

**COMPANY NUMBER: 3401010**  
**CHARITY NUMBER: 1063732**

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**ANNUAL REPORT**  
**AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**THE PORTSMOUTH GRAMMAR SCHOOL**  
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**THE PORTSMOUTH GRAMMAR SCHOOL  
GOVERNORS, OFFICERS AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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<b>COMPANY REGISTRATION NUMBER:</b>	3401010
<b>CHARITY REGISTRATION NUMBER:</b>	1063732
<b>REGISTERED OFFICE:</b>	The Portsmouth Grammar School High Street Portsmouth Hampshire PO1 2LN

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**GOVERNORS**

The Trustees of the charity are also the school Governors and Directors of the company. The Governors who served during the year ended 31 August 2021 were as follows:

**EX-OFFICIO GOVERNORS**

The Right Worshipful, the Lord Mayor of Portsmouth:  
Councillor R Wood (resigned 30 April 2021)  
Councillor F Jonas (appointed 1 May 2021)

The Dean of Portsmouth:  
The Very Rev'd Dr A Cane, BA, MPhil PhD

**REPRESENTATIVE GOVERNORS**

Nominated by Christ Church, Oxford: Dr Martin Grossel BSc MA PhD	(1)
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**CO-OPTATIVE GOVERNORS**

Mrs S Baker MA	(2)
Mrs K Bishop BA ACA	(2)(3)(4)(5)
T Burden MA	(1)
W J B Cha BA (Chair)	(1)(2)(3)(4)
M R Coffin BA (Econ) FCA	(2)(3)(5)
Mrs V Durham (appointed 19 March 2021)	(1)
Ms S Gingell	(1)
N D Latham CBE MSc CEng FIMechE	(2)(3)
His Honour Judge Lodder QC LLB	
J Nicholls BA ACA FCT	(2)
P Parkinson BA	(2)(4)(5)
J Poulton BA (Cantab) (appointed 20 January 2021)	(1)
Dr S Ross MB ChB MRCP	(1)
Mrs M Scott BSc (Vice Chair)	(1)(2)(3)(4)(5)

- (1) = Member of the Education Committee
- (2) = Member of the Finance and General Purposes Committee
- (3) = Member of the Nominations Committee
- (4) = Member of the Remuneration Sub Committee
- (5) = Member of the Audit and Risk Committee

**THE PORTSMOUTH GRAMMAR SCHOOL  
GOVERNORS, OFFICERS AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**ADVISERS (continued)**

**OFFICERS**

Head	Dr A K Cotton BA MSt DPhil MA(Ed)
Head of Junior School	Mrs A Wilson-Smith BA
Secretary, Bursar and Clerk to the Governing Body	S R Merriam BSc CDir

The key management personnel within the school, known as the Senior Management Team (SMT) consists the above officers and the following:

Senior Deputy Head	D M L Payne MA
Deputy Head (Academic)	B C T Goad BSc
Deputy Head (Teaching and Education Development)	H R Wiggins MA
Deputy Head (External Relations)	C J Hamlet MA (resigned 31 <sup>st</sup> March 2021)
Assistant Head (Sixth Form)	L F Rees BA
Assistant Head (Upper School)	F E A Bush BA
Assistant Head (Middle School and Partnerships)	J Jackson BSc
Deputy Head of the Junior School	J Ashcroft BSc

**ADVISERS**

**BANKERS:**

Lloyds Bank plc  
2/4 Palmerston Road  
Southsea  
Hampshire PO5 3QH

**SOLICITORS:**

Blake Morgan  
New Kings Court  
Tollgate  
Chandler's Ford  
Eastleigh  
Hampshire SO53 3LG

**AUDITORS:**

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

**INVESTMENT ADVISERS:**

Investec Wealth and Investment  
Ltd 30 Gresham Street  
London  
EC2V 7QN

**THE PORTSMOUTH GRAMMAR SCHOOL  
GOVERNORS, OFFICERS AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**ADVISERS (continued)**

**INSURANCE BROKERS**

Marsh Brokers Ltd Education Practice Capital House  
1 – 5 Perrymount Road  
Haywards Heath  
West Sussex  
RH16 3SY

Hettie Andrews  
Eleven Brindley Place  
2 Brunswick Square  
Birmingham B1 2LP

# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

### **FOR THE YEAR ENDED 31 AUGUST 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, thus including the Directors' Report and Strategic Report under the 2006 Act, together with the audited financial statements for the year ending 31 August 2021.

<b>DIRECTORS' REPORT</b>
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#### **CONSTITUTION AND OBJECTS**

The Portsmouth Grammar School is a company limited by guarantee without share capital, governed by its Memorandum and Articles and a registered charity, number 1063732. In the event of the company being wound up and unable to meet its liabilities, each member undertakes to contribute a maximum of £1. If, on winding up, there remain after satisfaction of all debts and liabilities, any assets, they cannot be paid to or distributed among the members, but will be given to some other charitable institution having similar objects.

On incorporation of the school in September 1997, permanently endowed assets remained the property of The Portsmouth Grammar School Endowment Trust, charity number 307355, of which the school is sole trustee. The Endowment Trust is a subsidiary charity of the school and its investment income is passed directly to the school.

On 20 May 2004, The Charity Commission directed that "The Arthur Darby Nock Trust shall be treated as forming part of the charity called The Portsmouth Grammar School". This Trust is held as an expendable endowment to provide scholarships at The Portsmouth Grammar School.

The school also has one wholly owned subsidiary company, PGS Promotions Limited, company number 2937047.

#### **AIMS AND OBJECTIVES**

##### **Aims**

A new Strategic Plan covering the period 2020-2025 was agreed with Governors in early 2020.

We wish the members of our school community to be both happy and successful and our purpose as a school is to offer outstanding education that prepares each individual to lead a fulfilled and purposeful life. The Main Archway is symbolic of our inclusivity as a school community and our desire to expand horizons.

In the spirit of our founder, Dr William Smith, we encourage our pupils to think not only about where they will be at 18 but where they aspire to be at 25. Portsmouth is after all, a city concerned with destinations.

##### **Our Aims**

As a community we aim to:

- Foster a nurturing environment that enables each individual to grow in confidence and to fulfil their personal potential
- Ignite a love of learning to cultivate academic excellence and to foster individual progress
- Equip each individual to thrive in a changing world
- Prepare each individual to make a positive contribution to their communities, through both leadership and service
- Help each individual understand themselves and develop their unique strengths.

We wish the members of our community to:

- Be happy and to thrive
- Enjoy learning and pursue success to the best of their ability

# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

### **FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **AIMS AND OBJECTIVES (continued)**

- Be prepared for the changing world beyond school
- Make an active contribution and live purposeful lives
- Develop a sense of identity and to be their own person.

In 2032, we will celebrate the 300th anniversary of the founding of the school. Mindful of the evolving global landscape, we want our pupils to have the best possible preparation for their futures. We are determined to strengthen the school even further, and to preserve its character and diversity, while we respond to the world around us. In partnership with parents, we are committed to providing pupils with the care and the support, the environment and the context, to grow and thrive as the best version of themselves.

In order to achieve this, over the next five years we will focus on:

1. Maximising individual pupils' learning and progress, through challenge, support and care;
2. Placing personal development at the heart of the school, as a learning community;
3. Working in purposeful partnership with our wider communities;
4. Growing our commitment to fee assistance, so we may offer educational opportunities to talented young people according to need;
5. Operating efficiently and sustainably, to further establish our position at the forefront of education in the South of England

#### **Objectives**

The key charitable object of the School is the advancement of education as a day school for boys and girls, or if the Governors think fit, a day and boarding school. Currently boarding facilities are not provided. Religious instruction is provided in accordance with the principles of the Christian faith.

#### **GOVERNANCE AND MANAGEMENT**

##### **Governing Body**

The charity is governed by its Trust Deed, last amended in 1997 and its Memorandum and Articles. The Governing Body should consist of not more than eighteen men or women. Two of the Governors are Ex-Officio, the Dean and the Lord Mayor.

Two Governors are nominated by Christ Church, Oxford. A second Governor has been nominated by Christ Church to join the Governing Body and will do so as soon as statutory checks have been completed.

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

The Governors are also Directors of the company. Those who served during the year are listed on page 1.

Co-optative and nominative governors are appointed for a term of three years. They may be re-elected by resolution of the Governing Body at an Annual General Meeting. Co-optative Governors are elected by the Governing Body. They are volunteers who are able and willing to devote time and energy to the strategic development of the school and they provide support to and oversight of, the leadership of the Head and the Senior Management Team. Co-optative Governors are likely to have significant professional, educational or business experience at a senior level. All Governors are elected at a meeting of the Governing Body and receive a suitable programme of induction from the Clerk, the Head and the Chair of Governors. Additionally, Governors are invited to attend relevant Staff professional development days and seminars provided by the Association of Governing Bodies in Independent Schools (AGBIS) and other providers of specialist advice.

# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

### **FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **GOVERNANCE AND MANAGEMENT (continued)**

The school's 2016 ISI Inspection Report commented favourably on the quality of the school's governance and management awarding an Excellent grading. A compliance inspection was conducted by ISI in February 2019 and the school was confirmed to be compliant with the required standards.

#### **Organisational Management**

The Governing Body meets at least three times a year. The work of implementing their policies is carried out by members of the Finance and General Purposes Committee (F&GP), chaired by Mr Latham, and Education Committee (EC), chaired by Mrs Scott, both of which meet termly prior to the full Governing Body meeting.

In addition, an Audit and Risk Committee, chaired by Mr Coffin, meets at least two times per year with the specific remit of continuous improvement to the governance and management of the school.

A Remuneration Sub Committee, chaired by Mrs Bishop, meets at least annually to review the school's policy on pay for teaching and support staff and to make recommendations.

The Remuneration Committee's Terms of Reference are reviewed annually. The committee considers published benchmarking data on salaries and makes comparisons with other independent schools to ensure that it remains sensitive to the broader issues of pay and employment conditions elsewhere. Its policy provides for appropriate incentives to encourage enhanced performance and the rewarding fairly and responsibly for individual contributions to the School's success.

The school also has a Nominations Committee, chaired by the Chair of Governors or the Vice-Chair if appropriate which normally meets annually or more frequently if required to make recommendations on Governor appointments and to consider succession planning.

Working Groups of Governors with members of the senior management team may be established from time to time by one of the Committees to address specific issues.

The day to day running of the school is delegated to the Head supported by the Senior Management Team (SMT) previously listed as key management personnel. All Governors' meetings are attended by the Head, the Bursar, and the Head of the Junior School.

The Senior Deputy Head, Deputy Head (Academic), Deputy Head (Teaching and Education Development), Deputy Head (External Relations), Assistant Head (Sixth Form), Assistant Head (School), Assistant Head (Middle School and Partnerships) and the Deputy Head of the Junior School attend as and when necessary. Other members of the School's management including the Development Director and Head of Marketing also attend meetings when their areas of responsibility are discussed.

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.

#### **Group Structure and Relationships**

The Charity has one wholly owned non-charitable subsidiary, PGS Promotions Limited.

The school actively supports the promotion of the highest standards in the Independent School sector through networking with other similar schools. In particular through the Headmasters' and Headmistresses' Conference (HMC) schools within the South Central region and the Trinity Group schools, located in London and on the South Coast. The school is a keen participant in the activities of these highly regarded educational organisations. As well as HMC the school has membership of the IAPS, AGBIS and the ISBA.

The school works closely with the universities of Portsmouth, Chichester and Southampton in the provision of Initial Teacher Training. Our close links with schools in the maintained sector are referred to in the Public Benefit section of this report.



# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

### **FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **GOVERNANCE AND MANAGEMENT (continued)**

A number of the school's staff continue to engage in voluntary roles as governors and trustees of schools and other educational, cultural and charitable organisations in the local area and wider region.

The school has a close working relationship with the Portsmouth Cathedral and is a full member of the Choir Schools Association (CSA).

The Head is Chair of the Portsmouth Festivities.

#### **Employee Engagement**

In line with the requirements of the Companies (Miscellaneous Reporting) Regulations 2018, the Board of Governors are pleased to report that they continue to engage with employees throughout the year. Examples of direct engagement include informal meeting time for Governors with staff in the Common room and lesson observations by Governors, prior to Governor Committee or full Board meetings (although such contact has been prevented by visitor restrictions during the pandemic), and presentations to, and discussion with Governors at meetings on the subject or area of responsibility of the staff member. There is also engagement between Governors who are parents of pupils within the school with staff from across the school.

On behalf of the Board, the Head and the Senior Management Team have a strong culture of consultation with staff before introducing significant change and these issues are reported back to the Board at Board and committee meetings. The Head and Bursar also brief staff on the overall performance of the school. This is not only financial reporting but also how the school has performed in public examinations and university offers. It is believed that this culture of openness helps develop a positive culture of mutual trust and commitment by staff in the long-term success of the school as a charitable institution.

#### **Employment policy**

The school is an equal opportunities employer and this is articulated in The PGS Whole School Recruitment Policy and The PGS Equal Opportunities and Dignity at Work Policy for Staff. Full and fair consideration is given to job applications from disabled persons and due consideration is given to their training and employment needs.

Communication and consultation with employees is a priority at the school. At intervals through the year, usually immediately prior to the start of a term or half-term, Professional Development Days are held during which briefings and staff training takes place. Elements of these days will apply to the whole school staff, both academic and support staff, with other periods being applicable to specific roles, functions or training requirements. Training on these will often include training on safeguarding, data protection, and health and safety, as well as briefings on the school's development and strategy.

#### **Business Relationships**

The school continues to engage with a large number of stakeholders (as set out in the Section 172(1) Statement on page 20), the most important of which are the pupils and their parents. The work of our teaching and support staff, as directed by the Board of Governors, the Head and the Senior Management Team, focuses on providing the pupils and parents with a high quality academic education underpinned by excellent pastoral care with an outstanding range of co-curricular opportunities. The success of this is outlined in the Strategic Report below.

The Governors continue to place a significant emphasis on the need for strong and positive relationships with self-employed staff such as peripatetic music teachers and sports coaches. Although the relationship with self-employed staff is necessarily different to that of employed staff (due to the requirements of HMRC and Employment Law), the school is proud that many of these individuals have remained loyal to the school for so many years reflecting the strong and harmonious relationship that the school fosters.

