which rose to 102 for the summer term. At the start of September 2023, there were 423 pupils on roll for Reception to Year 13 and a further 69 children in the nursery which is predicted to rise during the course of the year.

**GRANT-MAKING POLICY**

This year, the value of scholarships, grants, prizes and other awards made to the Schools' pupils exceeded £257,995. The Governors' policy, in line with that of other Independent Schools, is to make these awards on the basis of the individual's educational potential, subject to the particular conditions imposed by the original donor where the award is out of restricted funds. Further means-tested awards totalling £621,750 in bursaries and allowances were made to support 39 pupils who would not otherwise be able to attend the school or to relieve hardship where the pupil's education and future prospects would otherwise be at risk. 33 pupils received bursaries of 50% or more of the annual fees, with 17 of these receiving a minimum bursary of 85% and the majority of these pupils also received support with school transport, educational visits and music tuition.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
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**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2023**

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## **COMMUNITY**

### **Independent/State School Partnerships and Links**

We have formed a partnership with a local state secondary school. The two schools have worked together closely on a number of initiatives which represents a highly innovative and cost-effective approach to the collaborative delivery of enhanced curriculum provision for students between an independent school and an 11-16 mixed converter academy. This initial provision has subsequently been developed and extended to extra-curricular and gifted and talented enrichment opportunities. Most recently it has also deepened further to include shared professional development for teaching staff, with a joint leadership development programme for female teachers and reciprocal teaching provision offering support for teachers

For the 2022/23 academic year the following activities took place:

- Sixth form students and staff visits to local schools offering advice and guidance on subject choices at A level and their impact on higher education and careers.
- 25 local primary schools took part in each of our Year 4 and Year 5 Maths Challenges. Transport was provided to collect pupils from their local schools.
- The Head of Classics visited local primary schools throughout the year to teach Outreach Latin to 80 pupils.
- Sharing expertise with staff from local schools.

For the 2023/24 academic year, the following activities are planned:

- Sixth form students and staff visits to local schools offering advice and guidance on subject choices at A level and their impact on higher education and careers.
- Invitation to pupils from local primary schools to take part in a maths challenge. Transport is also provided to collect pupils from their local schools.
- Modern Foreign Languages Olympics for pupils from 4 local primary schools (36 pupils)
- Hosting West Berkshire Cross Country Relays
- Organising with Marwell Zoo a World Animal Day competition for local primary schools
- Supporting Enborne Primary School with sports equipment
- Extending invitations to local senior schools to C&E talks
- The Junior School is forging links with a school in Uganda
- Introducing a community repair shop
- Sharing expertise with staff from local schools.

### **Community Links**

A Community Link Project starts in year 9 which encourages pupils to identify and meet a variety of needs within the local community which they continue in subsequent years.

Senior pupils, as part of their Duke of Edinburgh Service element, participate in a community project.

Pupils participate in a wide range of fundraising activities. This year the school raised £10,130 for other charities.

Sixth form students have the opportunity to participate in a World Challenge Expedition (2012 Ecuador, 2014 Peru, 2016 Thailand and Cambodia, 2018 Borneo) where they spend a week volunteering and living in a local community working on an education based project. The next expedition which was due to take place in July 2020 to Vietnam and Laos was regrettably cancelled due to the worldwide COVID19 pandemic. The Governors have re-established this opportunity with the next expedition being to Malaysia in 2024.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
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**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2023**

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Students, including those considering a career in medicine or other caring professions, participate in voluntary work in local care homes.

**Community Access**

The school supports a number of local groups by providing its facilities free or charge or at a reduced fee, including:

- a meeting venue for PALS, a West Berkshire charity which provides social and leisure activities for physically disabled children.
- West Berkshire Schools Sports Network events.
- County chess championships.
- Friends of Young Carers charity quiz night.

**Public benefit**

The Governors confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011, to have due regard to the Charity Commission's guidance on public benefit.

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**FACILITIES**

In September 2014 the Junior School become co-educational and a 50 week per year day nursery was opened catering for children from aged 6 months to 5 years and from 7:30am to 6:30pm. The nursery is now successfully feeding pupils into the coeducational Junior School. A new 6<sup>th</sup> Form centre was converted during 2016/17, and opened at the start of the autumn term 2017, providing teaching rooms and study areas for many subjects. During 2018/19 the school built upon the 2017/18 Invest to Impress programme with the aim of upgrading many of the schools facilities. In February 2021 the school announced that the Senior School would admit boys in year 7 from September 2022, becoming fully Co-Ed by 2026. The summer works for 2022 concentrated on refurbishing existing welfare facilities for girls and the creation of new facilities for boys. With the increasing numbers on roll the Governors are aware of the need to use existing facilities efficiently and to carefully consider what new facilities may be required. To assist with this process during 2021/22 architects were appointed to produce a Master Plan. The findings from this were presented to the Governors in the Autumn Term. The master plan identified the need for more classroom space. Increasing numbers on roll indicated that this was required for September 2023. The summer works for 2023 saw the installation of 2 temporary classrooms and the extension of the Reception teaching area. The school is currently considering designs for a permeant classroom block and an Arts hub.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2023**

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**REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE PERIOD**

You will be aware that this year GCSEs and A Level results were once again based on final examination results rather than on Teacher Assessed Grades. Advanced notice was given on some of the examination content and slight modifications were made to the examination process. However overall it was a much more similar experience to that of 2019 and previous years.

**Academic – A Level**

The following table shows trends at A level results over the last 6 years (%)

	A*	A	B	C	D	E	U
2018	3	39	41	16	3		
2019	29	39	26	6	1		
2020	30	41	25	5			
2021	31	31	28	8	3		
2022	21	28	27	19	4		
2023	9	33	30	23	5		

At A level, 73% of the grades were at A\*-B. We also saw 42% of grades at A\*/A which compares to 18% nationally. Whilst these results are lower than the last two years this was the pattern nationally. Our pupils were still able to access their courses of choice after A level and, whilst slightly lower than 2019, our results were very much in line, if not slightly higher, than the years preceding this.

**Academic - GCSE**

At GCSE 37% of grades at 7-9 and 22% of these were at grade 8 or 9. We were also particularly pleased that 12% of the results were at grade 9 which compared to 4.9% nationally. Our Science results were particularly outstanding with 78% if Biology, 75% of Chemistry and 67% of Physics grades at 8 or 9.

Our value added data for this cohort was also significant with pupils on average achieving more than half a grade higher per subject here than they would have done based on their baseline data.

**FINANCIAL REVIEW AND RESULTS FOR THE PERIOD**

The results are a return of circa -1.24% which was lower than anticipated by the Governors. This is mainly due to Master plan costs that cannot be capitalised and unplanned maintenance issues that required immediate attention. Throughout the year the Governors have continually reassessed the schools financial position and its ability to continue as a going concern. This has included the development of several budget scenarios and cash flow forecasts all of which have been robustly stress tested. The maintenance of a sufficient and prudent margin in the order of 8-12% will undoubtedly prove challenging but the Governors are resolved to pursue measures to maintain financial stability. The Governors continue to identify priorities for the school in terms of increasing recruitment and retention, reducing costs and developing the school.

**Reserves Policy**

The School's unrestricted funds stood at £2,830,279 (2022: £3,034,388) at the end of the period. After adjusting for unrestricted functional fixed assets for the charity's own use, borrowings against them and the effect of revaluation of fixed assets at a time of lower property prices there were free reserves of £411,027 (as defined by the Charity Commission) (2022: £493,425).

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
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**FOR THE YEAR ENDED 31 JULY 2023**

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The Governors consider that free reserves would ideally be equivalent to one terms operating costs, in order to cover the risks and uncertainties of operating as an independent educational establishment.

The long term policy is therefore to return to building up reserves out of annual net incoming resources until that level is reached, subject to the prior demands of further capital expenditure to equip the School with the up-to-date facilities needed to maintain the standard of educational services currently provided.

**Fundraising**

A separate charity the St Gabriel's Parent Teachers Association which is operated by parents of the school raises funds towards facilities and equipment for the school by running social events during the year. In the year 2022/23 the PTA donated £16,263 to the school following these activities. The school does not engage in large scale fundraising activities like mass mailings, telephone fundraising or door to door campaigns. Any small level fundraising activities focus on the current parents and other individuals or organisations connected with the school rather than the wider community. During the financial year, the School did not receive any fundraising complaints requiring action by the Fundraising Regulator.

**FUTURE PLANS**

The strategic conversations which the Principal conducts formally with all Heads of Departments before their budget submissions each year provide a detailed insight into the curriculum requirements perceived by the Heads of Departments. These aspirations are funnelled in two directions: firstly into short term plans for departmental budgets and more strategically into curriculum development and the resources required to support it.

In addition, the Governors have considered the strategic direction of the school against a backdrop of reducing demand for single sex education, the requirements for childcare for working parents and the aspirations of pupils for an enhanced 6<sup>th</sup> Form. The school admitted boys to year 7 from 2022 and will grow to be fully coeducational by 2026. Along side this the Governors have also commissioned a site Master Plan to assess the quality and requirement of facilities in future years taking into account the growing projected numbers on roll.

**Principal risks and uncertainties**

The Board of Governors is responsible for the management of the risks faced by the school. In November 2001 the school commissioned a risk assessment from a specialist advisor and a full review and action plan with regard to the risks was produced. The risk assessment report is used as a current working document and is formally reviewed by the Board of Governors on an annual basis.

The costs incurred due to the Coronavirus pandemic have been extensive and the Governors agreed that a portion of the Schools reserves should be used to support the school through this challenging period. The Governors have undertaken a robust review of the curriculum and staffing and have adjusted both where required. The school has also stress tested the cash flow forecast against a number of scenarios, including further remote teaching and changes to pupil numbers. The Coeducation announcement generated a lot of interest in the school. September 2022 numbers on roll increased considerably and this trend continued for September 23, further consolidating the school financial footing. Because of the action taken, the Governors consider it appropriate for the going concern basis to be adopted for these accounts.

The principal risks and uncertainties currently facing the Company are considered to be, the current political situation, in particular the introduction of VAT on fees, and its effect on schools strategic plans, the UK's economic outlook, pressures brought by the war in Ukraine, energy crises, rise in cost of living, price competition from rival independent schools investing heavily in state-of-the-art technology and facilities, ISI inspection due Autumn 23 under the new framework, the increasing competition for high-quality teaching and support staff and its effect on succession-planning and severe reputational damage in the unlikely event of a high profile legal action alleging lack of due care over our pupils as vulnerable beneficiaries.

Our plans and strategies for managing risk include maintaining effective internal controls, risk registers, incident-reporting and monitoring systems and insurance cover wherever appropriate.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
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**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2023**

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The key controls used by the charity to minimise risk include:

- Formal agendas for all Board, Committee and management team activity;
- Comprehensive strategic planning, budgeting and management;
- Regular review of the Risk Register;
- Well established organisational structure and lines of reporting;
- Formal written policies;
- Vetting procedures as required for the protection of the vulnerable;
- Monitoring competition;
- Implementing and monitoring progress against the school development plan;
- Maintaining accurate records and making relevant interventions where appropriate.

Through the risk management processes established by the school, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

The major risks to the continued success of the school are assessed as: current political uncertainty, reputation, recruitment and health & safety. These risks are managed by a balanced approach to insurance, controls, emergency planning, and training.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of The St. Gabriel Schools Foundation on 04 December 2023 including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:

**N C Garland**

Chairman of the Board of Governors

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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### **Opinion**

We have audited the financial statements of St. Gabriel Schools Foundation for the year ended 31 July 2023 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheets, the 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 charitable company's affairs as at 31 July 2023 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 or the 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

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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 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 our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the charity has not kept adequate accounting records; or
- the charity 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 the Governors**

As explained more fully in the Statement of Governors' Responsibilities set out on page 5, the Governors (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.

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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In preparing the financial statements, the trustees are responsible for assessing the group's or the 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 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, Charities Act together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Health and Safety, General Data Protection Regulations, Safeguarding and Food Standards. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Governors and other management and inspection of regulatory and legal correspondence, if any.

The greatest risk of material impact on the financial statements is from irregularities, including fraud, to be within certain income streams and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and General Purposes Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, sample testing on non-fee income, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

**INDEPENDENT AUDITOR'S REPORT (CONTINUED)  
TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Janette Joyce  
Senior Statutory Auditor

For and on behalf of  
Crowe U.K. LLP  
Statutory Auditor  
Reading  
49-51 Blagrove Street  
Reading  
Berkshire  
RG1 1PL

Date:

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
*(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)*  
**FOR THE YEAR ENDED 31 JULY 2023**

	Notes	Unrestricted Funds £	Restricted Funds £	Permanent Endowment Fund £	Year to 31 July 2023 £	Year to 31 July 2022 £
<b>INCOME FROM</b>						
<b>Charitable activities</b>						
School fees receivable	4	7,286,061	-	-	7,286,061	6,535,936
Ancillary trading income	5	701,263	-	-	701,263	514,260
<b>Income from generated funds:</b>						
Non-ancillary trading income	6	47,770	-	-	47,770	42,561
<b>Voluntary income:</b>						
Donations and grant income	7	17,793	119,710	-	137,503	7,689
<b>Total</b>		<b>8,052,887</b>	<b>119,710</b>	<b>-</b>	<b>8,172,597</b>	<b>7,100,446</b>
<b>EXPENDITURE ON</b>						
<b>Charitable Activities</b>						
School operating costs		8,175,357	7,981	8,683	8,192,021	6,975,227
<b>Raising funds</b>						
Finance costs	10	81,639	-	-	81,639	65,086
<b>Total</b>	8	<b>8,256,996</b>	<b>7,981</b>	<b>8,683</b>	<b>8,273,660</b>	<b>7,040,313</b>
<b>Net income/(expenditure) before transfers</b>	11	<b>(204,109)</b>	<b>111,729</b>	<b>(8,683)</b>	<b>(101,063)</b>	<b>60,133</b>
Transfers		-	-	-	-	-
<b>Net movement in funds</b>		<b>(204,109)</b>	<b>111,729</b>	<b>(8,683)</b>	<b>(101,063)</b>	<b>60,133</b>
Funds balances 1 August 2022		3,034,388	-	589,040	3,623,428	3,563,295
<b>Funds balances 31 July 2023</b>		<b>2,830,279</b>	<b>111,729</b>	<b>580,357</b>	<b>3,522,365</b>	<b>3,623,428</b>

The notes on pages 19 to 37 form part of these accounts

**COMPANY NUMBER: 2590761**  
**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**BALANCE SHEET**  
**AS AT 31 JULY 2023**

	Notes	2023 £	2021 £
<b>FIXED ASSETS</b>			
Tangible assets	13	5,296,503	4,878,930
Intangible assets	12	-	-
Investment assets	14	<u>1</u>	<u>1</u>
		<b>5,296,504</b>	<b>4,878,931</b>
<b>CURRENT ASSETS</b>			
Stock		2,347	546
Debtors	15	2,523,481	2,272,245
Cash at bank and in hand		<u>1,142,368</u>	<u>1,079,917</u>
		<b>3,668,196</b>	<b>3,352,708</b>
<b>CREDITORS: Amount due within one year</b>	16	<u>(3,330,113)</u>	<u>(2,925,948)</u>
<b>NET CURRENT ASSETS</b>		<u><b>338,083</b></u>	<u><b>426,760</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>5,634,587</b>	<b>5,305,691</b>
<b>CREDITORS: Amount due after more than one year</b>	17	<u>(2,112,222)</u>	<u>(1,682,263)</u>
<b>NET ASSETS</b>		<u><b>3,522,365</b></u>	<u><b>3,623,428</b></u>
<b>FINANCED BY</b>			
Unrestricted funds	20	2,830,279	3,034,388
Restricted funds	21	111,729	-
Endowed funds	19	<u>580,357</u>	<u>589,040</u>
		<u><b>3,522,365</b></u>	<u><b>3,623,428</b></u>

The financial statements were approved and authorised for issue by the Board and were signed on its behalf on .....

**N C Garland**  
Governor

The notes on pages 19 to 37 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 JULY 2023**

	Notes	2023	2022
		£	£
Net movement in funds		(101,063)	60,133
Loss on sale of assets		-	1,545
(Increase)/decrease in stock		(1,801)	803
(Increase) in debtors		(251,236)	(213,231)
Increase in creditors		380,081	244,493
Increase in deposits		20,550	31,175
Depreciation charge		267,208	232,775
Amortisation of intangible asset		-	551
Hire purchase interest		-	-
Bank interest		59,925	60,275
Release of capital grant		-	-
<b>Net cash provided by operating activities</b>		<b><u>373,664</u></b>	<b><u>418,519</u></b>
<b>Cash Flows from investing activities</b>			
Purchase of intangible assets		-	-
Purchase of tangible fixed assets		<u>(684,781)</u>	<u>(293,049)</u>
<b>Net cash used in investing activities</b>		<b><u>(684,781)</u></b>	<b><u>(293,049)</u></b>
<b>Cash flows from financing activities</b>			
Repayment of loan		(63,763)	(21,072)
New loan		500,000	-
Bank interest paid		(62,669)	(55,893)
<b>Advanced fee scheme:</b>			
Receipts from new contracts		-	-
Amounts utilised and repaid		<u>-</u>	<u>-</u>
<b>Net cash flows used in financing activities</b>		<b><u>373,568</u></b>	<b><u>(76,965)</u></b>
Change in cash and cash equivalents in the year	26,27	<b>62,451</b>	48,505
Cash and cash equivalents at the beginning of the year		<b><u>1,079,917</u></b>	<b><u>1,031,412</u></b>
<b>Total cash and cash equivalents at the end of the year</b>		<b><u>1,142,368</u></b>	<b><u>1,079,917</u></b>

The notes on pages 19 to 37 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2023**

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**1. CHARITY INFORMATION**

The St. Gabriel Schools Foundation has the registered charity number 1062748. It operates under the trading names of “St. Gabriel’s” or “St. Gabriel’s School” or “Sandleford” and has a subsidiary company “St. Gabriel’s School Sports Centre Ltd”, Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. It was incorporated in England on 12 March 1991 (company number: 2590761) and registered as a charity on 9 June 1997 (charity number: 1062748) (previously charity number 325060) and the charity is governed by the Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

**2. ACCOUNTING POLICIES**

**a) Basis of preparation**

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee.

The accounts are drawn up on the historical cost basis of accounting, unless otherwise stated in the relevant accounting policy note(s). Consolidated accounts have not been prepared on the grounds that the subsidiary is non-trading and would make an immaterial change to the results of the charity.

**Going Concern**

Management have produced financial models showing the revised cash flows and future budgets, which have subsequently been reviewed by the Board of Governors. As part of their normal risk management process, the Governors have examined the major risks to the School and the mitigating actions both taken and available to be taken. The Governors consider there are no material uncertainties relating to going concern and that the School has adequate resources to continue its activities for at least the twelve months to 31 December 2024. Accordingly, they continue to operate the going concern basis in preparing the financial statements.

**b) 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 and other remissions allowed by the school. Fees received in advance of education to be provided in future years under an Advance Fee Payment Scheme Contract are held until either taken to income in the term when used or else refunded.

**c) Donations and grant income**

Voluntary incoming resources are accounted for as and when the entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable. Voluntary income received for the general purposes of the School is accounted for as unrestricted and is credited to unrestricted funds. Voluntary income subject to specific wishes of the donors are carried to the relevant restricted fund.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2023**

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**2. ACCOUNTING POLICIES (continued)**

**d) Other incoming resources**

Other incoming resources are included in the Statement of Financial Activities when the School is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**e) Resources expended**

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the SOFA is 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 activity logging as appropriate. The irrecoverable element of VAT is included within the item of expense to which it relates.

Costs of charitable activities are those costs incurred in providing an education and running the school in accordance with the objects and aims of the charity.

Governance costs comprise the cost of running the charity to include those that provide the governance infrastructure that allows the school to operate and to generate the information required for public accountability. These include strategic planning for future developments, external audit, any legal advice to the school's governors 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 of satisfying public accountability.

**f) Tangible Fixed Assets**

Expenditure on the acquisition of land, buildings, vehicles, furniture, ICT equipment and infrastructure and other equipment costing more than £2,500 is capitalised and carried in the balance sheet at historical cost. Other expenditure on equipment incurred in the normal day to day running of the School is charged to the Statement of Financial Activities as incurred.

With the exception of the Farmhouse currently at historical cost, from 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

**g) Intangible Fixed Assets**

Website software is capitalised at purchase cost where there is an expectation of future economic benefit deriving from the on-line registration process. Costs associated with maintaining the computer software are recognised as an expense when incurred.

The website software is subsequently carried at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised to the income and expenditure account using the straight-line method over the estimated useful life of three years.

The amortisation period and amortisation method of intangible assets are reviewed at least each balance sheet date. The effects of any revision are recognised in the income and expenditure account when the changes arise.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2023**

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**2. ACCOUNTING POLICIES (continued)**

**h) Depreciation**

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives as follows:

Freehold Land	Nil
Freehold buildings	Straight line over 50 years
Computer Equipment and other similar equipment	Straight line over 3 years
Electronic and Infrastructure equipment	Straight line over 5/7 years
Playground facilities	Straight line over 10 years
Furniture and equipment for new building	20% on reducing balance
Furniture and equipment	15% on reducing balance
Motor Vehicles	Straight line over 4 years
Kitchen equipment	Straight line over 7 years

**i) Leased assets**

Operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

Assets obtained under hire purchase contracts or finance leases are capitalised within the balance sheet and are depreciated over their useful economic lives. The interest element of these leases is charged to the statement of financial activities account over the lease period. The capital element of the future payments is treated as a liability.

**j) Fund accounting**

**Unrestricted** income belongs to the School's general operational funds, spendable at the discretion of the Governors either to further the School's objects or to benefit the School itself.

**Restricted** income comprises gifts and donations where the donor has specified the gift to be used for a specific purpose.

**Endowed** funds are the original property from which the school operated in 1947. The use of the property is restricted in accordance with terms of the Trust Deed of 1974.

**k) Stock**

Stock is carried at the lower of cost and net realisable value.

**l) Parents' deposits**

The Governors have reviewed the contract terms under which Pupil fee deposits are held by the School. Although under normal circumstances these will be repaid over future years when the pupils complete their education at the school, pupils can leave at earlier dates. The School does not therefore have an unconditional right to retain the individual deposits for at least 12 months after the balance sheet date and, in line with the requirements in FRS 102, the balance of the deposits held has been included within current liabilities.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2023**

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**2. ACCOUNTING POLICIES (continued)**

**m) Pensions**

Retirement benefits to employees of the School were provided through three pension schemes, one defined benefit and two defined contribution schemes.

- (a) The Teachers' Pension Scheme, exited 31/08/2021– This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.
- (b) St. Gabriel's Group Personal Pension Plan – This is a defined contribution group personal pension plan with Royal London for non-teaching staff. Employer's pension costs are charged in the period in which the salaries to which they relate are payable. This scheme replaced the defined contribution scheme with Clerical Medical in May 2016, which was a group money purchase scheme.
- (c) APTIS from 01/09/2021 - APTIS is part of a master trust run by Aviva and looked after by independent and experienced members of the Aviva master trust trustee board.

**n) Financial instruments**

Basic financial instruments include debtors and creditors. Debtors and creditors are initially recognised at transaction value and subsequently measured at amortised cost. Note 25 provides more information on financial instruments where future cash flows are anticipated, with financial assets referring to cash, debtor balances excluding prepayments, and financial liabilities referring to all creditor balances excluding deferred income and social security and other taxes.

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

In application of the accounting policies, Trustees are required to make judgement, 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.

The Governors consider that there are no material judgements in applying accounting policies or key sources of estimation uncertainty.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**4. INCOMING RESOURCES**

	2023 £	2022 £
Fees receivable consist of:		
Gross fees	8,165,807	7,168,672
Less: Scholarships, Bursaries and Allowances	<u>(879,746)</u>	<u>(632,736)</u>
	<u><b>7,286,061</b></u>	<u><b>6,535,936</b></u>

Scholarships, bursaries and other awards were paid to 103 (2022: 77) pupils. Within this means-tested bursaries totalling £621,750 (2022: £494,072) were paid to 39 (2022: 36 pupils).

**5. ANCILLARY TRADING INCOME**

	2023 £	2022 £
Music fees and additional sessions	154,017	105,826
Grant funding for individual fees	34,784	26,532
Registration fees and fees in lieu of notice	36,779	43,967
School bus	192,649	158,029
Recoverable expenses and school trips	254,613	169,490
Café takings and other income including late surcharges	<u>28,421</u>	<u>10,416</u>
	<u><b>701,263</b></u>	<u><b>514,260</b></u>

**6. NON ANCILLARY TRADING INCOME**

	2023 £	2022 £
Hire of facilities	<u>47,770</u>	<u>42,561</u>

**7. GRANTS AND DONATIONS**

	Unrestricted £	Restricted £	Total 2023 £	Total 2022 £
Parent Teacher Association	16,263	-	16,263	4,925
Other donations	1,530	-	1,530	1,670
Holroyd Howe dishwasher area	-	119,710	119,710	-
HMRC SMP rebate	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,094</u>
	<u><b>17,793</b></u>	<u><b>119,710</b></u>	<u><b>137,503</b></u>	<u><b>7,689</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**8. TOTAL RESOURCES EXPENDED**

	Staff Costs £	Depreciation £	Other £	Total 2023 £	Total 2022 £
<b>Charitable Expenditure</b>					
Teaching costs	4,649,129	51,538	441,397	5,142,064	4,588,970
Welfare costs	68,599	13,216	534,724	616,539	532,085
Premises costs	333,494	191,734	546,685	1,071,913	827,199
Support costs	<u>546,939</u>	<u>10,720</u>	<u>803,846</u>	<u>1,361,505</u>	<u>1,026,973</u>
	5,598,161	267,208	2,326,652	8,192,021	6,975,227
<b>Cost of generating funds</b>					
Finance costs (note 10)	-	-	81,639	81,639	65,086
	<u>5,598,161</u>	<u>267,208</u>	<u>2,408,291</u>	<u>8,273,660</u>	<u>7,040,313</u>

**Governance included in support costs**

	2023 £	2022 £
Auditors remuneration	16,790	15,275
Auditors remuneration – other services	-	965
Governors expenses	-	75
Other governance costs	<u>19,975</u>	<u>18,129</u>
	<u>36,765</u>	<u>34,444</u>

Travel and course expenses amounting to £Nil (2022: £75) were reclaimed by no members (2022: 1) of the governing body.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**8. RESOURCES EXPENDED 2022 (continued)**

	<i>Staff Costs</i>	<i>Depreciation</i>	<i>Other</i>	<i>Total 2022</i>	<i>Total 2021</i>
	£	£	£	£	£
<i>Charitable Expenditure</i>					
<i>Teaching costs</i>	4,244,055	55,502	289,413	4,588,970	4,189,211
<i>Welfare costs</i>	56,727	5,967	469,391	532,085	383,515
<i>Premises costs</i>	234,759	169,281	423,159	827,199	745,358
<i>Support costs</i>	<u>478,624</u>	<u>2,025</u>	<u>546,324</u>	<u>1,026,973</u>	<u>903,036</u>
	5,014,165	232,775	1,728,287	6,975,227	6,221,120
<i>Cost of generating funds</i>					
<i>Finance costs (note 10)</i>	-	-	<u>65,086</u>	<u>65,086</u>	<u>76,666</u>
	<u>5,014,165</u>	<u>232,775</u>	<u>1,793,373</u>	<u>7,040,313</u>	<u>6,297,786</u>

**9. STAFF COSTS**

	<b>2023</b>	<b>2022</b>
	£	£
Wages and salaries	4,116,802	3,716,151
Social security costs	357,037	327,933
Pension contributions	<u>855,940</u>	<u>745,496</u>
	5,329,779	4,789,580
Agency and other costs	<u>268,382</u>	<u>224,585</u>
<b>Total Staff costs</b>	<u><b>5,598,161</b></u>	<u><b>5,014,165</b></u>
	<b>No.</b>	<b>No.</b>
The average number of employees in the period was:		
Teaching staff	131	123
Support staff	<u>37</u>	<u>30</u>
	<u><b>168</b></u>	<u><b>153</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**9. STAFF COSTS (CONTINUED)**

	<b>2023</b>	<i>2022</i>
	<b>No.</b>	<i>No.</i>
The number of employees whose emoluments exceeded £60,000 were:		
£60,000 - £70,000	1	1
£70,000 - £80,000	1	-
£80,000 - £90,000	-	1
£90,000 - £100,000	1	-
£100,000 - £110,000	-	1
Over £110,000	<u>1</u>	<u>-</u>
Number of higher paid employees contributing to a pension scheme	<u>4</u>	<u>3</u>
Total cost of employer's contributions in relation to the above	<b><u>£ 91,938</u></b>	<b><u>£ 66,350</u></b>

The governors received no remuneration or other benefits for the year.

