

THE HARPUR TRUST

England & Wales · Charity number 1066861

Details

Other names	HARPUR PRE-PREPARATORY SCHOOLS LTD, Bedford Giving, PILGRIMS PRE-PREPARATORY SCHOOL
Status	Registered
Legal form	Charitable company
Company number	03475202
Registered	1997-12-15
Register	View on the Charity Commission register

Contact

Address
The Harpur Trust
Princeton Court
The Pilgrim Centre
Brickhill Drive
Bedford
MK41 7PZ

Phone
01234369500

Email
info@harpurtrust.org.uk

Website
www.harpurtrust.org.uk

Activities

Objects: 1. THE PROMOTION OF EDUCATION 2. THE RELIEF OF PERSONS RESIDENT IN THE AREA OF BENEFIT WHO ARE SICK OR IN NEED, HARDSHIP OR DISTRESS; AND 3 THE PROVISION OF FACILITIES IN THE AREA OF BENEFIT FOR RECREATION OR OTHER LEISURE-TIME OCCUPATION FOR INHABITANTS IN THE INTERESTS OF SOCIAL WELFARE WITH THE OBJECT OF IMPROVING THEIR CONDITIONS FOR LIFE; PROVIDED THAT IN CARRYING OUT THE OBJECT AT ARTICLE 4.3 ABOVE, THE CHARITY MUST GIVE PREFERENCE TO THOSE INHABITANTS WHO ARE YOUNG OR IN NEED, HARDSHIP OR DISTRESS.

Activities: A local foundation that uses the legacy of Sir William Harpur, the founder in 1566, to benefit the inhabitants of the Borough of Bedford through the promotion of education; the relief of poverty, sickness and distress; and the provision of recreational facilities with a social welfare purpose.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services
- **What:** Education/training, The Prevention Or Relief Of Poverty, Recreation
- **Who:** Children/young People, Elderly/old People, Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** TOWN OF BEDFORD AND THE NEIGHBOURHOOD.
- Bedford

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£72,951,000	£72,827,000	£231,781,000	1134
2024-06-30	£75,469,000	£73,994,000	£228,781,000	1185
2023-06-30	£68,626,000	£67,752,000	£214,716,000	1160
2022-06-30	£60,686,000	£60,068,000	£209,402,000	1120
2021-06-30	£55,138,000	£54,895,000	£216,168,000	1121

Trustees

Name	Role	Appointed
RHIAN CASTELL	Chair	2014-01-23
Amandeep Singh Rehlon		2024-04-25
Andrew Gregory Simon Davies		2024-07-10
David Stewart Pye		2024-07-10
HUGH MURRAY STEWART		2012-07-20
James Edward Rolton		2024-04-25
Kelly Anne Young		2024-07-10
LINBERT SPENCER		2014-05-07
MARK TAYLOR		2016-01-21
PROFESSOR STEPHEN MAYSON		2012-07-20
RICHARD GEORGE RATCLIFFE		2015-09-24
Richard Wilson		2022-09-22
Sebastian Reger		2024-04-25
Stephen William Dance		2024-07-10
Tanaka Chiimba		2024-04-25
Victoria Ann Espley		2024-07-10
WILLIAM ANDREW JUSTIN PHILLIMORE		2012-07-20

Linked charities

- THE HARPUR FOUNDATION (1066861-1)
- J M ELGAR BEQUEST (1066861-10)
- INSKIP CROFT GEOGRAPHY PRIZES (1066861-11)
- HENRY PERRY PRIZE (1066861-12)
- LEWIS SABRE AWARD (1066861-13)
- FULLER MATHEMATICAL PRIZE (1066861-14)
- ERIC ROBINSON PRIZE (1066861-15)
- BEDFORD SCHOOL DEVELOPMENT FUND (1066861-16)
- BEDFORD HIGH SCHOOL BUILDING FUND (1066861-17)
- BEDFORD SCHOOL-PROGRESS APPEAL (1066861-18)
- RANDALL COTTAGE HOMES (1066861-2)
- TRUESAND LIMITED (1066861-3)
- BEDFORD HIGH SCHOOL DEVELOPMENT TRUST (1066861-4)
- BEDFORD SCHOOL RESTORATION TRUST (1066861-5)
- PARENTS ASSOCIATED CAREERS FUND (1066861-6)
- W H STEWARDSON FOR MUSEUM (1066861-7)
- W H STEWARDSON MUSIC PRIZE (1066861-8)
- BEDFORD SCHOOL BOARDING HOUSE TRUST (1066861-9)

THE HARPUR TRUST

England & Wales - Charity number 1066861

Accounts



H HARPUR
TRUST

Annual Report & Financial Statements 2024/25

Registered Charity No: 1066861
Company Number: 3475202

Contents

Chair's Message	3
Chief Executive's Review	3
Strategic Report	4
Public Benefit	12
Strategic Priorities 2025/26	14
Structure, Governance and Management	15
Our People	18
Risk Management	20
Financial Review	22
Streamlined Energy and Carbon Reporting	26
Patrons and Trustees	28
Reference and Administrative Information	29
Statement of Trustees' Responsibilities	32
Independent Auditor's Report to the Members of The Harpur Trust	33
Financial Statements	37

Chair's Message

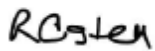


I am incredibly proud of what we have achieved this year both in our schools and in supporting our wider community. This year has brought significant challenges, particularly with the introduction of VAT on school fees and other legislative changes. We recognise the real sacrifices many families make to access our schools, and we have worked hard to limit the impact of these changes on fees while maintaining the quality and distinctiveness of our education.

I am deeply grateful to our staff and school communities for their resilience and commitment during this period of change.

Our recent governance review led to the departure of Trustees who had made a huge contribution over many years, and we welcomed nine new colleagues with a rich diversity of backgrounds, experience and skills, positioning us strongly for the future.

As ever, I want to express my heartfelt thanks to our dedicated staff, volunteers, and everyone in the wider community whose commitment and passion make our work possible.



Rhian Castell
Chair of Trustees

Chief Executive's Review



This year we have achieved real impact across all areas of our work despite considerable challenges. The pupils in our schools achieved outstanding results and we sustained our commitment to our bursary programme, which enables young people to access our education. We carefully reviewed the introduction of VAT on school fees and took measured steps to ensure families were well-informed and that the impact was managed responsibly.

Our two collaborative strategic community programmes took significant strides forward. We increased the number of partnerships with Bedford primary schools under our Accelerator Programme and reviewed our project development process to make it easier for local primary schools to access funding.

Bedford Giving had a stand-out year. The Career Mentoring programme grew rapidly, the first Youth Panel was launched giving young people a voice in funding decisions, and programmes focusing on young people's mental health, affordable activities and life skills were developed.

Our grants programme grew its investment in our community, awarding over £1.2m to charities and other organisations tackling issues from poverty and disability to sport, crime prevention, and community cohesion. A new grants strategy is being developed to sharpen our focus and ensure funding has the greatest impact.