**THE PORTSMOUTH GRAMMAR SCHOOL  
REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 AUGUST 2021**

**GOVERNANCE AND MANAGEMENT (continued)**

The Governors also value positive relationships with suppliers whose work in support of the school is invaluable. Governors require the Bursar to seek value for money when engaging any supplier and this is tempered with forging strong relationships that are ultimately beneficial to both parties. The Bursar also takes into account environmental credentials, when appropriate, when choosing a new supplier. The school is also keen to place a priority on local businesses where it can, and a Sustainability Forum involving staff and pupils helps seek more ways of improving the school's performance in this important area.

**STREAMLINED ENERGY AND CARBON REPORTING (SECR)**

**GHG Emissions and Energy use data for period 1 September 2020 to 31<sup>st</sup> August 2021**

		<b>Current Year 2020 - 2021</b>	<b>Comparison Year 2018 - 2019</b>	<b>Current Year Change</b>	
Energy Consumption - Gas	kWh/year	1,777,180	1,832,882	-3%	Reduction
Energy Consumption - Heating Oil	kWh/year	0			
Energy Consumption - Diesel	kWh/year	18,372	15,620	18%	Increase
Energy Consumption - Petrol	kWh/year	0			
Energy Consumption - Electricity	kWh/year	1,192,113	1,356,526	-12%	Reduction
<b>Total Energy</b>	<b>kWh/year</b>	<b>2,987,665</b>	<b>3,205,028</b>	<b>-7%</b>	<b>Reduction</b>
Emissions - Gas	tCO <sub>2</sub> /year	326.8	337.3	-3%	Reduction
Emissions - Heating Oil	tCO <sub>2</sub> /year				
Emissions - Diesel	tCO <sub>2</sub> /year	4.4	4.0	10%	Increase
Emissions - Petrol	tCO <sub>2</sub> /year				
Emissions - Electricity	tCO <sub>2</sub> /year	277.9	347.3	-20%	Reduction
<b>Total Emissions</b>	<b>tCO<sub>2</sub>/year</b>	<b>609.1</b>	<b>688.6</b>	<b>-12%</b>	<b>Reduction</b>
<b>Total Internal Building Area</b>	<b>m<sup>2</sup></b>	<b>21,768.8</b>	<b>21,768.8</b>	<b>0%</b>	<b>No Change</b>
<b>Number of Pupils</b>	<b>No.</b>	<b>1,289</b>	<b>1,462</b>	<b>-12%</b>	<b>Reduction</b>
<b>Intensity Ratio 1</b>	<b>tCO<sub>2</sub>/m<sup>2</sup>/year</b>	<b>0.028</b>	<b>0.032</b>	<b>-12%</b>	<b>Reduction</b>
<b>Intensity Ratio 2</b>	<b>kWh/m<sup>2</sup>/year</b>	<b>137</b>	<b>147</b>	<b>-7%</b>	<b>Reduction</b>
<b>Intensity Ratio 3</b>	<b>kWh/pupil/year</b>	<b>2,318</b>	<b>2,192</b>	<b>6%</b>	<b>Increase</b>
Methodology		GHG Reporting Protocol - Corporate Standard plus findings from ESOS	ESOS Phase 2		

# THE PORTSMOUTH GRAMMAR SCHOOL

## REPORT OF THE DIRECTORS

### FOR THE YEAR ENDED 31 AUGUST 2021

#### STREAMLINED ENERGY AND CARBON REPORTING (SECR) (CONTINUED)

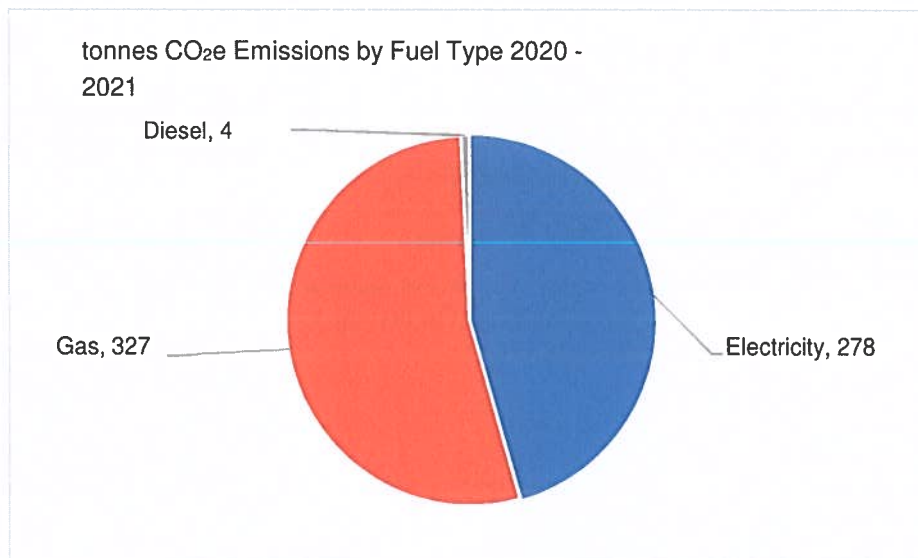
The Base Year for comparison is the financial year 2018/2019. This is the most recent financial year that was unaffected by the Covid Pandemic and is the year for which the ESOS Phase II has been conducted.

The latest financial year 2020/21 shows a 7% reduction in total energy consumption and a 12% reduction in carbon emissions compared to the Base Year. However, there was a 12% reduction in pupil numbers.

#### Key Impacts

The key impact of Portsmouth Grammar School is the emission of greenhouse gases from the consumption of fossil fuel on site, electricity, and vehicle fuel.

Utility	Energy Consumption		CO <sub>2</sub> e	Cost
SECR 2020 - 2021	kWh/year	%	tonnes/year	£/year
Electricity	1,192,113	39.9%	278	£ 268,526
Gas	1,777,180	59.5%	327	£ 46,948
Diesel	18,372	0.6%	4	£ 2,252
<b>Totals</b>	<b>2,987,665</b>	<b>100%</b>	<b>609</b>	<b>£ 317,726</b>



#### Measurement

Portsmouth Grammar School records energy consumption in terms of kWh per month for gas and electricity. This is collected from invoices and meter readings. Vehicle fuel is recorded in terms of litres per month. This data is collated in a single spreadsheet (PGS SS1 Utilities 2021).

The above spreadsheet has been used to compile the data required for SECR reporting. This converts the energy consumption in terms of kWh to tCO<sub>2</sub> equivalent (PGS SS2 SECR 2021).

Emissions of CO<sub>2</sub> were calculated using the DEFRA Conversion Factors 2020 (PGS SS3 DEFRA 2021).

**THE PORTSMOUTH GRAMMAR SCHOOL  
REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**STREAMLINED ENERGY AND CARBON REPORTING (SECR) (CONTINUED)**

<b>Emissions Factor 2018</b>	<b>kgCO<sub>2</sub>/kWh</b>
Electricity	0.256
Natural Gas	0.184
DERV	0.253
Petrol	0.241

<b>Emissions Factor 2020</b>	<b>kgCO<sub>2</sub>/kWh</b>
Electricity	0.233
Natural Gas	0.184
Diesel AV Biofuel Blend	0.241
Petrol Av Biofuel Blend	0.229

**Notes:**

The Carbon content of grid generated electricity is reducing due to the impact of renewables.

An average biofuel blend has now been adopted for vehicle fuel.

**Setting a Target**

The school occupies an historic site with many parts of the estate being listed buildings. There are therefore limits to the improvements that can easily be made to improve energy efficiency.

The results of the ESOS Phase II process highlights that upgrading the lighting at the school is the most likely area where savings could be made, and upgrades are currently taking place.

The school has achieved a 7% reduction in energy consumption in 2020/2021 compared to the Base Year reflecting the efforts thus far. A Real Time energy monitoring system is currently being installed and it is anticipated that this will offer further potential for savings.

Now that the easier improvements have been made, savings will become more difficult and costly to achieve. Therefore, a reduced target of 3% for the coming year is proposed, especially as activities such as sports may increase back to pre-pandemic levels.

**Energy Saving Actions**

In the last 12 months the school has continued the lighting refurbishment programme with older fluorescent lighting being replaced with LED units. This has proved successful with both gains in energy efficiency and quality of light.

**Energy Saving Plans**

Continuation of the lighting refurbishment programme to school classrooms and offices.

Smart meters and real time monitoring of all gas and electricity meters is planned for completion by June 2022. This will enable an effective energy monitoring and management system to be implemented.

**THE PORTSMOUTH GRAMMAR SCHOOL  
REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**PUBLIC BENEFIT**

**Bursaries**

The school remains committed to the aim of providing Public Benefit in accordance with its founding principles and the Governors have given careful regard to the Charity Commission's guidance on Public Benefit and means testing.

The school welcomes pupils from all backgrounds.

It is important to the school that access to the education offered is not restricted simply to those that can afford the fees. It is recognised that pupils benefit from learning within a diverse community and that learning occurs through social interaction and shared experience. In this way we expect our pupils to develop a roundedness of experience and perspective of other people that will be vital in their adult lives.

Entrance interviews and assessments are undertaken to ensure that potential pupils can benefit from the education provided and contribute to the school community.

The provision of means-tested bursary support continues as a key feature of the school's admissions process with bursaries equivalent to 100% of the fees being available and regularly awarded. An individual's gender, ethnicity, race, religion or disability do not form part of our assessment process for bursary support.

The school is committed to offering places to those most able to benefit from its education irrespective of financial means. It is against this core ethos that bursaries are an especially highly valued aspect of the school's admissions process. In addition the school provides continuing support to all pupils already in receipt of fee assistance through bursaries.

The school does not have a large endowment and in funding bursaries and scholarships, a balance has been struck between maintaining an adequate surplus of funds to maintain the financial viability of the school, as well as continuing to develop appropriately the school's infrastructure and maintain its historic Grade II listed buildings.

The school, in line with other independent schools, also makes some scholarship awards on the basis of an individual's educational potential, academic success in examination or excellence in co-curricular activities. The awards are generally low in financial value but highly regarded by pupils and feeder schools.

In 2020/21 £1,789,278 (2019/20: £1,539,187) was awarded on a predominantly means-tested basis for scholarships and bursaries. In addition to this, a further £359,631 (2019/20: £155,380) was provided in emergency temporary bursary support for families significantly financially impacted by the pandemic and ensuing restrictions.

The Breakdown of the Bursary awards (excluding the temporary bursary support) was as follows:

- 136 pupils received bursary support of up to 100% of the fees (Senior School Only) (2019/20: 121)
- Detailed breakdown as follows:
  - 59 pupils receiving between 75% and 100% (2019/20: 53)
  - 46 pupils receiving between 50% and 74% (2019/20: 38)
  - 31 pupils receiving between 10% and 49% (2019/20: 30)

The total value of these bursaries was £1,529,319 (2019/20: £1,337,309)



# THE PORTSMOUTH GRAMMAR SCHOOL

## REPORT OF THE DIRECTORS

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### **PUBLIC BENEFIT (continued)**

The breakdown of the Scholarship awards was as follows:

o Academic	214 (2019/20: 196)
o Music	24 (2019/20: 24)
o Sport	17 (2019/20: 11)
o Drama	18 (2019/20: 21)
o Art	13 (2019/20: 10)

- The total value of these scholarships was £259,959 (2019/20: £201,878)

#### **The William Smith Fund**

In July 2015 the school launched a significant bursary initiative called 'The William Smith Fund' with the simple aim of creating a source of non-fee income to help sustain our founder's vision of providing a world-class education for the young people of Portsmouth and the surrounding area, right at the heart of their home city. The initiative evidenced our strong belief in the power of means-tested bursaries, not only to break down the financial barriers to a PGS education, but also to enrich the entire community by enhancing its intellectual and social diversity.

The William Smith Fund is a collective fundraising effort made each year by all members of the PGS family – alumni, former staff, and friends of the school, parents and grandparents of current pupils. Our aim is simple: we wish to raise funds to increase our means-tested bursary provision, allowing us to further open our doors to more bright and promising boys and girls from the local area whose families would not otherwise be able to afford the full fees.

Since the launch of the William Smith Fund over £3.3 million has been received in donations. We have a long-term target of offering means-tested assistance to 1 in 4 Senior School pupils.

In addition to bursaries the school is engaged in many other activities that provide public benefit and are within the school's objectives.

The school is a patron of Shaping Portsmouth, a city-wide initiative between the private and public sectors to improve educational opportunities in Portsmouth and to support the economic success and well-being of the city as a whole. Some of our Sixth Form pupils work within this organisation as part of their enrichment curriculum. The school also supports the educational work of local cultural and heritage centres.

The school's ongoing commitment to support the Portsmouth Festivities (now re-branded as "PortsFest") is a clear demonstration of its belief in the significance and value of the creative arts. The events that are scheduled during that time are for the benefit of young people throughout the city and therefore merit a considerable investment from PGS in terms of time, energy, imagination and funds, ensuring the events are easily accessible to all.

2021 saw Ports Fest going ahead with a reduced festival, with three days of high-quality events over the period of 2-4 July. The festival was planned with Covid-19 restrictions in place, with a mix of utilising outdoor spaces alongside online events.

The festival brought back the use of theme; given the challenging year our audiences were invited to Remember, Reimagine, Reset. Over the three days the festival provided 52 events and worked in active partnership with over 40 artistic and cultural organisations, worked directly with 28 regional schools, engaged with 220 artists and 540 participants.

The live event audience reached 6,899 with a total engagement of 429,192 people through participation online or in writing.

# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

### **FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **PUBLIC BENEFIT (continued)**

Focus will continue to be on Community outreach and the creation of hybrid events. The festival will also see a full rebrand with the festival renamed as Ports Fest. The festival's key strategic priorities are:

- To be a major cultural landmark for Portsmouth, embedding Ports Fest and its major partners firmly within the city's cultural landscape
- To offer a year-round cultural education and engagement programme for city schools feeding into the Festivals programme
- To offer an active, purposeful forum for individuals and organisations to work in creative collaboration, to innovate and create new work
- To offer at least one major new commission each year
- To create at least one major community initiative each year
- To access major funding

The school strongly believes in the value of PGS pupils being involved in partnerships, charitable events and volunteering in a wide variety of ways. As such, it is committed to working closely with many local charities and like-minded organisations and aims to optimise the educational use of its cultural and sporting facilities and to awaken in its pupils an awareness of the social context of the all-round education they receive.