Key management personnel includes the governors and officers listed on page 1. Key management personnel received aggregate remuneration (including employer's pension, employers National Insurance and Benefits in Kind) of £478,035 (2022: £440,002).

During the year, the School paid redundancy costs totalling £9,326 (2022: £44,485) to 1 (2022: 1) employee. The nature of the payment in 2021 was statutory redundancy pay for two employees. The nature of the payment in 2023 was an employment termination payment. There was no further funding provision at the balance sheet date.

**10. FINANCE**

	<b>2023</b>	<i>2022</i>
	<b>£</b>	<i>£</i>
Bank loan interest	<b>59,925</b>	<i>60,275</i>
Bank charges	<b>18,960</b>	<i>3,833</i>
Bad debts written off	<b>6,119</b>	<i>1,918</i>
Bad debts provision/(release)	<u><b>(3,365)</b></u>	<u><i>(940)</i></u>
	<u><b>81,639</b></u>	<u><i>65,086</i></u>

**11. NET INCOME/(EXPENDITURE)**

	<b>2023</b>	<i>2022</i>
	<b>£</b>	<i>£</i>
<b>Net income is stated after charging:</b>		
Depreciation - owned assets	<b>267,208</b>	<i>232,775</i>
Auditor's Remuneration	<b>16,790</b>	<i>15,275</i>
Operating leases	<u><b>67,518</b></u>	<u><i>43,920</i></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023**

**12. INTANGIBLE FIXED ASSETS**

	Website	Total
	£	£
<b>Cost</b>		
1 August 2022	9,750	9,750
Additions at cost	<u>          </u>	<u>          </u>
31 July 2023	<u>9,750</u>	<u>9,750</u>
<b>Amortisation</b>		
1 August 2022	9,750	9,750
Charge for the year	<u>          </u>	<u>          </u>
31 July 2023	<u>9,750</u>	<u>9,750</u>
<b>Net book values</b>		
31 July 2023	<u>          </u>	<u>          </u>
31 July 2022	<u>          </u>	<u>          </u>

**13. TANGIBLE FIXED ASSETS**

The Freehold Property shown in the Accounts is (i) a 1983 permanent endowment owned by a **special trust**, the S Gabriel and Falkland S Gabriel Charity, (previously registered as Charity Number: 325060), now administered by the Company as sole corporate trustee, and (ii) subsequent improvements to the School buildings made out of unrestricted funds owned by the Company as **corporate property**, as indicated below.

Under a scheme approved by the Charity Commission, on 4 October 1991, Clause 2(1) and (2) of the scheme makes the following provision:

Trustee and vesting

- (1) The body corporate called The St. Gabriel Schools Foundation shall be the Trustee of the Charity.
- (2) The land with the buildings thereon specified in the schedule hereto is hereby vested in the said body corporate for all the estate and interest therein belonging to or held in trust for the Charity.

The Proprietor of the Property as set out in the HM Land Registry Property Register dated 2 April 1992 is therefore "The St. Gabriel Schools Foundation". The property is pledged as security for certain lending provided by the National Westminster Bank Plc with the consent of the Charity Commission.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**13. TANGIBLE FIXED ASSETS (continued)**

	Freehold Land and Buildings	Freehold Improvement s	Furniture and Equipment	Motor Vehicles	Assets under construction	Total
	£	£	£	£	£	£
<b>Deemed Cost</b>						
1 August 2022	4,775,000	173,511	2,107,662	319,284	93,106	<b>7,468,563</b>
Additions at cost	-	-	352,766	-	332,015	<b>684,781</b>
Disposals at cost	-	-	(307,644)	-	-	<b>(307,644)</b>
Change of category	-	-	93,106	-	(93,106)	<b>-</b>
31 July 2023	<u>4,775,000</u>	<u>173,511</u>	<u>2,245,890</u>	<u>319,284</u>	<u>332,015</u>	<u><b>7,845,700</b></u>
<b>Depreciation</b>						
1 August 2022	806,393	16,484	1,484,847	281,909	-	<b>2,589,633</b>
Charge for year	90,615	3,470	163,373	9,750	-	<b>267,208</b>
Adjustment on disposal	-	-	(307,644)	-	-	<b>(307,644)</b>
31 July 2023	<u>897,008</u>	<u>19,954</u>	<u>1,340,576</u>	<u>291,659</u>	<u>-</u>	<u><b>2,549,197</b></u>
<b>Net book values</b>						
<b>31 July 2023</b>	<u><b>3,877,992</b></u>	<u><b>153,557</b></u>	<u><b>905,314</b></u>	<u><b>27,625</b></u>	<u><b>332,015</b></u>	<u><b>5,296,503</b></u>
<i>31 July 2022</i>	<u><i>3,968,607</i></u>	<u><i>157,027</i></u>	<u><i>622,815</i></u>	<u><i>37,375</i></u>	<u><i>93,106</i></u>	<u><i>4,878,930</i></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**13. TANGIBLE FIXED ASSETS (CONTINUED)**

From 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

The deemed cost as at 1 August 2015 is represented by:

	<b>Freehold Property Endowment</b>	<b>Freehold Property (Corporate Property)</b>	<b>Total</b>
	£	£	£
Historical costs less depreciation	325,450	3,895,654	4,221,104
Valuation increase 1993	361,015	644,753	1,005,768
Valuation increase 1994	147,714	115,072	262,786
Valuation increase 2000	267,412	295,002	562,414
Valuation increase 2003	19,460	37,507	56,967
Valuation decrease 2008	(263,679)	(897,902)	(1,161,581)
Valuation decrease 2013	(190,185)	(907,273)	(1,097,458)
Sandleford Farmhouse	<u>-</u>	<u>925,000</u>	<u>925,000</u>
<b>Total</b>	<u>667,187</u>	<u>4,107,813</u>	<u>4,775,000</u>

Depreciation relating to the Freehold Property Endowment totalling £8,683 has been charged directly to the Endowment Fund.

**14. FIXED ASSET INVESTMENTS**

	<b>2023</b>	<b>2022</b>
	£	£
<b>COST</b>		
Unlisted investments at 31 July 2022 and 31 July 2023	<u><u>1</u></u>	<u><u>1</u></u>

The School owns 100% of the ordinary share capital and voting rights of St. Gabriel's Sports Centre Limited. The St Gabriel's Sports Centre Limited was dormant throughout the period under review. The registered office of St Gabriel's Sports Centre is St Gabriel's School, Sandleford Priory, Newbury, Berkshire, RG20 9BD.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**15. DEBTORS**

	2023	2022
	£	£
Trade debtors	2,338,062	2,103,323
Other debtors	37,625	54,502
Prepayments	<u>147,794</u>	<u>114,420</u>
	<u><b>2,523,481</b></u>	<u><b>2,272,245</b></u>

**16. CREDITORS: Amounts falling due within one year**

	2023	2022
	£	£
Bank loans and overdrafts (Note 18)	72,943	66,665
Trade creditors	248,047	168,474
Deposits held	228,300	207,750
Social security & other taxes	102,124	93,733
Other creditors	139,088	192,048
Accruals	109,467	64,833
Deferred income – fees billed in advance	<u>2,430,144</u>	<u>2,132,445</u>
	<u><b>3,330,113</b></u>	<u><b>2,925,948</b></u>

**17. CREDITORS: Amounts falling due after more than one year**

	2023	2022
	£	£
Bank Loans and Overdrafts (Note 18)	<u>2,112,222</u>	<u>1,682,263</u>
	<u><b>2,112,222</b></u>	<u><b>1,682,263</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023**

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**18. LOANS AND OVERDRAFTS**

An analysis of the maturity of loans and overdrafts is as follows:	<b>2023</b>	<i>2022</i>
	<b>£</b>	<b>£</b>
Amounts falling due within one year or on demand		
Bank loans	<u><b>72,943</b></u>	<u><i>66,665</i></u>
Amounts falling due within one year - Total	<b>72,943</b>	<i>66,665</i>
Amounts falling due between one and two years - Bank loans	<b>86,921</b>	<i>80,359</i>
Amounts falling due between two and five years - Bank loans	<b>283,706</b>	<i>224,708</i>
Amounts falling due after more than five years – Bank loans	<u><b>1,741,595</b></u>	<u><i>1,377,196</i></u>
	<u><b>2,185,165</b></u>	<u><i>1,748,928</i></u>

A loan of £500,000 was taken out in July 2023 under the National Westminster Bank Plc's Fixed Rate Loan Terms, but the actual term of the loan is 5 years. Interest is charged at 7.70% per annum. The instalment amounts are based on a 18-year period from 11 July 2023.

The school has taken a repayment holiday on capital instalments from July 2023 to August 2024.

A loan of £1,770,000 was taken out in May 2021 under the National Westminster Bank Plc's Fixed Rate Loan Terms, but the actual term of the loan is 10 years. Interest is charged at 3.40% per annum. The instalment amounts are based on a 20 year period from the 11 May 2021.

All loans and overdrafts are secured by a mortgage and legal charge dated 11 October 2004 and 31 January 2014 respectively in the favour of National Westminster Bank Plc over the freehold land and buildings of St Gabriel's School, Sandlesford Priory, Newtown Road, Newbury and Sandlesford Farmhouse, Sandlesford Priory, Newtown, Newbury.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**19. ENDOWED FUNDS**

The St Gabriel and Falkland St Gabriel Schools Charity own the permanent endowment. Under the 1991 scheme (see Note 13) the endowment would have been handed over to continuing trustees of the St Gabriel and Falkland St Gabriel Schools in the event of the Foundation ceasing to operate the school. It is therefore shown as trust property (Endowed Funds).

**20. UNRESTRICTED FUNDS**

<b>2023</b>	<i>2022</i>	<b>Incoming resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>2023</b>
	<i>£</i>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Designated Funds:</b>					
M Frenkel Fund	<i>380</i>	-	<i>(10)</i>	-	<b>370</b>
<b>General Fund</b>	<u><i>3,034,008</i></u>	<u><b>8,052,887</b></u>	<u><b>(8,256,986)</b></u>	<u>-</u>	<u><b>2,829,909</b></u>
	<u><i>3,034,388</i></u>	<u><b>8,052,887</b></u>	<u><b>(8,256,996)</b></u>	<u>-</u>	<u><b>2,830,279</b></u>
<i>2022</i>	<i>2021</i>	<i>Incoming resources</i>	<i>Outgoing Resources</i>	<i>Transfers</i>	<i>2022</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
<i>Designated Funds:</i>					
<i>M Frenkel Fund</i>	<i>390</i>	-	<i>(10)</i>	-	<i>380</i>
<i>General Fund</i>	<u><i>2,965,182</i></u>	<u><i>7,100,446</i></u>	<u><i>(7,031,620)</i></u>	<u>-</u>	<u><i>3,034,008</i></u>
	<u><i>2,965,572</i></u>	<u><i>7,100,446</i></u>	<u><i>(7,031,630)</i></u>	<u>-</u>	<u><i>3,034,388</i></u>

**21. RESTRICTED FUNDS**

<b>2023</b>	<i>2022</i>	<b>Incoming resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>2023</b>
	<i>£</i>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Fixed Asset Fund</b>	<u>-</u>	<u><b>119,710</b></u>	<u><b>(7,981)</b></u>	<u>-</u>	<u><b>111,729</b></u>
	<u>-</u>	<u><b>119,710</b></u>	<u><b>(7,891)</b></u>	<u>-</u>	<u><b>111,279</b></u>

The fixed asset fund relates to donated catering assets received in kind.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**22. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

<b>2023</b>	<b>Intangible Assets £</b>	<b>Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Creditors &gt; one year £</b>	<b>Total £</b>
Endowment Funds	-	580,357	-	-	580,357
Restricted Funds	-	111,729	-	-	111,729
Unrestricted Funds	-	<u>4,604,418</u>	<u>338,083</u>	<u>(2,112,222)</u>	<u>2,830,279</u>
	<u>-</u>	<u>5,296,504</u>	<u>338,083</u>	<u>(2,112,222)</u>	<u>3,522,365</u>

<b>2022</b>	<b>Intangible Assets £</b>	<b>Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Creditors &gt; one year £</b>	<b>Total £</b>
Endowment Funds	-	589,040	-	-	589,040
Restricted Funds	-	-	-	-	-
Unrestricted Funds	-	<u>4,289,891</u>	<u>426,720</u>	<u>(1,682,263)</u>	<u>3,034,388</u>
	<u>-</u>	<u>4,878,931</u>	<u>426,720</u>	<u>(1,682,263)</u>	<u>3,623,428</u>

**23. CAPITAL COMMITMENTS**

	<b>2023 £</b>	<b>2022 £</b>
Future expenditure not otherwise included in these accounts		
Contracted for	<u>262,509</u>	<u>82,239</u>

**24. OPERATING LEASE COMMITMENTS**

At 31 July 2023 the school had future minimum lease payments under non- cancellable operating leases as follows:

	<b>2023 £</b>	<b>2022 £</b>
Within one year	51,421	48,747
Between two and five years	<u>51,665</u>	<u>66,250</u>
	<u>103,086</u>	<u>114,997</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**25. FINANCIAL INSTRUMENTS**

Financial assets held at amortised cost are trade debtors, other debtors, amounts due from the subsidiary company, and cash at bank.

Financial liabilities held at amortised cost are bank loans, trade creditors, other creditors, and accruals.

	<b>2023</b>	<i>2022</i>
	£	£
Financial assets measured at amortised cost	<b>3,518,055</b>	<i>3,237,742</i>
Financial liabilities measured at amortised cost	<b>2,910,067</b>	<i>2,382,033</i>

The school's income, expense, gains and losses in respect of financial instruments are summarised below:

Interest expense for financial liabilities held at amortised cost	<b>59,925</b>	<i>60,275</i>
Impairment loss/(gain).	<b>(3,365)</b>	<i>(940)</i>

**26. RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT**

	<b>2023</b>	<i>2022</i>
	£	£
(Decrease) in cash in the year	<b>62,451</b>	<i>48,505</i>
Loan Movements	<b><u>(436,237)</u></b>	<i><u>21,072</u></i>
Change in net debt	<b>(373,786)</b>	<i>69,577</i>
Net debt at 1 August	<b><u>(669,011)</u></b>	<i><u>(738,588)</u></i>
<b>NET (DEBT)/FUNDS AT 31 JULY</b>	<b><u><u>(1,042,797)</u></u></b>	<i><u><u>(669,011)</u></u></i>

**27. ANALYSIS OF CHANGE IN NET DEBT**

	<i>Net debt as at</i>	Cash	Non-cash	<b>Net debt as at</b>
	<i>1 August 2022</i>	Change	change	<b>31 July 2023</b>
	£	£		£
Cash at bank and in hand	<i>1,079,917</i>	62,451	-	<b>1,142,368</b>
Loans	<i><u>(1,748,928)</u></i>	<u>(436,237)</u>	<u>-</u>	<b><u>(2,185,165)</u></b>
	<i><u>(669,011)</u></i>	<u>(373,786)</u>	<u>-</u>	<b><u><u>(1,042,797)</u></u></b>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

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**28. RELATED PARTY TRANSACTIONS**

Mrs Heywood (Governor) has two children at the School and is in receipt of a sibling discount which amounted to £11,616 (2022: £10,872). The discount was awarded before Mrs Heywood was appointed as a Governor and was made in accordance with the School policies at that time.

One member of KMP had a son complete summer maintenance work during the year. Total pay amounted to £582 (2022: £nil).

**29. PENSION COSTS**

**Defined Benefit Scheme**

The school joined the APTIS pension scheme from 1st September 2021. APTIS is part of a master trust run by Aviva and looked after by independent and experienced members of the Aviva master trust trustee board. The School run the pension as a salary exchange programme, giving allowance for tax and NI relief. St Gabriel's pay 17% of basic salary into the pension scheme and the employee can choose their contribution level, it must be a minimum of 5% required by law. The pension charge for the year includes contributions payable to APTIS of £774,389 (2022: £575,490) and at the year-end £61,809 (2022: £111,336) was accrued in respect of contributions to this scheme.

The School participated in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff until 31 August 2021. The pension charge for the year includes contributions payable to the TPS of £nil (2022: £62,805) and at the year-end £nil (2022: £61,885) 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.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

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**29. PENSION COSTS (continued)**

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment 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 2020 valuation is 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.

In addition to the above, the company operates a defined contribution pension scheme. The assets of the plans are held separately from those of the company in separately administered funds. Contributions totalling £181,993 (2022: £108,121) were payable to these funds for the year. At the year-end £15,780.16 (2022: £13,558) was accrued in respect of contributions to this scheme.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2023**

**30. COMPARATIVE 2022 STATEMENT OF FINANCIAL ACTIVITIES**

	Notes	Unrestricted Funds £	Restricted Funds £	Permanent Endowment Fund £	Year to 31 July 2022 £
<i>INCOME FROM</i>					
<i>Charitable activities</i>					
<i>School fees receivable</i>	4	6,535,936	-	-	6,535,936
<i>Ancillary trading income</i>	5	514,260	-	-	514,260
<i>Income from generated funds:</i>					
<i>Non-ancillary trading income</i>	6	42,561	-	-	42,561
<i>Voluntary income:</i>					
<i>Donations and grant income</i>	7	<u>7,689</u>	-	-	<u>7,689</u>
<i>Total</i>		<u>7,100,446</u>	-	-	<u>7,100,446</u>
<i>EXPENDITURE ON</i>					
<i>Charitable Activities</i>					
<i>School operating costs</i>		6,966,544	-	8,683	6,975,227
<i>Raising funds</i>					
<i>Finance costs</i>	10	<u>65,086</u>	-	-	<u>65,086</u>
<i>Total</i>	8	<u>7,031,630</u>	-	<u>8,683</u>	<u>7,040,313</u>
<i>Net income/(expenditure) before transfers</i>	11	68,816	-	(8,683)	60,133
<i>Transfers</i>		-	-	-	-
<i>Net movement in funds</i>		68,816	-	(8,683)	60,133
<i>Funds balances 1 August 2021</i>		<u>2,965,572</u>	-	<u>597,723</u>	<u>3,563,295</u>
<i>Funds balances 31 July 2022</i>		<u>3,034,388</u>	-	<u>589,040</u>	<u>3,623,428</u>

**THE ST GABRIEL SCHOOLS FOUNDATION**

England & Wales - Charity number 1062748

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# Accounts

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Charity No: 1062748  
Company No: 2590761

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
(A COMPANY LIMITED BY GUARANTEE)  
**ANNUAL REPORT**  
**AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**THE ST. GABRIEL SCHOOLS FOUNDATION  
CONTENTS OF THE FINANCIAL STATEMENTS**

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**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2022**

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**GOVERNORS**

Mr S Barrett  
Mrs S Bowen  
Mr N Garland – Chairman  
Mrs J Heywood  
Mrs S Hutton  
Mr D People  
Mr N Rankin – Vice Chairman  
Mr S Ryan  
Mr M Scholl  
Mrs J Whitehead

**THE PRINCIPAL**

Mr Richard Smith

**THE BURSAR AND CLERK TO THE BOARD OF GOVERNORS**

Mrs Penny Setter

**OTHER MEMBERS OF THE EXECUTIVE**

**Vice Principal**  
Mrs Angela Chapman

**Head of Junior School**  
Mr Peter Dove

**ADDRESS**

The St. Gabriel Schools Foundation  
Sandleford Priory  
Newbury  
Berkshire  
RG20 9BD

**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2022**

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**ADVISERS**

**Bankers**

National Westminster Bank plc  
30 Market Place  
Newbury  
Berkshire  
RG14 5AJ

**Solicitors**

Godwins Solicitors LLP  
12 St Thomas Street  
Winchester  
Hampshire  
SO23 9HF

**Auditor**

Crowe U.K. LLP  
Aquis House  
49-51 Blagrove Street  
Reading  
Berkshire  
RG1 1PL

**Insurers**

Marsh Limited  
Capital House  
1-5 Perrymount Road  
Haywards Heath  
West Sussex  
RH16 3SY

**Associations**

Girls' Schools Association  
Independent Association of Preparatory Schools  
Independent Schools' Council  
Association of School and College Leaders  
Independent Schools Bursars' Association

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2022**

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The Directors, who are also Governors of the school and charity trustees for the purposes of the Charities Act 2011, present their annual report in compliance with both that Act and the Companies Act 2006, together with the financial statements prepared under the latter Act, for the period ending 31 July 2022.

<b>DIRECTORS' REPORT</b>
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**REFERENCE AND ADMINISTRATIVE INFORMATION**

The St. Gabriel Schools Foundation is a company limited by guarantee, company number 2590761 and a registered charity number 1062748. It operates under the trading names of "St. Gabriel's" or "St. Gabriel's School" or "Sandleford" and has a subsidiary company "St. Gabriel's School Sports Centre Ltd", Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. Mr N Garland is the sole Director of St. Gabriel's Sports Centre Ltd. Mrs P Setter is Company Secretary to both companies and Clerk to the Governors.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

**Governing document**

The Governing Document is a Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

**Governing body**

The list of Governors is shown at page 1 of this report.

**Election, recruitment and training**

New Governors are elected by the existing Trustees and are selected from nominations from individuals on that Board and the Principal. Governors serve for a term of three years and may be re-elected. The Chair of Governors is elected from within the Board for a term of three years and may be re-elected.

Governors are selected to maintain a balance of relevant experience, professional knowledge and competence on the Board. The Board seeks and appoints persons with educational, financial, business, pastoral, legal, religious and parental experience. Induction and then further training, as required, are provided to build on individual skills and qualifications.

**Organisational management**

The Governing Body is supported by the Finance & General Purposes sub-committee, the Education sub-committee (re-established in January 2017), the Marketing sub-committee (established January 2020) and the COVID19 sub-committee (established April 2020). The day-to-day running of the school is delegated to the Executive as key management personnel. The Executive attend all meetings of the Governing Body's committees.

The leadership structure of the school is made up of The Executive (Principal, Bursar, Vice-Principal and Head of Junior School), the Senior Leadership Team (SLT) and the Junior Leadership Team (JLT). The Principal conducts strategic conversations with the SLT, JLT and Heads of Departments and members of staff which inform the Executive's strategic proposals to Governors. Governors review, consider and amend these proposals prior to formally approving development and educational strategies which the Executive are tasked with implementing. A Heads of Department committee, chaired by the Director of Teaching and Learning coordinates cross phase and interdepartmental academic matters.

The remuneration of the key management personnel is set by the Board, with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding them fairly and responsibly for their individual contributions to the Company's success.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2022**

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The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools to ensure that the School remains sensitive to the broader issues of pay and employment conditions elsewhere.

We aim to recruit, where practicable, at the lower to medium point within a band, providing scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on our key management personnel and staff costs are the largest single element of our charitable expenditure.

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

#### **Charitable objects**

The charitable objects are to promote and provide for the advancement of education of the pupils at the School and in connection with that to expand and develop the school with a curriculum in accordance with the principals of the Church of England. The promotion of this education is in itself of public benefit and this is being pursued with the same vigour as it has always been. In accordance with the trust deed of 1974 the Governors take account of the financial circumstances of all its pupils and makes awards and bursaries so that its charitable aims are available to the whole population by the provision of means tested awards. In seeking to promote these objects the Governors take full account of the appropriate guidance issued by the Charity Commission.

The St. Gabriel Schools Foundation aims to:

- Provide, within the framework of a safe, secure and happy Christian environment, an academic education which will enable each individual to develop:
  - His/her abilities to the full
  - A wide range of interests and extra-curricular activities
  - A sense of personal values
- Make education a challenging and positive experience in which each pupil can feel a measure of success and acquire confidence and self-esteem
- Prepare pupils for the challenges of the 21<sup>st</sup> Century and in particular for work in a changing society.

St. Gabriel's seeks to achieve these charitable objects with the assistance of local educational, cultural and charitable bodies and it is a policy of the school to seek to provide and achieve the highest standards in education, to build on the partnership with a local state school and promote education with the local community through a series of events as well as widening access to the schools facilities.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2022**

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**STATEMENT OF GOVERNORS' RESPONSIBILITIES**

The Trustees (who are also directors of The St. Gabriel Schools Foundation for the purposes of company law) are responsible for preparing the Governors' 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 Trustees to prepare financial statements for each financial year. Under company law the Trustees 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 Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for 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 charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**PROVISION OF INFORMATION TO AUDITOR**

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- that the director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the Company's auditors in connection with preparing their report and to establish that the Company's auditors are aware of that information.

**AUDITORS**

In accordance with Section 485 of the Companies Act 2006, a resolution proposing the reappointment of Crowe Clark Whitehill LLP as auditors of the company will be put to the Annual General Meeting.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2022**

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<b>STRATEGIC REPORT</b>
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**OBJECTIVES**

**Objectives for the period**

The prime objectives have been:

- Continued preparation and implementation of A levels courses creating an appropriate and attractive 6<sup>th</sup> form offering;
- Continue preparation and implementation of GCSE courses;
- Consolidation and prudence in financial management;
- Updating and refinement of School policies in line with new legislation;
- IT facilities
- Senior School Coeducation launch
- Enhancing the whole school experience.

**Strategies to achieve the objectives**

There have been several strands to the strategic action required to take forward this periods objectives:

- Reinforcing the financial stability of the school;
- Reviewing the academic curriculum including the number of subjects on offer at A level and GCSE and the time allocated to each subject in the timetable;
- Continued implementation of fully means-tested assessment for financial assistance in order to enhance the accessibility and thus the public benefit offered by the charity;
- Investment to enhance the facilities and appearance of the school;
- Marketing campaign for Coeducation from September 2022
- Upgrade ICT facilities

During the period under review St. Gabriel's School had 368 full time pupils in Reception to Year 13 with a further 82 children in the nursery (full-time and part-time) in the school at the start of the year, which rose to 96 for the summer term. At the start of September 2022, there were 401 pupils on roll for Reception to Year 13 and a further 71 children in the nursery which is predicted to rise during the course of the year.