For many colleagues this has been a challenging year. We have worked tirelessly to meet the challenges of the Government's tax and policy changes, and at Bedford Modern School to deal with RAAC; issues that families in our school communities have faced alongside us.

I am very grateful to all those colleagues, partners, stakeholders and volunteers who have worked with us to achieve what we have this year. Looking ahead to 2025/26, we remain focused on delivering our new three-year strategic plan, nurturing potential and improving people's lives.



David Steadman
Chief Executive

Annual Report of Trustees and Financial Statements 2024/25

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 30 June 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 – Second Edition).

Strategic Report

Introduction to The Harpur Trust

Our vision is a community where everyone can thrive.

Our mission is to nurture potential and improve people's lives.

Our focus is Bedford Borough, while our impact flows far beyond.

Ever since we were founded by Sir William Harpur in 1566, The Harpur Trust has been both providing education and supporting some of the most disadvantaged people in Bedford.

Today, we run first class independent schools, operate a generous bursary programme, give grants to community projects and sponsor the HEART Academies Trust. All in all, we contribute millions of pounds in a range of ways to improve people's lives in our community each year.

Our long-term strategic plan, *Together for Bedford*, commits us to invest in people's futures, and to work for a generation to enable more children and young people facing disadvantage to achieve their potential. As part of this plan, we have created two innovative and collaborative community programmes for children and young people: the Accelerator Programme and Bedford Giving.

We believe that, together, we can build a community where everyone can thrive.

Achievements in the Year

Our strategic priorities for 2024/25 were defined by our 2022-25 strategy, *Together for Bedford*, which set the following long term strategic objectives:

1. Enabling more children and young people facing disadvantage to achieve their potential.
2. Offering high quality, distinctive and financially sustainable education.
3. Supporting children to access our schools' education with high value, impactful bursaries.
4. Maximising our impact on community needs.
5. Continuing to build a more effective, efficient, resilient organisation greater than the sum of its parts.

Our achievements against these strategic objectives are summarised on the next pages.

Three Year Strategic Objectives 2022-25

To support our new long-term aims, *Together for Bedford*, three-year strategic objectives were set out as follows:

Long term aims	2022-25 strategic objectives
Enable more children and young people facing disadvantage to achieve their potential	Host <i>Bedford Giving</i> to bring the whole community together for children and young people.
	Develop an <i>Accelerator Programme</i> to enable more children aged 0-11 in low-income families to make more rapid progress in education.
	Identify innovative and impactful public benefit opportunities to enable our schools to support our strategy.
	Deliver shared priorities with HEART Academies Trust.
Offer high quality, distinctive and financially sustainable education	Ensure our schools continue to offer high quality, distinctive education.
	Help our schools to remain financially sustainable and well positioned to respond to risks and challenges.
Support children to access our schools' education with high value, impactful bursaries	Maximise the impact of our bursaries and improve evaluation and communication of our programme.
Maximise our impact on community needs	Continue to offer responsive grants for the community.
	Ensure our community resources are used as effectively as possible to maximise our impact.
Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts	Implement a governance and management review.
	Continue to focus on inclusion, sustainability and strategic financial governance.
	Deliver an organisational development plan to support the strategy, proactively respond to risks and maximise our effectiveness and efficiency.

1. Enable more children and young people facing disadvantage to achieve their potential

Our two main programmes achieving this strategic objective are the Accelerator Programme and Bedford Giving. The Accelerator Programme aims to accelerate the attainment of disadvantaged children aged 0-11 in Bedford Borough, so more pupils meet the expected standard. We are also founding partners and hosts of Bedford Giving, a collaboration and movement which brings together funders, businesses and local people to help improve the lives of children and young people in our community. As hosts, we ensure the delivery of impactful programmes on behalf of the Bedford Giving Board and fund its administration costs, so 100% of partner funds go towards Bedford Giving programmes.



Accelerator Programme

This year we reviewed the programme's impact to date, to understand which of the initiatives we've supported are most likely to improve attainment for disadvantaged children. This enabled us to relaunch the programme with clear guidance for schools proposing project ideas. We engaged with 25 local primary schools, including those with the highest proportion of children eligible for Free School Meals, offering support to raise the attainment of disadvantaged pupils including:

- Speech and Language Therapists to help four schools to better support children with these issues.
- Writing programmes involving expert consultants, resources and proven writing programmes in four schools.
- Reading Fluency and Phonics Programmes, to focus on improving reading attainment.
- Intervention teachers in three schools supporting more children to achieve the expected level at the end of Key Stage 1 and 2 and to hone writing skills.
- Funding family support workers to help tackle barriers to pupil attendance, progress and attainment. This year we launched an innovative project providing floating family support workers to support small rural schools develop their capacity to manage a range of issues.

In addition, we supported a Multi Academy Trust with three primary schools to develop their approach to reducing the attainment gap with a primary improvement lead.

As the Accelerator Programme has become more embedded in partner schools and new schools have joined us, we've developed several collaborative initiatives and opportunities for information sharing and learning. These include:

- An MOU with Bedford Borough Council outlining shared goals and ways of working.
- Holding three CPD events with inspiring speakers such as Kate Jones, Jean Gross and James Siddle.
- A three-year peer review programme for Bedford primary school leaders in collaboration with the Pioneer Learning Trust.

Bedford Giving

Our second full year of operation of Bedford Giving saw significant growth in the programme with the following key achievements:

- Publication of the first Bedford Giving impact report, launched at a pioneering and very well received Young Voices conference, giving young people from across the borough to share experiences and set out priorities for the future.
- Publication of a Bedford Giving Report into Life Skills needs for young people.
- We launched a new 'Taste of the Workplace' scheme bringing a range of employers together to create innovative, realistic, project-based work experience in two schools.
- We ran our first Youth Panel in partnership with Bedford College, training a group of young people in grantmaking. Their call for applications attracted over half a million pounds of funding bids.
- Our first mental health programme was launched – Safe Space in a Youth Place. The programme provides mental health awareness training for trusted adults; youth workers, sports coaches and scout leaders. It provides practical tools to support young people with their mental health and signpost them to professionals if necessary. 50 adults were trained in the first few months, with many more to come.
- Foundations for new programmes providing free and affordable activities for young people were built. A pop-up skateboard park was set up in the Easter holidays which proved very successful and plans were created for a capacity building programme with local activity providers F4YP to build sustainable growth in opportunities, alongside target holiday programmes in the Wixams, a new development where lack of opportunity leads to anti-social behaviour.

Bedford Giving Board

The Harpur Trust has been providing the administration support towards the Bedford Giving Board. This support ensures the delivery of impactful programmes and allows 100% of partner funds to go towards the Bedford Giving programmes.



2. Offer high quality, distinctive and financially sustainable education

We continued to deliver high quality education through our four independent schools, and to offer it through our sponsorship of HEART Academies Trust. During the year we had to address the introduction of VAT on school fees and take actions to ensure that the impact was managed responsibly.

Some of the highlights for 2024/25 are below, including the 2025 exam results, which were sat during the period of this report.