Collaboration with other schools this year has again been made more difficult by the pandemic restrictions, although it has provided an opportunity to be more innovative in our approach and resulted in more focus on online collaboration between schools.

We were able to run the Gifted & Talented Summer School in the same remote way as last year, providing a resource box containing activities and equipment as well as access to online activities and resources around a central theme of Forests and Earth, sent to participating schools who distributed these to their pupils. Year 5 children from three local schools enjoyed this successful learning experience.

Despite the significant restrictions placed upon us by COVID we have managed to launch a very successful Sixth Form Community, Action, Workplace ("CAW") scheme on Monday afternoons. All of our Year 12 pupils enrolled in some form of community collaboration which included: care homes, local schools, helping local charities, or supporting the Schools of Sanctuary initiative. These links will continue to grow and strengthen during the next cycle of the scheme.

We are continuing to build on links within the Portsmouth Education Partnership and Shaping Portsmouth in order to join with them in Outreach and Partnerships work for the benefit of the city. We have recently become a supporter of the Portsmouth City of Sanctuary project and are working towards becoming an accredited School of Sanctuary. A Christmas hamper appeal headed up by Shaping Portsmouth saw the School donating 12 hampers to local care providers.

Unfortunately, due to the COVID-19 restrictions and the need to ensure appropriate health protection for the school community; most of our usual support in providing subsidised facilities for local organisations have not been able to continue. These would normally include for example: for the very young, our support for the National Childbirth Trust (NCT), and for the more mature the Solent Guild of Woodcarvers and Sculptures.

PGS continues its partnership with Mayfield School, with their Head being a co-opted member of the PGS Education Committee. The Wilkie Scholarships exist as an excellent means of offering a tangible link for successful Mayfield pupils to access a PGS education in the Sixth Form. We have had other partnership activities included shared training and working party groups focusing on particular school issues.

# **THE PORTSMOUTH GRAMMAR SCHOOL**

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### **FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **PUBLIC BENEFIT (continued)**

Thanks to the efforts of pupils, staff, parents and other members of our school community fundraising remains a core charitable activity within the school. The school continues to support a variety of local, national and international charities, and although this was hampered by the limitation on activities due to the pandemic, such support during the last academic year included Macmillan Cancer Research, the World Wildlife Fund Bushfire appeal, Portsmouth Down Syndrome Association, The Samaritans and the RNLI.

The Houses also support charities of their own choice each year and raise awareness and funds through their own initiatives, that are largely pupil led. The Sixth Form enrichment programme (Ignite!) also includes pupils volunteering in support of several local organisations including the All Saints Church.

The school enjoys a close relationship with many of the region's universities, supporting the training of student teachers at Chichester, Portsmouth and Southampton Universities.

The school has a range of active partnerships with schools overseas, including the United World School in Chia Thom, Cambodia, which it helped to build; and Kikaaya College School in Uganda, which enjoys significant school support. PGS also continues a growing partnership with the Suzhou Science and Language School in China. PGS believes that pupils should be aware of the importance of living in a global community and the many benefits and challenges that this brings and the commitment to such partnerships is an excellent way of ensuring that pupils are offered a tangible insight to the cultural differences of other international communities.

A number of the school's staff fulfil voluntary roles as governors and trustees of schools and other educational, cultural and charitable organisations in the local area and wider region.

#### **FUNDRAISING**

##### **Fundraising achievements in 2020/21**

- 2020/21 was the school's most successful fundraising year on record
- Gifts to the value of £1,316,712 were received from 713 individuals and organisations
- This contrasts with gifts to the value of £373,107 from 347 donors in 2019/20
- The large increase in the number of donors was primarily due to the school's first online Giving Day in March 2021, which attracted donations from 653 individuals
  - Of these, 412 (63%) were donating for the first time
  - The Giving Day raised approximately £280,000 and, at the time, was the most successful such event held by any UK school and won the Independent School of the Year Award for an Outstanding Fundraising Achievement
- A single gift of £750,000 from an individual was the largest contributor to the increase in total value of donations
- Across the year, 99.5% of donors in 2020/21 were individuals
- Their gifts represented 85% of funds donated
- If the gift of £750,000 is excluded from calculations, then 66.6% of funds were donated by individuals, which is in line with the outcomes of previous years
- The full breakdown of donors is as follows:
  - 52% alumni
  - 34% current and former parents
  - 7% current and former staff
  - 4% friends
  - 1.5% current and former Governors
  - 1% widows and other relatives of OPs
  - 0.5% organisations



# **THE PORTSMOUTH GRAMMAR SCHOOL** **REPORT OF THE DIRECTORS** **FOR THE YEAR ENDED 31 AUGUST 2021**

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## **FUNDRAISING (continued)**

- The breakdown of causes supported was as follows:
  - 86.35% bursaries
  - 12.2% area of greatest need (i.e., unrestricted)
  - 1.15% academic projects
  - 0.2% prize fund
  - 0.1% co-curricular activity

### Legacy gifts

- One legacy gift of £50,000 was received from an OP
- The school is now aware of 89 OPs, parents and former staff who have declared that they have included a gift to the school in their will

### Fundraising practice

The Portsmouth Grammar School is registered with the Fundraising Regulator and has adopted the Code of Fundraising Practice. Neither the school nor the Fundraising Regulator has received any complaints about PGS's fundraising activity in the period covered by this report.

Fundraising is undertaken by the Development Director, a full-time employee, with support from two part-time members of Development Office staff. During 2020/21 their support ranged from 0.8 to 1.2 FTE per week.

The Development Director reports to Governors through the Finance and General Purposes Committee, attending its termly meetings and providing written and verbal reports. She is line-managed by the Head, with whom she had weekly meetings during term-time. These meetings were conducted primarily by telephone during 2020/21 due to a combination of COVID-related lockdowns and social distancing.

PGS takes very seriously its relationship with its alumni, parents, staff, Governors, and other supporters. It has an ethical fundraising and gift acceptance policy which is reviewed regularly. None of the school's fundraising activity should compromise donors' privacy, put anyone under undue pressure or be unreasonably persistent.

### Looking ahead to 2021/22

It had been feared that fundraising in 2020/21 would be negatively affected by the COVID-19 global pandemic and the fact that no face-to-face meetings had been possible with donors for over a year. This has not turned out to be the case.

All the 5- and 6-figure gifts received during 2020/21 were from major donors who were already very close to the school prior to COVID. The inability to hold face-to-face meetings for most of the time since March 2020 has limited the opportunities to further develop our relationships with other individuals who are currently more distant from the school. A focus for 2021/22 will be developing deeper relationships with a number of these people.

Following the success of the school's first Giving Day, a second such appeal is planned for March 2022, to raise more funds for means-tested fee-assistance.

Finally, a legacy fundraising appeal, which was postponed from 2020, will take place in summer 2022. This will promote the idea of contributing to the school's endowment fund, alongside continued fundraising for 'pay as you go' bursaries.

# THE PORTSMOUTH GRAMMAR SCHOOL

## REPORT OF THE DIRECTORS

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### STRATEGIC REPORT

##### Strategies to achieve our Vision and Mission

The School's new Strategic Plan runs for 5 years and covers the period to 2025, with operational planning annually in support of the longer term strategy.

##### Our Vision

As a community we aim to:

- Foster a nurturing environment that enables each individual to grow in confidence and to fulfil their personal potential
- Ignite a love of learning to cultivate academic excellence and to foster individual progress
- Equip each individual to thrive in a changing world
- Prepare each individual to make a positive contribution to their communities, through both leadership and service
- Help each individual understand themselves and develop their unique strengths.

We wish the members of our community to:

- Be happy and to thrive
- Enjoy learning and pursue success to the best of their ability
- Be prepared for the changing world beyond school
- Make an active contribution and live purposeful lives
- Develop a sense of identity and to be their own person.

There are 5 main strands to the Strategic Plan 2020-2025 and they are described below firstly by a summary explanation as to the school's target to achieve over the 5 years and then an explanation (in italics) of how the school will achieve this and the work undertaken so far.

#### 1. Maximising individual pupils' learning and progress, through challenge, support and care

Over the period of this Plan the School will focus on building continued excellence in our teaching and learning, investing in individual needs, creating extended opportunities for intellectual challenge and independent learning, and reviewing our curriculum so that we can be responsive to the changing world around us.

*We have an excellent reputation for teaching and learning and are keen to develop this further by realising the potential of the Connected Curriculum in the Junior School, and by ensuring that we engage and challenge all pupils effectively. We have a new Learning Support Centre to transform the learning environment for these pupils and enable us to bring together both Junior and Senior School LS staff in one facility. We have taken significant steps forward in our use of educational technology and software in order to facilitate a fully remote curriculum, necessitated by the pandemic restrictions. The requirement to learn new teaching and learning methodology and the intensive training that has accompanied that process has focused our attention on teaching and learning as a community. In connection with the Black Lives Matter movement, considerable impetus has been given to the planned curriculum review in years 7 to 9 in all subjects and especially in history*

#### 2. Placing personal development at the heart of the School as a learning community

Over the period of this Plan the School will focus on: constantly developing our staff; embedding the "PGS CORE" which supports pupils to reflect on their key qualities and gain insight into their personal development; creating an extensive programme of Sixth Form enrichment; continuing to build excellence in proactive pastoral care; preparing for future lives; celebrating difference through diversity and inclusion; strengthening our broad co-curriculum; and celebrating opportunities for pupils as a through school.

# THE PORTSMOUTH GRAMMAR SCHOOL

## REPORT OF THE DIRECTORS

### FOR THE YEAR ENDED 31 AUGUST 2021

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#### STRATEGIC REPORT (continued)

*PGS has recently become a founding member of the School's Inclusion Alliance alongside Eton and St Paul's Girls School. We are building on that work with a comprehensive review of our activities and structures, to ensure that we are even better placed to combat discrimination, and promote diversity and antiracism, and prepare pupils to make a positive and active contribution in a multicultural society. Issues relating to Black Lives Matter will be prominent in this work. The shift to remote learning since the start of the pandemic has required an intense focus on staff training who needed to learn new digital skills and deliver engaging lessons online. Enhancements that can be made to teaching and other aspects of school life, from the lessons learned during the periods of remote learning, are still being reviewed and considered.*

#### **3. Working in purposeful partnership with our wider communities**

Over the period of this Plan the School will focus on: developing international horizons; learning through community activity for all year groups; widening the cultural reach of the Portsmouth Festivities; and working in educational partnership both in the local area and through contribution to the broader educational landscape.

*In addition to the many ways in which we already engage with the city and local community, we are ambitious to develop further opportunities for volunteering and outreach. We are keen to strengthen our links with schools in the maintained sector, supporting a shared interest in raising the aspirations of all young people in Portsmouth. We will continue to support the PortsFest in making a significant and positive impact both culturally and economically as a city-wide festival of the arts. Despite the challenges of the pandemic we again hosted our Gifted and Talented Summer School in July with Year 5 pupils participating from three local schools who were provided with a resource box and online materials, containing enrichment activities in a variety of subjects based around a central theme of Forests & Earth. A number of staff have volunteered to join subject specialist hubs in the city, which will extend our links with local schools and allow us to contribute to and learn from good practise in teaching and learning in the city.*

#### **4. Growing our commitment to fee assistance so we may offer educational opportunities to talented young people according to need**

Over the next five years and beyond, we commit to making significant steps in broadening access, and increasing the proportion of our pupils who receive means-tested assistance and transformational bursary awards.

*We undertook a very successful Giving Day in March in support of our bursary provision, which resulted in an Independent School of the Year Award for an Outstanding Fundraising Achievement. We also received a very generous donation to secure the long-term future of our Wilkie Scholarships awarded to pupils of Mayfield School. We started a new relationship with Portsmouth Academy, with significant bursary support to enable pupils from that school to join the PGS Sixth Form. We have continued to provide temporary bursaries needed to assist parents who were significantly affected by the pandemic and resulting restrictions.*

#### **5. Operating efficiently and sustainably, to further establish our position at the forefront of education in the South of England**

Over the period of this Plan the School will focus on: offering value for money; transforming our site; improving our environmental impact; and supporting our staff to flourish.

*As a school we aim to provide a stronger, more visible lead on the value of living and operating sustainably, making the most of the resources we have for the future health of our planet. We are committed to ensuring affordability for our parents now and in the future, through careful stewardship and cost control. Ongoing efforts to become a more sustainable school have been recognised during the year through gaining the Eco-Schools Bronze Award, supported by the work of the PGS Eco-*

# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

### **FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **STRATEGIC REPORT (continued)**

*Councils which meet regularly and communicate with the wider school community. We are currently working with specialist consultants to further develop our sustainability programme.*

#### **Achievements and Performance**

2020-21 has been another successful year both through academic achievement, our extensive co-curricular programme and the engagement of our pupils with the wider community, although activities have been necessarily affected in their format by the restrictions imposed as a result of the pandemic including the replacement of external examinations by Teacher Assessed Grades.

PGS CORE, introduced last year and providing a new focus for conversations about personal development in all aspects of school life, enabling discussions about identity, relationships, health and wellbeing, has received new impetus through discussions on diversity and inclusion, particularly in the wake of the Black Lives Matter movement and the murder of Sarah Everard.

Results in A Level and GCSE exams in the summer were awarded following the Teacher Assessed Grades procedures required by the examination awarding bodies. At GCSE the percentage A\*, 9 or 8 statistic was our highest ever at 58.7%. Almost 78% of pupils' entries in all subjects were graded A\*/A or the new 9-7 equivalent.

Unlike A Level pupils, those taking the IB were not awarded grades provided solely through a school generated system. Instead these were generated by the International Baccalaureate (IB) and were based predominantly on performance in the coursework element. The IB cohort achieved an average of exactly 40 points in the IB diploma. The combined A Level and IB Diploma performance was over 90% A\*-B grades in all subject entries, with 41.9% at A\* and over 74% at A\*/A. 100% of all Higher Level IB grades were at 7, 6 or 5 which has only been achieved once in a previous year.

17% of pupils from the 2019/20 Year 6 cohort received scholarships and other awards on entry to the Senior School at the beginning of this year.

Residential trips have unfortunately been severely curtailed as a result of the pandemic, and it was only possible to undertake one Duke of Edinburgh Award excursion to Wales, which took place in the summer holidays.