**GRANT-MAKING POLICY**

This year, the value of scholarships, grants, prizes and other awards made to the Schools' pupils exceeded £138,664. The Governors' policy, in line with that of other Independent Schools, is to make these awards on the basis of the individual's educational potential, subject to the particular conditions imposed by the original donor where the award is out of restricted funds. Further means-tested awards totalling £494,072 in bursaries and allowances were made to support 36 pupils who would not otherwise be able to attend the school or to relieve hardship where the pupil's education and future prospects would otherwise be at risk. 25 pupils received bursaries of 50% or more of the annual fees, with 18 of these receiving a minimum bursary of 85% and the majority of these pupils also received support with school transport, educational visits and music tuition.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2022**

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## **COMMUNITY**

### **Independent/State School Partnerships and Links**

We have formed a partnership with a local state secondary school. The two schools have worked together closely on a number of initiatives which represents a highly innovative and cost-effective approach to the collaborative delivery of enhanced curriculum provision for students between an independent girls' school and an 11-18 mixed converter academy. This initial provision has subsequently been developed and extended to extra-curricular and gifted and talented enrichment opportunities. Most recently it has also deepened further to include shared professional development for teaching staff, with a joint leadership development programme for female teachers and reciprocal teaching provision offering support for teachers

The school normally embarks on a wide range of links and collaborations with other schools. Unfortunately due to the COVID pandemic this was not possible in 2020/21. In 2021/22 the school began to reintroduce these activities which included a downsized Maths Challenge with 96 pupils visiting from 12 schools. For the 2022/23 academic year the following activities are planned:

- Sixth form students and staff visits to local schools offering advice and guidance on subject choices at A level and their impact on higher education and careers.
- Invitation to pupils from local primary schools to take part in a maths challenge. Transport is also provided to collect pupils from their local schools.
- The Head of Classics will visit local primary schools throughout the year to teach Outreach Latin to 80 pupils.
- Modern Foreign Languages Olympics for pupils from 4 local primary schools (36 pupils)
- Mandarin teacher to visit local schools from September to March to deliver outreach Mandarin.
- Chinese New Year celebrations to be hosted by St Gabriel's for 2 local schools.
- Drama festival for summer 2023.
- Sharing expertise with staff from local schools.

### **Community Links**

A Community Link Project starts in year 9 which encourages pupils to identify and meet a variety of needs within the local community which they continue in subsequent years.

Senior pupils, as part of their Duke of Edinburgh Service element, participate in a community project.

Pupils participate in a wide range of fundraising activities. This year the school raised £8,582 for other charities.

The nursery would normally run several parent and toddler mornings for the local community during year. COVID restrictions prevented these from taking place in the last year. In previous years there were 3 events attended by 7 families.

Sixth form students have the opportunity to participate in a World Challenge Expedition (2012 Ecuador, 2014 Peru, 2016 Thailand and Cambodia, 2018 Borneo) where they spend a week volunteering and living in a local community working on an education based project. The next expedition which was due to take place in July 2020 to Vietnam and Laos was regrettably cancelled due to the worldwide COVID19 pandemic. The Governors have re-established this opportunity with the next expedition being to Malawi in 2024.

Students, including those considering a career in medicine or other caring professions, participate in voluntary work in local care homes.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2022**

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**Community Access**

The school supports a number of local groups by providing its facilities free or charge or at a reduced fee, including:

- a meeting venue for PALS, a West Berkshire charity which provides social and leisure activities for physically disabled children.
- West Berkshire Schools Sports Network events.
- County chess championships.
- Friends of Young Carers charity quiz night.

**Public benefit**

The Governors confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011, to have due regard to the Charity Commission's guidance on public benefit.

**FACILITIES**

In September 2014 the Junior School become co-educational and a 50 week per year day nursery was opened catering for children from aged 6 months to 5 years and from 7:30am to 6:30pm. The nursery is now successfully feeding boys and girls into the coeducational Junior School. A new 6<sup>th</sup> Form centre was converted during 2016/17, and opened at the start of the autumn term 2017, providing teaching rooms and study areas for many subjects. During 2018/19 the school built upon the 2017/18 Invest to Impress programme with the aim of upgrading many of the schools facilities. Much of the summer 2020 works were concentrated on ensuring the school was prepared for the September return of pupils under COVID 19 guidance. In February 2021 the school announced that the Senior School would admit boys in year 7 from September 2022, becoming fully Co-Ed by 2026. The summer works for 2022 concentrated on refurbishing existing welfare facilities for girls and the creation of new facilities for boys. With the increasing numbers on roll the Governors are aware of the need to use existing facilities efficiently and to carefully consider what new facilities may be required. To assist with this process during 2021/22 architects were appointed to produce a Master Plan. The findings from this will be presented to Governors in Autumn Term.

**REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE PERIOD**

You will be aware that this year GCSEs and A Level results were once again based on final examination results rather than on Teacher Assessed Grades. Advanced notice was given on some of the examination content and slight modifications were made to the examination process. However overall it was a much more similar experience to that of 2019 and previous years.

**Academic – A Level**

The following table shows trends at A level results over the last 5 years (%)

	A*	A	B	C	D	E	U
2017	2	27	36	23	10		
2018	3	39	41	16	3		
2019	29	39	26	6	1		
2020	30	41	25	5			
2021	31	31	28	8	3		
2022	21	28	27	19	4		

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2022**

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At A level, 76% of the grades were at A\*-B. We also saw 49% of grades at A\*/A which compares to 36.4% nationally. Whilst these results are lower than the last two years this was the pattern nationally due to first Centre Assessed and then Teacher Assessed Grades. Our results were similar to those achieved in 2019 and significantly higher than the results achieved prior to this, particularly at the A\* level.

#### **Academic - GCSE**

At GCSE 60.4% of grades at 7-9 and 42% of these were at grade 8 or 9. We were also particularly pleased that 18% of the results were at grade 9 which compared to 6.6% nationally.

99.3% of grades were at 9-4 and this included 100% of results at 9-4 in both Mathematics and English Language. 100% of our Year 11 pupils also secured 5 or more 9-4 grades including English Language and Mathematics which is an excellent result. We were also delighted that 20% of Year 11 pupils achieved at least 9 grades at either grade 8 or 9.

#### **FINANCIAL REVIEW AND RESULTS FOR THE PERIOD**

The results are a return of circa 1% which was better than anticipated by the Governors. Throughout the year the Governors have continually reassessed the school's financial position and its ability to continue as a going concern. This has included the development of several budget scenarios and cash flow forecasts all of which have been robustly stress tested. During this period the Governors also consulted with teaching staff to withdraw from the Teachers Pension Scheme. Agreement was met and the school left the scheme on 31/08/21 and join the APTIS scheme run by Aviva. The maintenance of a sufficient and prudent margin in the order of 8-12% will undoubtedly prove challenging but the Governors are resolved to pursue measures to maintain financial stability. The Governors continue to identify priorities for the school in terms of increasing recruitment and retention, reducing costs and developing the school.

#### **Reserves Policy**

The School's unrestricted funds stood at £3,034,388 (2021: £2,965,572) at the end of the period. After adjusting for unrestricted functional fixed assets for the charity's own use, borrowings against them and the effect of revaluation of fixed assets at a time of lower property prices there were free reserves of £493,045 (as defined by the Charity Commission) (2021: £512,542).

The Governors consider that free reserves would ideally be equivalent to one term's operating costs, in order to cover the risks and uncertainties of operating as an independent educational establishment.

The long term policy is therefore to return to building up reserves out of annual net incoming resources until that level is reached, subject to the prior demands of further capital expenditure to equip the School with the up-to-date facilities needed to maintain the standard of educational services currently provided.

#### **Fundraising**

A separate charity the St Gabriel's Parent Teachers Association which is operated by parents of the school raises funds towards facilities and equipment for the school by running social events during the year. In the year 2021/22 the PTA donated £4,925 to the school following these activities. The school does not engage in large scale fundraising activities like mass mailings, telephone fundraising or door to door campaigns. Any small level fundraising activities focus on the current parents and other individuals or organisations connected with the school rather than the wider community. During the financial year, the School did not receive any fundraising complaints requiring action by the Fundraising Regulator.

#### **FUTURE PLANS**

The strategic conversations which the Principal conducts formally with all Heads of Departments before their budget submissions each year provide a detailed insight into the curriculum requirements perceived by the Heads of Departments. These aspirations are funnelled in two directions: firstly into short term plans for departmental budgets and more strategically into curriculum development and the resources required to support it.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2022**

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In addition, the Governors have considered the strategic direction of the school against a backdrop of reducing demand for single sex education, the requirements for childcare for working parents and the aspirations of pupils for an enhanced 6<sup>th</sup> Form. The school will be admitting boys to year 7 from 2022 and will grow to be fully coeducational by 2026.

**Principal risks and uncertainties**

The Board of Governors is responsible for the management of the risks faced by the school. In November 2001 the school commissioned a risk assessment from a specialist advisor and a full review and action plan with regard to the risks was produced. The risk assessment report is used as a current working document and is formally reviewed by the Board of Governors on an annual basis.

From 5 January 2021, the School was physically closed with immediate effect as part of the national response to the COVID-19 coronavirus pandemic. Despite the physical closure of the School, the School was able to serve its pupils effectively throughout the period by offering a full and comprehensive distance learning programme. As a result, Governors decided to offer a reduction of 15% to the Spring Term fees for each week of remote working. In order to preserve the School's strong financial position, operating expenses were reduced by furloughing 53 staff members (as part of the Government's Coronavirus Job Retention Scheme) and catering activities ceased. All but necessary capital expenditure was put on hold. In March 2021 the School was able to fully reopen. The nursery continued to operate fully throughout this period, with only 2 episodes of partial and full closure due to Coronavirus cases.

The costs incurred due to the Coronavirus pandemic have been extensive and the Governors agreed that a portion of the Schools reserves should be used to support the school through this challenging period. The Governors have undertaken a robust review of the curriculum and staffing and have adjusted both where required. The school has also stress tested the cash flow forecast against a number of scenarios, including further remote teaching and changes to pupil numbers. The Coeducation announcement has generated a lot of interest in the school. September 2022 numbers on roll have increased considerably further consolidating the school financial footing. Because of the action taken, the Governors consider it appropriate for the going concern basis to be adopted for these accounts.

The principal risks and uncertainties currently facing the Company are considered to be, the current political situation and its effect on schools strategic plans, the UK's economic outlook, pressures brought by the war in Ukraine, energy crises, rise in cost of living, price competition from rival independent schools investing heavily in state-of-the-art technology and facilities, the increasing competition for high-quality teaching and support staff and its effect on succession-planning and severe reputational damage in the unlikely event of a high profile legal action alleging lack of due care over our pupils as vulnerable beneficiaries.

Our plans and strategies for managing risk include maintaining effective internal controls, risk registers, incident-reporting and monitoring systems and insurance cover wherever appropriate.

The key controls used by the charity to minimise risk include:

- Formal agendas for all Board, Committee and management team activity;
- Comprehensive strategic planning, budgeting and management;
- Well established organisational structure and lines of reporting;
- Formal written policies;
- Vetting procedures as required for the protection of the vulnerable;
- Monitoring competition;
- Implementing and monitoring progress against the school development plan;
- Maintaining accurate records and making relevant interventions where appropriate.

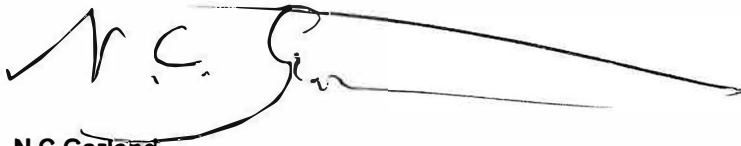
Through the risk management processes established by the school, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2022**

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The major risks to the continued success of the school are assessed as: reputation, recruitment and health & safety. These risks are managed by a balanced approach to insurance, controls, emergency planning, and training.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of The St. Gabriel Schools Foundation on 28 November 2022 including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:

A handwritten signature in black ink, appearing to read 'N.C. Garland', with a long horizontal stroke extending to the right.

**N C Garland**

Chairman of the Board of Governors

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION

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### Opinion

We have audited the financial statements of St. Gabriel Schools Foundation for the year ended 31 July 2022 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheets, the 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 charitable company's affairs as at 31 July 2022 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 or the 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

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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 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 our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the charity has not kept adequate accounting records; or
- the charity 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 the Governors**

As explained more fully in the Statement of Governors' Responsibilities set out on page 5, the Governors (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.



## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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In preparing the financial statements, the trustees are responsible for assessing the group's or the 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 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, Charities Act together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Health and Safety, General Data Protection Regulations, Safeguarding and Food Standards. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Governors and other management and inspection of regulatory and legal correspondence, if any.

The greatest risk of material impact on the financial statements is from irregularities, including fraud, to be within certain income streams and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and General Purposes Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, sample testing on non-fee income, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

**INDEPENDENT AUDITOR'S REPORT (CONTINUED)**  
**TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Janette Joyce  
Senior Statutory Auditor

For and on behalf of  
Crowe U.K. LLP  
Statutory Auditor  
Reading  
49-51 Blagrove Street  
Reading  
Berkshire  
RG1 1PL

Date: 7 December 2022

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
*(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)*  
**FOR THE YEAR ENDED 31 JULY 2022**


	Notes	Unrestricted Funds £	Restricted Funds £	Permanent Endowment Fund £	Year to 31 July 2022 £	Year to 31 July 2021 £
<b>INCOME FROM</b>						
<b>Charitable activities</b>						
School fees receivable	4	6,535,936	-	-	6,535,936	5,264,014
Ancillary trading income	5	514,260	-	-	514,260	344,956
<b>Income from generated funds:</b>						
Non-ancillary trading income	6	42,561	-	-	42,561	17,364
<b>Voluntary income:</b>						
Donations and grant income	7	<u>7,689</u>	-	-	<u>7,689</u>	<u>89,150</u>
<b>Total</b>		<u>7,100,446</u>	-	-	<u>7,100,446</u>	<u>5,715,484</u>
<b>EXPENDITURE ON</b>						
<b>Charitable Activities</b>						
School operating costs		6,966,544	-	8,683	6,975,227	6,221,120
<b>Raising funds</b>						
Finance costs	10	<u>65,086</u>	-	-	<u>65,086</u>	<u>76,666</u>
<b>Total</b>	8	<u>7,031,630</u>	-	<u>8,683</u>	<u>7,040,313</u>	<u>6,297,786</u>
<b>Net income/(expenditure) before transfers</b>	11	68,816	-	(8,683)	60,133	(582,302)
Transfers		-	-	-	-	-
<b>Net movement in funds</b>		68,816	-	(8,683)	60,133	(582,302)
Funds balances 1 August 2021		<u>2,965,572</u>	-	<u>597,723</u>	<u>3,563,295</u>	<u>4,145,597</u>
<b>Funds balances 31 July 2022</b>		<u>3,034,388</u>	-	<u>589,040</u>	<u>3,623,428</u>	<u>3,563,295</u>

The notes on pages 19 to 38 form part of these accounts

**COMPANY NUMBER: 2590761**  
**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**BALANCE SHEET**  
**AS AT 31 JULY 2022**

	Notes	2022 £	2021 £
<b>FIXED ASSETS</b>			
Tangible assets	13	4,878,930	4,820,201
Intangible assets	12	-	551
Investment assets	14	<u>1</u>	<u>1</u>
		<b>4,878,931</b>	<b>4,820,753</b>
<b>CURRENT ASSETS</b>			
Stock		546	1,349
Debtors	15	2,272,245	2,059,014
Cash at bank and in hand		<u>1,079,917</u>	<u>1,031,412</u>
		<b>3,352,708</b>	<b>3,091,775</b>
<b>CREDITORS: Amount due within one year</b>	16	<u>(2,925,948)</u>	<u>(2,600,307)</u>
<b>NET CURRENT ASSETS</b>		<u><b>426,760</b></u>	<u><b>491,468</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>5,305,691</b>	<b>5,312,221</b>
<b>CREDITORS: Amount due after more than one year</b>	17	<u>(1,682,263)</u>	<u>(1,748,926)</u>
<b>NET ASSETS</b>		<u><b>3,623,428</b></u>	<u><b>3,563,295</b></u>
<b>FINANCED BY</b>			
Unrestricted funds	21	3,034,388	2,965,572
Endowed funds	20	<u>589,040</u>	<u>597,723</u>
		<u><b>3,623,428</b></u>	<u><b>3,563,295</b></u>

The financial statements were approved and authorised for issue by the Board and were signed on its behalf on 28 November 2022.

  
**NIG O'Garra**  
 Governor

The notes on pages 19 to 38 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 JULY 2022**

	Notes	2022	2021
		£	£
Net movement in funds		60,133	(582,302)
Loss on sale of assets		1,545	1,445
Decrease/(Increase) in stock		803	(1,191)
Decrease/(increase) in debtors		(213,231)	(306,836)
(Decrease) in creditors		244,493	433,211
Increase in deposits		31,175	32,675
Depreciation charge		232,775	253,450
Amortisation of intangible asset		551	3,250
Hire purchase interest		-	-
Bank interest		60,275	53,458
Release of capital grant		-	(1,986)
<b>Net cash provided by operating activities</b>		<b><u>418,519</u></b>	<b><u>(114,826)</u></b>
<b>Cash Flows from investing activities</b>			
Purchase of intangible assets		-	-
Purchase of tangible fixed assets		<u>(293,049)</u>	<u>(49,662)</u>
<b>Net cash used in investing activities</b>		<b><u>(293,049)</u></b>	<b><u>(49,662)</u></b>
<b>Cash flows from financing activities</b>			
Repayment of loan		(21,072)	(1,581,908)
New loan		-	1,770,000
Bank interest paid		(55,893)	(43,015)
<b>Advanced fee scheme:</b>			
Receipts from new contracts		-	-
Amounts utilised and repaid		<u>-</u>	<u>(6,876)</u>
<b>Net cash flows used in financing activities</b>		<b><u>(76,965)</u></b>	<b><u>(138,201)</u></b>
Change in cash and cash equivalents in the year	26,27	48,505	(26,287)
Cash and cash equivalents at the beginning of the year		<u>1,031,412</u>	<u>1,057,699</u>
<b>Total cash and cash equivalents at the end of the year</b>		<b><u>1,079,917</u></b>	<b><u>1,031,412</u></b>

The notes on pages 19 to 38 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2022**

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**1. CHARITY INFORMATION**

The St. Gabriel Schools Foundation has the registered charity number 1062748. It operates under the trading names of "St. Gabriel's" or "St. Gabriel's School" or "Sandleford" and has a subsidiary company "St. Gabriel's School Sports Centre Ltd", Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. It was incorporated in England on 12 March 1991 (company number: 2590761) and registered as a charity on 9 June 1997 (charity number: 1062748) (previously charity number 325060) and the charity is governed by the Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

**2. ACCOUNTING POLICIES**

**a) Basis of preparation**

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee.

The accounts are drawn up on the historical cost basis of accounting, unless otherwise stated in the relevant accounting policy note(s). Consolidated accounts have not been prepared on the grounds that the subsidiary is non-trading and would make an immaterial change to the results of the charity.

**Going Concern**

Management have produced financial models showing the revised cash flows and future budgets, which have subsequently been reviewed by the Board of Governors. As part of their normal risk management process, the Governors have examined the major risks to the School and the mitigating actions both taken and available to be taken. The Governors consider there are no material uncertainties relating to going concern and that the School has adequate resources to continue its activities for at least the twelve months to 31 December 2022. Accordingly, they continue to operate the going concern basis in preparing the financial statements.

**b) 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 and other remissions allowed by the school. Fees received in advance of education to be provided in future years under an Advance Fee Payment Scheme Contract are held until either taken to income in the term when used or else refunded.

**c) Donations and grant income**

Voluntary incoming resources are accounted for as and when the entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable. Voluntary income received for the general purposes of the School is accounted for as unrestricted and is credited to unrestricted funds. Voluntary income subject to specific wishes of the donors are carried to the relevant restricted fund.

During the year the Charity received £nil (2021: £75,790) from the UK Government under the Coronavirus Job Retention Scheme.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2022**

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**2. ACCOUNTING POLICIES (continued)**

**d) Other incoming resources**

Other incoming resources are included in the Statement of Financial Activities when the School is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**e) Resources expended**

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the SOFA is 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 activity logging as appropriate. The irrecoverable element of VAT is included within the item of expense to which it relates.

Costs of charitable activities are those costs incurred in providing an education and running the school in accordance with the objects and aims of the charity.

Governance costs comprise the cost of running the charity to include those that provide the governance infrastructure that allows the school to operate and to generate the information required for public accountability. These include strategic planning for future developments, external audit, any legal advice to the school's governors 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 of satisfying public accountability.

**f) Tangible Fixed Assets**

Expenditure on the acquisition of land, buildings, vehicles, furniture, ICT equipment and infrastructure and other equipment costing more than £2,500 is capitalised and carried in the balance sheet at historical cost. Other expenditure on equipment incurred in the normal day to day running of the School is charged to the Statement of Financial Activities as incurred.

With the exception of the Farmhouse currently at historical cost, from 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

**g) Intangible Fixed Assets**

Website software is capitalised at purchase cost where there is an expectation of future economic benefit deriving from the on-line registration process. Costs associated with maintaining the computer software are recognised as an expense when incurred.

The website software is subsequently carried at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised to the income and expenditure account using the straight-line method over the estimated useful life of three years.

The amortisation period and amortisation method of intangible assets are reviewed at least each balance sheet date. The effects of any revision are recognised in the income and expenditure account when the changes arise.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2022**

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**2. ACCOUNTING POLICIES (continued)**

**h) Depreciation**

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives as follows:

Freehold Land	Nil
Freehold buildings	Straight line over 50 years
Computer Equipment and other similar equipment	Straight line over 3 years
Electronic and Infrastructure equipment	Straight line over 5/7 years
Playground facilities	Straight line over 10 years
Furniture and equipment for new building	20% on reducing balance
Furniture and equipment	15% on reducing balance
Motor Vehicles	Straight line over 4 years
Kitchen equipment	Straight line over 7 years

**i) Leased assets**

Operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

Assets obtained under hire purchase contracts or finance leases are capitalised within the balance sheet and are depreciated over their useful economic lives. The interest element of these leases is charged to the statement of financial activities account over the lease period. The capital element of the future payments is treated as a liability.

**j) Fund accounting**

**Unrestricted** income belongs to the School's general operational funds, spendable at the discretion of the Governors either to further the School's objects or to benefit the School itself.

**Restricted** income comprises gifts and donations where the donor has specified the gift to be used for a specific purpose.

**Endowed** funds are the original property from which the school operated in 1947. The use of the property is restricted in accordance with terms of the Trust Deed of 1974.

**k) Stock**

Stock is carried at the lower of cost and net realisable value.

**l) Parents' deposits**

The Governors have reviewed the contract terms under which Pupil fee deposits are held by the School. Although under normal circumstances these will be repaid over future years when the pupils complete their education at the school, pupils can leave at earlier dates. The School does not therefore have an unconditional right to retain the individual deposits for at least 12 months after the balance sheet date and, in line with the requirements in FRS 102, the balance of the deposits held has been included within current liabilities.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2022**

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**2. ACCOUNTING POLICIES (continued)**

**m) Pensions**

Retirement benefits to employees of the School were provided through three pension schemes, one defined benefit and two defined contribution schemes.

- (a) The Teachers' Pension Scheme, exited 31/08/2021– This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.
- (b) St. Gabriel's Group Personal Pension Plan – This is a defined contribution group personal pension plan with Royal London for non-teaching staff. Employer's pension costs are charged in the period in which the salaries to which they relate are payable. This scheme replaced the defined contribution scheme with Clerical Medical in May 2016, which was a group money purchase scheme.
- (c) APTIS from 01/09/2021 - APTIS is part of a master trust run by Aviva and looked after by independent and experienced members of the Aviva master trust trustee board.

**n) Financial instruments**

Basic financial instruments include debtors and creditors. Debtors and creditors are initially recognised at transaction value and subsequently measured at amortised cost. Note 25 provides more information on financial instruments where future cash flows are anticipated, with financial assets referring to cash, debtor balances excluding prepayments, and financial liabilities referring to all creditor balances excluding deferred income and social security and other taxes.

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

In application of the accounting policies, Trustees are required to make judgement, 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.

The Governors consider that there are no material judgements in applying accounting policies or key sources of estimation uncertainty.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

4. INCOMING RESOURCES	2022	2021
	£	£
Fees receivable consist of:		
Gross fees	7,168,672	5,784,009
Less: Scholarships, Bursaries and Allowances	<u>(632,736)</u>	<u>(519,995)</u>
	<u><b>6,535,936</b></u>	<u><b>5,264,014</b></u>
Scholarships, bursaries and other awards were paid to 77 (2021: 64) pupils. Within this means-tested bursaries totalling £494,072 (2021: £405,324) were paid to 36 (2021: 30 pupils).		
5. ANCILLARY TRADING INCOME	2022	2021
	£	£
Music fees and additional sessions	105,826	99,122
Grant funding for individual fees	26,532	21,535
Registration fees and fees in lieu of notice	43,967	61,912
School bus	158,029	100,049
Recoverable expenses and school trips	169,490	57,379
Café takings and other income including late surcharges	<u>10,416</u>	<u>4,959</u>
	<u><b>514,260</b></u>	<u><b>344,956</b></u>
6. NON ANCILLARY TRADING INCOME	2022	2021
	£	£
Hire of facilities	<u>42,561</u>	<u>17,364</u>
7. GRANTS AND DONATIONS	2022	2021
	£	£
Parent Teacher Association	4,925	1,236
Chartwells release of capital grant	-	1,986
Parents, staff and alumni for theatre plaques	-	-
Other donations	1,670	660
Parents waiver of 15% discount on fees	-	6,478
WB early years grant	-	3,000
Grants to the School from:		
HMRC SMP rebate	1,094	-
HMRC JRS Furlough grant	<u>-</u>	<u>75,790</u>
	<u><b>7,689</b></u>	<u><b>89,150</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022**

**8. TOTAL RESOURCES EXPENDED**

	Staff Costs £	Depreciation £	Other £	Total 2022 £	Total 2021 £
<b>Charitable Expenditure</b>					
Teaching costs	4,244,055	55,502	289,413	4,588,970	4,189,211
Welfare costs	56,727	5,967	469,391	532,085	383,515
Premises costs	234,759	169,281	423,159	827,199	745,358
Support costs	<u>478,624</u>	<u>2,025</u>	<u>546,324</u>	<u>1,026,973</u>	<u>903,036</u>
	5,014,165	232,775	1,728,287	6,975,227	6,221,120
<b>Cost of generating funds</b>					
Finance costs (note 10)	<u>-</u>	<u>-</u>	<u>65,086</u>	<u>65,086</u>	<u>76,666</u>
	<u>5,014,165</u>	<u>232,775</u>	<u>1,793,373</u>	<u>7,040,313</u>	<u>6,297,786</u>

**Governance included in support costs**

	2022 £	2021 £
Auditors remuneration	15,275	12,140
Auditors remuneration – other services	965	1,400
Governors expenses	75	325
Other governance costs	<u>18,129</u>	<u>19,360</u>
	<u>34,444</u>	<u>33,225</u>

Travel and course expenses amounting to £75 (2021: £325) were reclaimed by 1 member (2021: 2) of the governing body.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**8. RESOURCES EXPENDED 2021 (continued)**

	<i>Staff Costs</i>	<i>Depreciation</i>	<i>Other</i>	<i>Total 2021</i>	<i>Total 2020</i>
	£	£	£	£	£
<i>Charitable Expenditure</i>					
<i>Teaching costs</i>	3,906,749	56,817	225,645	4,189,211	4,214,323
<i>Welfare costs</i>	53,112	4,791	325,612	383,515	356,450
<i>Premises costs</i>	230,330	163,109	351,919	745,358	738,932
<i>Support costs</i>	<u>483,803</u>	<u>28,733</u>	<u>390,500</u>	<u>903,036</u>	<u>880,425</u>
	4,673,994	253,450	1,293,676	6,221,120	6,190,130
<i>Cost of generating funds</i>					
<i>Finance costs (note 10)</i>	<u>-</u>	<u>-</u>	<u>76,666</u>	<u>76,666</u>	<u>80,560</u>
	<u>4,673,994</u>	<u>253,450</u>	<u>1,370,342</u>	<u>6,297,786</u>	<u>6,270,690</u>

**9. STAFF COSTS**

	<b>2022</b>	<b>2021</b>
	£	£
Wages and salaries	3,716,151	3,592,941
Social security costs	327,933	327,376
Pension contributions	<u>745,496</u>	<u>647,574</u>
	4,789,580	4,567,891
Agency and other costs	<u>224,585</u>	<u>106,103</u>
<b>Total Staff costs</b>	<u><b>5,014,165</b></u>	<u><b>4,673,994</b></u>
	<b>No.</b>	<b>No.</b>
The average number of employees in the period was:		
Teaching staff	<u>123</u>	<u>117</u>
Support staff	<u>30</u>	<u>32</u>
	<u><b>153</b></u>	<u><b>149</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**9. STAFF COSTS (CONTINUED)**

	2022 No.	2021 No.
The number of employees whose emoluments exceeded £60,000 were:		
£60,000 - £70,000	1	-
£70,000 - £80,000	-	2
£80,000 - £90,000	1	-
£90,000 - £100,000	-	-
£100,000 - £110,000	1	-
Over £110,000	<u>-</u>	<u>1</u>
Number of higher paid employees contributing to a pension scheme	<u>3</u>	<u>3</u>
Total cost of employer's contributions in relation to the above	<u>£ 66,350</u>	<u>£ 52,937</u>

The governors received no remuneration or other benefits for the year.