Bedford School



Our 2024/25 leavers achieved some of our best results ever. Over half of A level and IB grades were A*/A, and nearly 85% were A* to B. At GCSE, almost three quarters of over 1,400 papers were marked at 9 to 7 - our strongest year on record. Of the 122 boys heading to UK universities, 86% secured places at Russell Group or Times Top 30 institutions, with Durham, Newcastle and London universities leading the way.

Academic highlights included a group of boys who presented The DNA Snowdrop Project at The Royal Society Conference, showcasing real-world science and collaborative research.

In sport, we formalised partnerships with Northamptonshire County Cricket Club and Northampton Saints Rugby Club, offering elite coaching and weekly staff insets to raise training standards.

In Creative Arts, our joint production of *Les Misérables* with Bedford Girls' School was a triumph. We welcomed Sarah McDonald, Vocal Music Fellow, for inspiring workshops, and one of our Fifth Form Music Scholars was accepted into the Junior Programme at the Royal College of Music.

We also proudly announced the opening of Bedford School Mohali - our first international campus - bringing our values and educational ethos to a new global community.

And finally, we are honoured to be finalists for Independent Boys' School of the Year.

Bedford Modern School



We were immensely proud of our A level and GCSE students' exceptional achievements in this year's examinations. At GCSE, 28% of examinations were graded 9 with an outstanding 49% 9 to 8. Almost half of A level grades achieved were A* to A, with 77% A* to B and 29% of students securing three A grades or better.

The diversity of our students' next steps is a real point of pride for us, with many accepting university places overseas as well as at Oxbridge and other top UK institutions, and others securing highly sought-after degree apprenticeships with leading blue-chip organisations.

Our renowned theatre productions this year included *Sweeny Todd* and *Bugsy Malone*, and as always, our talented musicians delivered standout performances in a range of concerts. 85% of students represented BMS in sport, playing a total of 947 fixtures across 22 sports. In addition, our industrious students enjoyed 130 trips locally and overseas, ranging from an A level Politics trip to Washington DC to a sporting tour across South Africa.

Our RAAC building works are nearing completion and the exciting improvements in fresh facilities, spaces and learning environments are being felt by our vibrant community of staff and students.



Bedford Girls' School



BGS has upheld its reputation for academic excellence. Three-quarters of A level and IB combined grades were A* to B (or equivalent). Our IB Diploma average point score was 36 and we were very pleased to see 97% of our Upper Sixth cohort gained a place on their preferred course of study at world leading universities. Building on this success, two-thirds of all GCSEs were awarded grades 9 to 7, with one in four students achieving the highest grade of 9.

Whilst remaining prudent in a challenging period for the sector, planned upgrades saw the opening of our Tech Lab, a space for innovation and collaboration, and the creation of a Year 11 common room.

Our students soared, taking full advantage of our exceptional sports, performing arts, public speaking, tech and music opportunities, as well as the over 100 co-curricular clubs on offer. Trips abounded including skiing in Italy, language trips to France and Spain, a Geography trip to Iceland and an Art trip to New York.

We came together at the end of another exceptional year to celebrate the depth of diversity and talent within our wonderful community at our whole school Culture Fest.

Pilgrims Pre-Preparatory School



This year, Pilgrims School proudly celebrated its 25th anniversary, a milestone that brought together pupils, staff, and the wider community for our first-ever school reunion. Former pupils shared how Pilgrims had shaped their confidence, friendships, and skills, reinforcing the value of strong foundations.

To mark the occasion, our Pilgrims Parents Association generously funded a Green House for our Gardening area and an all-weather hub for Forest School, enriching outdoor learning experiences for pupils. Strengthened communications and engagement initiatives have boosted the school's visibility and laid the groundwork for an alumni network.

Other things to celebrate include us being named an NDNA Nursery Awards finalist, securing Eco-Schools Green Flag reaccreditation, and earning Royal Horticultural Society Level One recognition for our Gardening Club, reflecting our commitment to excellence, sustainability, and pupil-led initiatives.

Strategically, we introduced Priority Places for Year 2 pupils transitioning to Harpur Trust schools for Year 3, consolidating Pilgrims' position as The Trust's Pre-Prep, and supporting smoother progression for families. Looking ahead, we remain focused on Pilgrims' long-term success by expanding opportunities for pupils and enhancing experiences for families and the wider community. We will continue to refine our strategy, ensuring Pilgrims maintains its commitment to excellence and continuous improvement.



HEART Schools were able to showcase the success of the range of improvement initiatives that have taken place over the past few years with the publication of its 2024/25 results. KS2 results were the best results the schools have seen and significantly closed the gap against national outcomes and in some case exceeded them.

The combined score for pupils achieving the expected standard in Reading, Writing and Maths improved by 17% to approximately national expectations. We are excited to continue this journey of excellence supported by our new Trust Primary Practitioner, a role funded by the Harpur Trust.

The Speech and Language therapy funded by the Harpur Trust Accelerator Programme had significant impact on the EYFS and KS1 outcomes to support the communication of our youngest children. Children in EYFS improved by 39% at Shackleton in 2024/25.

Bedford Academy were able to contradict the national trend by improving again their outcomes at KS4. KS5 outcomes were also higher than in previous years and secures their position in the top three sixth forms locally.

All schools remain oversubscribed and an integral part of our local communities. This is highlighted by the completion of the new building at Bedford Academy to allow for 300 pupils per year group from September 2025.

3. Support children to access our schools' education with high value, impactful bursaries

At each of our three senior schools, The Trust is committed to providing pupils with access to academic bursaries. This past financial year, 177 pupils benefited from bursary awards across The Trust.

78% of these awards covered more than 75% of the fees, a level defined by the sector as “transformational.” These bursaries truly offer life-changing opportunities for our pupils. This year, we are thrilled to share the outstanding achievements of our bursary students across all schools:

- 25 bursary students took an average of 9.8 GCSEs each, achieved average grade of 7.7 (up from 7.34 in 2023/24)
- 22 bursary students took an average 3.2 A levels or IBs, achieved average grade of B+

The Trustees firmly believe that bursaries are a vital part of the public benefit we provide as a charity. They are intrinsically linked to our identity and the mission of our schools. Beyond transforming lives and widening access to top-tier education, bursaries have a profoundly positive impact on other pupils and the school community as a whole. Our schools are enriched in countless ways by the diversity and value that our bursary students bring.

4. Maximise our impact on community needs

Beyond the impact of our new strategic initiatives, the Accelerator Programme and Bedford Giving, we have continued to ensure that our grants programme and other community programmes maximise their impact on the needs of our community.

At the end of the year, the Grants Sub-Committee were pleased to recommend a new Grants Strategy. The strategy provides a clear explanation of priorities and new areas of focus: *Poverty and Disadvantage* and *Building Stronger Communities*. It also outlines seven core categories for grantmaking alongside an explanation of our approach to place-based grantmaking. A new grantmaking policy clarifies exactly what we do and don't fund, and we believe this will make the process easier and more efficient for applicants and decision makers alike. Finally, we believe it will make it much clearer to maximise and understand the impact of our grantmaking on our local community.