As a Cathedral School, music continues to feature highly at PGS. We have worked to be more closely involved in the Cathedral's partnership work Cathedral Sing with staff and pupils involved in supporting the delivery of this programme. During the Summer Term the PGS Director of Music devised a programme of singing and delivered this in three schools on the Isle of Wight with the Cathedral Sing Director. This project reached over 150 pupils most of whom had not had any musical education over the last 18 months due to the pandemic. We are planning further closer collaboration in order to support each other's work to bring more singing opportunities to our local community.

The partnership with the London Mozart Players (LMP) is a significant part of our work and the opportunity for the school's musicians to work closely with supportive and encouraging professional players and conductors is of huge educational value to our musicians. Whilst the pandemic meant that our usual pattern of Remembrance Concerts and workshops were not able to happen, we were able to hold a concert entitled Reconnecting in July as part of PortsFest. Using a large outdoor stage, PGS musicians played with the LMP in works by Peter Warlock and a world premiere performance by composer Richard Brown.



# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

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#### **STRATEGIC REPORT (continued)**

The same concert also featured a world premiere of a suite of Hampshire Folksongs composed for PGS by the Assistant Director of Music, Dr Pande Shahov, with 40 singers from the PGS Senior and Junior School and 50 pupils from Castle Primary School and the local Choir Church Project. The concert also featured a world premiere arrangement of music by Samuel Coleridge-Taylor, a composer of British and Sierra Leonian heritage from the early twentieth century, and a new composition written by a Year 12 A level music pupil for violin and orchestra performed by the LMP.

The outdoor stage provided over the final weekend of the Summer term also enabled additional concerts as part of PortsFest was used for an evening of Musical Theatre where solo and ensemble performances by current PGS pupils and PGS alumni were performed with a live band.

Despite the restrictions on our activities last year, the Music Department continued to manage rehearsals in small bubbles or remotely and continued to celebrate the music making of our pupils by sharing performances on the Departmental website. We continued to promote live music-making with the whole school community, and hosted a series of live body percussion workshops with Ollie Tunmer from Beat Goes On which all pupils in Years 7 and 8 were able to access from home.

The two major lockdown achievements of the Department were the production of A Chorus Line in collaboration with the Drama Department and House Music in lockdown. A Chorus Line was live streamed from the New Theatre Royal and achieved over 4000 views. The show was fully staged following covid safety guidelines, with a live orchestra performing from behind perspex screens.

House Music prepared and performed entirely during lockdown was a major achievement by our young musicians. Each house was able to use technology to rehearse, video and assemble a 20 minute programme of music which had to include a small ensemble, large ensemble and solo performances. The finished results from each house were remarkable and offered those pupils with technical expertise in video editing the chance to shine. We were fortunate to have as our adjudicator, the broadcaster, performer and conductor Anna Lapwood, with the final concert live streamed with the recorded adjudication to viewers on 600 screens.

Keen to continue our drama and music collaboration in an autumn musical production, despite the considerable challenges of the pandemic, we were able to live-stream a production of 'A Chorus Line' at the New Theatre Royal involving 8 cameras and a full technical team acting in harmony alongside a fantastic cast of performers. Gathering over 4000 viewings online, 'A Chorus Line' was not just an excellent production, but a statement of artistic belief and survival at a time when most, if not all theatres were shutting their doors. House Drama was conducted online in February and again succeeded in capturing the range and talent of our pupils. Middle School and Year 9 & 10 productions were staged during the Summer Term, which meant a thoroughly joyous return of socially-distanced audiences with uplifting performances of 'The 39 Steps' and 'Arabian Nights'. Unfortunately, we were not able to put on the intriguing Sixth Form Play 'Monsters', which was cancelled due to a whole-cast isolation two days before the show.

The 2020-21 Sporting season was heavily impacted like all areas of school by Coronavirus. The Autumn Term and Spring Term saw no inter-school fixtures played in any sports due to restrictions placed upon schools. The inability to safely play fixtures with other schools meant the Saturday sporting programme also took on a new guise. This allowed over 350 pupils to regularly take part in training and internal matches across the first two terms. It was amazing to see so many pupils taking part in rugby, hockey and netball, gaining a much-needed break from the stresses of COVID regulations.

The various lockdowns came and went but the PGS Sporting spirit remained, and even when face to face training was not possible our pupils took part in online classes such as CrossFit, dance, Strava Running Challenges and yoga to mention just a few. The highlights saw over 200 families in the PGS community take on the Family 3 and 5 kilometre challenges and enter a time online for these events. Another major highlight saw PGS Sport named in the Schools Sports Magazine's "Top 200 Sporting Schools" as well as the Cricketer Magazine's "Top 50 Cricket Schools" in the country.

# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

### **FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **STRATEGIC REPORT (continued)**

Like many schools we were delighted to see the return of competitive fixtures in the Summer Term. Initially these fixtures began with cricket and ran alongside internal sport and training for athletics and tennis. Although the very poor weather caused many fixtures to be postponed or cancelled, we did manage to ensure all teams played at least one fixture in the first half of term. It was particularly pleasing to see the Year 7 pupils and many Year 8 pupils play their first competitive game for the school since joining PGS. Athletics restarted with a superb trip to Millfield School where the Year 9 and 10 teams represented PGS Sport with distinction. All teams were placed in the Top 3 schools at the event which included schools such as Millfield School, Clifton College and Blundell's School.

The second half of term saw the U12 and U14 boys cricket sides progress to the semi finals of the Hampshire Cup while the U13 and U15 sides reached the finals. The U15s were successful in their final against Winchester and went on to the regional finals with victories over Sherbourne and Millfield School, before losing very narrowly to a strong Bradfield side with only a few balls remaining. Girl's cricket at the school continues to grow with our U14 and U15 girl's sides taking part in hard ball matches for the first time. We very much look forward to continuing this progress next year and beyond.

The final week of term saw an amazing five sports days take place at HMS Temeraire to ensure each Year Group had the opportunity to finish the year on a sporting high. We look forward to next year with optimism of a return to a more traditional Saturday Sports programme but we have learnt so much from this unusual and challenging year.

The active Pupil Councils meet regularly and have discussed issues and initiatives across the year groups. It was unfortunately not possible during the year for groups of pupils to meet in person with members of the Governing Body.

#### **Section 172(1) Statement**

##### **Governor involvement**

The Governors act in good faith to make decisions, the outcome of which they consider will be most likely to promote the success of the School for the benefit of its pupils and the wider school community as a whole, both in current periods and in the long term. They regularly attend School events, affording them the opportunity to meet with parents, staff and other members of the community, and also have the regular opportunity to spend time in school attending lessons, speaking with staff and pupils, and observing the day to day activities of the school.

In discharging their duties above, the Governors carefully consider amongst other matters, the impact on and interests of other stakeholders in the School and factor these into their decision-making process.

##### **Staff members**

Governors would normally have regular opportunities to meet with staff and observe their day to day activities, but these have been considerably restricted during the last year. They also receive information on various staff metrics. The Governors are committed to promoting a healthy and productive school environment and positive physical and mental wellbeing among the staff; the school counsellors are available for consultations with staff as well as pupils. The Governors keep staff informed of key issues through structured communication channels, promote diversity and inclusion in school life and also provide training and development opportunities where they are considered of benefit to the school and staff. Using the School's recruitment and development strategies, the Governors seek to attract and retain talented staff.

# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

### **FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **STRATEGIC REPORT (continued)**

##### **Pupils and their parents**

The Governors commit considerable time, effort and resources into supporting staff in delivering the best educational provision the School can, whilst striving to achieve excellent individual care to enable each pupil to thrive and their parents to be well-informed on the progress of their child. In normal circumstances the Governors meet with groups of pupils on a regular basis to receive feedback and inform decision making to promote these objectives, with the aim of fostering long term mutually beneficial relationships both while the pupil attends the School and into the future. The School has a policy and procedure in place to deal with any complaints and acts to work quickly to resolve any isolated disagreements that may arise from time to time.

##### **Suppliers**

The Governors have established procedures to ensure that external suppliers are individually verified to ensure they meet with the health and safety, regulatory and financial security standards required by the School. The School seeks to pay all suppliers any undisputed amounts due and to conform with the billing requirements within agreed terms.

##### **Community and the environment**

The School takes its role within the community very seriously and promotes and encourages community and charitable contribution through the numerous activities set out elsewhere in this report. The School also recognises the importance of its environmental responsibilities and has measures in place to monitor and control its impact on the local environment and its compliance with any regulatory environmental standards. The School seeks to implement policies aimed at reducing any potential detrimental environmental impact of its activities.

##### **Standards and conduct**

The School has a significant portfolio of policies and codes of practice regarding ethical and professional standards expected of staff in undertaking their duties for the School. These are clearly communicated to every staff member and adherence to which is expected and enforced.

##### **Financial review and results for the year**

This has been another challenging financial year for the school with the impact of the COVID-19 pandemic being felt throughout the year, the ongoing costs from the increase in teachers pensions provision, and general affordability issues in the sector impacting pupil numbers, coupled with the financial impact on many families' incomes as a result of the extensive restrictions. Despite these factors, as a result of prudent cash management in prior years and active cost control during the year the school has realised a surplus of £1,102,339 (2019/20: £68,747). It must be noted however that a significant proportion of this surplus is due to a substantial donation being made for the long term provision of bursary-supported places from Mayfield School. In addition, the surplus has benefitted from net investment gains of £380,291 during the year (2019/20: £17,273). We have throughout this challenging period, sought to fund additional bursary support whilst seeking to maintain the quality of educational and pastoral care of our pupils.

Incoming resources of £18,875,227 (2019/20: £18,498,011) increased compared with the prior year.

This reflects:

- a reduction in net fee income of 0.79% represented by a 2% increase in fees for only the third term of the academic year, combined with a 4.5% reduction in overall pupil numbers, and reduced income through temporary bursary support provided in response to the pandemic's effects on parent income.
- pupil numbers were 26 lower than the previous year totalling 1,289 as at 1<sup>st</sup> September 2020. The number of pupils at 1 September 2021 was 1,263.
- ancillary trading income decreased to £422,074 compared with the previous year (£703,980) largely as a result of a decrease in school trips and school meals income due to the pandemic

**THE PORTSMOUTH GRAMMAR SCHOOL  
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**STRATEGIC REPORT (continued)**

- non charitable trading which represents the income generated by PGS Promotions increased to £122,184 compared with £116,154 in the previous year, reflecting increased activity.
- grants and donations totalled £1,367,786 compared with £528,516 in the previous year, and included £51,074 (2019/20 £155,409) in grants from the Coronavirus Job Retention Scheme.
- Investment income decreased to £55,761 compared with £86,600 in 2019/20.

Operating costs totalled £18,153,179 a decrease of 1.6% on last year's total of £18,446,537.

Operating costs were primarily attributable to:

- Total staffing costs of £13,046,872 representing a decrease of 1.03% over the prior year (£13,182,094). There was no general pay award for teaching and support staff although a number of teaching staff were awarded incremental increases as they moved up the seniority scale. The average number of employees has reduced by 2.4% to 324 (2019/20 – 332)
- A reduction in the number and cost of overseas school trips.
- Total financing costs were reduced to £246,416 (2019/20: £353,043), including a charge for bad debts of £53,615, a reduction of £41,102 and a reduction in bank loan interest of £67,025.
- Catering and transport costs being lower as a result of the periods of lock-down and restrictions on school activities.
- General cost savings achieved.

Overall, Net Incoming Resources for the year, before investment gains were £722,048 compared with £51,474 in the previous year of which £943,605 reflects an increase in donations.

Overall interest rate costs have reduced by £67,025. Interest rate risk exposure is managed by fixing interest rates on a proportion of the loan portfolio within parameters that are agreed and regularly reviewed by the Finance and General Purposes Committee. Further details of the loans and current interest rates are included in note 17.

Net debt has reduced by £295,167 to £1,955,558 from £2,250,725. Cash balances amounting to £8,700,572 (2020: £6,194,462) at the year-end reflecting prudent cash management in previous periods.

The School continues to operate within the covenants set by the bank for its loan facilities.

The School achieves its liquidity objectives by the careful management of working capital and regular forecasting of short and long term cash requirements.

The School's cost base predominantly comprises staff costs and therefore the impact of commodity price risk is modest although there is exposure to increases in utility and related building operational costs.

The school's exposure to credit risk is mitigated by fees being due and collected at the beginning of each term.

The operating performance of PGS Promotions Limited is set out in note 7.

**Reserves Policy**

The School's consolidated unrestricted funds stood at £16,662,974 at the year-end (2020: £16,933,901).

After adjusting for designated funds, functional fixed assets for the charity's own use and borrowings against those assets, the school has free reserves of £6.11m (2020: £4.22m) (as defined by the Charity Commission) against a planned level of broadly equivalent to three months' operating costs which equates to £4.54m.



**THE PORTSMOUTH GRAMMAR SCHOOL  
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**STRATEGIC REPORT (continued)**

The Governors regularly review the reserves policy in the light of the future plans for the school, the projected budgets and cash flow forecasts. This policy reflects the risks and uncertainties of operating as an independent educational establishment and the significant on-going demands of the school to maintain up to date facilities and invest for both the present and the future. In addition, the policy also recognises the specific financing structure of the school where future external debt re-payments are required to be funded from operational cash flows and the school is required to operate within its banking covenants on existing debt.

In light of these considerations, the Governors believe the current level of Free Reserves to be appropriate to the needs of the school at the present time.