Key management personnel includes the governors and officers listed on page 1. Key management personnel received aggregate remuneration (including employer's pension, employers National Insurance and Benefits in Kind) of £440,002 (2021: £423,723).

During the year, the School paid redundancy costs totalling £44,485 (2021: £4,072) to 1 (2021: 2) employees. The nature of the payment in 2021 was statutory redundancy pay for two employees. The nature of the payment in 2022 was ill health retirement pay. There was no further funding provision at the balance sheet date.

**10. FINANCE**

	2022 £	2021 £
Bank loan interest	60,275	53,458
Bank charges	3,833	17,081
Hire Purchase interest	-	-
Other interest	-	-
Bad debts written off	1,918	19,852
Bad debts provision/(release)	<u>(940)</u>	<u>(13,725)</u>
	<u>65,086</u>	<u>76,666</u>

**11. NET INCOME/(EXPENDITURE)**

	2022 £	2021 £
<b>Net income is stated after charging:</b>		
Depreciation - owned assets	232,775	253,450
Depreciation - assets under hire purchase	-	-
Auditor's Remuneration	15,275	13,890
Operating leases	<u>43,920</u>	<u>40,669</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**12. INTANGIBLE FIXED ASSETS**

	Website	Total
	£	£
<b>Cost</b>		
1 August 2021	9,750	9,750
Additions at cost	<u>-</u>	<u>-</u>
31 July 2022	<u>9,750</u>	<u>9,750</u>
<b>Amortisation</b>		
1 August 2021	9,199	9,199
Charge for the year	<u>551</u>	<u>551</u>
31 July 2022	<u>9,750</u>	<u>9,750</u>
<b>Net book values</b>		
31 July 2022	<u>-</u>	<u>-</u>
31 July 2021	<u>551</u>	<u>551</u>

**13. TANGIBLE FIXED ASSETS**

The Freehold Property shown in the Accounts is (i) a 1983 permanent endowment owned by a **special trust**, the S Gabriel and Falkland S Gabriel Charity, (previously registered as Charity Number: 325060), now administered by the Company as sole corporate trustee, and (ii) subsequent improvements to the School buildings made out of unrestricted funds owned by the Company as **corporate property**, as indicated below.

Under a scheme approved by the Charity Commission, on 4 October 1991, Clause 2(1) and (2) of the scheme makes the following provision:

Trustee and vesting

- (1) The body corporate called The St. Gabriel Schools Foundation shall be the Trustee of the Charity.
- (2) The land with the buildings thereon specified in the schedule hereto is hereby vested in the said body corporate for all the estate and interest therein belonging to or held in trust for the Charity.

The Proprietor of the Property as set out in the HM Land Registry Property Register dated 2 April 1992 is therefore "The St. Gabriel Schools Foundation". The property is pledged as security for certain lending provided by the National Westminster Bank Plc with the consent of the Charity Commission.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**13. TANGIBLE FIXED ASSETS (continued)**

	Freehold Land and Buildings	Freehold Improvement s	Furniture and Equipment	Motor Vehicles	Assets under construction	Total
	£	£	£	£	£	£
<b>Deemed Cost</b>						
1 August 2021	4,775,000	173,511	1,953,230	280,284	10,195	<b>7,192,220</b>
Additions at cost	-	-	171,138	39,000	82,911	<b>293,049</b>
Disposals at cost	-	-	(16,706)	-	-	<b>(16,706)</b>
Change of category	-	-	-	-	-	-
<b>31 July 2022</b>	<u>4,775,000</u>	<u>173,511</u>	<u>2,107,662</u>	<u>319,284</u>	<u>93,106</u>	<u><b>7,468,563</b></u>
<b>Depreciation</b>						
1 August 2021	715,779	13,014	1,362,942	280,284	-	<b>2,372,019</b>
Charge for year	90,614	3,470	137,066	1,625	-	<b>232,775</b>
Adjustment on disposal	-	-	(15,161)	-	-	<b>(15,161)</b>
<b>31 July 2022</b>	<u>806,393</u>	<u>16,484</u>	<u>1,484,847</u>	<u>281,909</u>	<u>-</u>	<u><b>2,589,633</b></u>
<b>Net book values</b>						
<b>31 July 2022</b>	<u><b>3,968,607</b></u>	<u><b>157,027</b></u>	<u><b>622,815</b></u>	<u><b>37,375</b></u>	<u><b>93,106</b></u>	<u><b>4,878,930</b></u>
<i>31 July 2021</i>	<u><i>4,059,221</i></u>	<u><i>160,497</i></u>	<u><i>590,288</i></u>	<u><i>-</i></u>	<u><i>10,195</i></u>	<u><i>4,820,201</i></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**13. TANGIBLE FIXED ASSETS (CONTINUED)**

From 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

The deemed cost as at 1 August 2015 is represented by:

	Freehold Property Endowment	Freehold Property (Corporate Property)	Total
	£	£	£
Historical costs less depreciation	325,450	3,895,654	4,221,104
Valuation increase 1993	361,015	644,753	1,005,768
Valuation increase 1994	147,714	115,072	262,786
Valuation increase 2000	267,412	295,002	562,414
Valuation increase 2003	19,460	37,507	56,967
Valuation decrease 2008	(263,679)	(897,902)	
Valuation decrease 2013	(190,185)	(907,273)	
Sandleford Farmhouse	<u>-</u>	<u>925,000</u>	<u>925,000</u>
<b>Total</b>	<u>667,187</u>	<u>4,107,813</u>	<u>4,775,000</u>

Depreciation relating to the Freehold Property Endowment totalling £8,683 has been charged directly to the Endowment Fund.

**14. FIXED ASSET INVESTMENTS**

	2022 £	2021 £
<b>COST</b>		
Unlisted investments at 31 July 2021 and 31 July 2022	<u>1</u>	<u>1</u>

The School owns 100% of the ordinary share capital and voting rights of St. Gabriel's Sports Centre Limited. The St Gabriel's Sports Centre Limited was dormant throughout the period under review. The registered office of St Gabriel's Sports Centre is St Gabriel's School, Sandleford Priory, Newbury, Berkshire, RG20 9BD.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

<b>15. DEBTORS</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Trade debtors	2,103,323	1,867,523
Other debtors	54,502	41,052
Prepayments	<u>114,420</u>	<u>150,439</u>
	<u><b>2,272,245</b></u>	<u><b>2,059,014</b></u>
<b>16. CREDITORS: Amounts falling due within one year</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Bank loans and overdrafts (Note 18)	66,665	21,074
Trade creditors	168,474	261,881
Deposits held	207,750	176,575
Social security & other taxes	93,733	82,785
Other creditors	192,048	98,760
Accruals	64,833	54,478
Deferred income – fees billed in advance	<u>2,132,445</u>	<u>1,904,754</u>
	<u><b>2,925,948</b></u>	<u><b>2,600,307</b></u>
<b>17. CREDITORS: Amounts falling due after more than one year</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Bank Loans and Overdrafts (Note 18)	<u>1,682,263</u>	<u>1,748,926</u>
	<u><b>1,682,263</b></u>	<u><b>1,748,926</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

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**18. LOANS AND OVERDRAFTS**

An analysis of the maturity of loans and overdrafts is as follows:	<b>2022</b>	<i>2021</i>
	<b>£</b>	<b>£</b>
Amounts falling due within one year or on demand		
Bank loans	<u><b>66,665</b></u>	<u><i>21,074</i></u>
Amounts falling due within one year - Total	<b>66,665</b>	<i>21,074</i>
Amounts falling due between one and two years - Bank loans	<b>80,359</b>	<i>65,975</i>
Amounts falling due between two and five years - Bank loans	<b>224,708</b>	<i>217,481</i>
Amounts falling due after more than five years – Bank loans	<u><b>1,377,196</b></u>	<u><i>1,465,470</i></u>
	<u><b>1,748,928</b></u>	<u><i>1,770,000</i></u>

A loan of £1,770,000 was taken out in May 2021 under the National Westminster Bank Plc's Fixed Rate Loan Terms, but the actual term of the loan is 10 years. Interest is charged at 3.4% per annum. The instalment amounts are based on a 20-year period from 11 May 2021.

The school has taken a repayment holiday on capital instalments from May 2021 to May 2022.

All loans and overdrafts are secured by a mortgage and legal charge dated 11 October 2004 and 31 January 2014 respectively in the favour of National Westminster Bank Plc over the freehold land and buildings of St Gabriel's School, Sandlesford Priory, Newtown Road, Newbury and Sandlesford Farmhouse, Sandlesford Priory, Newtown, Newbury.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022**

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**19. ADVANCE FEE PAYMENTS**

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

	<b>2022</b>	<b>2021</b>
	£	£
Within 1 to 2 years	_____ -	_____ -
Within 1 year	_____ -	_____ -
	=====	=====

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

Balance at 1 August 2021	-	6,876
New contracts	_____ -	_____ -
Amounts accrued to contracts	-	6,876
Amounts utilised in payment of fees to the school	-	(6,876)
Amounts repaid	_____ -	_____ -
 <b>Balance at 31 July 2022</b>	 =====	 =====

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**20. ENDOWED FUNDS**

The St Gabriel and Falkland St Gabriel Schools Charity own the permanent endowment. Under the 1991 scheme (see Note 13) the endowment would have been handed over to continuing trustees of the St Gabriel and Falkland St Gabriel Schools in the event of the Foundation ceasing to operate the school. It is therefore shown as trust property (Endowed Funds).

**21. UNRESTRICTED FUNDS**

<b>2022</b>	<i>2021</i>	<b>Incoming</b>	<b>Outgoing</b>	<b>Transfers</b>	<b>2022</b>
	<i>£</i>	<b>resources</b>	<b>Resources</b>	<b>£</b>	<b>£</b>
		<b>£</b>	<b>£</b>		
<b>Designated Funds:</b>					
M Frenkel Fund	390	-	(10)	-	380
<b>General Fund</b>	<u>2,965,182</u>	<u>7,100,446</u>	<u>(7,031,620)</u>	<u>-</u>	<u>3,034,008</u>
	<u>2,965,572</u>	<u>7,100,446</u>	<u>(7,031,630)</u>	<u>-</u>	<u>3,034,388</u>

<b>2021</b>	<i>2020</i>	<b>Incoming</b>	<b>Outgoing</b>	<b>Transfers</b>	<b>2021</b>
	<i>£</i>	<b>resources</b>	<b>Resources</b>	<b>£</b>	<b>£</b>
		<b>£</b>	<b>£</b>		
<i>Designated Funds:</i>					
<i>M Frenkel Fund</i>	400	-	(10)	-	390
<i>General Fund</i>	<u>3,538,791</u>	<u>5,715,484</u>	<u>(6,289,093)</u>	<u>-</u>	<u>2,965,182</u>
	<u>3,539,191</u>	<u>5,715,484</u>	<u>(6,289,103)</u>	<u>-</u>	<u>2,965,572</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**22. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

<b>2022</b>	<b>Intangible Assets £</b>	<b>Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Creditors &gt; one year £</b>	<b>Total £</b>
Endowment Funds	-	589,040	-	-	589,040
Restricted Funds	-	-	-	-	-
Unrestricted Funds	<u>-</u>	<u>4,289,891</u>	<u>426,720</u>	<u>(1,682,263)</u>	<u>3,034,388</u>
	<u>-</u>	<u>4,878,931</u>	<u>426,720</u>	<u>(1,682,263)</u>	<u>3,623,428</u>
<b>2021</b>	<i>Intangible Assets £</i>	<i>Fixed Assets £</i>	<i>Net Current Assets £</i>	<i>Creditors &gt; one year £</i>	<i>Total £</i>
<i>Endowment Funds</i>	-	597,723	-	-	597,723
<i>Restricted Funds</i>	-	-	-	-	-
<i>Unrestricted Funds</i>	<u>551</u>	<u>4,222,479</u>	<u>491,468</u>	<u>(1,748,926)</u>	<u>2,965,572</u>
	<u>551</u>	<u>4,820,202</u>	<u>491,468</u>	<u>(1,748,926)</u>	<u>3,563,295</u>

**23. CAPITAL COMMITMENTS**

	<b>2022 £</b>	<b>2021 £</b>
Future expenditure not otherwise included in these accounts		
Contracted for	<u>82,239</u>	<u>68,123</u>

**24. OPERATING LEASE COMMITMENTS**

At 31 July 2022 the school had future minimum lease payments under non- cancellable operating leases as follows:

	<b>2022 £</b>	<b>2021 £</b>
Within one year	48,747	35,153
Between two and five years	<u>66,250</u>	<u>13,552</u>
	<u>114,997</u>	<u>48,705</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**25. FINANCIAL INSTRUMENTS**

Financial assets held at amortised cost are trade debtors, other debtors, amounts due from the subsidiary company, and cash at bank.

Financial liabilities held at amortised cost are bank loans, trade creditors, other creditors, and accruals.

	2022 £	2021 £
Financial assets measured at amortised cost	3,237,742	2,939,987
Financial liabilities measured at amortised cost	2,382,033	2,361,694

The school's income, expense, gains and losses in respect of financial instruments are summarised below:

Interest expense for financial liabilities held at amortised cost	60,275	53,458
Impairment loss/(gain).	(940)	(13,725)

**26. RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT**

	2022 £	2021 £
Increase/(decrease) in cash in the year	48,505	(26,287)
Loan Movements	<u>21,072</u>	<u>(198,107)</u>
Change in net debt	69,577	(224,394)
Net debt at 1 August	<u>(738,588)</u>	<u>(514,194)</u>
<b>NET (DEBT)/FUNDS AT 31 JULY</b>	<b><u>(669,011)</u></b>	<b><u>(738,588)</u></b>

**27. ANALYSIS OF CHANGE IN NET DEBT**

	<i>Net debt as at 1 August 2021</i> £	Cash Change £	Non-cash change	<b>Net debt as at 31 July 2022</b> £
Cash at bank and in hand	1,031,412	48,505	-	1,079,917
Loans	<u>(1,770,000)</u>	<u>21,072</u>	-	<u>(1,748,928)</u>
	<u>(738,588)</u>	<u>69,577</u>	-	<u>(669,011)</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2022**

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**28. RELATED PARTY TRANSACTIONS**

Mrs Heywood (Governor) has three children at the School and is in receipt of a sibling discount which amounted to £10,872 (2021: £14,997). The discount was awarded before Mrs Heywood was appointed as a Governor and was made in accordance with the School policies at that time.

Mrs Bowen (Governor) has a daughter employed at the School under a standard contract of employment. Mrs Bowen was not included in awarding the contract.

**29. PENSION COSTS**

**Defined Benefit Scheme**

The school joined the APTIS pension scheme from 1st September 2021. APTIS is part of a master trust run by Aviva and looked after by independent and experienced members of the Aviva master trust trustee board. The School run the pension as a salary exchange programme, giving allowance for tax and NI relief. St Gabriel's pay 17% of basic salary into the pension scheme and the employee can choose their contribution level, it must be a minimum of 5% required by law. The pension charge for the year includes contributions payable to APTIS of £575,490 (2021: £0) and at the year-end £111,335.18 (2021: £61,885) was accrued in respect of contributions to this scheme.

The School participated in the Teachers' Pension Scheme (England and Wales) ("the TPS") for its teaching staff until 31 August 2021. The pension charge for the year includes contributions payable to the TPS of £62,805 (2021: £541,680) and at the year-end £61,885 (2021: £66,980) 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.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

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**29. PENSION COSTS (continued)**

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment 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 2020 valuation is 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.

In addition to the above, the company operates a defined contribution pension scheme. The assets of the plans are held separately from those of the company in separately administered funds. Contributions totalling £108,121 (2021: £105,894) were payable to these funds for the year.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**30. COMPARATIVE 2021 STATEMENT OF FINANCIAL ACTIVITIES**

	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Permanent Endowment Fund £</i>	<i>Year to 31 July 2021 £</i>
<i>INCOME FROM</i>				
<i>Charitable activities</i>				
<i>School fees receivable</i>	5,264,014	-	-	5,264,014
<i>Ancillary trading income</i>	344,956	-	-	344,956
<i>Income from generated funds:</i>				
<i>Non-ancillary trading income</i>	17,364	-	-	17,364
<i>Voluntary income:</i>				
<i>Donations and grant income</i>	<u>89,150</u>	<u>-</u>	<u>-</u>	<u>89,150</u>
<i>Total</i>	<u>5,715,484</u>	<u>-</u>	<u>-</u>	<u>5,715,484</u>
<i>EXPENDITURE ON</i>				
<i>Charitable Activities</i>				
<i>School operating costs</i>	6,212,437	-	8,683	6,221,120
<i>Raising funds</i>				
<i>Finance costs</i>	<u>76,666</u>	<u>-</u>	<u>-</u>	<u>76,666</u>
<i>Total</i>	<u>6,289,103</u>	<u>-</u>	<u>8,683</u>	<u>6,297,786</u>
<i>Net (expenditure) before transfers</i>	(573,619)	-	(8,683)	(582,302)
<i>Transfers</i>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<i>Net movement in funds</i>	(573,619)	-	(8,683)	(582,302)
<i>Funds balances 1 August 2020</i>	<u>3,539,191</u>	<u>-</u>	<u>606,406</u>	<u>4,145,597</u>
<i>Funds balances 31 July 2021</i>	<u><u>2,965,572</u></u>	<u><u>-</u></u>	<u><u>597,723</u></u>	<u><u>3,563,295</u></u>

**THE ST GABRIEL SCHOOLS FOUNDATION**

England & Wales - Charity number 1062748

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# Accounts

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**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**ANNUAL REPORT**  
**AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**THE ST. GABRIEL SCHOOLS FOUNDATION  
CONTENTS OF THE FINANCIAL STATEMENTS**

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**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2021**

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**GOVERNORS**

Mr S Barrett  
Mrs S Bowen  
Mr N Garland – Chairman  
Mrs J Heywood  
Mr D Peaple  
Mr S Ryan  
Mr M Scholl  
Mrs J Whitehead  
Mrs S Hutton  
Mr N Rankin

**THE PRINCIPAL**

Mr Richard Smith

**THE BURSAR AND CLERK TO THE BOARD OF GOVERNORS**

Mrs Penny Setter

**OTHER MEMBERS OF THE EXECUTIVE**

**Vice Principal**  
Mrs Angela Chapman

**Head of Junior School**  
Mr Peter Dove

**ADDRESS**

The St. Gabriel Schools Foundation  
Sandleford Priory  
Newbury  
Berkshire  
RG20 9BD

**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2021**

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**ADVISERS**

**Bankers**

National Westminster Bank plc  
30 Market Place  
Newbury  
Berkshire  
RG14 5AJ

**Solicitors**

Godwins Solicitors LLP  
12 St Thomas Street  
Winchester  
Hampshire  
SO23 9HF

**Auditor**

Crowe U.K. LLP  
Aquis House  
49-51 Blagrove Street  
Reading  
Berkshire  
RG1 1PL

**Insurers**

Marsh Limited  
Capital House  
1-5 Perrymount Road  
Haywards Heath  
West Sussex  
RH16 3SY

**Associations**

Girls' Schools Association  
Independent Association of Preparatory Schools  
Independent Schools' Council  
Association of School and College Leaders  
Independent Schools Bursars' Association

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES (GOVERNORS' REPORT)**  
**FOR THE YEAR ENDED 31 JULY 2021**

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The Directors, who are also Governors of the school and charity trustees for the purposes of the Charities Act 2011, present their annual report in compliance with both that Act and the Companies Act 2006, together with the financial statements prepared under the latter Act, for the period ending 31 July 2021.

<b>DIRECTORS' REPORT</b>
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## **REFERENCE AND ADMINISTRATIVE INFORMATION**

The St. Gabriel Schools Foundation is a company limited by guarantee, company number 2590761 and a registered charity number 1062748. It operates under the trading names of "St. Gabriel's" or "St. Gabriel's School" or "Sandleford" and has a subsidiary company "St. Gabriel's School Sports Centre Ltd", Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. Mr N Garland is the sole Director of St. Gabriel's Sports Centre Ltd. Mrs P Setter is Company Secretary to both companies and Clerk to the Governors.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The Governing Document is a Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

### **Governing body**

The list of Governors is shown at page 1 of this report.

### **Election, recruitment and training**

New Governors are elected by the existing Trustees and are selected from nominations from individuals on that Board and the Principal. Governors serve for a term of three years and may be re-elected. The Chair of Governors is elected from within the Board for a term of three years and may be re-elected.

Governors are selected to maintain a balance of relevant experience, professional knowledge and competence on the Board. The Board seeks and appoints persons with educational, financial, business, pastoral, legal, religious and parental experience. Induction and then further training, as required, are provided to build on individual skills and qualifications.

### **Organisational management**

The Governing Body is supported by the Finance & General Purposes sub-committee, the Education sub-committee (re-established in January 2017), the Marketing sub-committee (established January 2020) and the COVID19 sub-committee (established April 2020). The day-to-day running of the school is delegated to the Executive as key management personnel. The Executive attend all meetings of the Governing Body's committees.

The leadership structure of the school is made up of The Executive (Principal, Bursar, Vice-Principal and Head of Junior School), the Senior Leadership Team (SLT) and the Junior Leadership Team (JLT). The Principal conducts strategic conversations with the SLT, JLT and Heads of Departments and members of staff which inform the Executive's strategic proposals to Governors. Governors review, consider and amend these proposals prior to formally approving development and educational strategies which the Executive are tasked with implementing. A Heads of Department committee, chaired by the Director of Teaching and Learning coordinates cross phase and interdepartmental academic matters.

The remuneration of the key management personnel is set by the Board, with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding them fairly and responsibly for their individual contributions to the Company's success.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2021**

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The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools to ensure that the School remains sensitive to the broader issues of pay and employment conditions elsewhere.

We aim to recruit, where practicable, at the lower to medium point within a band, providing scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on our key management personnel and staff costs are the largest single element of our charitable expenditure.

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

### **Charitable objects**

The charitable objects are to promote and provide for the advancement of education of the pupils at the School and in connection with that to expand and develop the school with a curriculum in accordance with the principals of the Church of England. The promotion of this education is in itself of public benefit and this is being pursued with the same vigour as it has always been. In accordance with the trust deed of 1974 the Governors take account of the financial circumstances of all its pupils and makes awards and bursaries so that its charitable aims are available to the whole population by the provision of means tested awards. In seeking to promote these objects the Governors take full account of the appropriate guidance issued by the Charity Commission.

The St. Gabriel Schools Foundation aims to:

- Provide, within the framework of a safe, secure and happy Christian environment, an academic education which will enable each individual to develop:
  - His/her abilities to the full
  - A wide range of interests and extra-curricular activities
  - A sense of personal values
- Make education a challenging and positive experience in which each pupil can feel some measure of success and acquire confidence and self-esteem
- Prepare pupils for the challenges of the 21<sup>st</sup> Century and in particular for work in a changing society.

St. Gabriel's seeks to achieve these charitable objects with the assistance of local educational, cultural and charitable bodies and it is a policy of the school to seek to provide and achieve the highest standards in education, to build on the partnership with a local state school and promote education with the local community through a series of events as well as widening access to the schools facilities.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**STATEMENT OF GOVERNORS' RESPONSIBILITIES**

The Trustees (who are also directors of The St. Gabriel Schools Foundation for the purposes of company law) are responsible for preparing the Governors' 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 Trustees to prepare financial statements for each financial year. Under company law the Trustees 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 Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for 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 charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**PROVISION OF INFORMATION TO AUDITOR**

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- that the director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the Company's auditors in connection with preparing their report and to establish that the Company's auditors are aware of that information.

**AUDITORS**

In accordance with Section 485 of the Companies Act 2006, a resolution proposing the reappointment of Crowe Clark Whitehill LLP as auditors of the company will be put to the Annual General Meeting.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2021**

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<b>STRATEGIC REPORT</b>
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## **OBJECTIVES**

### **Objectives for the period**

The prime objectives have been:

- Continued preparation and implementation of A levels courses creating an appropriate and attractive 6<sup>th</sup> form offering;
- Continue preparation and implementation of GCSE courses;
- Consolidation and prudence in financial management;
- Updating and refinement of School policies in line with new legislation;
- IT facilities
- Senior School Coeducation launch
- Enhancing the whole school experience.

### **Strategies to achieve the objectives**

There have been several strands to the strategic action required to take forward this period's objectives:

- Reinforcing the financial stability of the school;
- Reviewing the academic curriculum including the number of subjects on offer at A level and GCSE and the time allocated to each subject in the timetable;
- Continued implementation of fully means-tested assessment for financial assistance in order to enhance the accessibility and thus the public benefit offered by the charity;
- Investment to enhance the facilities and appearance of the school;
- Marketing campaign for Coeducation from September 2022
- Upgrade ICT facilities

During the period under review St. Gabriel's School had 325 full time pupils in Reception to Year 13 with a further 67 children in the nursery (full-time and part-time) in the school at the start of the year, which rose to 81 for the summer term. At the start of September 2021, there were 368 pupils on roll for Reception to Year 13 and a further 82 children in the nursery which will rise during the course of the year.

## **GRANT-MAKING POLICY**

This year, the value of scholarships, grants, prizes and other awards made to the Schools' pupils was £114,671. The Governors' policy, in line with that of other Independent Schools, is to make these awards on the basis of the individual's educational potential, subject to the particular conditions imposed by the original donor where the award is out of restricted funds. Further means-tested awards totalling £405,324 in bursaries and allowances were made to support 36 pupils who would not otherwise be able to attend the school or to relieve hardship where the pupil's education and future prospects would otherwise be at risk. 22 pupils received bursaries of 50% or more of the annual fees, with 16 of these receiving a minimum bursary of 85% and the majority of these pupils also received support with school transport, educational visits and music tuition.