Grantmaking process

Our Grants Sub-Committee meets four times each year to consider grant applications up to £50,000. The Chair and Community Programmes Director meet more frequently to provide guidance to applicants on their stage 1 applications.

Applications in excess of £50,000 for one year, or £150,000 over a three-year period, must be agreed by our Trustees on recommendation from our Grants Sub-Committee. Following the adoption of The Trust's new Community Strategy, the Community Programmes Director has delegated authority to make decisions on grants up to and including £5,000 but refers any applications where there is a perceived risk or conflict to the sub-committee.



Grants awarded

This year we made 69 grants to organisations and individuals in Bedford Borough. Our funding supported 16 state school students from low-income backgrounds facing a number of other challenges to go to university for undergraduate study, and two more to follow postgraduate degrees. We offered school uniforms to 530 children on free school meals. Grants enabled 47 organisations to help local residents through the provision of essential services such as accessing benefits, mental health support and housing advice, to opportunities to take part in recreational activities benefiting physical and mental health.

In total 19 of our grantee organisations had never applied to The Trust for funding before. It's very exciting to see new ideas coming forward from organisations which reflect our diverse community and due in no small part to the easy access grants programme for those groups who face structural barriers to fundraising which we piloted this year. Although the work is resource intensive, it undoubtedly brings us closer to the communities we serve.

5. Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts

Following the governance review undertaken the previous year, The Trust has worked to embed new behaviours and ways of working across Committees and our Executive Leadership Team. To assess the effectiveness of the new governance framework, a process of self-assessment evaluations has been done and reported to the Governance Committee.

Given the external pressures faced by the organisation, a lot of focus has been on ensuring that The Trust has strong strategic financial governance. In accordance with existing policies, school capital plans have been scrutinised carefully and managed to ensure that they have been delivered effectively, within project timelines and budgets. The organisation has also focused on further collaboration and shared ways of working to provide financial resilience, along with continual improvements to systems, policies and processes to increase efficiency and manage risk.

Environmental sustainability has also been considered as part of our capital projects. We are pleased to see some improvements in our usage of alternative sources of energy as reported within the SECR section of this report. Further environmental projects are scheduled for the next financial year.

Work has also continued on The Trust's culture and its people strategy. These measures help us to ensure that we have good employee engagement which is vital to delivering the charity's services.

Public Benefit



The Harpur Trust delivers its charitable purposes for public benefit across the whole range of its activities. The Trustees pay due regard to the Charity Commission's published guidance on the public benefit requirement under the Charities Act 2011.

Our public benefit is delivered through our community programmes and grantmaking activities, as described above, through community events, our sponsorship of the HEART Academies Trust, and the public benefit activities of our independent schools as described below. In addition to the public benefit impact of our bursary programme, we are committed to maximising access to our facilities and expertise to further our charitable objects.

We continue to work closely with charities and housing associations providing accommodation for older residents of Bedford. We have nomination rights to four such schemes across the Borough, with 48 places available to our nominees.

This year our strategy, *Together for Bedford*, has increased the depth and reach of our public benefit, with more state primary schools partnering with us on our Accelerator Programme and a growing number of organisations and individuals inspired to join us to take action to improve the lives of children and young people, as part of Bedford Giving.

Although our community programmes are delivering public benefit to a growing number of residents in the Borough, we are mindful of those not reached by these initiatives. Through our events and sponsorship we connective with and provide public benefit to the wider community. This year we sponsored and took part in the Bedford River Festival, the country's second largest free outdoor event. We supported local children to create 'The Book of Bedford', an illuminating and entertaining guide to the town from a child's perspective. We supported a number of diverse communities to celebrate their culture with the wider population of Bedford, from an Iftar event recognising and raising the aspirations of local Muslim women and girls, to celebrations of our growing Kenyan Community.



Public benefit in our independent schools

Hundreds of local primary and secondary school pupils, as well as the local community, benefitted from the input of students and staff from Harpur Trust Schools, and the use of school facilities. The support provided included:

Supporting local schools

- An enrichment day for local schools with student led activities from Shakespearean drama to mathematical origami and cricket coaching.
- Science outreach workshops for Year 5 pupils.
- French, drama and music enrichment workshops.
- Students supporting staff and pupils at special schools with activities.
- Tutoring Year 6 students who need extra support to achieve SAT target grades.
- Students running a film-making project at a local primary school.
- Providing free use of swimming pool for students at a college for young people aged 16-25 with complex needs. .

The wider community and fundraising for local charities

- Volunteering for a charity visiting very isolated and vulnerable older people in care homes.
- Free use of sports hall for Duke of Edinburgh's Award.
- Providing entertainment for older people in residential care and sheltered accommodation.
- Collecting donations for a local foodbank.
- Fundraising for children's mental health charity.
- Supporting music therapy sessions for people with dementia.

Strategic Priorities for 2025/26

The following strategic priorities for 2025/26 are intended to progress us towards our next three year strategic aims.

2025/26 goals	
1.	More children and young people facing disadvantage achieving their potential
1.1.	Progress the Accelerator Programme, increasing partnership working and accelerating rates of progress so more children aged 0-11 reach the expected standard
1.2.	Continue to host and support Bedford Giving, mobilising the community in support of our next generation
2.	High quality, distinctive and financially sustainable education
2.1.	Continue to offer distinctive, high-quality education
2.2.	Adapt our education provision as the market evolves
3.	High value, impactful bursaries to support children to access our schools
3.1.	Ensure our bursary programme can maximise impact as our schools evolve
4.	Maximum impact on community needs
4.1.	Implement our grants strategy, growing our commitment with inflation and developing impact frameworks
4.2.	Inspire more people and stakeholders to support our community programmes
4.3.	Finalise our approach to social housing provision
5.	A more effective, efficient, resilient organisation greater than the sum of its parts
5.1.	Deliver People Strategy priorities so that effective, engaged employees and volunteers deliver exceptional outcomes
5.2.	Develop our long-term financial strategy to build our resilience
5.3.	Continuously improve our processes and systems

Structure, Governance and Management

Constitution



The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The Charity was founded by an Act of Parliament in 1764 and is administered under a scheme sealed by the Charity Commission on 1 September 2000 and amended in 2009.

The Harpur Trust is a company limited by guarantee (Company Number 3475202). The company is governed by Articles of Association and is registered as a charity in the UK, number 1066861.

The endowed properties ('specie' land) and assets continue to be held in the original Bedford Charity, which was amended and renamed The Harpur Foundation. The Harpur Trust is the sole corporate trustee of The Harpur Foundation, and a 'Uniting Direction' is in place which removes the need to prepare separate accounts.

The Harpur Trust is also the Trustee of an Almshouse charity, Randall Cottage Homes, whose results are included within those of The Trust itself following a 'Uniting Direction' received from the Charity Commission.

In October 2024, The Trust established a trading subsidiary, Bedford School Enterprises Limited (Company Number 15206610) in which it owns 100% of the issued share capital.