**Investment policy and objectives**

Investec Wealth and Investment Ltd continue to be the school's investment advisers and the delegated authority given to them to act within a framework set by the Governing Body which has been reviewed during the year remains appropriate in the current economic climate. Following advice received from Investec on the management of Charitable Funds the School has opened a 'Discretionary Account' in which eight previous funds have been consolidated for the purposes of administrative ease and simplicity of investment management. This consolidated fund with a market value of £2.6 million represents in the order of 11% of the School's net assets and is operated within the framework detailed below:

1. The overall objectives are to create sufficient income and capital growth to enable the School to carry out its purposes consistently year by year with due and proper consideration for future needs, and the maintenance or enhancement of the value of the invested funds. These objectives are to be achieved by investing prudently in a broad range of quoted fixed interest securities, equities and collective vehicles which are appropriately authorised and compliant with current legislation.
2. The investment portfolio is allocated between various asset classes set out below and performance benchmarked against comparative indices appropriate to the following different asset classes, performance of which is measured against the indices shown in brackets:
  - a) 12.79% high quality fixed interest securities (FTSE Government All Stocks Index);
  - b) 31.35% UK equities (FTSE All Share Index);
  - c) 41.86% Overseas Equities (FTSE World [ex-UK] Index £);
  - d) 4.7% Commercial property (Investment Property Databank monthly Index);
  - e) 8.67% Infrastructure alternatives (Bank of England base rate +2%);
  - f) 0.63% Cash (Bank of England base rate -0.5%.
3. There will be no investment in unquoted securities or in direct derivatives, and the maximum equity exposure is 75% of the value of the portfolio.
4. The Governors reserve the right to exclude companies that carry out activities contrary to their aims or from holding particular investments which could damage the School's reputation. The Governors expect the fund manager to have considered the suitability of investments of the same kind as any particular investment proposed to be made or retained.
5. The investment managers may exercise voting rights on behalf of the trustees taking into account the general nature of the investment portfolio of the School.

# **THE PORTSMOUTH GRAMMAR SCHOOL**

## **REPORT OF THE DIRECTORS**

### **FOR THE YEAR ENDED 31 AUGUST 2021**

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#### **STRATEGIC REPORT (continued)**

6. Investment decisions should be based upon long-term considerations and the Governors will assess the performance of the investment advisors on the basis of the total return including both capital growth and income.
7. The investment managers should take into account the general nature of the school and not knowingly make investments that may compromise the position of the school, its reputation or charitable objectives.

#### **Investment Performance**

Investment Performance has been satisfactory in what has been a further year of national financial uncertainty through both the Covid-19 pandemic and Britain's exit from the European Union. The investment fund achieved an increase of 16.46% over the year.

#### **Charity Funds**

A description of the various funds and the restrictions on their use is set out at note 1g.

#### **Future Plans**

The Governors review the School Strategic Plan annually and this report covers the period of the Strategic Plan for 2020-2025 which together with an associated Operational Plan, underpins all the school's activity. Our Governors and Staff are fully committed to maintaining the momentum of the school's development to ensure that we continue to provide young people with an outstanding educational experience.

#### **RISK MANAGEMENT**

Day to day management of risk is undertaken by the school's Senior Management Team (SMT) which meets formally twice a week. The SMT consists of the Head, the Head of the Junior School, the Bursar, four Deputy Heads, and three Assistant Heads. Additional staff are co-opted as necessary for specific matters.

The Covid-19 pandemic has presented the need for an additional focus on risk and an extensive risk assessment addressing all aspects relating to Covid-19 and the new risks and resulting operational changes that have been required. A Covid-19 Operations Team, consisting of the Senior Deputy Head, Bursar, Head of the Junior School, Deputy Head of the Junior School and the Estates Manager, also meet at least weekly during term time, to monitor changing guidance, requirements or other feedback, so appropriate changes can be made. A sub-group of Governors was also meeting weekly with the Head and the Bursar to assess and monitor the risks and the actions in response to those risks, as a result of the pandemic.

The Governing Body undertakes a formal review of the school's Risk Management arrangements at least once every year and the Audit and Risk Committee provides focus to this important area. This committee has specifically targeted the top risks of the organisation giving direction not only on the important aspects of risk mitigation but also the opportunities that certain types of risk might present.

The top risks identified by the Audit and Risk Committee also feature as standing agenda items in the agendas of termly Governing Committee meetings. During the year these top risks and their constituent elements as identified below have been discussed in detail and the threats and opportunities associated with them have been allocated to specific committees and monitored for action as necessary.

The key risks identified and allocated to committees for discussion and where appropriate mitigation are as detailed below. The committees have a standing agenda item to discuss the components making up the key risk areas.

**THE PORTSMOUTH GRAMMAR SCHOOL  
REPORT OF THE DIRECTORS  
FOR THE YEAR ENDED 31 AUGUST 2021**

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**STRATEGIC REPORT (continued)**

**Education Committee**

- Maintaining academic reputation and performance
- Recruiting, developing and retaining high quality staff
- Educational risks resulting from the pandemic
- JCQ exam regulations
- Safeguarding and pupil wellbeing

**Finance and General Purposes Committee**

- Affordability, financial sustainability and pupil recruitment
- Financial risks resulting from the pandemic
- GDPR and cyber security
- Charitable status and moral justification of independent education

**Audit and Risk Committee**

- Excellent welfare, health and safety
- Health and safety issues resulting from the pandemic
- Succession planning for governance and staff

**PROVISION OF INFORMATION TO AUDITORS**

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 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.

This Report of the Directors, prepared under the Charities Act 2011 and the Companies Act 2006, was approved by the Governing Body on 18 January 2022 including in its capacity as company directors approving the Strategic Report contained therein, and is signed as authorised on its behalf by:

  
WJB Cha (Chair)

## **THE PORTSMOUTH GRAMMAR SCHOOL**

### **STATEMENT OF DIRECTORS' RESPONSIBILITIES**

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The Governors (who are also directors of The Portsmouth Grammar School for the purposes of company law) are responsible for preparing the Report of the Directors, Strategic 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 Governors to prepare financial statements for each financial year. Under company law the Governors 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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing these financial statements, the governors 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 governors 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE PORTSMOUTH GRAMMAR SCHOOL**

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### **Opinion**

We have audited the financial statements of The Portsmouth Grammar School for the year ended 31 August 2021 which comprise the Consolidated Statement of Financial Activities, the Consolidated Summary Income and Expenditure Account, the Consolidated and Company Balance Sheets, the Consolidated Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 31 August 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 Governors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The Governors 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 PORTSMOUTH GRAMMAR SCHOOL (CONTINUED)**

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### **Other information**

The Governors 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.

### **Opinion on other matter 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 Strategic Report and the Governors' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Governors' Annual Report and Strategic 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 its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Governors' Annual 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:

- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Governors' 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 Governors' Responsibilities Statement set out on page 26, the Governors 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 Governors 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 PORTSMOUTH GRAMMAR SCHOOL (CONTINUED)**

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### **Responsibilities of the Governors (continued)**

In preparing the financial statements, the Governors 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 Governors 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.

### **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 charity 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 2011 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 charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud. The laws and regulations we considered in this context for the charity were The Education (Independent Schools Standards) Regulation 2014, Health and Safety, Safeguarding, Food Standards, Charity Commission regulations and General Data Protection Regulation (GDPR). Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the recognition of income, and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management 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 and reading minutes of meetings of those charged with governance. Our audit procedures to respond to revenue recognition risks include testing a sample of income across the year to supporting documentation, and reviewing income received either side of the year end to ensure this has been recognised correctly.



## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE PORTSMOUTH GRAMMAR SCHOOL (CONTINUED)**

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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. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations. These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

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.

### **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 Company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in dark ink, appearing to read 'J. Joyce'.

**Janette Joyce**

Senior Statutory Auditor

For and on behalf of

**Crowe U.K. LLP**

Statutory Auditor

**Reading**

**Date:** 25 January 2022



**THE PORTSMOUTH GRAMMAR SCHOOL**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	Expendable Endowment Fund £	Permanent Endowment Funds £	Total 2021 £	Total 2020 £
<b>INCOME AND ENDOWMENTS</b>							
<b>Charitable activities</b>							
School fees receivable	4	16,862,848	-	-	-	16,862,848	16,996,395
Ancillary trading income	5	422,074	-	-	-	422,074	703,980
<b>Other trading activities</b>							
Activities for generating funds:							
Non-charitable trading	7	122,184	-	-	-	122,184	116,154
Other incoming resources		44,574	-	-	-	44,574	66,366
<b>Investments</b>							
Investment Income	6	21,040	7,896	5,692	21,133	55,761	86,600
<b>Voluntary sources</b>							
Donations		169,352	397,360	-	750,000	1,316,712	373,107
Coronavirus Job Retention scheme income		51,074	-	-	-	51,074	155,409
<b>Total income</b>		<u>17,693,146</u>	<u>405,256</u>	<u>5,692</u>	<u>771,133</u>	<u>18,875,227</u>	<u>18,498,011</u>
<b>EXPENDITURE ON:</b>							
<b>Raising Funds</b>							
Non-charitable trading	7	146,611	-	-	-	146,611	193,650
Financing costs	10	234,975	-	2,428	9,013	246,416	353,043
Fund-raising costs		239,844	-	-	-	239,844	198,768
<b>Charitable activities:</b>							
School operating costs and grant making		<u>17,493,395</u>	<u>9,896</u>	<u>17,017</u>	<u>-</u>	<u>17,520,308</u>	<u>17,701,076</u>
<b>Total expenditure</b>	8	18,114,825	9,896	19,445	9,013	18,153,179	18,446,537
Net investment gains/(losses)	12	<u>150,752</u>	<u>-</u>	<u>48,702</u>	<u>180,837</u>	<u>380,291</u>	<u>17,273</u>
<b>NET INCOME/(EXPENDITURE)</b>		(270,927)	395,360	34,949	942,957	1,102,339	68,747
Transfer between funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>NET MOVEMENT IN FUNDS</b>		(270,927)	395,360	34,949	942,957	1,102,339	68,747
Fund balances at 1 September 2020		<u>16,933,901</u>	<u>817,506</u>	<u>234,775</u>	<u>4,558,622</u>	<u>22,544,804</u>	<u>22,476,057</u>
<b>Fund balances at 31 August 2021</b>		<u>16,662,974</u>	<u>1,212,866</u>	<u>269,724</u>	<u>5,501,579</u>	<u>23,647,143</u>	<u>22,544,804</u>

The notes on pages 35 to 55 form part of these financial statements

**COMPANY NUMBER: 03401010**  
**THE PORTSMOUTH GRAMMAR SCHOOL**  
**CONSOLIDATED BALANCE SHEET**  
**31 AUGUST 2021**

	Notes	2021 £	2020 £
<b>FIXED ASSETS</b>			
Tangible assets	11	22,746,211	23,076,080
Investments	12a	2,638,731	2,277,010
Investment property	12b	<u>750,000</u>	<u>-</u>
		<b>26,134,942</b>	<b>25,353,090</b>
<b>CURRENT ASSETS</b>			
Stocks		111,571	139,949
Debtors	14	890,546	1,108,969
Cash at bank and in hand	13	<u>8,700,572</u>	<u>6,194,462</u>
		<b>9,702,689</b>	<b>7,443,380</b>
<b>CREDITORS: Amounts falling due within one year</b>	15	<u><b>-(3,209,043)</b></u>	<u><b>-(3,221,190)</b></u>
<b>NET CURRENT ASSETS</b>		<u><b>-6,493,646</b></u>	<u><b>4,222,190</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>32,628,588</b>	<b>29,575,280</b>
<b>CREDITORS: Amounts falling due in more than one year</b>	16	<u><b>-(8,981,445)</b></u>	<u><b>-(7,030,476)</b></u>
<b>TOTAL NET ASSETS</b>		<u><b>£ 23,647,143</b></u>	<u><b>£ 22,544,804</b></u>
<b>FUNDS</b>			
Permanent Endowment funds	21a	5,501,579	4,558,622
Expendable Endowment fund	21b	269,724	234,775
Restricted funds	19	1,212,866	817,506
Unrestricted funds - General	20	<u>16,662,974</u>	<u>16,933,901</u>
<b>TOTAL FUNDS</b>	22	<u><b>£23,647,143</b></u>	<u><b>£ 22,544,804</b></u>

The surplus for the year in relation to the School only was £854,250 (2020: £87,991). The financial statements were approved and authorised for issue by the Board on 18 January 2022.

  
W J B CHA  
CHAIR

The notes on pages 35 to 55 form part of these financial statements

**COMPANY NUMBER: 03401010**  
**THE PORTSMOUTH GRAMMAR SCHOOL**  
**COMPANY BALANCE SHEET**  
**31 AUGUST 2021**

	Notes	2021 £	2020 £
<b>FIXED ASSETS</b>			
Tangible assets	11	19,118,031	19,441,866
Investments	12a	2,638,733	2,277,012
Investment property	12b	<u>750,000</u>	<u>-</u>
		<b>22,506,764</b>	<b>21,718,878</b>
<b>CURRENT ASSETS</b>			
Stock		16,506	12,379
Debtors	14	1,190,214	1,478,645
Cash at bank and in hand	13	<u>8,481,242</u>	<u>5,958,242</u>
		<b>9,687,962</b>	<b>7,449,266</b>
<b>CREDITORS: Amounts falling due within one year</b>	15	<u><b>(4,583,689)</b></u>	<u><b>(4,362,326)</b></u>
<b>NET CURRENT ASSETS</b>		<u><b>5,104,273</b></u>	<u><b>3,086,940</b></u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>27,611,037</b>	<b>24,805,818</b>
<b>CREDITORS: Amounts due in more than one year</b>	16	<u><b>(8,981,445)</b></u>	<u><b>(7,030,476)</b></u>
<b>TOTAL NET ASSETS</b>		<u><b>£18,629,592</b></u>	<u><b>£ 17,775,342</b></u>
<b>FUNDS</b>			
Permanent endowment fund	21a	750,000	-
Restricted funds	19	1,212,866	817,506
Unrestricted funds - General	20	<u>16,666,726</u>	<u>16,957,836</u>
<b>TOTAL FUNDS</b>	22	<u><b>£18,629,592</b></u>	<u><b>£ 17,775,342</b></u>

The financial statements were approved and authorised for issue by the Board on 18 January 2022.