## **COMMUNITY**

### **Independent/State School Partnerships and Links**

We have formed a partnership with a local state secondary school. The two schools have worked together closely on a number of initiatives which represents a highly innovative and cost-effective approach to the collaborative delivery of enhanced curriculum provision for students between an independent girls' school and an 11-18 mixed converter academy. This initial provision has subsequently been developed and extended to extra-curricular and gifted and talented enrichment opportunities. Most recently it has also deepened further to include shared professional development for teaching staff, with a joint leadership

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2021**

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development programme for female teachers and reciprocal teaching provision offering support for teachers

The school normally embarks on a wide range of links and collaborations with other schools. Unfortunately due to the COVID pandemic this was not possible in 2020/21. Previous year activities included:

- Sixth form students and staff visit local schools offering advice and guidance on subject choices at A level and their impact on higher education and careers.
- Every year the school invites pupils from local primary schools to take part in a maths challenge. This year 257 pupils attended from 33 primary schools. Transport is also provided to collect pupils from their local schools.
- The Head of Classics visits 2 local primary schools throughout the year to teach Outreach Latin to 80 pupils.
- In the Spring term staff ran a Modern Foreign Languages Olympics for pupils from 4 local primary schools (36 pupils)
- One of our Mandarin teachers visited 2 local schools from September to March to deliver outreach Mandarin.
- Two Chinese New Year celebrations hosted by St Gabriel's for 2 local schools.
- Sharing expertise with staff from local schools.

#### **Community Links**

A Community Link Project starts in year 9 which encourages pupils to identify and meet a variety of needs within the local community which they continue in subsequent years.

Senior pupils, as part of their Duke of Edinburgh Service element, participate in a community project.

Pupils participate in a wide range of fundraising activities. This year the school raised £3,490 for other charities.

The nursery would normally run several parent and toddler mornings for the local community during year. COVID restrictions prevented these from taking place in the last year. The previous year there were 3 events attended by 7 families.

Sixth form students have the opportunity to participate in a World Challenge Expedition (2012 Ecuador, 2014 Peru, 2016 Thailand and Cambodia, 2018 Borneo) where they spend a week volunteering and living in a local community working on an education based project. The next expedition which was due to take place in July 2020 to Vietnam and Laos was regrettably cancelled due to the worldwide COVID19 pandemic. The Governors hope to re establish this opportunity in 2023/24.

Students, including those considering a career in medicine or other caring professions, participate in voluntary work in local care homes.

#### **Community Access**

The school supports a number of local groups by providing its facilities free or charge or at a reduced fee, including:

- a meeting venue for PALS, a West Berkshire charity which provides social and leisure activities for physically disabled children.
- West Berkshire Schools Sports Network events.
- County chess championships.
- Friends of Young Carers charity quiz night.

Unfortunately many of these events were affected by the COVID pandemic.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**Public benefit**

The Governors confirm that they have complied with the duty in Section 17(5) of the Charities Act 2011, to have due regard to the Charity Commission's guidance on public benefit.

**FACILITIES**

In September 2014 the Junior School became co-educational and a 50 week per year day nursery was opened catering for children from aged 6 months to 5 years and from 7:30am to 6:30pm. The nursery is now successfully feeding boys and girls into the coeducational Junior School. A new 6<sup>th</sup> Form centre was converted during 2016/17, and opened at the start of the autumn term 2017, providing teaching rooms and study areas for many subjects. During 2018/19 the school built upon the 2017/18 Invest to Impress programme with the aim of upgrading many of the schools facilities. Much of the summer 2020 works were concentrated on ensuring the school was prepared for the September return of pupils under COVID 19 guidance. In February 2021 the school announced that the Senior School would admit boys in year 7 from September 2022, becoming fully Co-Ed by 2026. The summer works for 2021 concentrated on refurbishing existing welfare facilities for girls and the creation of new facilities for boys

**REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE PERIOD**

You will be aware the way in which results were awarded at both GCSE and A Level differed again this year to that of previous years. Rather than sit final examinations, pupils were awarded Teacher Assessed Grades (TAGs) by the school. At St Gabriel's a robust process was used in deciding these grades. Heads of Department determined initial grades using mock examination results, NEAs, class work, homework and baseline data. They were also given data from last year's examinations detailing how mock results had previously correlated to final grades in their department. Each Head of Department then met with the Vice Principal and Director of Curriculum via Teams to look at these initial grades in detail. This enabled the school to take a holistic approach for each pupil to ensure that the given grades were the right results for each individual.

**Academic – A Level**

The following table shows trends at A level results over the last 5 years (%)

	<b>A*</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>U</b>
2017	2	27	36	23	10		
2018	3	39	41	16	3		
2019	29	39	26	6	1		
2020	30	41	25	5			
2021	31	31	28	8	3		

At A level, 90% of the grades were at A\*-B; this compares to 70% nationally. We also saw 62% of grades at A\*/A. This is similar to last year which saw 95% of grades at A\*-B and 70% of grades at A\*/A. Both these sets of results are similar than those of 2019 and significantly higher than years prior to this.

**Academic - GCSE**

At GCSE level all subjects have now moved on to the new 9-1 rather than A\*-G. With this grading system we were delighted that 54% of grades awarded were at grade 8 or 9 compared to 17% nationally. We also achieved 30% at grade 9, more than 4 times the national average of 7%.

Overall 100% of grades this year were at 9-4 which is an excellent achievement. We will certainly aim to repeat this performance next year though it is important to have an awareness of the varying nature of

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2021**

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each cohort. This year 100% of Year 11 also secured 5 or more 9-4 grades including English Language, English Literature and Mathematics. Again, we would hope to repeat this success next year.

### **FINANCIAL REVIEW AND RESULTS FOR THE PERIOD**

The results are a return of circa -10% which was anticipated by the Governors and has been impacted by the current unprecedented environment surrounding COVID 19. Throughout the year the Governors have continually reassessed the schools financial position and its ability to continue as a going concern. This has included the development of several budget scenarios and cash flow forecasts all of which have been robustly stress tested. During this period the Governors also consulted with teaching staff to withdraw from the Teachers Pension Scheme. Agreement was met and the school left the scheme on 31 August 2021 and joined the APTIS scheme run by Aviva. The maintenance of a sufficient and prudent margin in the order of 8-12% will undoubtedly prove challenging but the Governors are resolved to pursue measures to maintain financial stability. The Governors continue to identify priorities for the school in terms of increasing recruitment and retention, reducing costs and developing the school.

#### **Reserves Policy**

The School's unrestricted funds stood at £2,965,572 (2020: £3,539,191) at the end of the period. After adjusting for unrestricted functional fixed assets for the charity's own use, borrowings against them and the effect of revaluation of fixed assets at a time of lower property prices there were free reserves of £512,542 (as defined by the Charity Commission) (2020: £688,253).

The Governors consider that free reserves would ideally be equivalent to one terms operating costs (currently approximately £1.9m), in order to cover the risks and uncertainties of operating as an independent educational establishment.

The long term policy is therefore to return to building up reserves out of annual net incoming resources until that level is reached, subject to the prior demands of further capital expenditure to equip the School with the up-to-date facilities needed to maintain the standard of educational services currently provided.

#### **Fundraising**

A separate charity the St Gabriel's Parent Teachers Association which is operated by parents of the school raises funds towards facilities and equipment for the school by running social events during the year. In the year 2020/21 the PTA donated £1,235 to the school following these activities. The school does not engage in large scale fundraising activities like mass mailings, telephone fundraising or door to door campaigns. Any small level fundraising activities focus on the current parents and other individuals or organisations connected with the school rather than the wider community. During the financial year, the School did not receive any fundraising complaints requiring action by the Fundraising Regulator.

#### **FUTURE PLANS**

The strategic conversations which the Principal conducts formally with all Heads of Departments before their budget submissions each year provide a detailed insight into the curriculum requirements perceived by the Heads of Departments. These aspirations are funnelled in two directions: firstly into short term plans for departmental budgets and more strategically into curriculum development and the resources required to support it.

In addition, the Governors have considered the strategic direction of the school against a backdrop of reducing demand for single sex education, the requirements for childcare for working parents and the aspirations of pupils for an enhanced 6<sup>th</sup> Form. The school will be admitting boys to year 7 from 2022 and will grow to be fully coeducational by 2026.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**Principal risks and uncertainties**

The Board of Governors is responsible for the management of the risks faced by the school. In November 2001 the school commissioned a risk assessment from a specialist advisor and a full review and action plan with regard to the risks was produced. The risk assessment report is used as a current working document and is formally reviewed by the Board of Governors on an annual basis.

**Principal risks and uncertainties (continued)**

From 5 January 2021, the School was physically closed with immediate effect as part of the national response to the COVID-19 coronavirus pandemic. Despite the physical closure of the School, the School was able to serve its pupils effectively throughout the period by offering a full and comprehensive distance learning programme. As a result, Governors decided to offer a reduction of 15% to the Spring Term fees for each week of remote working. In order to preserve the School's strong financial position, operating expenses were reduced by furloughing 53 staff members (as part of the Government's Coronavirus Job Retention Scheme) and catering activities ceased. All but necessary capital expenditure was put on hold. In March 2021 the School was able to fully reopen. The nursery continued to operate fully throughout this period, with only 2 episodes of partial and full closure due to Coronavirus cases.

The costs incurred due to the Coronavirus pandemic have been extensive and the Governors agreed that a portion of the Schools reserves should be used to support the school through this challenging period. The Governors have undertaken a robust review of the curriculum and staffing and have adjusted both where required. The school has also stress tested the cash flow forecast against a number of scenarios, including further remote teaching and changes to pupil numbers. The Coeducation announcement has generated a lot of interest in the school. September 2021 numbers on roll have increased considerably further consolidating the school financial footing. Because of the action taken, the Governors consider it appropriate for the going concern basis to be adopted for these accounts.

The principal risks and uncertainties currently facing the Company are considered to be, further impact from the COVID 19 pandemic, price competition from rival independent schools investing heavily in state-of-the-art technology and facilities, the increasing competition for high-quality teaching and support staff and its effect on succession-planning and severe reputational damage in the unlikely event of a high profile legal action alleging lack of due care over our pupils as vulnerable beneficiaries.

Our plans and strategies for managing risk include maintaining effective internal controls, risk registers, incident-reporting and monitoring systems and insurance cover wherever appropriate.

The key controls used by the charity to minimise risk include:

- Formal agendas for all Board, Committee and management team activity;
- Comprehensive strategic planning, budgeting and management;
- Well established organisational structure and lines of reporting;
- Formal written policies;
- Vetting procedures as required for the protection of the vulnerable;
- Monitoring competition;
- Implementing and monitoring progress against the school development plan;
- Maintaining accurate records and making relevant interventions where appropriate.

Through the risk management processes established by the school, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

**THE ST. GABRIEL SCHOOLS FOUNDATION  
REPORT OF THE CHARITY TRUSTEES  
(GOVERNORS' REPORT) (CONTINUED)  
FOR THE YEAR ENDED 31 JULY 2021**

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The major risks to the continued success of the school are assessed as: reputation, recruitment and health & safety. These risks are managed by a balanced approach to insurance, controls, emergency planning, and training.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of The St. Gabriel Schools Foundation on 29 November 2021 including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



**N C Garland**

Chairman of the Board of Governors

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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### **Opinion**

We have audited the financial statements of St. Gabriel Schools Foundation for the year ended 31 July 2021 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheets, the 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 charitable company's affairs as at 31 July 2021 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 or the 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

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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 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 our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the charity has not kept adequate accounting records; or
- the charity 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 the Governors**

As explained more fully in the Statement of Governors' Responsibilities set out on page 5, the Governors (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.

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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In preparing the financial statements, the trustees are responsible for assessing the group's or the 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 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006, Charities Act together with the Charities SORP (FRS 102). We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company for fraud. The laws and regulations we considered in this context for the UK operations were The Education (Independent School Standards) Regulations 2014, Health and Safety, General Data Protection Regulations, Safeguarding and Food Standards. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Governors and other management and inspection of regulatory and legal correspondence, if any.

The greatest risk of material impact on the financial statements is from irregularities, including fraud, to be within the timing of recognition of non fee income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, and the Finance and General Purposes Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, sample testing on non-fee income, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, Independent Schools Inspectorate, Ofsted and reading minutes of meetings of those charged with governance.

**INDEPENDENT AUDITOR'S REPORT (CONTINUED)  
TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Janette Joyce  
Senior Statutory Auditor

For and on behalf of  
Crowe U.K. LLP  
Statutory Auditor  
Reading  
49-51 Blagrove Street  
Reading  
Berkshire  
RG1 1PL

Date: 6 December 2021

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
*(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)*  
**FOR THE YEAR ENDED 31 JULY 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	Permanent Endowment Fund £	Year to 31 July 2021 £	Year to 31 July 2020 £
<b>INCOME FROM</b>						
<b>Charitable activities</b>						
School fees receivable	4	5,264,014	-	-	<b>5,264,014</b>	5,101,774
Ancillary trading income	5	344,956	-	-	<b>344,956</b>	381,455
<b>Income from generated funds:</b>						
Non-ancillary trading income	6	17,364	-	-	<b>17,364</b>	23,032
<b>Voluntary income:</b>						
Donations and grant income	7	<u>89,150</u>	-	-	<b>89,150</b>	<u>143,882</u>
<b>Total</b>		<u>5,715,484</u>	-	-	<b>5,715,484</b>	<u>5,650,143</u>
<b>EXPENDITURE ON</b>						
<b>Charitable Activities</b>						
School operating costs		6,212,437	-	8,683	<b>6,221,120</b>	6,190,130
<b>Raising funds</b>						
Finance costs	10	<u>76,666</u>	-	-	<b>76,666</b>	<u>80,560</u>
<b>Total</b>	8	<u>6,289,103</u>	-	8,683	<b>6,297,786</b>	<u>6,270,690</u>
<b>Net (expenditure) before transfers</b>	11	(573,619)	-	(8,683)	<b>(582,302)</b>	(620,547)
Transfers		-	-	-	-	-
<b>Net movement in funds</b>		(573,619)	-	(8,683)	<b>(582,302)</b>	(620,547)
Funds balances 1 August 2020		<u>3,539,191</u>	-	606,406	<b>4,145,597</b>	<u>4,766,144</u>
<b>Funds balances 31 July 2021</b>		<u>2,965,572</u>	-	597,723	<b>3,563,295</b>	<u>4,145,597</u>

The notes on pages 19 to 38 form part of these accounts

**COMPANY NUMBER: 2590761**  
**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**BALANCE SHEET**  
**AS AT 31 JULY 2021**

	Notes	2021 £	2020 £
<b>FIXED ASSETS</b>			
Tangible assets	13	4,820,201	5,025,435
Intangible assets	12	551	3,801
Investment assets	14	<u>1</u>	<u>1</u>
		<b>4,820,753</b>	<b>5,029,237</b>
<b>CURRENT ASSETS</b>			
Stock		1,349	158
Debtors	15	2,059,014	1,752,178
Cash at bank and in hand		<u>1,031,412</u>	<u>1,057,699</u>
		<b>3,091,775</b>	<b>2,810,035</b>
<b>CREDITORS: Amount due within one year</b>	16	<u>(2,600,307)</u>	<u>(2,155,960)</u>
<b>NET CURRENT ASSETS</b>		<u><b>491,468</b></u>	<u><b>654,075</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>5,312,221</b>	<b>5,683,312</b>
<b>CREDITORS: Amount due after more than one year</b>	17	<u>(1,748,926)</u>	<u>(1,537,715)</u>
<b>NET ASSETS</b>		<u><b>3,563,295</b></u>	<u><b>4,145,597</b></u>
<b>FINANCED BY</b>			
Unrestricted funds	21b	2,965,572	3,539,191
Endowed funds	21a	<u>597,723</u>	<u>606,406</u>
		<u><b>3,563,295</b></u>	<u><b>4,145,597</b></u>

The financial statements were approved and authorised for issue by the Board and were signed on its behalf on 29 November 2021



**N C Garland**  
Governor

The notes on pages 19 to 38 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 JULY 2021**

	Notes	2021	2020
		£	£
Net movement in funds		(582,302)	(620,547)
Loss on sale of assets		1,445	1,892
Decrease/(Increase) in stock		(1,191)	2,934
Decrease/(increase) in debtors		(306,836)	12,450
(Decrease) in creditors		433,211	(92,359)
Increase in deposits		32,675	9,175
Depreciation charge		253,450	293,419
Amortisation of intangible asset		3,250	3,250
Hire purchase interest		-	1,271
Bank interest		53,458	52,205
Release of capital grant		<u>(1,986)</u>	<u>(7,941)</u>
<b>Net cash provided by operating activities</b>		<b><u>(114,826)</u></b>	<b><u>(344,251)</u></b>
<b>Cash Flows from investing activities</b>			
Purchase of intangible assets		-	-
Purchase of tangible fixed assets		<u>(49,662)</u>	<u>(181,069)</u>
<b>Net cash used in investing activities</b>		<b><u>(49,662)</u></b>	<b><u>(181,069)</u></b>
<b>Cash flows from financing activities</b>			
Repayment of loan		(1,581,908)	(50,892)
New loan		1,770,000	-
Bank interest paid		(43,015)	(53,476)
Capital element of hire purchase repayments		-	(12,624)
<b>Advanced fee scheme:</b>			
Receipts from new contracts		-	-
Amounts utilised and repaid		<u>(6,876)</u>	<u>(43,256)</u>
<b>Net cash flows used in financing activities</b>		<b><u>138,201</u></b>	<b><u>(160,248)</u></b>
Change in cash and cash equivalents in the year	26,27	<b>(26,287)</b>	(685,568)
Cash and cash equivalents at the beginning of the year		<u>1,057,699</u>	<u>1,743,267</u>
<b>Total cash and cash equivalents at the end of the year</b>		<b><u>1,031,412</u></b>	<b><u>1,057,699</u></b>

The notes on pages 19 to 38 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**1. CHARITY INFORMATION**

The St. Gabriel Schools Foundation has the registered charity number 1062748. It operates under the trading names of “St. Gabriel’s” or “St. Gabriel’s School” or “Sandleford” and has a subsidiary company “St. Gabriel’s School Sports Centre Ltd”, Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. It was incorporated in England on 12 March 1991 (company number: 2590761) and registered as a charity on 9 June 1997 (charity number: 1062748) (previously charity number 325060) and the charity is governed by the Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

**2. ACCOUNTING POLICIES**

**a) Basis of preparation**

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee.

The accounts are drawn up on the historical cost basis of accounting, unless otherwise stated in the relevant accounting policy note(s). Consolidated accounts have not been prepared on the grounds that the subsidiary is non-trading and would make an immaterial change to the results of the charity.

**Going Concern**

The full impact of COVID-19 on the UK, the economy and the School is unknown. Despite the physical closure of the School, the School has been able to serve its pupils effectively throughout the period by offering a full and comprehensive distance learning program. Management have reviewed and reduced costs for the financial year and have produced financial models showing the revised cash flows and future budgets, which have subsequently been reviewed by the Board of Governors. As part of their normal risk management process, the Governors have examined the major risks to the School and the mitigating actions both taken and available to be taken. The Governors consider there are no material uncertainties relating to going concern and that the School has adequate resources to continue its activities for at least the twelve months to 31 December 2022. Accordingly, they continue to operate the going concern basis in preparing the financial statements.

**b) 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 and other remissions allowed by the school. Fees received in advance of education to be provided in future years under an Advance Fee Payment Scheme Contract are held until either taken to income in the term when used or else refunded.

**c) Donations and grant income**

Voluntary incoming resources are accounted for as and when the entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable. Voluntary income received for the general purposes of the School is accounted for as unrestricted and is credited to unrestricted funds. Voluntary income subject to specific wishes of the donors are carried to the relevant restricted fund.

During the year the Charity received £75,790 from the UK Government under the Coronavirus Job Retention Scheme.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**2. ACCOUNTING POLICIES (continued)**

**d) Other incoming resources**

Other incoming resources are included in the Statement of Financial Activities when the School is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**e) Resources expended**

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the SOFA is 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 activity logging as appropriate. The irrecoverable element of VAT is included within the item of expense to which it relates.

Costs of charitable activities are those costs incurred in providing an education and running the school in accordance with the objects and aims of the charity.

Governance costs comprise the cost of running the charity to include those that provide the governance infrastructure that allows the school to operate and to generate the information required for public accountability. These include strategic planning for future developments, external audit, any legal advice to the school's governors 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 of satisfying public accountability.

**f) Tangible Fixed Assets**

Expenditure on the acquisition of land, buildings, vehicles, furniture, ICT equipment and infrastructure and other equipment costing more than £2,500 is capitalised and carried in the balance sheet at historical cost. Other expenditure on equipment incurred in the normal day to day running of the School is charged to the Statement of Financial Activities as incurred.

With the exception of the Farmhouse currently at historical cost, from 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

**g) Intangible Fixed Assets**

Website software is capitalised at purchase cost where there is an expectation of future economic benefit deriving from the on-line registration process. Costs associated with maintaining the computer software are recognised as an expense when incurred.

The website software is subsequently carried at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised to the income and expenditure account using the straight-line method over the estimated useful life of three years.

The amortisation period and amortisation method of intangible assets are reviewed at least each balance sheet date. The effects of any revision are recognised in the income and expenditure account when the changes arise.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**2. ACCOUNTING POLICIES (continued)**

**h) Depreciation**

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives as follows:

Freehold Land	Nil
Freehold buildings	Straight line over 50 years
Computer Equipment and other similar equipment	Straight line over 3 years
Electronic and Infrastructure equipment	Straight line over 5/7 years
Playground facilities	Straight line over 10 years
Furniture and equipment for new building	20% on reducing balance
Furniture and equipment	15% on reducing balance
Motor Vehicles	Straight line over 4 years
Kitchen equipment	Straight line over 7 years

**i) Leased assets**

Operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

Assets obtained under hire purchase contracts or finance leases are capitalised within the balance sheet and are depreciated over their useful economic lives. The interest element of these leases is charged to the statement of financial activities account over the lease period. The capital element of the future payments is treated as a liability.

**j) Fund accounting**

**Unrestricted** income belongs to the School's general operational funds, spendable at the discretion of the Governors either to further the School's objects or to benefit the School itself.

**Restricted** income comprises gifts and donations where the donor has specified the gift to be used for a specific purpose.

**Endowed** funds are the original property from which the school operated in 1947. The use of the property is restricted in accordance with terms of the Trust Deed of 1974.

**k) Stock**

Stock is carried at the lower of cost and net realisable value.

**l) Parents' deposits**

The Governors have reviewed the contract terms under which Pupil fee deposits are held by the School. Although under normal circumstances these will be repaid over future years when the pupils complete their education at the school, pupils can leave at earlier dates. The School does not therefore have an unconditional right to retain the individual deposits for at least 12 months after the balance sheet date and, in line with the requirements in FRS 102, the balance of the deposits held has been included within current liabilities.

## **2. ACCOUNTING POLICIES (continued)**

### **m) Pensions**

Retirement benefits to employees of the School were provided through two pension schemes, one defined benefit and two defined contribution schemes.

- (a) The Teachers' Pension Scheme – This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.
- (b) St. Gabriel's Group Personal Pension Plan – This is a defined contribution group personal pension plan with Royal London for non-teaching staff. Employer's pension costs are charged in the period in which the salaries to which they relate are payable. This scheme replaced the defined contribution scheme with Clerical Medical in May 2016, which was a group money purchase scheme.

### **n) Financial instruments**

Basic financial instruments include debtors and creditors. Debtors and creditors are initially recognised at transaction value and subsequently measured at amortised cost. Note 25 provides more information on financial instruments where future cash flows are anticipated, with financial assets referring to cash, debtor balances excluding prepayments, and financial liabilities referring to all creditor balances excluding deferred income and social security and other taxes.

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

In application of the accounting policies, Trustees are required to make judgement, 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.

The Governors consider that there are no material judgements in applying accounting policies or key sources of estimation uncertainty.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**4. INCOMING RESOURCES**

	2021 £	2020 £
Fees receivable consist of:		
Gross fees	5,784,009	5,591,645
Less: Scholarships, Bursaries and Allowances	<u>(519,995)</u>	<u>(489,871)</u>
	<u><b>5,264,014</b></u>	<u><b>5,101,774</b></u>

Scholarships, bursaries and other awards were paid to 64 (2020: 81) pupils. Within this means-tested bursaries totalling £405,324 (2020: £358,429) were paid to 30 (2020: 41 pupils).

**5. ANCILLARY TRADING INCOME**

	2021 £	2020 £
Music fees and additional sessions	99,122	115,371
Grant funding for individual fees	21,535	17,841
Registration fees and fees in lieu of notice	61,912	15,819
School bus	100,049	87,528
Recoverable expenses and school trips	57,379	90,588
Café takings and other income including late surcharges	<u>4,959</u>	<u>54,308</u>
	<u><b>344,956</b></u>	<u><b>381,455</b></u>

**6. NON ANCILLARY TRADING INCOME**

	2021 £	2020 £
Hire of facilities	<u>17,364</u>	<u>23,032</u>

**7. GRANTS AND DONATIONS**

	2021 £	2020 £
Parent Teacher Association	1,236	4,203
Chartwells release of capital grant	1,986	7,941
Parents, staff and alumni for theatre plaques	-	-
Other donations	660	12,081
Parents waiver of 15% discount on fees	6,478	-
WB early years grant	3,000	-
Grants to the School from:		
HMRC JRS Furlough grant	<u>75,790</u>	<u>119,657</u>
	<u><b>89,150</b></u>	<u><b>143,882</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**8. TOTAL RESOURCES EXPENDED**

	Staff Costs £	Depreciation £	Other £	<b>Total 2021 £</b>	<i>Total 2020 £</i>
<b>Charitable Expenditure</b>					
Teaching costs	3,906,749	56,817	225,645	<b>4,189,211</b>	4,214,323
Welfare costs	53,112	4,791	325,612	<b>383,515</b>	356,450
Premises costs	230,330	163,109	351,919	<b>745,358</b>	738,932
Support costs	<u>483,803</u>	<u>28,733</u>	<u>390,500</u>	<b><u>903,036</u></b>	<u>880,425</u>
	4,673,994	253,450	1,293,676	<b>6,221,120</b>	6,190,130
<b>Cost of generating funds</b>					
Finance costs (note 10)	-	-	76,666	<b><u>76,666</u></b>	<u>80,560</u>
	<u>4,673,994</u>	<u>253,450</u>	<u>1,370,342</u>	<b><u>6,297,786</u></b>	<u>6,270,690</u>

**Governance included in support costs**

	<b>2021 £</b>	<i>2020 £</i>
Auditors remuneration	<b>12,140</b>	13,750
Auditors remuneration – othe	<b>1,400</b>	1,675
Governors expenses	<b>325</b>	83
Other governance costs	<b><u>19,360</u></b>	<u>18,692</u>
	<b><u>33,225</u></b>	<u>34,200</u>

Travel and course expenses amounting to £325 (2020: £83) were reclaimed by 2 members (2020: 1) of the governing body.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**8. RESOURCES EXPENDED 2020 (continued)**

	<i>Staff Costs</i>	<i>Depreciation</i>	<i>Other</i>	<i>Total 2020</i>	<i>Total 2019</i>
	£	£	£	£	£
<i>Charitable Expenditure</i>					
<i>Teaching costs</i>	3,919,980	71,285	223,058	4,214,323	4,193,229
<i>Welfare costs</i>	50,819	15,129	290,502	356,450	436,280
<i>Premises costs</i>	217,299	160,047	361,586	738,932	780,517
<i>Support costs</i>	<u>480,028</u>	<u>46,958</u>	<u>353,439</u>	<u>880,425</u>	<u>1,051,402</u>
	4,668,126	293,419	1,228,585	6,190,130	6,461,428
<i>Cost of generating funds</i>					
<i>Finance costs (note 10)</i>	<u>-</u>	<u>-</u>	<u>80,560</u>	<u>80,560</u>	<u>67,676</u>
	<u>4,668,126</u>	<u>293,419</u>	<u>1,309,145</u>	<u>6,270,690</u>	<u>6,529,104</u>

**9. STAFF COSTS**

	<b>2021</b>	<b>2020</b>
	£	£
Wages and salaries	<b>3,592,941</b>	3,628,345
Social security costs	<b>327,376</b>	313,152
Pension contributions	<u><b>647,574</b></u>	<u>651,490</u>
	<b>4,567,891</b>	4,592,987
Agency and other costs	<u><b>106,103</b></u>	<u>75,139</u>
<b>Total Staff costs</b>	<u><b>4,673,994</b></u>	<u>4,668,126</u>
	<b>No.</b>	<b>No.</b>
The average number of employees in the period was:		
Teaching staff	<b>117</b>	123
Support staff	<u><b>32</b></u>	<u>30</u>
	<u><b>149</b></u>	<u>153</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**9. STAFF COSTS (CONTINUED)**

	<b>2021</b>	<b>2020</b>
	<b>No.</b>	<b>No.</b>
The number of employees whose emoluments exceeded £60,000 were:		
£60,000 - £70,000	-	1
£70,000 - £80,000	2	1
£80,000 - £90,000	-	-
£90,000 - £100,000	-	-
£100,000 - £110,000	-	1
Over £110,000	<u>1</u>	<u>-</u>
Number of higher paid employees contributing to a pension scheme	<u>3</u>	<u>3</u>
Total cost of employer's contributions in relation to the above	<b><u>£ 52,937</u></b>	<b><u>£ 49,594</u></b>

The governors received no remuneration or other benefits for the year.