The directors of the company are known as Trustees, and they are also members of the company for the purpose of company law and charity trustees for the purpose of charity law.

There are 17 Trustees of whom one is nominated, the remaining 16 are co-opted, elected by the Trustees. The normal terms of office for Trustees are for three years, except for existing Trustees appointed prior to 10 July 2024. Names of Trustees and the committees on which they served during the year are shown on pages 28-31 of the annual report.

Governance and organisation



The Trustees meet at least four times a year, with additional meetings as necessary. They receive reports from all our committees, which themselves meet three or four times annually. Committees co-opt members who are not Trustees in accordance with the Articles of Association.

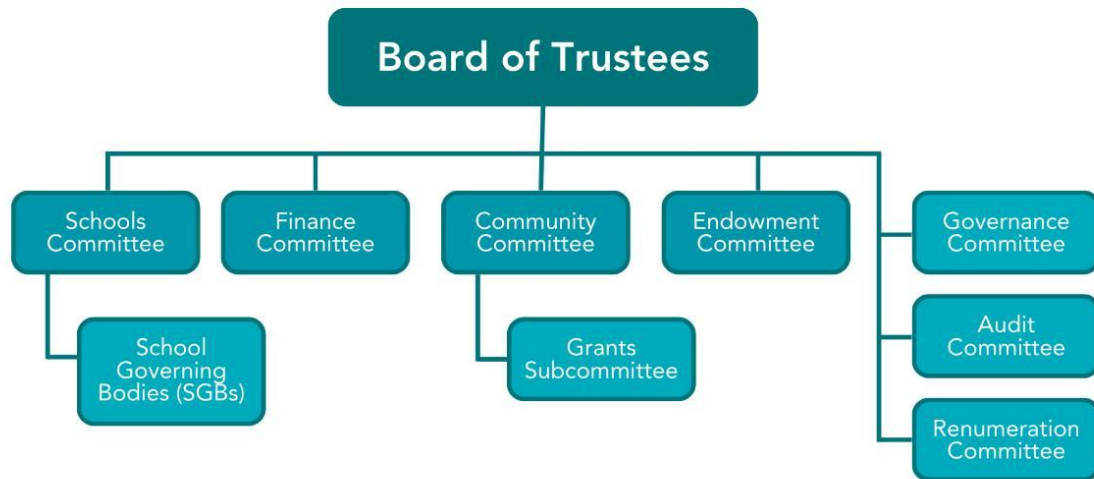
A high degree of internal autonomy is accorded to The Trust's operating units: four schools; community programmes; and the management of the endowment, all of which are accomplished through the committee system.

Trustees have handed the day to day running of the organisation to key management personnel. These have been defined as the Chief Executive, Chief Financial Officer, Human Resources Director, Community Programmes Director and the Heads of each of the four schools.

The Harpur Trust Office (HTO), managed by the Chief Executive, provides administration services to the Trustees and their committees, and financial, human resource and administrative advice and guidance to the schools, as well as undertaking the day-to-day management of the endowment and directing the community programme.

The Trust's committees are shown in the diagram on the following page:

Committee Structure



Following a governance review in January 2024, the Trustees have ensured the Charity Governance Code is applied. The Board ensures adherence to the principles and practices outlined in the code, maintaining good governance across all Trust activities. This is kept under review by the Governance Committee on behalf of the Board.

Trustee training and induction

The Trustees place considerable emphasis on training; staff and Trustees attend seminars and workshops on a variety of issues including safeguarding. There is a comprehensive, mandatory induction programme for new Trustees and non-trustee members of committees, which senior staff members at the offices and schools also attend. The Trust has a comprehensive Training Directory offering ongoing developmental training for its Governors and Trustees.

Related parties and co-operation with other organisations

None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or senior manager of the charity with any employee, supplier or grant beneficiary, must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year all related party transactions were disclosed as necessary.

Serious incident reporting

The Trust has a clear process for reporting developing incidents to senior management and to ensure timely escalation to Trustees for awareness and view on reporting. In the year ending June 2025, two incidents and one update were reported to the Charity Commission.

Our commitment to safeguarding

The Trust has safeguarding responsibilities across its four schools and other areas in which we work. The safeguarding policy and code of conduct apply across the whole organisation and are supported by a range of policies and procedures to reduce the risk of harm to beneficiaries, supporters, pupils, staff and volunteers. We encourage individuals to report concerns, and we recognise that there are many barriers to vulnerable people reporting abuse and we are committed to improving reporting mechanisms. When concerns are raised, we study the circumstances with a view to understanding the causes and how we can take steps to prevent similar occurrences. Regular safeguarding reports are taken to School Governing Bodies, Schools and Community Committees and to the Board of The Trust for review. Safeguarding training is also made available to both employees and volunteers.

Grantmaking Policy



Grants are made in support of all three of The Trust's charitable objects and mission areas. Our Trustees have flexibility to allocate resources according to perceived need. We believe we achieve most when we make grants to maintain valuable and effective services, when we fund work which brings new services and ideas to Bedford Borough and when we fund programmes which help voluntary organisations become more effective.

We recognise that grantmaking with partners, whether they contribute additional funding or expertise, brings additional benefits to the people of Bedford.

Organisations and individuals are encouraged to contact us informally for initial guidance on their applications, and much advice is given verbally. Our main priorities, grant programmes and the application process are also set out in the guidance notes which are available by post, email and on www.harpurtrust.org.uk.

Social Investment Policy

The Trust has a Social Investment Group (SIG) to determine, review and implement the Social Investment Policy of The Trust. The SIG is responsible to the Trustees for the management of The Trust's social investment programme and associated funds. The SIG also advises the Trustees on the proper level of risk in the social investment programme and the balance between the furtherance of the charitable objects and the financial return expected from the social investment portfolio. The SIG reviews the social investment portfolio as needed.

Statement on fundraising

Fundraising within The Harpur Trust is carried out at an individual school level and for community programmes. Fundraising in schools is only undertaken for specific campaigns (e.g. towards a particular capital project or an objective such as bursaries), and is usually undertaken by affiliated organisations of, primarily, volunteer groups of parents and alumni. Fundraising for community programmes is undertaken in support of the Bedford Giving restricted fund or individual Bedford Giving projects.

There are no professional fundraising organisations used and so no monitoring processes are required.

The Trust has not subscribed to the Fundraising Regulator but adheres to the Code of Fundraising Practice when undertaking fundraising activity. There have been no complaints in the period regarding inappropriate or intrusive contact.

Our People

Employee engagement

Action plans resulting from our most recent Employee Inclusion Survey have continued to help us focus on how we develop and sustain more inclusive workplaces.

Our in-house leadership and management programmes are now well-established, and they support the development of a culture that prioritises high levels of competency in people management. Our Inspiring Leaders Programme and People Management Programme were shortlisted for learning and development awards in 2023 by the Chartered Institute of Personnel and Development, and Investors in People, which was a clear endorsement of their quality and impact.