  
**W J/B CHA**  
**CHAIR**

The notes on pages 35 to 55 form part of these financial statements

**THE PORTSMOUTH GRAMMAR SCHOOL  
CONSOLIDATED CASH FLOW STATEMENT  
FOR THE YEAR ENDED 31 AUGUST 2021**

		2021 £	2020 £
<b>Cash flows from operating activities</b>			
Net movement in funds per SOFA		1,102,339	68,747
Depreciation		934,965	897,755
Loss on disposal of fixed assets		17,578	-
Investment income		(55,761)	(86,600)
Interest paid		130,905	197,930
Gain on investments		(380,291)	(17,273)
Decrease/(increase) in stock		28,378	17,732
(Increase)/decrease in debtors		218,423	(1,691)
(Decrease)/increase in creditors		<u>(264,394)</u>	<u>(408,234)</u>
<b>Cash provided by operating activities</b>		<b>1,732,142</b>	<b>668,366</b>
<b>Cash flows from investing activities</b>			
Payments to acquire tangible fixed assets		(622,674)	(947,654)
Payments to acquire fixed asset investments		(335,960)	(282,707)
Payments to acquire fixed asset investment property		(750,000)	-
Proceeds on disposal of fixed asset investments		346,803	242,194
Interest paid		(130,905)	(197,930)
Investment income		<u>55,761</u>	<u>86,600</u>
<b>Cash used in investing activities</b>		<b>(1,436,975)</b>	<b>(1,099,497)</b>
<b>Cash flows from financing activities</b>			
Bank loan repaid		(672,771)	(2,037,599)
New bank loan		<u>2,500,000</u>	<u>1,528,237</u>
<b>Cash used in financing activities</b>		<b><u>1,827,229</u></b>	<b><u>(509,362)</u></b>
<b>Advance fees scheme</b>			
Payments on account utilised	18	(1,090,129)	(1,193,165)
Receipts from new contracts		<u>1,466,116</u>	<u>902,766</u>
<b>Cash (used in) / provided by advance fees</b>		<b><u>375,987</u></b>	<b><u>(290,399)</u></b>
Increase/(Decrease) in cash and cash equivalents in the year	23	2,498,383	(1,230,892)
Cash and cash equivalents at the beginning of the year		<u>6,218,433</u>	<u>7,449,325</u>
<b>Total cash and cash equivalents at the end of the year</b>		<b><u>£ 8,716,816</u></b>	<b><u>£ 6,218,433</u></b>
<b>Analysis of cash and cash equivalents:</b>			
Cash at bank and in hand	13	8,700,572	6,194,462
Cash held with investment manager	12	<u>16,244</u>	<u>23,971</u>
		<b><u>£ 8,716,816</u></b>	<b><u>£ 6,218,433</u></b>

The notes on pages 35 to 55 form part of these financial statements

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**1. CHARITY INFORMATION**

The school principally provides education in Portsmouth and the surrounding areas to boys and girls from 2 years 6 months to 18 years old. The incorporated charity (charity number 1063732, company number 3401010), is domiciled in the UK. The address of the registered office is The Portsmouth Grammar School, High Street, Portsmouth, Hampshire, PO1 2LN.

**2. ACCOUNTING POLICIES**

**a) Basis of Preparation**

The financial statements present the consolidated statement of financial activities (SOFA) and the charity and consolidated balance sheets comprising the consolidation of the School, its wholly owned subsidiary PGS Promotions Limited, the Endowment Trust and the Arthur Darby Nock Trust.

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

The Portsmouth Grammar School meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). No separate SOFA or Income and Expenditure Account have been presented for the School alone as permitted by section 408 of the Companies Act 2006.

**Going concern**

At the time of approval of the Annual Report, the Covid-19 pandemic continues to evolve and the long term impact on the charity, in common with other businesses, is unknown. The Governors have reviewed the position carefully with a view to ensuring the ongoing provision of schooling for the pupils as well as employment of staff. The charity currently holds sufficient and appropriate cash balances supplemented, if needed, by an overdraft facility. Given the current circumstances the pupil numbers for current academic year 2021/22 have remained relatively stable. Conservative cash flow modelling with sensitivity analysis indicates that the cash reserves of the charity are adequate to meet the charity's obligations as they fall due. Accordingly, the Governors believe the School's financial resources are sufficient to ensure the School will continue as a going concern for the foreseeable future, being at least 12 months from the date of approval of the financial statements and have therefore prepared the financial statements on a going concern basis.

**b) Income**

Fees receivable and similar income

Fees receivable and other incoming resources are accounted for on a receivable basis. Fees receivable are stated after deducting allowances, scholarships and other remissions granted by the school, but include contributions received from restricted funds for scholarships, bursaries and other grants.

Ancillary trading income

Ancillary trading income is included in the statement of financial activities when the charitable company is legally entitled to the income, receipt is probable and the amount can be quantified with reasonable accuracy.

Donations

Donations and legacies are credited to revenue on a receivable basis. No amounts are included in the financial statements for services donated by volunteers.



**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**ACCOUNTING POLICIES (continued)**

Government Grants

Grants are accounted for under the performance model as permitted by the Charity SORP. CJRS grant income is therefore recognised on a straight line basis over the furlough period for each relevant employee.

**c) Resources expended**

Resources expended are accounted for on an accruals basis. Certain expenditure is apportioned to cost categories based on the estimated amount attributable to that activity in the year. The irrecoverable element of VAT is included with the item of expense to which it relates. Governance costs comprise the cost of running the charity, including external audit, Governors legal advice and constitutional and statutory compliance costs.

Redundancy and termination payments are included within the accounts on an accruals basis, in line with expenditure and measured at the best estimate of the expenditure required to settle the obligation at the reporting date.

**d) Investments**

Listed investments are valued at their market value at the balance sheet date from the appropriate Stock Exchange or from the relevant fund manager. Dividends, other investment income and interest are accounted for on a receivable basis. Investment gains and losses are recognised in the Statement of Financial Activities in the period in which they arise.

In order to optimise future investment performance, the Trustees have adopted a policy of investment pooling with affect from 26 April 2018. The investment pooling arrangement includes the School, together with The PGS Endowment Trust and Arthur Darby Nock Trust.

Unlisted investments are carried at historic cost.

**e) Investment Properties**

Investment property is carried at fair value determined annually by external valuers and derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in the Statement of Financial Activities.

Where investment properties are held to be sold, the assets are reclassified as being current assets and included in the Balance Sheet at their open market values.

**f) Tangible fixed assets**

Expenditure on improvements and modernisation which enhances the long-term capability of the School is capitalised and depreciated in line with the policy for freehold buildings. Expenditure on repairs and general maintenance incurred on a regular basis is charged to the statement of financial activities on the accruals basis.

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**ACCOUNTING POLICIES (continued)**

**g) Depreciation**

Depreciation is provided on tangible fixed assets to write off their cost, less estimated residual value, over their estimated useful economic life, by instalments, as follows: -

Freehold buildings	-	2% per annum on cost
Library Improvements	-	10% per annum on cost
Furniture, fittings and equipment	-	20% per annum, reducing balance
Motor vehicles	-	20% per annum, reducing balance
Computer equipment	-	33% per annum on cost
Gym Equipment	-	33% per annum on cost

Individual items costing less than £500 are written off as an expense on acquisition.

**h) Fund accounting**

*Unrestricted funds*

Unrestricted funds relate to the School's general operational funds.

*Restricted funds*

Restricted funds are those which must be applied in accordance with the purpose specified by the donor. Expenditure relating to these purposes is charged directly to the fund.

*Permanent Endowment Funds*

Endowed funds consist of investments and part of the freehold land and buildings used by The Portsmouth Grammar School. The purpose to which the investments may be applied is restricted in accordance with the terms of The Portsmouth Grammar School Endowment Trust.

The fund also includes a property endowment fund consisting of an investment property held by the school. The rental income generated will fund the Wilkie Scholarship in restricted funds.

*Expendable Endowment Fund*

The expendable endowment fund relates to the Arthur Darby Nock Trust, a linked charity. In accordance with the instructions of the Charity Commission, the assets, liabilities and transactions of the Trust remain separately identifiable within the consolidated accounts, being maintained in an Expendable Endowment Fund within the SOFA and shown on the face of the Balance Sheet.

**i) Pension schemes**

The School contributes to the Teachers' Pension Defined Benefits Scheme at rates set out by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme which are attributable to the School. In accordance with FRS102 therefore, the scheme is accounted for as a defined contribution scheme.

The School also operates defined contribution schemes for non-teaching staff, including an auto enrolment arrangement. Contributions to the schemes are charged in the SOFA as they become payable, in accordance with the rules of the schemes.

**j) Stocks**

Stocks are stated at the lower of cost and net realisable value.

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**ACCOUNTING POLICIES (continued)**

**k) Leased Assets – Lessee and Lessor**

Operating lease expenses/rental income are charged/credited to the statement of financial activities on a straight-line basis over the relevant lease term.

**l) 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 28 provides more information on financial instruments where future cash flows are anticipated, with financial assets referring to fixed asset investments and debtor balances excluding prepayments and deferred expenditure, and financial liabilities referring to all creditor balances excluding advance fees, deposits in advance and other taxes and social security.

**m) Cash and cash equivalents**

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

**n) Deferred income (Advance fees)**

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.

**o) 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 at 31 August 2021 have been included within current liabilities.

**p) Bad debt provisions**

When the school instructs lawyers to assist in the recovery of a parent debt, a full provision will be made. All other ongoing debts are individually considered and either a full or partial provision may be made as deemed appropriate by the Bursar, on the particular circumstances concerned, to ensure that an appropriate level of provision is maintained.

**3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY**

In the application of the charity's accounting policies, which are described in note 2, Trustees are required to make judgements, estimates and assumptions about the carrying values 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 PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**3. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES AND KEY SOURCES OF ESTIMATION UNCERTAINTY (continued)**

The estimates and underlying assumptions are reviewed on an on-going 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 affects the current and future periods.

The trustees consider that the provision for doubtful debts is the estimate which gives rise to the most significant risk of a material misstatement in the financial statements, having regard to the Covid-19 pandemic.

**4. SCHOOL FEES RECEIVABLE**

	2021 £	2020 £
<b>School fees receivable consist of:-</b>		
Gross fees	19,463,525	19,172,792
<b>Less:</b>		
Foundation bursaries	(1,427,258)	(1,301,146)
Scholarships, prizes, discounts and allowances	<u>(1,173,419)</u>	<u>(875,251)</u>
	<u><b>£16,862,848</b></u>	<u><b>£16,996,395</b></u>

The above educational awards were made to 422 individuals (2020: 383).

Gross fees are shown net of the standard 3% direct debit discount which is taken up by the majority of parents.

Last year a fee reduction was applied to summer term fees due to school closure as a result of the Covid-19 pandemic.

**5. ANCILLARY TRADING INCOME**

	2021 £	2020 £
Lunches	251,623	363,461
School trips	74,328	227,218
Registration fees	18,150	15,700
Fee protection insurance	19,960	17,697
Events and fundraising	-	9,790
Sale of goods	6,478	14,383
Other ancillary income	<u>51,535</u>	<u>55,731</u>
	<u><b>£ 422,074</b></u>	<u><b>£ 703,980</b></u>

**6. INVESTMENT INCOME**

	2021 £	2020 £
Rental income	7,896	-
Dividend income	44,772	46,132
Bank interest	<u>3,093</u>	<u>40,468</u>
	<u><b>£ 55,761</b></u>	<u><b>£ 86,600</b></u>

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**7. TRADING SUBSIDIARY**

<b>PGS PROMOTIONS LIMITED</b>	<b>2021 £</b>	<b>2020 £</b>
Turnover	<b>171,875</b>	<b>164,785</b>
Cost of sales	<b><u>(109,191)</u></b>	<b><u>(125,506)</u></b>
Gross profit	<b>62,684</b>	<b>39,279</b>
Administrative expenses	<b>(42,502)</b>	<b>(73,635)</b>
Other operating income	<b><u>-</u></b>	<b><u>2,720</u></b>
<b>Net profit/(loss)</b>	<b><u>£ 20,182</u></b>	<b><u>£ (31,636)</u></b>
Retained earnings at the beginning of the year	<b>(23,936)</b>	<b>8,927</b>
Profit / (loss) for the year	<b>20,182</b>	<b>(31,636)</b>
Gift aid donation	<b><u>-</u></b>	<b><u>(1,227)</u></b>
<b>Retained earnings at the end of the year</b>	<b><u>(3,754)</u></b>	<b><u>(23,936)</u></b>

PGS Promotions Limited had net liabilities totalling £3,752 (2020: £23,934) at the year-end.

Aggregate non-charitable trading income of £49,692 (2020: £48,361) and expenditure of £5,083 (2020: £5,084) was eliminated on consolidation.

**8. TOTAL RESOURCES EXPENDED**

	<b>Staff costs £</b>	<b>Depreciation £</b>	<b>Other £</b>	<b>2021 £</b>	<b>2020 £</b>
<b>Charitable activities</b>					
Teaching costs	10,426,304	435,623	1,080,614	<b>11,942,541</b>	<b>12,177,314</b>
Welfare costs	490,907	-	349,182	<b>840,089</b>	<b>943,272</b>
Premises costs*	679,622	498,518	1,294,379	<b>2,472,519</b>	<b>2,228,085</b>
Support costs	<u>1,255,187</u>	<u>-</u>	<u>992,955</u>	<b><u>2,248,142</u></b>	<b><u>2,336,538</u></b>
School's operating costs	<u>12,852,020</u>	<u>934,141</u>	<u>3,717,130</u>	<b><u>17,503,291</u></b>	<b><u>17,685,209</u></b>
<b>Raising Funds</b>					
Financing costs	-	-	234,975	<b>234,975</b>	<b>342,229</b>
Fund-raising costs	<u>167,174</u>	<u>-</u>	<u>72,670</u>	<b><u>239,844</u></b>	<b><u>198,768</u></b>
	<u>167,174</u>	<u>-</u>	<u>307,645</u>	<b><u>474,819</u></b>	<b><u>540,997</u></b>
<b>TOTAL FOR SCHOOL</b>	<u>13,019,194</u>	<u>934,141</u>	<u>4,024,775</u>	<b><u>17,978,110</u></b>	<b><u>18,226,206</u></b>
Subsidiary trading and finance costs	27,678	824	118,109	<b>146,611</b>	<b>193,650</b>
Endowment fund	-	-	9,013	<b>9,013</b>	<b>8,520</b>
The Arthur Darby Nock Trust	<u>-</u>	<u>-</u>	<u>19,445</u>	<b><u>19,445</u></b>	<b><u>18,161</u></b>
<b>TOTAL FOR GROUP</b>	<b><u>£13,046,872</u></b>	<b><u>£ 934,965</u></b>	<b><u>£ 4,171,342</u></b>	<b><u>£18,153,179</u></b>	<b><u>£18,446,537</u></b>

Included in support costs are governance costs of £28,000 (2020: £30,460).