Key management personnel includes the governors and officers listed on page 1. Key management personnel received aggregate remuneration (including employer's pension, employers National Insurance and Benefits in Kind) of £423,723 (2020: £403,935).

During the year, the School paid redundancy costs totalling £4,072 (2020: £3,048) to 2 (2020: 1) employees. The nature of the payment in 2021 was statutory redundancy pay for two employees. There was no further funding provision at the balance sheet date.

**10. FINANCE**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Bank loan interest	<b>53,458</b>	52,205
Bank charges	<b>17,081</b>	3,597
Hire Purchase interest	-	1,271
Other interest	-	-
Bad debts written off	<b>19,852</b>	802
Bad debts provision/(release)	<u><b>(13,725)</b></u>	<u>22,685</u>
	<u><b>76,666</b></u>	<u>80,560</u>

**11. NET INCOME/(EXPENDITURE)**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>Net income is stated after charging:</b>		
Depreciation - owned assets	<b>253,450</b>	278,402
Depreciation - assets under hire purchase	-	15,017
Operating leases	<u><b>40,669</b></u>	<u>39,178</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2021**

**12. INTANGIBLE FIXED ASSETS**

	<b>Website</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
1 August 2020	9,750	<b>9,750</b>
Additions at cost	<u>-</u>	<u>-</u>
31 July 2021	<u>9,750</u>	<u><b>9,750</b></u>
<b>Amortisation</b>		
1 August 2020	5,949	<b>5,949</b>
Charge for the year	<u>3,250</u>	<u><b>3,250</b></u>
31 July 2021	<u>9,199</u>	<u><b>9,199</b></u>
<b>Net book values</b>		
31 July 2021	<u><b>551</b></u>	<u><b>551</b></u>
31 July 2020	<u><b>3,801</b></u>	<u><b>3,801</b></u>

**13. TANGIBLE FIXED ASSETS**

The Freehold Property shown in the Accounts is (i) a 1983 permanent endowment owned by a **special trust**, the S Gabriel and Falkland S Gabriel Charity, (previously registered as Charity Number: 325060), now administered by the Company as sole corporate trustee, and (ii) subsequent improvements to the School buildings made out of unrestricted funds owned by the Company as **corporate property**, as indicated below.

Under a scheme approved by the Charity Commission, on 4 October 1991, Clause 2(1) and (2) of the scheme makes the following provision:

Trustee and vesting

- (1) The body corporate called The St. Gabriel Schools Foundation shall be the Trustee of the Charity.
- (2) The land with the buildings thereon specified in the schedule hereto is hereby vested in the said body corporate for all the estate and interest therein belonging to or held in trust for the Charity.

The Proprietor of the Property as set out in the HM Land Registry Property Register dated 2 April 1992 is therefore "The St. Gabriel Schools Foundation". The property is pledged as security for certain lending provided by the National Westminster Bank Plc with the consent of the Charity Commission.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**13. TANGIBLE FIXED ASSETS (continued)**

	Freehold Land and Buildings	Freehold Improvements	Furniture and Equipment	Motor Vehicles	Assets under construction	Total
	£	£	£	£	£	£
<b>Deemed Cost</b>						
1 August 2020	4,775,000	173,512	1,897,774	280,284	28,356	<b>7,154,926</b>
Additions at cost	-	-	39,467	-	10,195	<b>49,662</b>
Disposals at cost	-	-	(12,368)	-	-	<b>(12,368)</b>
Change of category	-	-	28,356	-	(28,356)	<b>-</b>
31 July 2021	<u>4,775,000</u>	<u>173,512</u>	<u>1,953,230</u>	<u>280,284</u>	<u>10,195</u>	<b><u>7,192,220</u></b>
<b>Depreciation</b>						
1 August 2020	625,164	9,543	1,238,545	256,239	-	<b>2,129,491</b>
Charge for year	90,615	3,470	135,319	24,046	-	<b>253,450</b>
Adjustment on disposal	-	-	(10,923)	-	-	<b>(10,923)</b>
31 July 2021	<u>715,779</u>	<u>13,014</u>	<u>1,362,942</u>	<u>280,284</u>	<u>-</u>	<b><u>2,372,019</u></b>
<b>Net book values</b>						
<b>31 July 2021</b>	<b><u>4,059,221</u></b>	<b><u>160,497</u></b>	<b><u>590,288</u></b>	<b><u>-</u></b>	<b><u>10,195</u></b>	<b><u>4,820,201</u></b>
<i>31 July 2020</i>	<u>4,149,836</u>	<u>163,969</u>	<u>659,229</u>	<u>24,045</u>	<u>28,356</u>	<u>5,025,435</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**13. TANGIBLE FIXED ASSETS (CONTINUED)**

From 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

The deemed cost as at 1 August 2015 is represented by:

	<b>Freehold Property Endowment</b>	<b>Freehold Property (Corporate Property)</b>	<b>Total</b>
	£	£	£
Historical costs less depreciation	325,450	3,895,654	4,221,104
Valuation increase 1993	361,015	644,753	1,005,768
Valuation increase 1994	147,714	115,072	262,786
Valuation increase 2000	267,412	295,002	562,414
Valuation increase 2003	19,460	37,507	56,967
Valuation decrease 2008	(263,679)	(897,902)	(1,161,581)
Valuation decrease 2013	(190,185)	(907,273)	(1,097,458)
Sandleford Farmhouse	<u>-</u>	<u>925,000</u>	<u>925,000</u>
<b>Total</b>	<u>667,187</u>	<u>4,107,813</u>	<u>4,775,000</u>

Depreciation relating to the Freehold Property Endowment totalling £8,683 has been charged directly to the Endowment Fund.

**Finance Leases and Hire Purchase contracts**

Included in the above are assets held under finance leases and hire purchase contracts which have net book values of £nil (2020: £nil). Depreciation of £nil (2020: £15,017) was charged during the year.

**14. FIXED ASSET INVESTMENTS**

	<b>2021</b>	<b>2020</b>
	£	£
<b>COST</b>		
Unlisted investments at 31 July 2020 and 31 July 2021	<u>1</u>	<u>1</u>

The School owns 100% of the ordinary share capital and voting rights of St. Gabriel's Sports Centre Limited. The St Gabriel's Sports Centre Limited was dormant throughout the period under review. The registered office of St Gabriel's Sports Centre is St Gabriel's School, Sandleford Priory, Newbury, Berkshire, RG20 9BD.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**15. DEBTORS**

	2021 £	2020 £
Trade debtors	1,867,523	1,550,555
Other debtors	41,052	46,302
Prepayments	<u>150,439</u>	<u>155,321</u>
	<u><b>2,059,014</b></u>	<u><b>1,752,178</b></u>

**16. CREDITORS: Amounts falling due within one year**

	2021 £	2020 £
Bank loans and overdrafts (Note 18)	21,074	34,178
Trade creditors	261,881	151,957
Deposits held	176,575	143,900
Social security & other taxes	82,785	84,924
Other creditors	98,760	94,574
Accruals	54,478	58,211
Capital Grant (Note 20)	-	1,986
Advance fees (Note 19)	-	6,876
Deferred income – fees billed in advance	<u>1,904,754</u>	<u>1,579,354</u>
	<u><b>2,600,307</b></u>	<u><b>2,155,960</b></u>

**17. CREDITORS: Amounts falling due after more than one year**

	2021 £	2020 £
Bank Loans and Overdrafts (Note 18)	<u>1,748,926</u>	<u>1,537,715</u>
	<u><b>1,748,926</b></u>	<u><b>1,537,715</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**18. LOANS AND OVERDRAFTS**

An analysis of the maturity of loans and overdrafts is as follows:	<b>2021</b>	2020
	<b>£</b>	£
Amounts falling due within one year or on demand		
Bank loans	<u><b>21,074</b></u>	<u>34,178</u>
Amounts falling due within one year - Total	<b>21,074</b>	34,178
Amounts falling due between one and two years - Bank loans	<b>65,975</b>	91,857
Amounts falling due between two and five years - Bank loans	<b>217,481</b>	1,445,858
Amounts falling due after more than five years – Bank loans	<u><b>1,465,470</b></u>	<u>-</u>
	<u><b>1,770,000</b></u>	<u>1,571,893</u>

A loan of £1,675,000 was taken out on 30 January 2019 under the National Westminster Bank Plc's Fixed Rate Loan Terms. Interest was charged at 3.28% per annum. The instalment amounts were based on a 15-year period from the 30 January 2019, but the actual term of the loan was 5 years.

The School took a repayment holiday on this loan on the capital instalments from April 2020 to March 2021.

During 2021 the above loan was replaced. A new loan of £1,770,000 was taken out in May 2021 under the National Westminster Bank Plc's Fixed Rate Loan Terms, but the actual term of the loan is 10 years. Interest is charged at 3.4% per annum. The instalment amounts are based on a 20-year period from 11 May 2021.

The school has taken a repayment holiday on capital instalments from May 2021 to May 2022.

All loans and overdrafts are secured by a mortgage and legal charge dated 11 October 2004 and 31 January 2014 respectively in the favour of National Westminster Bank Plc over the freehold land and buildings of St Gabriel's School, Sandeford Priory, Newtown Road, Newbury and Sandeford Farmhouse, Sandeford Priory, Newtown, Newbury.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**19. ADVANCE FEE PAYMENTS**

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

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Within 1 to 2 years	<u>-</u>	<u>-</u>
Within 1 year	<u>-</u>	<u>6,876</u>
	<u><u>-</u></u>	<u><u>6,876</u></u>

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

Balance at 1 August 2020	6,876	50,132
New contracts	<u>-</u>	<u>-</u>
Amounts accrued to contracts	6,876	50,132
Amounts utilised in payment of fees to the school	(6,876)	(43,256)
Amounts repaid	<u>-</u>	<u>-</u>
<b>Balance at 31 July 2021</b>	<u><u>-</u></u>	<u><u>6,876</u></u>

**20. CAPITAL GRANT**

Capital grant is repayable as follows:

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Within 1 year	-	1,986
Between 2 and 5 years	<u>-</u>	<u>-</u>
	<u><u>-</u></u>	<u><u>1,986</u></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**21a. ENDOWED FUNDS**

The St Gabriel and Falkland St Gabriel Schools Charity own the permanent endowment. Under the 1991 scheme (see Note 13) the endowment would have been handed over to continuing trustees of the St Gabriel and Falkland St Gabriel Schools in the event of the Foundation ceasing to operate the school. It is therefore shown as trust property (Endowed Funds).

**21b. UNRESTRICTED FUNDS**

<b>2021</b>	<i>2020</i>	<b>Incoming</b>	<b>Outgoing</b>	<b>Transfers</b>	<b>2021</b>
	<i>£</i>	<b>resources</b>	<b>Resources</b>	<b>£</b>	<b>£</b>
		<b>£</b>	<b>£</b>		
<b>Designated Funds:</b>					
M Frenkel Fund	400	-	(10)	-	390
<b>General Fund</b>	<u>3,538,791</u>	<u>5,715,484</u>	<u>(6,289,093)</u>	<u>-</u>	<u>2,965,182</u>
	<u>3,539,191</u>	<u>5,715,484</u>	<u>(6,289,103)</u>	<u>-</u>	<u>2,965,572</u>
<b>2020</b>	<i>2019</i>	<i>Incoming</i>	<i>Outgoing</i>	<i>Transfers</i>	<i>2020</i>
	<i>£</i>	<i>resources</i>	<i>Resources</i>	<i>£</i>	<i>£</i>
		<i>£</i>	<i>£</i>		
<i>Designated Funds:</i>					
<i>M Frenkel Fund</i>	410	-	(10)	-	400
<i>General Fund</i>	<u>4,150,645</u>	<u>5,650,143</u>	<u>(6,261,997)</u>	<u>-</u>	<u>3,538,791</u>
	<u>4,151,055</u>	<u>5,650,143</u>	<u>(6,262,007)</u>	<u>-</u>	<u>3,539,191</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**22. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

<b>2021</b>	<b>Intangible Assets £</b>	<b>Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Creditors &gt; one year £</b>	<b>Total £</b>
Endowment Funds	-	597,723	-	-	597,723
Restricted Funds	-	-	-	-	-
Unrestricted Funds	<u>551</u>	<u>4,222,479</u>	<u>491,468</u>	<u>(1,748,926)</u>	<u>2,965,572</u>
	<u><b>551</b></u>	<u><b>4,820,202</b></u>	<u><b>491,468</b></u>	<u><b>(1,748,926)</b></u>	<u><b>3,563,295</b></u>
<i>2020</i>	<i>Intangible Assets £</i>	<i>Fixed Assets £</i>	<i>Net Current Assets £</i>	<i>Creditors &gt; one year £</i>	<i>Total £</i>
<i>Endowment Funds</i>	-	606,406	-	-	606,406
<i>Restricted Funds</i>	-	-	-	-	-
<i>Unrestricted Funds</i>	<u>3,801</u>	<u>4,419,030</u>	<u>654,075</u>	<u>(1,537,715)</u>	<u>3,539,191</u>
	<u><b>3,801</b></u>	<u><b>5,025,436</b></u>	<u><b>654,075</b></u>	<u><b>(1,537,715)</b></u>	<u><b>4,145,597</b></u>

**23. CAPITAL COMMITMENTS**

	<b>2021 £</b>	<b>2020 £</b>
Future expenditure not otherwise included in these accounts		
Contracted for	<u><b>68,123</b></u>	<u><b>-</b></u>

**24. OPERATING LEASE COMMITMENTS**

At 31 July 2021 the school had future minimum lease payments under non- cancellable operating leases as follows:

	<b>2021 £</b>	<b>2020 £</b>
Within one year	<b>35,153</b>	38,843
Between two and five years	<u><b>13,552</b></u>	<u>42,124</u>
	<u><b>48,705</b></u>	<u>80,967</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**25. FINANCIAL INSTRUMENTS**

Financial assets held at amortised cost are trade debtors, other debtors, amounts due from the subsidiary company, and cash at bank.

Financial liabilities held at amortised cost are bank loans, trade creditors, other creditors, and accruals.

	<b>2021</b>	2020
	£	£
Financial assets measured at amortised cost	<b>2,939,987</b>	2,654,556
Financial liabilities measured at amortised cost	<b>2,361,694</b>	2,022,521

The school's income, expense, gains and losses in respect of financial instruments are summarised below:

Interest expense for financial liabilities held at amortised cost	<b>53,458</b>	53,476
Impairment loss/(gain).	<b>(13,725)</b>	22,685

**26. RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT**

	<b>2021</b>	2020
	£	£
(Decrease) in cash in the year	<b>(26,287)</b>	(685,568)
Loan Movements	<u><b>(198,107)</b></u>	<u>50,892</u>
Change in net debt	<b>(224,394)</b>	(634,676)
Net debt at 1 August	<u><b>(514,194)</b></u>	<u>120,482</u>
<b>NET (DEBT)/FUNDS AT 31 JULY</b>	<u><u><b>(738,588)</b></u></u>	<u><u>(514,194)</u></u>

**27. ANALYSIS OF CHANGE IN NET DEBT**

	<i>Net debt as at 1 August 2020</i>	Cash Change	Non-cash change	<b>Net debt as at 31 July 2021</b>
	£	£		£
Cash at bank and in hand	1,057,699	(26,287)	-	<b>1,031,412</b>
Loans	<u>(1,571,893)</u>	<u>(188,092)</u>	<u>(10,015)</u>	<u><b>(1,770,000)</b></u>
	<u><b>(514,194)</b></u>	<u><b>(214,379)</b></u>	<u><b>(10,015)</b></u>	<u><u><b>(738,588)</b></u></u>

Non-cash changes in loans represents interest charged against the loan balance.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**28. RELATED PARTY TRANSACTIONS**

Mrs Heywood (Governor) has three children at the School and is in receipt of a sibling discount which amounted to £14,997 (2020: £14,247). The discount was awarded before Mrs Heywood was appointed as a Governor and was made in accordance with the School policies at that time.

Mrs Bowen (Governor) has a daughter employed at the School under a standard contract of employment. Mrs Bowen was not included in awarding the contract.

In 2020 Mr Garland (Governor) ran an event on behalf of the Rotary Club using the school facilities. All costs incurred by the School were reimbursed amounting to £302. No such event took place in 2021.

In 2020 Mr Dove (Head of Junior School) had one child at the School and was in receipt of the standard staff discount, which amounted to £7,010. No such discount was given in 2021.

**29. PENSION COSTS**

**Defined Benefit Scheme**

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 £541,680 (2020: £549,755) and at the year-end £61,885 (2020: £66,980) 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 judgment 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 ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

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**29. PENSION COSTS (continued)**

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 the 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.

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 cost cap mechanism revision is 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.

In addition to the above, the company operates a defined contribution pension scheme. The assets of the plans are held separately from those of the company in separately administered funds. Contributions totalling £105,894 (2020: £101,735) were payable to these funds for the year.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2021**

**30. COMPARATIVE 2020 STATEMENT OF FINANCIAL ACTIVITIES**

	<i>Unrestricted Funds £</i>	<i>Restricted Funds</i>	<i>Permanent Endowment Fund £</i>	<i>Year to 31 July 2020 £</i>
<i>INCOME FROM</i>				
<i>Charitable activities:</i>				
<i>School fees receivable</i>	5,101,774	-	-	5,101,774
<i>Ancillary Trading income</i>	381,455			381,455
<i>Generating funds:</i>				
<i>Non-ancillary trading income</i>	23,032	-	-	23,032
<i>Voluntary income:</i>				
<i>Donations</i>	<u>143,882</u>	-	-	<u>143,882</u>
<i>Total</i>	<u>5,650,143</u>	-	-	<u>5,650,143</u>
<i>EXPENDITURE ON</i>				
<i>Charitable Activities:</i>				
<i>School operating costs</i>	6,181,447	-	8,683	6,190,130
<i>Raising funds:</i>				
<i>Finance costs</i>	<u>80,560</u>	-	-	<u>80,560</u>
<i>Total</i>	<u>6,262,007</u>	-	<u>8,683</u>	<u>6,270,690</u>
<i>Net income/(expenditure) before transfers</i>	(611,864)	-	(8,683)	(620,547)
<i>Transfers</i>	-	-	-	-
<i>Net movement in funds</i>	(611,864)	-	(8,683)	(620,547)
<i>Funds balances 1 August 2019</i>	<u>4,151,055</u>	-	<u>615,089</u>	<u>4,766,144</u>
<i>Funds balances 31 July 2020</i>	<u><u>3,539,191</u></u>	<u>-</u>	<u><u>606,406</u></u>	<u><u>4,145,597</u></u>

**THE ST GABRIEL SCHOOLS FOUNDATION**

England & Wales - Charity number 1062748

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# Accounts

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Charity No: 1062748  
Company No: 2590761

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
(A COMPANY LIMITED BY GUARANTEE)  
**ANNUAL REPORT**  
**AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**THE ST. GABRIEL SCHOOLS FOUNDATION  
CONTENTS OF THE FINANCIAL STATEMENTS**

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**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2020**

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**GOVERNORS**

Mr S Barrett  
Mrs S Bowen  
Mr N Garland – Chairman  
Mrs J Heywood  
Mr D Peale  
Mr S Ryan  
Mr M Scholl  
Mrs J Whitehead  
Mrs S Hutton  
Mr N Rankin

**THE PRINCIPAL**

Mr Richard Smith

**THE BURSAR AND CLERK TO THE BOARD OF GOVERNORS**

Mrs Penny Setter

**OTHER MEMBERS OF THE EXECUTIVE**

**Vice Principal**  
Mrs Angela Chapman

**Head of Junior School**  
Mr Peter Dove

**ADDRESS**

The St. Gabriel Schools Foundation  
Sandleford Priory  
Newbury  
Berkshire  
RG20 9BD

**THE ST. GABRIEL SCHOOLS FOUNDATION  
GOVERNORS, OFFICERS AND ADVISORS  
FOR THE YEAR ENDED 31 JULY 2020**

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**ADVISERS**

<b>Bankers</b>	National Westminster Bank plc 30 Market Place Newbury Berkshire RG14 5AJ
<b>Solicitors</b>	Godwins Solicitors LLP 12 St Thomas Street Winchester Hampshire SO23 9HF
<b>Auditor</b>	Crowe U.K. LLP Aquis House 49-51 Blagrove Street Reading Berkshire RG1 1PL
<b>Insurers</b>	Marsh Limited Capital House 1-5 Perrymount Road Haywards Heath West Sussex RH16 3SY
<b>Associations</b>	Girls' Schools Association Independent Association of Preparatory Schools Independent Schools' Council Association of School and College Leaders Independent Schools Bursars' Association

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES (GOVERNORS' REPORT)**  
**FOR THE YEAR ENDED 31 JULY 2020**

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The Directors, who are also Governors of the school and charity trustees for the purposes of the Charities Act 2011, present their annual report in compliance with both that Act and the Companies Act 2006, together with the financial statements prepared under the latter Act, for the period ending 31 July 2020.

<b>DIRECTORS' REPORT</b>
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## **REFERENCE AND ADMINISTRATIVE INFORMATION**

The St. Gabriel Schools Foundation is a company limited by guarantee, company number 2590761 and a registered charity number 1062748. It operates under the trading names of "St. Gabriel's" or "St. Gabriel's School" or "Sandleford" and has a subsidiary company "St. Gabriel's School Sports Centre Ltd", Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. Mr N Garland is the sole Director of St. Gabriel's Sports Centre Ltd. Mrs P Setter is Company Secretary to both companies and Clerk to the Governors.

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **Governing document**

The Governing Document is a Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

### **Governing body**

The list of Governors is shown at page 1 of this report.

### **Election, recruitment and training**

New Governors are elected by the existing Trustees and are selected from nominations from individuals on that Board and the Principal. Governors serve for a term of three years and may be re-elected. The Chair of Governors is elected from within the Board for a term of three years and may be re-elected.

Governors are selected to maintain a balance of relevant experience, professional knowledge and competence on the Board. The Board seeks and appoints persons with educational, financial, business, pastoral, legal, religious and parental experience. Induction and then further training, as required, are provided to build on individual skills and qualifications.

### **Organisational management**

The Governing Body is supported by the Finance & General Purposes sub-committee, the Education sub-committee (re-established in January 2017), the Marketing sub-committee (established January 2020) and the COVID19 sub-committee (established April 2020). The day-to-day running of the school is delegated to the Executive as key management personnel. The Executive attend all meetings of the Governing Body's committees.

The leadership structure of the school is made up of The Executive (Principal, Bursar, Vice-Principal and Head of Junior School), the Senior Leadership Team (SLT) and the Junior Leadership Team (JLT). The Principal conducts strategic conversations with the SLT, JLT and Heads of Departments and members of staff which inform the Executive's strategic proposals to Governors. Governors review, consider and amend these proposals prior to formally approving development and educational strategies which the Executive are tasked with implementing. A Heads of Department committee, chaired by the Director of Teaching and Learning coordinates cross phase and interdepartmental academic matters.

The remuneration of the key management personnel is set by the Board, with the policy objective of providing appropriate incentives to encourage enhanced performance and of rewarding them fairly and responsibly for their individual contributions to the Company's success.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2020**

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The appropriateness and relevance of the remuneration policy is reviewed annually, including reference to comparisons with other independent schools to ensure that the School remains sensitive to the broader issues of pay and employment conditions elsewhere.

We aim to recruit, where practicable, at the lower to medium point within a band, providing scope for rewarding excellence. Delivery of the School's charitable vision and purpose is primarily dependent on our key management personnel and staff costs are the largest single element of our charitable expenditure.

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

#### **Charitable objects**

The charitable objects are to promote and provide for the advancement of education of the pupils at the School and in connection with that to expand and develop the school with a curriculum in accordance with the principals of the Church of England. The promotion of this education is in itself of public benefit and this is being pursued with the same vigour as it has always been. In accordance with the trust deed of 1974 the Governors take account of the financial circumstances of all its pupils and makes awards and bursaries so that its charitable aims are available to the whole population by the provision of means tested awards. In seeking to promote these objects the Governors take full account of the appropriate guidance issued by the Charity Commission.

The St. Gabriel Schools Foundation aims to:

- Provide, within the framework of a safe, secure and happy Christian environment, an academic education which will enable each individual to develop:
  - His/her abilities to the full
  - A wide range of interests and extra-curricular activities
  - A sense of personal values
- Make education a challenging and positive experience in which each pupil can feel some measure of success and acquire confidence and self-esteem
- Prepare pupils for the challenges of the 21<sup>st</sup> Century and in particular for work in a changing society.

St. Gabriel's seeks to achieve these charitable objects with the assistance of local educational, cultural and charitable bodies and it is a policy of the school to seek to provide and achieve the highest standards in education, to build on the partnership with a local state school and promote education with the local community through a series of events as well as widening access to the schools facilities.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2020**

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**STATEMENT OF GOVERNORS' RESPONSIBILITIES**

The Trustees (who are also directors of The St. Gabriel Schools Foundation for the purposes of company law) are responsible for preparing the Governors' 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 Trustees to prepare financial statements for each financial year. Under company law the Trustees 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 Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for 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 charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**PROVISION OF INFORMATION TO AUDITOR**

Each of the persons who are directors at the time when this Directors' report is approved has confirmed that:

- so far as that director is aware, there is no relevant audit information of which the Company's auditors are unaware, and
- that the director has taken all the steps that ought to have been taken as a director in order to be aware of any information needed by the Company's auditors in connection with preparing their report and to establish that the Company's auditors are aware of that information.

**AUDITORS**

In accordance with Section 485 of the Companies Act 2006, a resolution proposing the reappointment of Crowe U.K. LLP as auditors of the company will be put to the Annual General Meeting.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2020**

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<b>STRATEGIC REPORT</b>
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**OBJECTIVES**

**Objectives for the period**

The prime objectives have been:

- Continued preparation and implementation of A levels courses creating an appropriate and attractive 6<sup>th</sup> form offering;
- Continue preparation and implementation of GCSE courses;
- Consolidation and prudence in financial management;
- Updating and refinement of School policies in line with new legislation;
- IT facilities
- Enhancing the whole school experience.