The Management Essentials Programme is a more recent addition to our in-house learning and development offering and is now fully embedded as a mandatory requirement for people managers, ensuring that delegates are properly equipped to undertake their responsibilities which help to maximise employee wellbeing and engagement.

There has been a particular focus on continuing to embed high quality Performance and Development Reviews (PDRs) across The Trust. Clear objectives help staff to have a better understanding of their role in achieving the strategic goals that are relevant to their part of the organisation, and an improved knowledge of The Trust's aims, all of which improves engagement and belonging.

A project to move PDRs onto our online HR platform is nearing completion, which will help us to monitor the frequency and quality of performance management. This visibility will help us to focus on the areas where improvements are required, particularly in relation to line manager training.

The Harpur Trust Staff Forum (HTSF) continues to be one of our key communication channels with employees. Representatives take part on a voluntary basis, and their level of attendance and participation is good. Representatives are updated termly on matters across the organisation and after each HTSF meeting all staff receive copies of the minutes and actions; to support any individual feedback they receive from their representatives. A recent focus for the HTSF has been input into how to engage staff from across The Trust in our transformational community initiatives, so that staff can all contribute to our mission to nurture potential and improve people's lives.

Many of our staff have been involved in the Bedford Giving initiative of mentoring disadvantaged young people. This has provided staff with the satisfaction of using their skills and learning to directly benefit the local community, whilst also supporting their own professional development. This is a unique and powerful opportunity for our employees to directly engage with The Trust's purpose.

Remuneration Policy



The Trust's principle on remuneration is to ensure that the reward package is competitive with other equivalent organisations in the education sector and by type of role for support staff, so that it is able to attract and retain high calibre employees. The Trustees see the ability to recruit and retain talented staff as fundamental to The Trust's success.

The Trustees are responsible for setting the overall reward strategy for The Trust.

The Trust's pay policies also seek to:

- be transparent, and simple to understand and operate;
- treat all employees fairly and pay them appropriately in line with the principles of equality, and ensure that pay decisions are free from unlawful discrimination;
- recognise and reward teachers and support staff for their contribution and behaviours;
- maximise the quality of teaching and learning at the school; and
- enable the schools to manage their salary budgets effectively.

We are committed to employing the best person for the job and to ensuring that employees are treated equally and fairly. All policies and practices seek to conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

The Remuneration Committee sets the salary for the Chief Executive, the Heads and senior staff within the schools and The Harpur Trust's Senior Leadership Team. For key management personnel (as defined on page 14), the Remuneration Policy combines regular market benchmarking, with reward for the achievement of performance targets.

We generally use the market median in the charity and education sector as rule of thumb for setting salaries. However, some flexibility is applied to take into consideration the specific requirements for each post and to ensure we can recruit the best candidate possible to meet the needs of our beneficiaries.

The performance and objectives of all staff are reviewed on an on-going basis through the Performance Review and Development Planning process. There is also a biennial 360-degree review process for senior leaders which provides individuals with feedback from their line manager, their peers and their teams about how they have contributed to the achievement of our strategy, which helps identify any areas for personal development.

Diversity and inclusion

We have long sought ways to make ourselves more accessible and inclusive for pupils, staff and the communities we exist to support, but we need to do more. We are doing more to listen so we can understand what else we should do, within our schools and in our community programmes.

We are learning from our staff, our pupils and from organisations and people that we support and collaborate with, including crucially from the ethnic minority communities in Bedford. All of our schools have created groups looking at this issue to identify priorities for action, including those initiatives that were already in place.

As we continue to learn, our Board of Trustees is holding itself to account so that across the whole Trust, we do what we need to do so we can identify and tackle any biased, inequitable or preferential treatment, whether direct or systemic, in the way we fulfil our responsibilities. Plans will be shared as they develop.

The Trust is committed to the promotion of equal opportunities, valuing and encouraging diversity and the creation of an inclusive working environment for all employees / workers and opposes all forms of irrelevant and unlawful discrimination, including discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity (the nine Protected Characteristics defined in the Equality Act 2010).

Ensuring that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of delivering equal opportunities in employment. The Trust has a separate dignity at work policy, which deals with these issues should they occur. We also provide a Whistleblowing Hotline through which staff can confidentially raise concerns.

Risk Management



Our Trustees, assisted by the senior leaders in The Trust, regularly review our activities with regard to any major risks that might arise and are identified from time to time. The Audit Committee supervises the overall policy for risk management within The Trust and recommends any changes to the Board. The sub-committees of The Trust report on risk at each of their meetings and the strategic risks are then reported to the Board. The approval of the risk register by the Board is sought annually. During the year Trustees considered the following key strategic risks to be the most significant. Actions have been identified to manage and mitigate these risks as shown in the following table:

Committee	Risk	Owner	Rating	Mitigation Actions
Schools	Falling market demand for places	Chief Executive	High	The Trust undertakes market research to forecast demand for places at the schools. Strong marketing of the schools helps them to continue to promote their distinctive offers.
Finance	Tax and/or regulatory burdens increase due to Government independent school policy	Chief Executive	High	With the changing environment, The Trust continues to closely monitor stakeholder responses and through the Community and Schools, Committee review its public benefit activity. Contingency plans are also regularly reviewed and updated.
Finance	Macro-economic factors that impact on parents' ability to pay school fees (VAT, inflation, cost of living, housing costs)	Chief Financial Officer	High	The Finance Committee reviews the annual budgets for all areas of The Trust, including schools and the setting of fees. A range of measures are used as early indicators of parental affordability issues.
Schools	Failure to comply with relevant health and safety regulations.	Chief Executive	Medium	The Trust takes health and safety seriously and has a number of controls in place such as policies, risk assessment and safe working procedures for each site.
Community	Failure to maximise impact of community investment	Chief Executive	Medium	The Community Committee oversees progress and annual impact reviews for each community strategy workstream. High value grants need full Trustee Board approval.

Committee	Risk	Owner	Rating	Mitigation Actions
Endowment	Market risk from a significant fall in value of investments in the medium term (five-year period)	Chief Financial Officer	Medium	Trustees have agreed objectives to help guide the strategic use of assets to maximise long term returns. The Endowment Committee undertakes annual reviews of investment return assumptions and Long Term Spend Rate and regularly reviews the performance of investment managers.
Schools	Failure of the safeguarding procedures within The Trust (current or historic)	Chief Executive	Medium	The Trust ensures that it has compliant safeguarding policies and procedures within The Trust's schools and community work. Regular training is undertaken by employees, Governors and Trustees. There are Nominated Safeguarding Governors and safeguarding agenda items on School Governing Bodies.
Schools	Schools in The Trust are unable to deliver distinctive and high quality education resulting in roll reduction	School Heads	Medium	The Trust schools have agreed a common baseline measurement system and figures for educational attainment. These are reported annually to the Board of Trustees.
Schools	A cyber-attack by cybercriminals, hackers, or other digital adversaries	Chief Financial Officer	Medium	The Trust has an Information Security Policy and a clear infrastructure design for its systems, which includes Two Factor Authentication. To mitigate this risk, there is regular training to increase awareness amongst employees. The Trust also undertakes phishing exercises and penetration testing.
Finance	School surpluses are outside the agreed risk tolerances leading to inability to maintain reserves and capital estate	Chief Financial Officer	Medium	The Finance Committee set parameters for annual budgets and review five-year forecasts. Any significant capital developments have to be supported by a business case.
Endowment	Funding risk due to a mismatch between assets held and liabilities	Chief Financial Officer	Medium	Cash flow projections from Finance Committee are considered at Endowment Committee. Regular reviews are undertaken of plans for drawdowns from the investment portfolios.