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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

	2021 £	2020 £
<b>Total staff costs comprised:</b>		
Wages and salaries	10,276,850	10,369,731
Social security costs	937,695	963,910
Pension contributions	1,736,254	1,758,840
Other	<u>96,073</u>	<u>89,613</u>
	<b><u>£13,046,872</u></b>	<b><u>£13,182,094</u></b>

Included within the wages figure above is £374,745 (2020: £342,750) in relation to the School's catering contract. Also included within the wages figure above are severance payments of £86,852 (2020: £nil).

The average number of employees in the period was 324 broken down as follows:

	2021	2020
<b>Average number of teaching staff:</b>		
Full Time	113	117
Part Time	<u>65</u>	<u>64</u>
<b>Total</b>	<b><u>178</u></b>	<b><u>181</u></b>
<b>Average number of support staff</b>		
Full Time	70	76
Part Time	<u>76</u>	<u>75</u>
<b>Total</b>	<b><u>146</u></b>	<b><u>151</u></b>
<b>Total all staff</b>	<b><u>324</u></b>	<b><u>332</u></b>

The number of employees whose emoluments exceeded £60,000 were:

	2021 No.	2020 No.
£60,000 - £70,000	8	8
£70,000 - £80,000	3	3
£80,000 - £90,000	2	2
£100,000 - £110,000	1	1
£130,000 - £140,000	<u>1</u>	<u>1</u>

In connection with these higher paid employees, retirement benefits are accruing under money purchase schemes for 3 (2020: 3) and under multi-employer defined benefit schemes for 12 employees (2020: 12). The total employer contributions in the year to the schemes were £218,018 (2020: £218,775).

Key management personnel comprise the Governors and Senior Management Team listed on page 2. Key management personnel received aggregate remuneration (including employers NI and employers Pension) of £1,133,437 (2020: £1,067,197).

None of the Governors or any persons connected with them have received any remuneration in the year. 2 trustees were reimbursed expenses during the year totalling £(35) (2020: £2,900). Expenses paid totalled £150 for courses in the year and £185 was refunded relating to prior year.

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**9. NET INCOME**

	2021 £	2020 £
<b>Net income is stated after charging:</b>		
Auditors' remuneration - Audit – School	21,800	21,400
- Audit – Subsidiary	5,200	5,100
- Other services	1,000	1,060
- Corporation tax compliance	850	1,500
Operating leases	85,479	94,805
Depreciation	<u>934,965</u>	<u>897,755</u>

**10. FINANCING COSTS**

	2021 £	2020 £
Bank loan and overdraft interest	130,905	197,930
Bank charges	9,841	10,196
Bad debts	53,615	94,717
Other financing costs	<u>52,055</u>	<u>50,200</u>
	<u>£ 246,416</u>	<u>£ 353,043</u>

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**11. TANGIBLE FIXED ASSETS**

<b>GROUP</b>	<b>Freehold land and buildings</b>	<b>Fixtures, fittings, computer equipment &amp; plant</b>	<b>Motor vehicles</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>COST</b>				
At 1 September 2020	26,923,668	8,857,290	65,012	35,845,970
Additions	213,097	409,577	-	622,674
Disposals	-	(3,249,764)	-	(3,249,764)
At 31 August 2021	<u>27,136,765</u>	<u>6,017,103</u>	<u>65,012</u>	<u>33,218,880</u>
<b>DEPRECIATION</b>				
At 1 September 2020	5,250,890	7,457,496	61,504	12,769,890
Charge for the year	469,032	465,231	702	934,965
Disposals	-	(3,232,186)	-	(3,232,186)
At 31 August 2021	<u>5,719,922</u>	<u>4,690,541</u>	<u>62,206</u>	<u>10,472,669</u>
<b>NET BOOK VALUE</b>				
At 31 August 2021	<u><b>£21,416,843</b></u>	<u><b>£1,326,562</b></u>	<u><b>£ 2,806</b></u>	<u><b>£ 22,746,211</b></u>
At 31 August 2020	<u><b>£21,672,778</b></u>	<u><b>£1,399,794</b></u>	<u><b>£ 3,508</b></u>	<u><b>£ 23,076,080</b></u>
<b>SCHOOL</b>				
<b>COST</b>				
At 1 September 2020	23,298,784	8,713,953	53,787	32,066,524
Additions	213,097	409,577	-	622,674
Disposals	-	(3,130,200)	-	(3,130,200)
At 31 August 2021	<u>23,511,881</u>	<u>5,993,330</u>	<u>53,787</u>	<u>29,558,998</u>
<b>DEPRECIATION</b>				
At 1 September 2020	5,250,890	7,321,135	52,633	12,624,658
Charge for the year	469,032	464,878	231	934,141
Disposals	-	(3,117,832)	-	(3,117,832)
At 31 August 2021	<u>5,719,922</u>	<u>4,668,181</u>	<u>52,864</u>	<u>10,440,967</u>
<b>NET BOOK VALUE</b>				
At 31 August 2021	<u><b>£17,791,959</b></u>	<u><b>£1,325,149</b></u>	<u><b>£ 923</b></u>	<u><b>£ 19,118,031</b></u>
At 31 August 2020	<u><b>£18,047,894</b></u>	<u><b>£1,392,818</b></u>	<u><b>£ 1,154</b></u>	<u><b>£ 19,441,866</b></u>



**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**12a. FIXED ASSET INVESTMENTS**

**GROUP**

	2021 £	2020 £
UK Listed investments		
At 1 September 2020	2,253,039	2,195,253
Additions	335,960	282,707
Disposals	(346,803)	(242,194)
Investment gains	<u>380,291</u>	<u>17,273</u>
Market value of investments	2,622,487	2,253,039
Cash held for investment	<u>16,244</u>	<u>23,971</u>
<b>Total investment at 31 August 2021</b>	<b>£ 2,638,731</b>	<b>£ 2,277,010</b>
Historical Cost	<u>£ 2,035,203</u>	<u>£ 1,975,245</u>

**SCHOOL**

	Listed £	Unlisted £	Total £
At 1 September 2020	2,253,039	2	2,253,041
Additions	335,960	-	335,960
Disposals	(346,803)	-	(346,803)
Investment gains	<u>380,291</u>	<u>-</u>	<u>380,291</u>
Market value of investments	<u>2,622,487</u>	<u>2</u>	<u>2,622,489</u>
Cash held for investment*	<u>16,244</u>	<u>-</u>	<u>16,244</u>
<b>At 31 August 2021</b>	<b>£ 2,638,731</b>	<b>£ 2</b>	<b>£ 2,638,733</b>
Historical cost	<u>£ 2,035,203</u>	<u>£ 2</u>	<u>£ 2,035,205</u>

The School owns 100% of the ordinary share capital and voting rights of PGS Promotions Limited, whose principal activity is to operate the School's sports centre, transport and uniform shop. The company's registered office is: The Portsmouth Grammar School, High Street, Old Portsmouth, Hampshire, PO1 2LN.

The results of the subsidiary are included in these consolidated accounts on a line-by-line basis, as required by the Charities SORP.

**12b. FIXED ASSET INVESTMENT PROPERTY**

**GROUP AND SCHOOL**

	2021 £	2020 £
At 1 September 2020	-	-
Additions	<u>750,000</u>	<u>-</u>
<b>Market Value at 31 August 2021</b>	<b>£ 750,000</b>	<b>£ -</b>
Historical Cost	<u>£ 750,000</u>	<u>£ -</u>

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**13. CASH AND CASH EQUIVALENTS**

	Group		School	
	2021 £	2020 £	2021 £	2020 £
Cash at bank and in hand	<u>8,700,572</u>	<u>6,194,462</u>	<u>8,481,242</u>	<u>5,958,242</u>
	<u>£ 8,700,572</u>	<u>£6,194,462</u>	<u>£ 8,481,242</u>	<u>£ 5,958,242</u>

**14. DEBTORS**

	Group		School	
	2021 £	2020 £	2021 £	2020 £
Trade and parental debt	336,141	449,961	253,524	390,097
Amounts due from group undertakings	-	-	387,641	435,428
Prepayments and other debtors	495,197	557,966	489,841	552,078
Deferred expenditure	<u>59,208</u>	<u>101,042</u>	<u>59,208</u>	<u>101,042</u>
	<u>£ 890,546</u>	<u>£1,108,969</u>	<u>£ 1,190,214</u>	<u>£ 1,478,645</u>

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

	Group		School	
	2021 £	2020 £	2021 £	2020 £
Bank loan (note 17)	584,822	625,367	584,822	625,367
Trade creditors	500,858	477,520	500,858	477,520
Amounts owed to group undertakings	-	-	1,396,421	1,168,513
Deposits in advance	123,781	82,300	123,781	82,300
Other creditors	188,597	211,441	188,597	211,441
Accruals	468,088	773,957	447,426	746,580
Deferred income (note 18)	1,106,107	813,315	1,106,107	813,315
Other taxes and social security	<u>236,790</u>	<u>237,290</u>	<u>235,677</u>	<u>237,290</u>
	<u>£3,209,043</u>	<u>£3,221,190</u>	<u>£4,583,689</u>	<u>£4,362,326</u>

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

	Group		School	
	2021 £	2020 £	2021 £	2020 £
Bank loans (note 17)	7,980,938	6,113,164	7,980,938	6,113,164
Deferred income (note 18)	<u>1,000,507</u>	<u>917,312</u>	<u>1,000,507</u>	<u>917,312</u>
	<u>£8,981,445</u>	<u>£7,030,476</u>	<u>£8,981,445</u>	<u>£7,030,476</u>

**THE PORTSMOUTH GRAMMAR SCHOOL**  
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**17. BANK LOANS – GROUP AND SCHOOL**

The bank loans are repayable as follows:-

	2021 £	2020 £
Within one year	584,822	625,367
Between one and two years	916,594	454,668
Between two and five years	2,765,074	1,116,848
Over five years	<u>4,299,270</u>	<u>4,541,648</u>
	<u>£ 8,565,760</u>	<u>£ 6,738,531</u>

The school has the following loans:

- A bank loan of £3.1m was taken out in 2005 to finance development and construction of the new theatre facility and the dining hall at the school. This is repayable over fifteen years by termly instalments. On 29 January 2014 the balance of £1,854,934 was changed to a fixed rate of 2.56%. The balance outstanding at the year-end was £87,370 (2020: £348,274).
- A bank loan of £4.8m was agreed during 2010 to finance the construction of a new science centre. The loan is repayable over 25 years by termly instalments. For the first 10 years of the loan arrangement £2.4m will be paid at a fixed rate of 5.03%. In May 2020, the 10 year fixed agreement transferred to a floating rate. The remaining £2.4m was repayable at 1.6% above the bank base rate. This loan has been transferred to a new loan in January 2020 at a fixed rate of 2.65%. The balance outstanding at the end of the year on these loans was £3,034,295 (2020: £3,301,562).
- A bank loan of £3.8m was agreed to finance the construction of the new Sixth form Centre. The loan is repayable over 25 years at a rate of 1.85% above base. The school made a first drawing on the loan of £1,969,076 on 29 April 2014. The balance outstanding at the year-end was £2,954,095 (2020: £3,088,695).
- A bank loan of £2.5m was received under the corona virus business interruption scheme. The loan is repayable over 5 years at a rate of 1.45% above base. The school received the loan of £2.5mn into their current account on 16 July 2021. The balance outstanding at the year-end was £2,500,000 (2020: £nil).

The above loans are secured by first legal charges dated 29 February 2000 and 23 March 1999 in favour of Lloyds TSB Bank Plc over the freehold land and buildings at Portsmouth Grammar School, High Street, Portsmouth and 8 Penny Street, Portsmouth respectively.

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

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**18. DEFERRED INCOME (ADVANCE FEES) – GROUP AND SCHOOL**

Parents may enter into a contract to pay to the school up to the equivalent of seven years' tuition 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:-

	2021 £	2020 £
Within one year	1,106,107	813,315
Within 1 to 2 years	352,764	378,542
Within 2 to 5 years	510,273	397,326
Over five years	<u>137,470</u>	<u>141,444</u>
	<b><u>£ 2,106,614</u></b>	<b><u>£ 1,730,627</u></b>

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

Balance at 1 September 2020	1,730,627	2,021,026
New contracts	<u>1,466,116</u>	<u>902,766</u>
Amounts accrued to contracts	3,196,743	2,923,792
Amounts utilised in payment of fees to the school	<u>(1,090,129)</u>	<u>(1,193,165)</u>
<b>Balance at 31 August 2021</b>	<b><u>£ 2,106,614</u></b>	<b><u>£ 1,730,627</u></b>

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**19. RESTRICTED FUNDS**

**GROUP AND SCHOOL**

<b>Fund name</b>	<i>At 1 September 2020 £</i>	<b>Incoming Resources £</b>	<b>Resources expended £</b>	<b>Transfers between funds £</b>	<b>At 31 August 2021 £</b>
William Smith Fund	732,240	396,759	-	-	1,128,999
Geoff Foley Innovation and Creativity	14,860	-	-	-	14,860
Wilkie Scholarship Fund	-	7,896	(7,896)	-	-
Other	<u>70,406</u>	<u>601</u>	<u>(2,000)</u>	-	<u>69,007</u>
<b>Total</b>	<b><u>£ 817,506</u></b>	<b><u>£ 405,256</u></b>	<b><u>£ (9,896)</u></b>	<b><u>£ -</u></b>	<b><u>£1,212,866</u></b>

*GROUP AND SCHOOL (2020 comparative)*

<i>Fund name</i>	<i>At 1 September 2019 £</i>	<i>Incoming Resources £</i>	<i>Resources expended £</i>	<i>Transfers between funds £</i>	<i>At 31 August 2020 £</i>
William Smith Fund	495,446	236,794	-	-	732,240
Geoff Foley Innovation and Creativity	14,880	-	(20)	-	14,860
Other	<u>68,206</u>	<u>2,495</u>	<u>(295)</u>	-	<u>70,406</u>
<b>Total</b>	<b><u>£ 578,532</u></b>	<b><u>£ 239,289</u></b>	<b><u>£ (315)</u></b>	<b><u>£ -</u></b>	<b><u>£ 817,506</u></b>

**William Smith Fund**

This fund was launched in July 2015 and exists primarily to provide funds for means tested bursary support to pupils.

**Geoff Foley Innovation and Creativity**

This fund was set up to promote group work and problem solving outside of normal school work and funds an annual prize.