**Strategies to achieve the objectives**

There have been several strands to the strategic action required to take forward this periods objectives:

- Reinforcing the financial stability of the school;
- Reviewing the academic curriculum including the number of subjects on offer at A level and GCSE and the time allocated to each subject in the timetable;
- Continued implementation of fully means-tested assessment for financial assistance in order to enhance the accessibility and thus the public benefit offered by the charity;
- Invest to Impress – investment to enhance the facilities and appearance of the school;
- Upgrade ICT facilities

During the period under review St. Gabriel's School had 322 full time pupils in Reception to Year 13 with a further 73 children in the nursery (full-time and part-time) in the school at the start of the year, which rose to 83 for the summer term. At the start of September 2020, there were 314 pupils on roll for Reception to Year 13 and a further 67 children in the nursery which will rise during the course of the year.

**GRANT-MAKING POLICY**

This year, the value of scholarships, grants, prizes and other awards made to the Schools' pupils exceeded £130,050. The Governors' policy, in line with that of other Independent Schools, is to make these awards on the basis of the individual's educational potential, subject to the particular conditions imposed by the original donor where the award is out of restricted funds. Further means-tested awards totalling £358,429 in bursaries and allowances were made to support 41 pupils who would not otherwise be able to attend the school or to relieve hardship where the pupil's education and future prospects would otherwise be at risk. 22 pupils received bursaries of 50% or more of the annual fees, with 14 of these receiving a minimum bursary of 85% and the majority of these pupils also received support with school transport, educational visits and music tuition.

**COMMUNITY**

**Independent/State School Partnerships and Links**

We have formed a partnership with a local state secondary school. The two schools have worked together closely on a number of initiatives which represents a highly innovative and cost-effective approach to the collaborative delivery of enhanced curriculum provision for students between an independent girls' school and an 11-18 mixed converter academy. This initial provision has subsequently been developed and extended to extra-curricular and gifted and talented enrichment opportunities. Most recently it has also deepened further to include shared professional development for teaching staff, with a joint leadership development programme for female teachers and reciprocal teaching provision offering support for teachers.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2020**

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Additional activities in 2018/19 included:

- Running A level interview sessions for pupils in our partner school;
- Sharing expertise in A level courses/teaching.

The school also embarks on a wide range of links and collaborations with other schools including:

- Sixth form students and staff visit local schools offering advice and guidance on subject choices at A level and their impact on higher education and careers.
- Every year the school invites pupils from local primary schools to take part in a maths challenge. This year 257 pupils attended from 33 primary schools. Transport is also provided to collect pupils from their local schools.
- The Head of Classics visits 2 local primary schools throughout the year to teach Outreach Latin to 80 pupils.
- In the Spring term staff ran a Modern Foreign Languages Olympics for pupils from 4 local primary schools (36 pupils)
- One of our Mandarin teachers visited 2 local schools from September to March to deliver outreach Mandarin.
- Two Chinese New Year celebrations hosted by St Gabriel's for 2 local schools.
- Sharing expertise with staff from local schools.

#### **Community Links**

A Community Link Project starts in year 9 which encourages pupils to identify and meet a variety of needs within the local community which they continue in subsequent years.

Senior pupils, as part of their Duke of Edinburgh Service element, participate in a community project.

Pupils participate in a wide range of fundraising activities. This year the school raised £5,547 for other charities.

The nursery ran several parent and toddler mornings for the local community during the year. Last year there were 3 events attended by 7 families.

Sixth form students have the opportunity to participate in a World Challenge Expedition (2012 Ecuador, 2014 Peru, 2016 Thailand and Cambodia, 2018 Borneo) where they spend a week volunteering and living in a local community working on an education based project. The next expedition which was due to take place in July 2020 to Vietnam and Laos was regrettably cancelled due to the worldwide COVID19 pandemic. The Governors hope to re establish this opportunity in 2022.

Students, including those considering a career in medicine or other caring professions, participate in voluntary work in local care homes.

#### **Community Access**

The school supports a number of local groups by providing its facilities free or charge or at a reduced fee, including:

- a meeting venue for PALS, a West Berkshire charity which provides social and leisure activities for physically disabled children.
- West Berkshire Schools Sports Network events.
- County chess championships.
- Friends of Young Carers charity quiz night.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE YEAR ENDED 31 JULY 2020**

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**FACILITIES**

In September 2014 the Junior School became co-educational and a 50 week per year day nursery was opened catering for children from aged 6 months to 5 years and from 7:30am to 6:30pm. The nursery is now successfully feeding boys and girls into the coeducational Junior School. A new 6<sup>th</sup> Form centre was converted during 2016/17, and opened at the start of the autumn term 2017, providing teaching rooms and study areas for many subjects. During 2018/19 the school built upon the 2017/18 Invest to Impress programme with the aim of upgrading many of the schools facilities. Much of the summer 2020 works were concentrated on ensuring the school was prepared for the September return of pupils under COVID 19 guidance. This included the refurbishment and installation of welfare facilities throughout the school.

**REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE PERIOD**

You will be aware the way in which results were awarded at both GCSE and A Level differed this year to that of previous years. Rather than sit final examinations, pupils were awarded Centre Assessed Grades (CAGs) by the school. At St Gabriel's a robust process was used in deciding these grades. Heads of Department determined initial grades using mock examination results, NEAs, class work, homework and baseline data. They were also given data from last year's examinations detailing how mock results had previously correlated to final grades in their department. Each Head of Department then met with the Vice Principal and Director of Curriculum via Teams to look at these initial grades in detail. This enabled the school to take a holistic approach for each pupil to ensure that the given grades were the right results for each individual.

**Academic – A Level**

The following table shows trends at A level results over the last 5 years (%)

	<b>A*</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>U</b>
2016	5	25	32	28	8	2	
2017	2	27	36	23	10		
2018	3	39	41	16	3		
2019	29	39	26	6	1		
2020	30	41	25	5			

At A level, 95% of the grades were at A\*-B; this compares to 56.8% nationally. We also saw 70% of grades at A\*/A. This is a significant improvement on last year which saw 92% of grades at A\*-B and 67% of grades at A\*/A. It is therefore clear that there has overall been an upward trend in our A level results over the last three years.

**Academic - GCSE**

At GCSE level all subjects have now moved on to the new 9-1 rather than A\*-G. With this new grading system we were delighted that 56.8% of grades awarded were at grade 8 or 9 compared to 14.4% nationally. We also achieved 20.9% at grade 9, nearly 3 times the national average of 6.3%.

Overall 100% of grades this year were at 9-4 which is an excellent achievement. We will certainly aim to repeat this performance next year though it is important to have an awareness of the varying nature of each cohort. This year 100% of Year 11 also secured 5 or more 9-4 grades including English Language, English Literature and Mathematics. Again, we would hope to repeat this success next year.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE PERIOD ENDED 31 JULY 2020**

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## **FINANCIAL REVIEW AND RESULTS FOR THE PERIOD**

The results are a return of circa -11% which was anticipated by the Governors and has been impacted by the current unprecedented environment surrounding COVID 19. Throughout the year the Governors have continually reassessed the schools financial position and its ability to continue as a going concern. This has included the development of several budget scenarios and cash flow forecasts all of which have been robustly stress tested. The maintenance of a sufficient and prudent margin in the order of 8-12% will undoubtedly prove challenging but the Governors are resolved to pursue measures to maintain financial stability. The Governors continue to identify priorities for the school in terms of increasing recruitment and retention, reducing costs and developing the school.

### **Reserves Policy**

The School's unrestricted funds stood at £3,539,191 (2019: £4,151,055) at the end of the period. After adjusting for unrestricted functional fixed assets for the charity's own use, borrowings against them and the effect of revaluation of fixed assets at a time of lower property prices there were free reserves of £688,253 (as defined by the Charity Commission) (2019: £1,254,824).

The Governors consider that free reserves would ideally be equivalent to one terms operating costs (currently approximately £1.9m), in order to cover the risks and uncertainties of operating as an independent educational establishment.

The long term policy is therefore to return to building up reserves out of annual net incoming resources until that level is reached, subject to the prior demands of further capital expenditure to equip the School with the up-to-date facilities needed to maintain the standard of educational services currently provided.

### **Fundraising**

A separate charity the St Gabriel's Parent Teachers Association which is operated by parents of the school raises funds towards facilities and equipment for the school by running social events during the year. In the year 2019/20 the PTA donated £4,203 to the school following these activities. The school does not engage in large scale fundraising activities like mass mailings, telephone fundraising or door to door campaigns. Any small level fundraising activities focus on the current parents and other individuals or organisations connected with the school rather than the wider community. During the financial year, the School did not receive any fundraising complaints requiring action by the Fundraising Regulator.

## **FUTURE PLANS**

The strategic conversations which the Principal conducts formally with all Heads of Departments before their budget submissions each year provide a detailed insight into the curriculum requirements perceived by the Heads of Departments. These aspirations are funnelled in two directions: firstly into short term plans for departmental budgets and more strategically into curriculum development and the resources required to support it.

In addition, the Governors have considered the strategic direction of the school against a backdrop of reducing demand for single sex education in the junior years, the requirements for childcare for working parents and the aspirations of pupils for an enhanced 6<sup>th</sup> Form.

### **Principal risks and uncertainties**

The Board of Governors is responsible for the management of the risks faced by the school. In November 2001 the school commissioned a risk assessment from a specialist advisor and a full review and action plan with regard to the risks was produced. The risk assessment report is used as a current working document and is formally reviewed by the Board of Governors on an annual basis.

From 20 March 2020, the School was physically closed with immediate effect as part of the national response to the COVID-19 coronavirus pandemic. Despite the physical closure of the School, the School was able to serve its pupils effectively throughout the period by offering a full and comprehensive distance learning programme. As a result, Governors decided to offer a reduction of 15% to the Summer Term 2020 School fees. In order to preserve the School's strong financial position, operating expenses were reduced by

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**REPORT OF THE CHARITY TRUSTEES**  
**(GOVERNORS' REPORT) (CONTINUED)**  
**FOR THE PERIOD ENDED 31 JULY 2020**

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furloughing 54 staff members (as part of the Governments Coronavirus Job Retention Scheme) and catering activities ceased. All but necessary capital expenditure was put on hold. In June 2020 the School was able to partially reopen the Junior School and Nursery in line with Government guidelines. Further changes to the guidelines enabled a full reopening of the Junior school for the final 2 weeks of the summer term. The Nursery continued to operate throughout the summer break.

The costs incurred due to the Coronavirus pandemic have been extensive and the Governors agreed that a portion of the Schools reserves should be used to support the school through this challenging period. The Governors have undertaken a robust review of the curriculum and staffing and have adjusted both were required. The school has also stress tested the cash flow forecast against a number of scenarios, including further remote teaching and changes to pupil numbers. Because of the action taken, the Governors consider it appropriate for the going concern basis to be adopted for these accounts.

The principal risks and uncertainties currently facing the Company are considered to be, further impact from the COVID 19 pandemic, price competition from rival independent schools investing heavily in state-of-the-art technology and facilities, the increasing competition for high-quality teaching and support staff and its effect on succession-planning and severe reputational damage in the unlikely event of a high profile legal action alleging lack of due care over our pupils as vulnerable beneficiaries.

Our plans and strategies for managing risk include maintaining effective internal controls, risk registers, incident-reporting and monitoring systems and insurance cover wherever appropriate.

The key controls used by the charity to minimise risk include:

- Formal agendas for all Board, Committee and management team activity;
- Comprehensive strategic planning, budgeting and management;
- Well established organisational structure and lines of reporting;
- Formal written policies;
- Vetting procedures as required for the protection of the vulnerable;
- Monitoring competition;
- Implementing and monitoring progress against the school development plan;
- Maintaining accurate records and making relevant interventions where appropriate.

Through the risk management processes established by the school, the Governors are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

The major risks to the continued success of the school are assessed as: reputation, recruitment and health & safety. These risks are managed by a balanced approach to insurance, controls, emergency planning, and training.

This Annual Report, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body of The St. Gabriel Schools Foundation on 30 November 2020 including in their capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:



**N C Garland**

Chairman of the Board of Governors

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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### **Opinion**

We have audited the financial statements of St. Gabriel Schools Foundation for the year ended 31 July 2020 which comprise the Statement of Financial Activities, the Summary Income and Expenditure Account, the Balance Sheets, the 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 charitable company's affairs as at 31 July 2020 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group 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 or the 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

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION**

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### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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 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 our audit

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In light of the knowledge and understanding of the group and the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the charity has not kept adequate accounting records; or
- the charity 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 the Governors**

As explained more fully in the Statement of Governors' Responsibilities set out on page 5, the Governors (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.

## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE ST. GABRIEL SCHOOLS FOUNDATION

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In preparing the financial statements, the trustees are responsible for assessing the group's or the 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 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Janette Joyce  
Senior Statutory Auditor

For and on behalf of  
**Crowe U.K. LLP**  
Statutory Auditor  
Reading  
49-51 Blagrove Street  
Reading  
Berkshire  
RG1 1PL

Date: 14 December 2020

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
*(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)*  
**FOR THE YEAR ENDED 31 JULY 2020**

	Notes	Unrestricted Funds £	Restricted Funds £	Permanent Endowment Fund £	Year to 31 July 2020 £	Year to 31 July 2019 £
<b>INCOME FROM</b>						
<b>Charitable activities</b>						
School fees receivable	4	5,101,774	-	-	5,101,774	5,733,425
Ancillary trading income	5	381,455	-	-	381,455	553,180
<b>Income from generated funds:</b>						
Non-ancillary trading income	6	23,032	-	-	23,032	39,206
<b>Voluntary income:</b>						
Donations and grant income	7	143,882	-	-	143,882	51,560
<b>Total</b>		<b>5,650,143</b>	<b>-</b>	<b>-</b>	<b>5,650,143</b>	<b>6,377,371</b>
<b>EXPENDITURE ON</b>						
<b>Charitable Activities</b>						
School operating costs		6,181,447	-	8,683	6,190,130	6,461,428
<b>Raising funds</b>						
Finance costs	10	80,560	-	-	80,560	67,676
<b>Total</b>	8	<b>6,262,007</b>	<b>-</b>	<b>8,683</b>	<b>6,270,690</b>	<b>6,529,104</b>
<b>Net (expenditure) before transfers</b>		<b>(611,864)</b>	<b>-</b>	<b>(8,683)</b>	<b>(620,547)</b>	<b>(151,733)</b>
Transfers		-	-	-	-	-
<b>Net movement in funds</b>		<b>(611,864)</b>	<b>-</b>	<b>(8,683)</b>	<b>(620,547)</b>	<b>(151,733)</b>
Funds balances 1 August 2019		4,151,055	-	615,089	4,766,144	4,917,877
<b>Funds balances 31 July 2020</b>		<b>3,539,191</b>	<b>-</b>	<b>606,406</b>	<b>4,145,597</b>	<b>4,766,144</b>

The notes on pages 17 to 36 form part of these accounts

**COMPANY NUMBER: 2590761**  
**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**BALANCE SHEET**  
**AS AT 31 JULY 2020**

	Notes	2020 £	2019 £
<b>FIXED ASSETS</b>			
Tangible assets	13	5,025,435	5,139,677
Intangible assets	12	3,801	7,051
Investment assets	14	<u>1</u>	<u>1</u>
		<b>5,029,237</b>	<b>5,146,729</b>
<b>CURRENT ASSETS</b>			
Stock		158	3,092
Debtors	15	1,752,178	1,764,628
Cash at bank and in hand		<u>1,057,699</u>	<u>1,743,267</u>
		<b>2,810,035</b>	<b>3,510,987</b>
<b>CREDITORS: Amount due within one year</b>	16	<u>(2,155,960)</u>	<u>(2,354,896)</u>
<b>NET CURRENT ASSETS</b>		<u><b>654,075</b></u>	<u><b>1,156,091</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>5,683,312</b>	<b>6,302,820</b>
<b>CREDITORS: Amount due after more than one year</b>	17	<u>(1,537,715)</u>	<u>(1,536,676)</u>
<b>NET ASSETS</b>		<u><b>4,145,597</b></u>	<u><b>4,766,144</b></u>
<b>FINANCED BY</b>			
Restricted funds	22b	-	-
Unrestricted funds	22c	3,539,191	4,151,055
Endowed funds	22a	<u>606,406</u>	<u>615,089</u>
		<u><b>4,145,597</b></u>	<u><b>4,766,144</b></u>

The financial statements were approved and authorised for issue by the Board and were signed on its behalf on 30 November 2020.



**N C Garland**  
Governor

The notes on pages 17 to 36 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 JULY 2020**

	Notes	2020	2019
		£	£
Net movement in funds		(620,547)	(151,733)
Loss on sale of assets		1,892	-
Decrease/(Increase) in stock		2,934	(682)
Decrease in debtors		12,450	87,053
(Decrease) in creditors		(92,359)	(81,266)
Increase in deposits		9,175	11,350
Depreciation charge		293,419	292,230
Amortisation of intangible asset		3,250	2,699
Hire purchase interest paid		1,271	1,271
Bank interest paid		52,205	51,045
Release of capital grant		<u>(7,941)</u>	<u>(7,941)</u>
<b>Net cash provided by operating activities</b>		<b><u>(344,251)</u></b>	<b><u>204,026</u></b>
<b>Cash Flows from investing activities</b>			
Purchase of intangible assets		-	(9,750)
Purchase of tangible fixed assets		<u>(181,069)</u>	<u>(297,227)</u>
<b>Net cash used in investing activities</b>		<b><u>(181,069)</u></b>	<b><u>(306,977)</u></b>
<b>Cash flows from financing activities</b>			
Repayment of loan		(50,892)	(81,732)
Financing costs		(53,476)	(52,316)
Capital element of hire purchase repayments		(12,624)	(12,624)
<b>Advanced fee scheme:</b>			
Receipts from new contracts		-	75,703
Amounts utilised and repaid		<u>(43,256)</u>	<u>(67,422)</u>
<b>Net cash flows used in financing activities</b>		<b><u>(160,248)</u></b>	<b><u>(138,391)</u></b>
Change in cash and cash equivalents in the year	27,28	(685,568)	(241,342)
Cash and cash equivalents at the beginning of the year		<u>1,743,267</u>	<u>1,984,609</u>
<b>Total cash and cash equivalents at the end of the year</b>		<b><u>1,057,699</u></b>	<b><u>1,743,267</u></b>

The notes on pages 17 to 36 form part of these accounts

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2020**

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**1. CHARITY INFORMATION**

The St. Gabriel Schools Foundation has the registered charity number 1062748. It operates under the trading names of “St. Gabriel’s” or “St. Gabriel’s School” or “Sandleford” and has a subsidiary company “St. Gabriel’s School Sports Centre Ltd”, Company Registration No 4250669 (currently dormant). The principal address and registered office is Sandleford Priory, Newbury, Berkshire. It was incorporated in England on 12 March 1991 (company number: 2590761) and registered as a charity on 9 June 1997 (charity number: 1062748) (previously charity number 325060) and the charity is governed by the Declaration of Trust dated 1 May 1974 and as amended by a scheme approved by the Charity Commission on 4 October 1991.

**2. ACCOUNTING POLICIES**

**a) Basis of preparation**

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – effective 1 January 2015, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities.

The School is a Public Benefit Entity registered as a charity in England and Wales and a company limited by guarantee.

The accounts are drawn up on the historical cost basis of accounting, unless otherwise stated in the relevant accounting policy note(s). Consolidated accounts have not been prepared on the grounds that the subsidiary is non-trading and would make an immaterial change to the results of the charity.

**Going Concern**

The full impact of COVID-19 on the UK, the economy and the School is unknown. Despite the physical closure of the School, the School has been able to serve its pupils effectively throughout the period by offering a full and comprehensive distance learning programme. Management have reviewed and reduced costs for the period April to August 2020 and have produced financial models showing the revised cash flows and future budgets, which have subsequently been reviewed by the Board of Governors. As part of their normal risk management process, the Governors have examined the major risks to the School and the mitigating actions both taken and available to be taken. The Governors consider there are no material uncertainties relating to going concern and that the School has adequate resources to continue its activities for at least the twelve months to 31 December 2021. Accordingly, they continue to operate the going concern basis in preparing the financial statements.

**b) 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 and other remissions allowed by the school. Fees received in advance of education to be provided in future years under an Advance Fee Payment Scheme Contract are held until either taken to income in the term when used or else refunded.

**c) Donations and grant income**

Voluntary incoming resources are accounted for as and when the entitlement arises, the amount can be reliably quantified and the economic benefit to the School is considered probable. Voluntary income received for the general purposes of the School is accounted for as unrestricted and is credited to unrestricted funds. Voluntary income subject to specific wishes of the donors are carried to the relevant restricted fund.

During the year the Charity received £119,657 from the UK Government under the Coronavirus Job Retention Scheme.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2020**

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**2. ACCOUNTING POLICIES (continued)**

**d) Other incoming resources**

Other incoming resources are included in the Statement of Financial Activities when the School is legally entitled to the income and the amount can be quantified with reasonable accuracy.

**e) Resources expended**

Expenditure is accrued as soon as a liability is considered probable. Expenditure attributable to more than one cost category in the SOFA is 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 activity logging as appropriate. The irrecoverable element of VAT is included within the item of expense to which it relates.

Costs of charitable activities are those costs incurred in providing an education and running the school in accordance with the objects and aims of the charity.

Governance costs comprise the cost of running the charity to include those that provide the governance infrastructure that allows the school to operate and to generate the information required for public accountability. These include strategic planning for future developments, external audit, any legal advice to the school's governors 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 of satisfying public accountability.

**f) Tangible Fixed Assets**

Expenditure on the acquisition of land, buildings, vehicles, furniture, ICT equipment and infrastructure and other equipment costing more than £2,500 is capitalised and carried in the balance sheet at historical cost. Other expenditure on equipment incurred in the normal day to day running of the School is charged to the Statement of Financial Activities as incurred.

With the exception of the Farmhouse currently at historical cost, from 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

**g) Intangible Fixed Assets**

Website software is capitalised at purchase cost where there is an expectation of future economic benefit deriving from the on-line registration process. Costs associated with maintaining the computer software are recognised as an expense when incurred.

The website software is subsequently carried at cost less accumulated amortisation and accumulated impairment losses. The costs are amortised to the income and expenditure account using the straight-line method over the estimated useful life of three years.

The amortisation period and amortisation method of intangible assets are reviewed at least each balance sheet date. The effects of any revision are recognised in the income and expenditure account when the changes arise.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2020**

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**2. ACCOUNTING POLICIES (continued)**

**h) Depreciation**

Depreciation is provided to write off the cost of all relevant tangible fixed assets less estimated residual value based on current market prices, in equal annual instalments over their expected useful economic lives as follows:

Freehold Land	Nil
Freehold buildings	Straight line over 50 years
Computer Equipment and other similar equipment	Straight line over 3 years
Electronic and Infrastructure equipment	Straight line over 5/7 years
Playground facilities	Straight line over 10 years
Furniture and equipment for new building	20% on reducing balance
Furniture and equipment	15% on reducing balance
Motor Vehicles	Straight line over 4 years
Kitchen equipment	Straight line over 7 years

**i) Leased assets**

Operating leases are charged to the statement of financial activities on a straight-line basis over the lease term.

Assets obtained under hire purchase contracts or finance leases are capitalised within the balance sheet and are depreciated over their useful economic lives. The interest element of these leases is charged to the statement of financial activities account over the lease period. The capital element of the future payments is treated as a liability.

**j) Fund accounting**

**Unrestricted** income belongs to the School's general operational funds, spendable at the discretion of the Governors either to further the School's objects or to benefit the School itself.

**Restricted** income comprises gifts and donations where the donor has specified the gift to be used for a specific purpose.

**Endowed** funds are the original property from which the school operated in 1947. The use of the property is restricted in accordance with terms of the Trust Deed of 1974.

**k) Stock**

Stock is carried at the lower of cost and net realisable value.

**l) Parents' deposits**

The Governors have reviewed the contract terms under which Pupil fee deposits are held by the School. Although under normal circumstances these will be repaid over future years when the pupils complete their education at the school, pupils can leave at earlier dates. The School does not therefore have an unconditional right to retain the individual deposits for at least 12 months after the balance sheet date and, in line with the requirements in FRS 102, the balance of the deposits held has been included within current liabilities.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**STATEMENT OF ACCOUNTING POLICIES**  
**FOR THE YEAR ENDED 31 JULY 2020**

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**2. ACCOUNTING POLICIES (continued)**

**m) Pensions**

Retirement benefits to employees of the School were provided through three pension schemes, one defined benefit and two defined contribution schemes.

- (a) The Teachers' Pension Scheme – This scheme is a multi-employer pension scheme. It is not possible to identify the School's share of the underlying assets and liabilities of the Teachers' Pension Scheme on a consistent and reasonable basis and therefore, as required by FRS 102, the School accounts for the scheme as if it were a defined contribution scheme. The School's contributions, which are in accordance with the recommendations of the Government Actuary, are charged in the period in which the salaries to which they relate are payable.
- (b) St. Gabriel's Group Personal Pension Plan – This is a defined contribution group personal pension plan with Royal London for non-teaching staff. Employer's pension costs are charged in the period in which the salaries to which they relate are payable. This scheme replaced the defined contribution scheme with Clerical Medical in May 2016, which was a group money purchase scheme.

**n) Financial instruments**

Basic financial instruments include debtors and creditors. Debtors and creditors are initially recognised at transaction value and subsequently measured at amortised cost. Note 26 provides more information on financial instruments where future cash flows are anticipated, with financial assets referring to cash, debtor balances excluding prepayments, and financial liabilities referring to all creditor balances excluding deferred income and social security and other taxes.

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

In application of the accounting policies, Trustees are required to make judgement, 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.

The Governors consider that there are no material judgements in applying accounting policies or key sources of estimation uncertainty.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**4. INCOMING RESOURCES**

	2020 £	2019 £
Fees receivable consist of:		
Gross fees	5,591,645	6,181,728
Less: Scholarships, Bursaries and Allowances	<u>(489,871)</u>	<u>(448,303)</u>
	<u><b>5,101,774</b></u>	<u><b>5,733,425</b></u>

Scholarships, bursaries and other awards were paid to 81 (2019: 75) pupils. Within this means-tested bursaries totalling £358,429 (2019: £296,552) were paid to 41 (2019: 22 pupils).