Committee	Risk	Owner	Rating	Mitigation Actions
Governance	Lack of accurate, timely and relevant reporting to committees or the Board	Chief Executive	Medium	The Trust undertakes regular strategic planning and objective setting. A schedule of work sets out the regular reporting requirements for each committee There is a routine of self-assessment by committees of the effectiveness of meetings.
Governance	Inadequate, inappropriate or untimely decision making across The Trust	Chief Executive	Low	The Trustees monitors changes to the Charity Governance Code and decision making across The Trust Committees.

In the opinion of the Trustees, The Trust has established resources and systems, including the use of risk management software, which under normal conditions should ensure risks are managed to an acceptable level. It is recognised however, that such risk management systems and protocols cannot provide absolute assurance that all major risks have been adequately managed and a high degree of awareness of risk is encouraged with staff and Trustees alike.

Financial Review

Income and Expenditure of The Trust



Where does the charity's income come from?

The majority of The Trust's activities derive from the operation of its four schools. Further funding comes from The Trust's endowment and donations made to the charity.

In 2024/25, the total income received by The Trust was £73m (2024: £75.5m). Following the introduction of VAT on school fees from January 2025, the Trust took steps to ensure that the impact of this legislation change was managed responsibly. This included considering the net impact on school fees and the impact on our families, including those on bursary awards, and the operational costs of the schools. Unfortunately, despite our actions, families in our school communities had to take difficult decisions and there was a decrease in the number of pupils attending our schools.

The number of means-tested bursaries provided this year decreased compared to last year, with 177 pupils being awarded bursary support (2024: 183 pupils). However, The Trust continues to award over 75% of bursaries at more than 70% of school fees which are regarded as "transformational" to the lives of the children and demonstrates The Trust's continued commitment to support families, particularly those on lower incomes.

Investment income for 2024/25 is similar to the previous year at £4m (2024: £4m) showing a continued good level of returns from the investment portfolio. Whilst there was significant volatility in the markets during the year, The Trust has benefitted from having a diversified, global portfolio of investments.

How is the charity's money spent?

Predominantly The Trust's expenditure relates to the provision of education services at the four schools. We have seen a number of significant changes to our cost base with an increase in employer's National Insurance contributions and the removal of Business Rate Relief for the school properties, although these only impacted for part of this financial year.

Total expenditure for the year was £73m, which was lower than the previous year (£74m). The Trust undertook careful financial planning to ensure some of the external impacts were mitigated (including the loss of Business Rate Relief from April 2025) and continually review the operational costs of the schools in order to ensure these are appropriate for the service levels provided.

During the year, £1.8m was spend on delivering the community activities compared to £1.5m in the previous year. Grants of £1.5m were made in the year and further details of these are given in Note 14 of the financial statements.

Capital projects in the year including the remediation works needed to address Reinforced Autoclaved Aerated Concrete (RAAC) which had been found on the site of Bedford Modern School.

How much has the charity made overall in the year?

The overall operating result is a net surplus of £0.1m (2024: £1.5m) which is driven by the lower income. Added to this result are the investment gains arising in the year of £2.9m (2024: £12.7m), the majority of which relates to the permanent endowment assets and reflects the overall challenge in investment markets in the year. The actuarial adjustment in respect of the non-teaching staff final salary scheme, arising from the FRS102 revaluation is then included to produce a total net increase in The Trust's funds of £3m (2024: £14.1m) for the year.

Funds of The Trust

The Harpur Trust is a permanently endowed charity. In accordance with charity accounting regulations, funds are classified as endowed, restricted, designated or general.

Endowed funds These funds are the permanent endowment of The Trust and are held as both operational assets (land and buildings) and in a balanced portfolio of investments. As permanent endowment these assets must be kept by the charity and not spent. A Long-Term Spending Rate (LTSR) is used to determine the amount of endowment returns that will be distributed in the year. This income is used for the benefit of the community, primarily through the giving of charitable grants and to cover the costs of running the charity.

Total funds held 2025: £128.31m (2024: £128.15m)

Restricted funds These are funds that have been received for a specific purpose within The Trust's charitable objects. They will ultimately be applied for the purpose specified; they cannot be used for any other purpose.

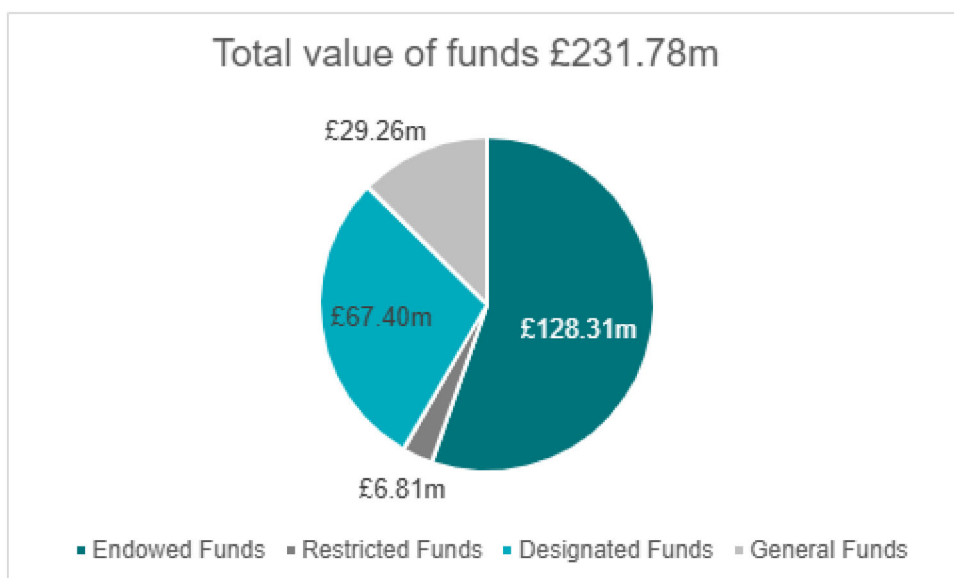
Total funds held 2025: £6.81m (2024: £6.69m)

Designated funds These arise from The Trust's income streams and are assigned to a specific purpose by the Trustees. They are not treated as 'free' reserves (available to be spent freely) as a designated use has been identified. However, these funds may be re-designated for another purpose by the Trustees if circumstances change. Of these funds, £53.9m is tied up in operational land and buildings (for example, the school buildings) which could only be redesignated if the assets were disposed of. Note 13 sets out the nature of designated funds and how they will be utilised.