**Wilkie Scholarship Fund**

This fund was set up to provide 50% bursaries annually for two pupils entering Year 12 under the Wilkie Scholarship.

**Other**

Other consists of Graduate Leader Grant and remaining funds raised for the schools in Cambodia and Uganda and through participation by staff and pupils in The Great South Run and other donations.



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**FOR THE YEAR ENDED 31 AUGUST 2021**

**20. UNRESTRICTED FUNDS**

**GROUP**

<b>Fund name</b>	<i>At 1 September 2020</i>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Gains/ (losses)</b>	<b>Transfer between funds</b>	<b>At 31 August 2021</b>
	£	£	£	£	£	£
General	<u>16,933,901</u>	<u>17,693,146</u>	<u>(18,114,825)</u>	<u>150,752</u>	<u>-</u>	<u>16,662,974</u>
<b>Total</b>	<u>£ 16,933,901</u>	<u>£ 17,693,146</u>	<u>£(18,114,825)</u>	<u>£ 150,752</u>	<u>£ -</u>	<u>£ 16,662,974</u>
<b>SCHOOL</b>						
General	<u>16,957,836</u>	<u>17,576,044</u>	<u>(18,017,906)</u>	<u>150,752</u>	<u>-</u>	<u>16,666,726</u>
<b>Total</b>	<u>£ 16,957,836</u>	<u>£ 17,576,044</u>	<u>£(18,017,906)</u>	<u>£ 150,752</u>	<u>£ -</u>	<u>£16,666,726</u>

**21a. PERMANENT ENDOWMENT FUNDS**

**GROUP**

<b>Fund name</b>	<i>At 1 September 2020</i>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Gains/ (losses)</b>	<b>Transfer between funds</b>	<b>At 31 August 2021</b>
	£	£	£	£	£	£
Investment Property Fund	-	750,000	-	-	-	750,000
Trust	<u>4,558,622</u>	<u>21,133</u>	<u>(9,013)</u>	<u>180,837</u>	<u>-</u>	<u>4,751,579</u>
<b>Total</b>	<u>£ 4,558,622</u>	<u>£ 771,133</u>	<u>£ (9,013)</u>	<u>£ 180,837</u>	<u>£ -</u>	<u>£ 5,501,579</u>
<b>SCHOOL</b>						
Investment Property Fund	<u>-</u>	<u>750,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>750,000</u>
<b>Total</b>	<u>£ -</u>	<u>£ 750,000</u>	<u>£ -</u>	<u>£ -</u>	<u>£ -</u>	<u>£ 750,000</u>

The Portsmouth Grammar School Endowment Trust is a subsidiary charity of the school and its investment income is passed directly to the school.

The Investment Property Fund is accounted for as a Permanent Endowment until such time as the lease is terminated in accordance with the agreement. On reversion of the lease, the School is able to sell the property and apply any or part of the capital and income of the Funds to support the Wilkie Scholarship Fund. At this point the Fund meets the definition of an Expendable Endowment.

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**21b. EXPENDABLE ENDOWMENT FUNDS**

**GROUP**

<b>Fund name</b>	<i>At 1 September 2020</i>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Gains/ (losses)</b>	<b>Transfer between funds</b>	<b>At 31 August 2021</b>
	£	£	£	£	£	£
AD Nock	<u>234,775</u>	<u>5,692</u>	<u>(19,445)</u>	<u>48,702</u>	<u>-</u>	<u>269,724</u>
<b>Total</b>	<u>£ 234,775</u>	<u>£ 5,692</u>	<u>£ (19,445)</u>	<u>£ 48,702</u>	<u>£ -</u>	<u>£ 269,724</u>

The Arthur Darby Nock Trust is held as an expendable endowment to provide scholarships at The Portsmouth Grammar School.

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

**2021  
GROUP**

<b>Fund name</b>	<b>Fixed assets £</b>	<b>Investments £</b>	<b>Current assets £</b>	<b>Current liabilities £</b>	<b>Long term liabilities £</b>	<b>Total £</b>
Permanent endowment	3,624,884	750,000	1,211,590	(84,895)	-	5,501,579
Restricted	-	-	1,212,866	-	-	1,212,866
Expendable endowment	-	-	401,393	(131,669)	-	269,724
Unrestricted	<u>19,121,327</u>	<u>2,638,731</u>	<u>6,876,840</u>	<u>(2,992,479)</u>	<u>(8,981,445)</u>	<u>16,662,974</u>
<b>Total</b>	<u>£ 22,746,211</u>	<u>£ 3,388,731</u>	<u>£ 9,702,689</u>	<u>£ (3,209,043)</u>	<u>£ (8,981,445)</u>	<u>£ 23,647,143</u>

**SCHOOL**

Permanent endowment	-	750,000	-	-	-	750,000
Restricted	-	-	1,212,866	-	-	1,212,866
Unrestricted	<u>19,118,031</u>	<u>2,638,733</u>	<u>8,475,096</u>	<u>(4,583,689)</u>	<u>(8,981,445)</u>	<u>16,666,726</u>
<b>Total</b>	<u>£ 19,118,031</u>	<u>£ 3,388,733</u>	<u>£ 9,687,962</u>	<u>£ (4,583,689)</u>	<u>£ (8,981,445)</u>	<u>£ 18,629,592</u>

**2020  
GROUP**

<b>Fund name</b>	<b>Fixed assets £</b>	<b>Investments £</b>	<b>Current assets £</b>	<b>Current liabilities £</b>	<b>Long term liabilities £</b>	<b>Total £</b>
Permanent endowment	3,624,884	-	1,039,766	(106,028)	-	4,558,622
Restricted	-	-	817,506	-	-	817,506
Expendable endowment	-	-	355,117	(120,342)	-	234,775
Unrestricted	<u>19,451,196</u>	<u>2,277,010</u>	<u>5,230,991</u>	<u>(2,994,820)</u>	<u>(7,030,476)</u>	<u>16,933,901</u>
<b>Total</b>	<u>£ 23,076,080</u>	<u>£ 2,277,010</u>	<u>£ 7,443,380</u>	<u>£ (3,221,190)</u>	<u>£ (7,030,476)</u>	<u>£ 22,544,804</u>

**SCHOOL**

Restricted	-	-	817,506	-	-	817,506
Unrestricted	<u>19,441,866</u>	<u>2,277,012</u>	<u>6,631,760</u>	<u>(4,362,326)</u>	<u>(7,030,476)</u>	<u>16,957,836</u>

Total £19,441,866 £ 2,277,012 £ 7,449,266 £ (4,362,326) £ (7,030,476) £ 17,775,342

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

	2021 £	2020 £
Increase / (Decrease) in cash in the year	2,498,383	(1,230,892)
Net loan repayments	(1,827,229)	509,362
Net advance fees movements	<u>(375,987)</u>	<u>290,399</u>
Change in net debt	295,167	(431,131)
Net debt at 1 September 2020	<u>(2,250,725)</u>	<u>(1,819,594)</u>
<b>NET DEBT AT 31 AUGUST 2021</b>	<b><u>£ (1,955,558)</u></b>	<b><u>£ (2,250,725)</u></b>

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

	Net debt as at 31 August 2020 £	Cash Change £	Net debt as at 31 August 2021 £
Cash at bank and in hand	6,194,462	2,506,110	8,700,572
Cash at investment manager	23,971	(7,727)	16,244
Loans	(6,738,530)	(1,827,230)	(8,565,760)
Advance fees scheme	<u>(1,730,628)</u>	<u>(375,986)</u>	<u>(2,106,614)</u>
	<u>£(2,250,725)</u>	<u>£ 295,167</u>	<u>£(1,955,558)</u>

**25a. OTHER FINANCIAL COMMITMENTS**

At 31 August 2021 the School had future minimum lease payments under non-cancellable operating leases as follows:

	<b>Other operating leases</b>	
	2021 £	2020 £
<b>GROUP</b>		
Within one year	75,218	85,479
Between one and five years	13,617	89,020
Over 5 years	-	-
	<u>£ 88,835</u>	<u>£ 174,499</u>
<b>SCHOOL</b>		
Within one year	57,096	61,606
Between one and five years	13,433	70,529
Over 5 years	-	-
	<u>£ 70,529</u>	<u>£ 132,135</u>

**THE PORTSMOUTH GRAMMAR SCHOOL**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2021**

**25b. OTHER FINANCIAL COMMITMENTS: LESSOR**

At 31 August 2021 the School had future minimum lease receipts under non-cancellable operating leases as follows:

	<b>Investment property</b>	
	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
<b>GROUP AND SCHOOL</b>		
Within one year	<b>21,600</b>	-
Between one and five years	<b>86,400</b>	-
Over 5 years	<b>37,800</b>	-
	<b><u>£ 145,800</u></b>	<b><u>£ -</u></b>

**26. PENSION COSTS**

**Defined Benefit Scheme**

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £1,579,768 (2020: £1,591,820) and at the year-end £nil (2020: £Nil) 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 PORTSMOUTH GRAMMAR SCHOOL**  
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**26. 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 2021 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 review 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.

***Other Pensions***

In addition to the above the School also makes contributions for non-teaching staff. This is a separately administered defined contribution scheme or an auto enrolment arrangement with NEST. Employers contributions totalling £96,773 (2020: £106,520) were payable to the defined contribution fund for the year and £59,713 (2020: £60,500) payable to NEST for the year.

Total outstanding contributions for all schemes at the year-end were £32,309 (2020: £Nil).

**27. RELATED PARTY TRANSACTIONS**

The Head is Chair of The PortsFest and one of the Governors is a trustee. At the year-end PortsFest owed the School £9,963 (2020: £1,161). The School contributed £15,000 (2020: £48,550) to PortsFest during the financial year. Further details of PortsFest are described in the Report of the Directors.

The Head's remuneration package included an interest free loan of £100,000 in respect of accommodation in prior years. The loan has no fixed repayment date. £50,000 is included within other debtors (2020 - £100,000), £50,000 has been repaid in the year.

The husband of A Cotton, the Head, is employed by the School under a standard contract of employment.

The wife of L Rees, Head of Sixth Form, is employed by the School under a standard contract of employment.

The wife of H Wiggins, Deputy Head of Teaching and Education Development, is employed by the School under a standard contract of employment.



**THE PORTSMOUTH GRAMMAR SCHOOL**  
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**28. FINANCIAL INSTRUMENTS**

	2021 £	2020 £
<b>Group</b>		
Financial assets measured at amortised cost	9,278,779	6,975,975
Financial liabilities measured at amortised cost	8,409,933	6,230,653
Financial assets measured at fair value	<u>3,388,729</u>	<u>2,277,010</u>

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

	2021 £	2020 £
<b>Interest income and expense:</b>		
Total interest income for financial assets held at amortised cost	55,761	86,600
Total income for financial assets held at fair value	43,547	29,119
Total interest expense for financial liabilities held at amortised cost	<u>130,905</u>	<u>198,337</u>

	2021 £	2020 £
<b>School</b>		
Financial assets measured at amortised cost	9,359,117	7,109,431
Financial liabilities measured at amortised cost	9,827,016	7,426,543
Financial assets measured at fair value	<u>3,388,731</u>	<u>2,277,008</u>

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

	2021 £	2020 £
<b>Interest income and expense:</b>		
Interest income	55,761	86,600
Total income for financial assets held at fair value	16,722	18,153
Interest expense	<u>130,905</u>	<u>197,930</u>

Financial assets measured at amortised cost comprise trade debtors, amounts owed by group undertakings, other debtors and cash and cash equivalents.

Financial assets are measured at fair value comprise listed investments.

Financial liabilities measured at amortised costs comprise bank loans, amounts owed to group undertakings, net obligations under finance lease and hire purchase contracts, other creditors and accruals.

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**29. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted Funds £	Restricted Funds £	Expendable Endowment Fund £	Permanent Endowment Funds £	Total 2020 £
<b>INCOME AND ENDOWMENTS</b>					
<i>Charitable activities</i>					
School fees receivable	16,996,395	-	-	-	16,996,395
Ancillary trading income	703,980	-	-	-	703,980
<i>Other trading activities</i>					
Activities for generating funds:					
Non-charitable trading	116,154	-	-	-	116,154
Other incoming resources	66,366	-	-	-	66,366
<i>Investments</i>					
Investment Income	57,481	-	6,178	22,941	86,600
<i>Voluntary sources</i>					
Donations	133,818	239,289	-	-	373,107
Coronavirus Job Retention scheme income	<u>155,409</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>155,409</u>
<b>Total income</b>	<u>18,229,603</u>	<u>239,289</u>	<u>6,178</u>	<u>22,941</u>	<u>18,498,011</u>
<b>EXPENDITURE ON:</b>					
<i>Raising Funds</i>					
Non-charitable trading	193,650	-	-	-	193,650
Financing costs	342,229	-	2,294	8,520	353,043
Fund-raising costs	198,768	-	-	-	198,768
<i>Charitable activities:</i>					
School operating costs and grant making before exceptional write-off costs	17,684,894	315	15,867	-	17,701,076
Exceptional write-off of fixed assets	-	-	-	-	-
<b>Total charitable activities</b>	<u>17,684,894</u>	<u>315</u>	<u>15,867</u>	<u>-</u>	<u>17,701,076</u>
<b>Total expenditure</b>	<u>18,419,541</u>	<u>315</u>	<u>18,161</u>	<u>8,520</u>	<u>18,446,537</u>
<b>Net investment gains/(losses)</b>	<u>6,093</u>	<u>-</u>	<u>2,372</u>	<u>8,808</u>	<u>17,273</u>
<b>NET INCOME/(EXPENDITURE)</b>	<u>(183,845)</u>	<u>238,974</u>	<u>(9,611)</u>	<u>23,229</u>	<u>68,747</u>
<i>Transfer between funds</i>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>NET MOVEMENT IN FUNDS</b>	<u>(183,845)</u>	<u>238,974</u>	<u>(9,611)</u>	<u>23,229</u>	<u>68,747</u>
<i>Fund balances at 1 September 2019</i>	<u>17,117,746</u>	<u>578,532</u>	<u>244,386</u>	<u>4,535,393</u>	<u>22,476,057</u>
<i>Fund balances at 31 August 2020</i>	<u>16,933,901</u>	<u>817,506</u>	<u>234,775</u>	<u>4,558,622</u>	<u>22,544,804</u>