**5. ANCILLARY TRADING INCOME**

	2020 £	2019 £
Music fees and additional sessions	115,371	129,528
Grant funding for individual fees	17,841	16,674
Registration fees and fees in lieu of notice	15,819	24,645
School bus	87,528	137,771
Recoverable expenses and school trips	90,588	206,973
Café takings and other income including late surcharges	<u>54,308</u>	<u>37,589</u>
	<u><b>381,455</b></u>	<u><b>553,180</b></u>

**6. NON ANCILLARY TRADING INCOME**

	2020 £	2019 £
Hire of facilities	<u><b>23,032</b></u>	<u><b>39,206</b></u>

**7. GRANTS AND DONATIONS**

	2020 £	2019 £
Parent Teacher Association	4,203	43,334
Chartwells release of capital grant	7,941	7,941
Parents, staff and alumni for theatre plaques	-	75
Other donations	12,081	210
Coronavirus Job Retention Scheme Grant	<u><b>119,657</b></u>	<u>-</u>
	<u><b>143,882</b></u>	<u><b>51,560</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**8. TOTAL RESOURCES EXPENDED**

	Staff Costs	Depreciation	Other	<b>Total 2020</b>	<i>Total 2019</i>
	£	£	£	£	£
<b>Charitable Expenditure</b>					
Teaching costs	3,919,980	71,285	223,058	<b>4,214,323</b>	4,193,229
Welfare costs	50,819	15,129	290,502	<b>356,450</b>	436,280
Premises costs	217,299	160,047	361,586	<b>738,932</b>	780,517
Support costs	<u>480,028</u>	<u>46,958</u>	<u>353,439</u>	<b><u>880,425</u></b>	<u>1,051,402</u>
	4,668,126	293,419	1,228,585	<b>6,190,130</b>	6,461,428
<b>Cost of generating funds</b>					
Finance costs (note 10)	<u>-</u>	<u>-</u>	<u>80,560</u>	<b><u>80,560</u></b>	<u>67,676</u>
	<u>4,668,126</u>	<u>293,419</u>	<u>1,309,145</u>	<b><u>6,270,690</u></b>	<u>6,529,104</u>

**Governance included in support costs**

	<b>2020</b>	<i>2019</i>
	£	£
Auditors remuneration	<b>13,750</b>	12,560
Auditors remuneration – other services	<b>1,675</b>	1,350
Governors expenses	<b>83</b>	1,738
Other governance costs	<b><u>18,692</u></b>	<u>16,714</u>
	<b><u>34,200</u></b>	<u>32,362</u>

Travel and course expenses amounting to £83 (2019: £1,738) were reclaimed by 1 member (2019: 5) of the governing body.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**8. RESOURCES EXPENDED 2019 (continued)**

	<i>Staff Costs</i>	<i>Depreciation</i>	<i>Other</i>	<i>Total 2019</i>	<i>Total 2018</i>
	£	£	£	£	£
<i>Charitable Expenditure</i>					
<i>Teaching costs</i>	3,858,196	88,564	246,469	4,193,229	3,850,055
<i>Welfare costs</i>	46,225	15,928	374,127	436,280	412,026
<i>Premises costs</i>	230,050	137,292	413,175	780,517	776,552
<i>Support costs</i>	<u>464,901</u>	<u>50,446</u>	<u>536,055</u>	<u>1,051,402</u>	<u>1,003,335</u>
	4,599,372	292,230	1,569,826	6,461,428	6,041,968
<i>Cost of generating funds</i>					
<i>Finance costs (note 10)</i>	<u>-</u>	<u>-</u>	<u>67,676</u>	<u>67,676</u>	<u>47,015</u>
	<u>4,599,372</u>	<u>292,230</u>	<u>1,637,502</u>	<u>6,529,104</u>	<u>6,088,983</u>

**9. STAFF COSTS**

	<b>2020</b>	<b>2019</b>
	£	£
Wages and salaries	<b>3,628,345</b>	3,615,562
Social security costs	<b>313,152</b>	301,355
Pension contributions	<u><b>651,490</b></u>	<u>489,402</u>
	<b>4,592,987</b>	4,406,319
Agency and other costs	<u><b>75,139</b></u>	<u>193,053</u>
<b>Total Staff costs</b>	<u><b>4,668,126</b></u>	<u>4,599,372</u>
	<b>No.</b>	<b>No.</b>
The average number of employees in the period was:		
Teaching staff	<b>123</b>	120
Support staff	<u><b>30</b></u>	<u>32</u>
	<u><b>153</b></u>	<u>152</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**9. STAFF COSTS (CONTINUED)**

	<b>2020</b>	<b>2019</b>
	<b>No.</b>	<b>No.</b>
The number of employees whose emoluments exceeded £60,000 were:		
£60,000 - £70,000	1	1
£70,000 - £80,000	1	1
£100,000 - £110,000	<u>1</u>	<u>1</u>
Number of higher paid employees contributing to a pension scheme	<u>3</u>	<u>3</u>
Total cost of employer's contributions in relation to the above	<b><u>£ 49,594</u></b>	<b><u>£ 36,749</u></b>

The governors received no remuneration or other benefits for the year.

Key management personnel includes the governors and officers listed on page 1. Key management personnel received aggregate remuneration (including employer's pension, employers National Insurance and Benefits in Kind) of £403,935 (2019: £373,228).

During the year, the School paid redundancy costs totalling £3,048 (2019: £nil). The nature of the payment in 2020 was statutory redundancy pay for one employee. There was no further funding provision at the balance sheet date.

**10. FINANCE**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Bank loan interest	<b>52,205</b>	51,045
Bank charges	<b>3,597</b>	16,313
Hire Purchase interest	<b>1,271</b>	1,271
Other interest	-	13
Bad debts written off	<b>802</b>	4,719
Bad debts provision/(release)	<u><b>22,685</b></u>	<u>(5,685)</u>
	<u><b>80,560</b></u>	<u>67,676</u>

**11. NET INCOME**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
<b>Net income is stated after charging:</b>		
Depreciation - owned assets	<b>278,402</b>	277,213
Depreciation - assets under hire purchase	<b>15,017</b>	15,017
Operating leases	<u><b>39,178</b></u>	<u>42,781</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2020**

**12. INTANGIBLE FIXED ASSETS**

	<b>Website</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost</b>		
1 August 2019	9,750	<b>9,750</b>
Additions at cost	<u>-</u>	<u>-</u>
31 July 2020	<u>9,750</u>	<u><b>9,750</b></u>
<b>Amortisation</b>		
1 August 2019	2,699	<b>2,699</b>
Charge for the year	<u>3,250</u>	<u><b>3,250</b></u>
31 July 2020	<u>5,949</u>	<u><b>5,949</b></u>
<b>Net book values</b>		
31 July 2020	<u><u>3,801</u></u>	<u><u><b>3,801</b></u></u>
31 July 2019	<u><u>7,051</u></u>	<u><u><b>7,051</b></u></u>

**13. TANGIBLE FIXED ASSETS**

The Freehold Property shown in the Accounts is (i) a 1983 permanent endowment owned by a **special trust**, the S Gabriel and Falkland S Gabriel Charity, (previously registered as Charity Number: 325060), now administered by the Company as sole corporate trustee, and (ii) subsequent improvements to the School buildings made out of unrestricted funds owned by the Company as **corporate property**, as indicated below.

Under a scheme approved by the Charity Commission, on 4 October 1991, Clause 2(1) and (2) of the scheme makes the following provision:

Trustee and vesting

- (1) The body corporate called The St. Gabriel Schools Foundation shall be the Trustee of the Charity.
- (2) The land with the buildings thereon specified in the schedule hereto is hereby vested in the said body corporate for all the estate and interest therein belonging to or held in trust for the Charity.

The Proprietor of the Property as set out in the HM Land Registry Property Register dated 2 April 1992 is therefore "The St. Gabriel Schools Foundation". The property is pledged as security for certain lending provided by the National Westminster Bank Plc with the consent of the Charity Commission.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**13. TANGIBLE FIXED ASSETS (continued)**

	Freehold Land and Buildings	Freehold Improvements	Furniture and Equipment	Motor Vehicles	Assets under construction	Total
	£	£	£	£	£	£
<b>Deemed Cost</b>						
1 August 2019	4,775,000	173,512	1,771,743	280,284	32,950	<b>7,033,489</b>
Transfer of assets	-	-	32,950	-	(32,950)	-
Additions at cost	-	-	152,713	-	28,356	<b>181,069</b>
Disposals at cost	-	-	(59,632)	-	-	<b>(59,632)</b>
31 July 2020	<u>4,775,000</u>	<u>173,512</u>	<u>1,897,774</u>	<u>280,284</u>	<u>28,356</u>	<b><u>7,154,926</u></b>
<b>Depreciation</b>						
1 August 2019	534,549	6,073	1,136,014	217,176	-	<b>1,893,812</b>
Charge for year	90,615	3,470	160,271	39,063	-	<b>293,419</b>
Adjustment on disposal	-	-	(57,740)	-	-	<b>(57,740)</b>
31 July 2020	<u>625,164</u>	<u>9,543</u>	<u>1,238,545</u>	<u>256,239</u>	<u>-</u>	<b><u>2,129,491</u></b>
<b>Net book values</b>						
<b>31 July 2020</b>	<b><u>4,149,836</u></b>	<b><u>163,969</u></b>	<b><u>659,229</u></b>	<b><u>24,045</u></b>	<b><u>28,356</u></b>	<b><u>5,025,435</u></b>
<i>31 July 2019</i>	<u>4,240,451</u>	<u>167,439</u>	<u>635,729</u>	<u>63,108</u>	<u>32,950</u>	<u>5,139,677</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**13. TANGIBLE FIXED ASSETS (CONTINUED)**

From 1 August 2015 the School has applied the 'deemed cost' provisions of FRS102 in that valuations of previously revalued land and buildings will no longer be renewed.

The deemed cost as at 1 August 2015 is represented by:

	Freehold Property Endowment	Freehold Property (Corporate Property)	Total
	£	£	£
Historical costs less depreciation	325,450	3,895,654	4,221,104
Valuation increase 1993	361,015	644,753	1,005,768
Valuation increase 1994	147,714	115,072	262,786
Valuation increase 2000	267,412	295,002	562,414
Valuation increase 2003	19,460	37,507	56,967
Valuation decrease 2008	(263,679)	(897,902)	(1,161,581)
Valuation decrease 2013	(190,185)	(907,273)	(1,097,458)
Sandleford Farmhouse	<u>-</u>	<u>925,000</u>	<u>925,000</u>
<b>Total</b>	<b><u>667,187</u></b>	<b><u>4,107,813</u></b>	<b><u>4,775,000</u></b>

Depreciation relating to the Freehold Property Endowment totalling £8,683 has been charged directly to the Endowment Fund.

**Finance Leases and Hire Purchase contracts**

Included in the above are assets held under finance leases and hire purchase contracts which have net book values of £nil (2019: £15,017). Depreciation of £15,017 (2019: £15,017) was charged during the year.

**14. FIXED ASSET INVESTMENTS**

	2020 £	2019 £
<b>COST</b>		
Unlisted investments at 31 July 2019 and 31 July 2020	<u>1</u>	<u>1</u>

The School owns 100% of the ordinary share capital and voting rights of St. Gabriel's Sports Centre Limited. The St Gabriel's Sports Centre Limited was dormant throughout the period under review. The registered office of St Gabriel's Sports Centre is St Gabriel's School, Sandleford Priory, Newbury, Berkshire, RG20 9BD.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
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**15. DEBTORS**

	2020 £	2019 £
Trade debtors	1,550,555	1,578,385
Other debtors	46,302	19,321
Prepayments	<u>155,321</u>	<u>166,922</u>
	<u><b>1,752,178</b></u>	<u><b>1,764,628</b></u>

**16. CREDITORS: Amounts falling due within one year**

	2020 £	2019 £
Bank loans and overdrafts (Note 18)	34,178	88,903
Finance Lease and Hire Purchase contracts (Note 20)	-	12,624
Trade creditors	151,957	205,255
Deposits held	143,900	134,725
Social security & other taxes	84,924	83,178
Other creditors	94,574	84,251
Accruals	58,211	85,406
Capital Grant (Note 21)	1,986	7,941
Advance fees (Note 19)	6,876	49,324
Deferred income – fees billed in advance	<u>1,579,354</u>	<u>1,603,289</u>
	<u><b>2,155,960</b></u>	<u><b>2,354,896</b></u>

**17. CREDITORS: Amounts falling due after more than one year**

	2020 £	2019 £
Bank Loans and Overdrafts (Note 18)	1,537,715	1,533,882
Capital grant (Note 21)	-	1,986
Advance fees (Note 19)	<u>-</u>	<u>808</u>
	<u><b>1,537,715</b></u>	<u><b>1,536,676</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2020**

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**18. LOANS AND OVERDRAFTS**

An analysis of the maturity of loans and overdrafts is as follows:	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Amounts falling due within one year or on demand		
Bank loans	<u><b>34,178</b></u>	<u><b>88,903</b></u>
Amounts falling due within one year - Total	<b>34,178</b>	<b>88,903</b>
Amounts falling due between one and two years - Bank loans	<b>91,857</b>	<b>91,988</b>
Amounts falling due between two and five years - Bank loans	<u><b>1,445,858</b></u>	<u><b>1,441,894</b></u>
	<u><b>1,571,893</b></u>	<u><b>1,622,785</b></u>

A loan of £2,100,000 was taken out in January 2014 to replace another loan and cover the purchase of Sandleford Farmhouse. Interest is charged at 2.1% above the bank base rate. The repayment schedule is based on a payment plan over 20 years of interest and capital. The loan is committed for 5 years and subject to renegotiations or repayment at that stage. The 5 year renegotiation was in January 2019 and this loan was repaid on 30 January 2019.

A loan of £1,675,000 was taken out on 30 January 2019 under the National Westminster Bank Plc's Fixed Rate Loan Terms. Interest is charged at 3.28% per annum. The instalment amounts are based on a 15 year period from the 30 January 2019, but the actual term of the loan is 5 years.

The School has taken a repayment holiday on the capital instalments from April 2020 to March 2021.

All loans and overdrafts are secured by a mortgage and legal charge dated 11 October 2004 and 31 January 2014 respectively in the favour of National Westminster Bank Plc over the freehold land and buildings of St Gabriel's School, Sandleford Priory, Newtown Road, Newbury and Sandleford Farmhouse, Sandleford Priory, Newtown, Newbury.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2020**

**19. ADVANCE FEE PAYMENTS**

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

	<b>2020</b> £	<b>2019</b> £
Within 1 to 2 years	<u>-</u>	<u>808</u>
Within 1 year	<u>6,876</u>	<u>49,324</u>
	<u><b>6,876</b></u>	<u><b>50,132</b></u>

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

Balance at 1 August 2019	<b>50,132</b>	41,851
New contracts	<u>-</u>	<u>75,703</u>
Amounts accrued to contracts	<b>50,132</b>	117,554
Amounts utilised in payment of fees to the school	<b>(43,256)</b>	(65,211)
Amounts repaid	<u>-</u>	<u>(2,211)</u>
<b>Balance at 31 July 2020</b>	<u><b>6,876</b></u>	<u><b>50,132</b></u>

**20. FINANCE LEASES AND HIRE PURCHASE OBLIGATIONS**

Finance lease and hire purchase contracts are repayable as follows:

	<b>2020</b> £	<b>2019</b> £
Within 1 year	-	12,624
Between 2 and 5 years	<u>-</u>	<u>-</u>
	<u><b>-</b></u>	<u><b>12,624</b></u>

**21. CAPITAL GRANT**

Capital grant is repayable as follows:

	<b>2020</b> £	<b>2019</b> £
Within 1 year	<b>1,986</b>	7,941
Between 2 and 5 years	<u>-</u>	<u>1,986</u>
	<u><b>1,986</b></u>	<u><b>9,927</b></u>

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**22a. ENDOWED FUNDS**

The S Gabriel and Falkland S Gabriel Schools Charity own the permanent endowment. Under the 1991 scheme (see Note 13) the endowment would have been handed over to continuing trustees of the S Gabriel and Falkland S Gabriel Schools in the event of the Foundation ceasing to operate the school. It is therefore shown as trust property (Endowed Funds).

**22b. RESTRICTED FUNDS**

<b>2020</b>	<i>2019</i>	<b>Incoming</b>	<b>Outgoing</b>	<b>Transfers</b>	<b>2020</b>
	<i>£</i>	<b>resources</b>	<b>Resources</b>	<b>£</b>	<b>£</b>
		<b>£</b>	<b>£</b>		
Theatre seating plaques	-	-	-	-	-
	-	-	-	-	-
<b>2019</b>	<i>2018</i>	<i>Incoming</i>	<i>Outgoing</i>	<i>Transfers</i>	<i>2019</i>
	<i>£</i>	<i>resources</i>	<i>Resources</i>	<i>£</i>	<i>£</i>
		<i>£</i>	<i>£</i>		
Theatre seating plaques	<u>1,900</u>	-	(490)	(1,410)	-
	<u>1,900</u>	-	(490)	(1,410)	-

**22c. UNRESTRICTED FUNDS**

<b>2020</b>	<i>2019</i>	<b>Incoming</b>	<b>Outgoing</b>	<b>Transfers</b>	<b>2020</b>
	<i>£</i>	<b>resources</b>	<b>Resources</b>	<b>£</b>	<b>£</b>
		<b>£</b>	<b>£</b>		
<b>Designated Funds:</b>					
M Frenkel Fund	410	-	(10)	-	400
<b>General Fund</b>	<u>4,150,645</u>	<u>5,650,143</u>	<u>(6,261,997)</u>	-	<u>3,538,791</u>
	<u>4,151,055</u>	<u>5,650,143</u>	<u>(6,262,007)</u>	-	<u>3,539,191</u>
<b>2019</b>	<i>2018</i>	<i>Incoming</i>	<i>Outgoing</i>	<i>Transfers</i>	<i>2019</i>
	<i>£</i>	<i>resources</i>	<i>Resources</i>	<i>£</i>	<i>£</i>
		<i>£</i>	<i>£</i>		
<i>Designated Funds:</i>					
<i>M Frenkel Fund</i>	420	-	(10)	-	410
<i>General Fund</i>	<u>4,291,785</u>	<u>6,377,371</u>	<u>(6,519,921)</u>	1,410	<u>4,150,645</u>
	<u>4,292,205</u>	<u>6,377,371</u>	<u>(6,519,931)</u>	1,410	<u>4,151,055</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
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**23. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

2020	Intangible Assets £	Fixed Assets £	Net Current Assets £	Creditors > one year £	Total £
Endowment Funds	-	606,406	-	-	606,406
Restricted Funds	-	-	-	-	-
Unrestricted Funds	<u>3,801</u>	<u>4,419,030</u>	<u>654,075</u>	<u>(1,537,715)</u>	<u>3,539,191</u>
	<u>3,801</u>	<u>5,025,436</u>	<u>654,075</u>	<u>(1,537,715)</u>	<u>4,145,597</u>

2019	Intangible Assets £	Fixed Assets £	Net Current Assets £	Creditors > one year £	Total £
Endowment Funds	-	615,089	-	-	615,089
Restricted Funds	-	-	-	-	-
Unrestricted Funds	<u>7,051</u>	<u>4,524,589</u>	<u>1,156,091</u>	<u>(1,536,676)</u>	<u>4,151,055</u>
	<u>7,051</u>	<u>5,139,678</u>	<u>1,156,091</u>	<u>(1,536,676)</u>	<u>4,766,144</u>

**24. CAPITAL COMMITMENTS**

	2020 £	2019 £
Future expenditure not otherwise included in these accounts		
Contracted for	<u>                    -</u>	<u>127,607</u>

**25. OPERATING LEASE COMMITMENTS**

At 31 July 2020 the school had future minimum lease payments under non- cancellable operating leases as follows:

	2020 £	2019 £
Within one year	38,843	39,021
Between two and five years	<u>42,124</u>	<u>79,690</u>
	<u>80,967</u>	<u>118,711</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION  
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**26. FINANCIAL INSTRUMENTS**

Financial assets held at amortised cost are trade debtors, other debtors, amounts due from the subsidiary company, and cash at bank.

Financial liabilities held at amortised cost are bank loans, trade creditors, other creditors, and accruals.

	2020 £	2019 £
Financial assets measured at amortised cost	2,654,556	3,340,973
Financial liabilities measured at amortised cost	2,022,521	2,154,973

The school's income, expense, gains and losses in respect of financial instruments are summarised below:

Interest expense for financial liabilities held at amortised cost	53,476	52,316
Impairment loss/(gain).	22,685	(5,685)

**27. RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT**

	2020 £	2019 £
(Decrease) in cash in the year	(685,568)	(241,342)
Loan repayments	<u>50,892</u>	<u>81,732</u>
Change in net debt	(634,676)	(159,610)
Net funds at 1 August	<u>120,482</u>	<u>280,092</u>
<b>NET (DEBT)/FUNDS AT 31 JULY</b>	<b><u>(514,194)</u></b>	<b><u>120,482</u></b>

**28. ANALYSIS OF CHANGE IN NET DEBT**

	<i>Net debt as at 1 August 2019</i> £	Cash Change £	<b>Net funds as at 31 July 2020</b> £
Cash at bank and in hand	1,743,267	(685,568)	1,057,699
Loans	<u>(1,622,785)</u>	<u>50,892</u>	<b><u>(1,571,893)</u></b>
	<u>120,482</u>	<u>(634,676)</u>	<b><u>(514,194)</u></b>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
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**29. RELATED PARTY TRANSACTIONS**

Mr Dove (Head of Junior School) has one child at the School and is in receipt of the standard staff discount, which amounted to £7,010 (2019: £7,167).

Mrs Heywood (Governor) has three children at the School and is in receipt of a sibling discount which amounted to £14,247 (2019: £13,826). The discount was awarded before Mrs Heywood was appointed as a Governor and was made in accordance with the School policies at that time.

Mrs Bowen (Governor) has a daughter employed at the School under a standard contract of employment. Mrs Bowen was not included in awarding the contract.

During the year, Mr Garland (Governor) ran an event on behalf of the Rotary Club in our facilities. All costs incurred by the School were reimbursed amounting to £302.

**30. PENSION COSTS**

**Defined Benefit Scheme**

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 £549,755 (2019: £398,387) and at the year-end £66,980 (2019: £53,194) 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 judgment 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, closed to responses on 11 October 2020.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
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**30. PENSION COSTS (continued)**

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.

In addition to the above, the company operates a defined contribution pension scheme. The assets of the plans are held separately from those of the company in separately administered funds. Contributions totalling £101,735 (2019: £91,015) were payable to these funds for the year.

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
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**31. COMPARATIVE 2019 STATEMENT OF FINANCIAL ACTIVITIES**

	<i>Unrestricted Funds £</i>	<i>Restricted Funds</i>	<i>Permanent Endowment Fund £</i>	<i>Year to 31 July 2019 £</i>
<i>INCOME FROM</i>				
<i>Charitable activities:</i>				
<i>School fees receivable</i>	5,733,425	-	-	5,733,425
<i>Ancillary Trading income</i>	553,180	-	-	553,180
<i>Generating funds:</i>				
<i>Non-ancillary trading income</i>	39,206	-	-	39,206
<i>Voluntary income:</i>				
<i>Donations</i>	<u>51,560</u>	-	-	<u>51,560</u>
<i>Total</i>	<u>6,377,371</u>	-	-	<u>6,377,371</u>
<i>EXPENDITURE ON</i>				
<i>Charitable Activities:</i>				
<i>School operating costs</i>	6,452,255	490	8,683	6,461,428
<i>Raising funds:</i>				
<i>Finance costs</i>	<u>67,676</u>	-	-	<u>67,676</u>
<i>Total</i>	<u>6,519,931</u>	<u>490</u>	<u>8,683</u>	<u>6,529,104</u>
<i>Net income/(expenditure) before transfers</i>	(142,560)	(490)	(8,683)	(151,733)
<i>Transfers</i>	<u>1,410</u>	<u>(1,410)</u>	-	-
<i>Net movement in funds</i>	(141,150)	(1,900)	(8,683)	(151,733)
<i>Funds balances 1 August 2018</i>	<u>4,292,205</u>	<u>1,900</u>	<u>623,772</u>	<u>4,917,877</u>
<i>Funds balances 31 July 2019</i>	<u>4,151,055</u>	-	<u>615,089</u>	<u>4,766,144</u>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**INCOME AND EXPENDITURE ACCOUNT**  
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**FOR GOVERNORS ONLY**

	2020		2019	
	£	£	£	£
<b>INCOMING RESOURCES</b>				
<b>School Fees Receivable</b>				
Termly fees	4,953,125		5,358,233	
Nursery fees	638,520		823,495	
Less scholarships, bursaries and allowances	<u>(489,871)</u>		<u>(448,303)</u>	
		<b>5,101,774</b>		<b>5,733,425</b>
<b>Ancillary Trading Income</b>				
Additional session and music fees	115,371		129,528	
Grant funding for individual fees	17,841		16,674	
Registration fees, fees in lieu, deposits retained	15,819		24,645	
Recoverable expenses	82,985		135,801	
School trips	7,603		71,172	
School bus	87,528		137,771	
Other income including café and production income	53,907		36,903	
Late payment charges	<u>401</u>		<u>686</u>	
		<b>381,455</b>		<b>553,180</b>
<b>Voluntary incoming resources</b>				
Grants and donations		143,882		51,560
<b>Non Ancillary Trading Income</b>				
Hirings		<u>23,032</u>		<u>39,206</u>
<b>TOTAL INCOMING RESOURCES</b>		<b>5,650,143</b>		<b>6,377,371</b>
<b>RESOURCES EXPENDED</b>				
<b>Teaching costs:</b>				
Salaries	3,919,980		3,858,196	
Teaching equipment and training	95,417		111,355	
Legal and professional fees	5,635		307	
Hire of equipment	9,005		8,022	
Insurance	14,246		14,475	
Central ICT	82,681		86,135	
Motor and travelling	1,444		3,106	
Printing and stationery	9,331		18,258	
Depreciation	71,285		88,564	
Inspection	5,299		4,811	
		<u>4,214,323</u>		<u>4,193,229</u>
<b>Welfare costs:</b>				
Salaries (including counsellor)	50,819		46,225	
Catering incl small equip, equip repairs & café equip	275,882		366,969	
Medical	4,762		3,666	
Pupil events	9,858		3,492	
Depreciation	<u>15,129</u>		<u>15,928</u>	
		<b>356,450</b>		<b>436,280</b>

**THE ST. GABRIEL SCHOOLS FOUNDATION**  
**INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 JULY 2020**  
**FOR GOVERNORS ONLY**

	2020		2019	
	£	£	£	£
<b>Premises:</b>				
Salaries	217,299		230,050	
Repairs and renewals	169,349		195,937	
Light and heat	112,768		136,742	
Cleaning supplies	7,643		10,628	
Rates and water	42,172		44,793	
Insurance	24,954		21,487	
Hire of equipment	1,908		1,998	
Professional fees	900		1,590	
Depreciation	160,047		137,292	
Loss on assets written off	<u>1,892</u>		<u>-</u>	
		<b>738,932</b>		<b>780,517</b>
 <b>Support costs:</b>				
<b>General:</b>				
Salaries	416,419		401,233	
Central ICT	39,203		40,490	
Printing, post and stationery and admin	23,710		38,777	
Telephone	13,500		12,351	
Promotional expenses	61,343		54,441	
Subscriptions	12,518		12,149	
Recruitment costs	14,242		32,633	
Insurance	3,389		3,444	
Conferences and courses	5,422		5,969	
Legal and professional fees	4,187		10,261	
Hire of equipment	5,592		9,556	
Amortisation	3,250		2,699	
Depreciation	<u>7,895</u>		<u>11,383</u>	
		<b>610,670</b>		<b>635,386</b>
<b>Direct Ancillary costs:</b>				
Recoverable pupil expenses/production expenses	80,459		117,080	
School trips	7,391		68,630	
School bus expenses	59,138		108,648	
Depreciation	49,504		39,063	
Drivers salaries	<u>39,063</u>		<u>50,233</u>	
		<b>235,555</b>		<b>383,654</b>
<b>Governance Costs:</b>				
Salaries	14,105		13,435	
Travel	83		1,738	
Insurance	1,503		1,517	
Audit	<u>18,509</u>		<u>15,672</u>	
		<u><b>34,200</b></u>		<u><b>32,362</b></u>

**THE ST. GABRIEL SCHOOLS FOUNDATION  
INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 JULY 2020  
FOR GOVERNORS ONLY**

	2020		2019	
	£	£	£	£
<b>Total expenses relating to Charitable activities</b>		<b>6,190,130</b>		<b>6,461,428</b>
<b>Costs of raising funds</b>				
<b>Finance Costs:</b>				
Bank loan interest	52,205		51,045	
Bank charges	3,597		16,313	
Hire purchase interest	1,271		1,271	
Other interest	-		13	
Bad debts written off	802		4,719	
Bad debt provision	22,685		(5,685)	
	<b>80,560</b>		<b>67,676</b>	
<b>Total expenditure</b>		<b>6,270,690</b>		<b>6,529,104</b>
<b>NET EXPENDITURE FROM TRADING</b>		<b>(620,547)</b>		<b>(151,733)</b>