Total funds held 2025: £67.4m (2024: £63.91m)

General funds These also arise from The Trust's income streams; however, they are not assigned to a specific purpose by the Trustees. They are held to address potential future risks for The Trust. They have been used previously to support the schools during Covid and to help fund the RAAC issue at Bedford Modern School. With the prospect of the introduction of VAT, the current risk environment is particularly high.

Total funds held for 2025: £29.26m (2024: £30m)



Investment performance and Total Return

The main investment objectives and risk tolerance of the Investment Policy approved by Trustees are expressed as:

To achieve a total real return of 5% per annum net of investment management fees, over rolling five-year periods in order to preserve capital in real terms, while sustaining a spending rate of 3.5% of total asset value per annum.

The main endowment portfolio is managed by three managers, BlackRock, Sarasin and Pantheon. BlackRock and Sarasin are operating to the investment objective expressed above but they employ different strategies, which in the opinion of the Trustees reduces manager risk. During the year, The Trust has continued to invest in a private equity portfolio with Pantheon to provide further diversification. Further contributions of £1.8m were made into this fund in the financial year, towards a long-term target of £10m in this asset class.

Over the year, The Trust has seen the value of its permanent endowment marginally increase from £128.2m to £128.3m; an increase of 0.1%, which is driven by investment gains. During the year, the Total Return policy allocated £2m to the permanent endowment, to protect the real value of the investments (which is based on the inflation rate) and the Unapplied Total Return decreased by £1.9m.

Our investment performance is measured regularly against the objective set out below and other benchmarks. For the year ended 30 June 2025, the investment gains in the year were 2.9% before inflation and a negative 0.7% return after inflation. Over the last five years, the average real return (after adjusting for inflation) has been 1.8% (2024: 2.5%). The Endowment Committee regularly review the strategic asset allocation to ensure the investment strategy remains appropriate.

Total Return Policy

A Total Return Policy was adopted with effect from July 2014. A reference date of 30 June 2012 was used for the valuation of the investment and the initial value of the Unapplied Total Return (UTR). The investment was determined as the whole of the permanent endowment held as investment funds.

The Total Return Policy determines the allocation of the UTR. This policy aims to maintain the real value of the endowment investment assets over the longer term whilst enabling the appointed fund managers to be free of any constraints imposed by a need to generate income at the expense of the total return of the portfolio. In accordance with this policy the value of the permanent endowment is increased each year in line with inflation. Any difference between this value and the endowment investment portfolio is retained as UTR in order to mitigate years where negative investment returns are experienced.

Reserves Policy

The reserves levels as authorised by the Trustees are:

- the overall Trust free reserves (defined as the Endowment Income Reserves) should be between 15% and 25% of the annual turnover of The Trust;
- between £2m and £3m of The Trust's General Reserve Fund should be maintained in cash, and
- the schools' general reserves target should be a minimum of 5% of their turnover in liquid assets.

At 30 June 2025, the overall Trust's free reserves (as defined above) were £17.2m (2024: £15.3m) representing 23.6% of the annual turnover. Note 13 of the financial statements provides further details of the restricted and designated funds at the end of June 2025. All the reserves for The Trust's schools were above the 5% minimum authorised by the Trustees.

Ethical Investment Policy

The Trustees believe that responsible investment and good stewardship can enhance long-term portfolio performance and it is therefore aligned with their fiduciary duty. Further, mitigating risk and capturing investment opportunities driven by the integration of Ethical and Environmental, Social and Governance (ESG) issues, may have a material impact on investment returns across all asset classes.

The Trustees have given their investment managers full discretion when evaluating ESG issues and in exercising rights and stewardship obligations relating to The Trust's investments.

The Trust aims to ensure that the votes attached to its holdings in all quoted companies, both in the UK and overseas, are exercised whenever practical. The Trust's voting policy is exercised by its investment managers in accordance with their own corporate governance policies, copies of which are provided to the Endowment Committee, and taking account of current best practice. For those assets of The Trust invested in pooled arrangements, the Trustees accept that the assets are subject to the investment managers' own policies on corporate governance as well as environmental, social and ethical investment.

During any investment manager review, the Endowment Committee considers the ESG behaviour of the investment managers as a key factor in selecting a preferred manager. The Endowment Committee then receives reports on ESG topics from the investment managers during the year.

Streamlined Energy and Carbon Reporting

Energy use and carbon emissions



In line with the requirements of the Companies Act 2006 and The Companies (Directors' Reports) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, The Harpur Trust discloses our energy use and greenhouse gas emissions. This reporting covers electricity, gas and transport fuel consumption within the UK and the methodology used is in accordance with the 2020 HM Government Environmental Reporting Guidelines and the GHG Reporting Protocol – Corporate Standard, as well as the 2024 UK Government's Conversion Factors for Company Reporting.

Baseline Year This is the sixth year of greenhouse gas reporting and is aligned with the financial year ending 30 June 2025. The first year's report (from 1 July 2019 to 30 June 2020) forms the baseline year. It is worth noting that the latter part of the baseline year (from March 2020) included the start of the Covid pandemic and as such comparisons to this and future years may be skewed.

Targets The Trust has not developed any carbon targets for the current reporting period.

Intensity Measurement The intensity metric chosen is number of pupils at the end of the financial year 2025 (3,541). This was chosen as the most suitable metric as the organisation's carbon emissions are closely linked to pupil numbers.

Carbon Offset The Trust has no qualifying carbon offsets during this financial period. For electricity, The Trust have procured a green tariff for all meters for the period.

Energy Efficiency Narrative Over the 12-month reporting period, the organisation has undertaken the following principal actions which have had a direct impact on the energy efficiency of the organisation.

- Increasing energy monitoring, reporting and management to enable better tracking of the energy consumption across all sites. During the reporting period The Harpur Trust undertook the rollout of Advanced Meter Reading (AMR) meters in order to improve the quality of data collection and better facilitate the implementation of future energy saving measures.
- Bedford Modern Senior and Junior School have had their lighting upgraded to LED, with some lighting activated by sensors.
- There have also been upgrades in replaced equipment, with new models being selected for their energy efficiency. This includes older kitchen equipment and 150 new laptops/desktop computers.
- The Bedford Modern School changing rooms have implemented improved water heating management to reduce energy consumption
- Across Bedford Modern School 80% of the roof has been replaced and is expected to have a significant impact in reducing energy consumption for heating systems
- Solar panels are being scoped out at a number of the school sites, including Pilgrims Pre-Preparatory School.
- The Trust also continues to invest across its property portfolio, exercising prudence to ensure that sustainability, energy consumption and longevity are at the forefront of design and refurbishment considerations.

The surveys and associated action plans that have been completed as part of Phase 3 Energy Savings Opportunity Scheme (ESOS) will provide a route map for which energy conservation measures can be implemented cost effectively.

Table 1: Primary Statement (greenhouse gas emissions) for each financial year

Emissions (tCO ₂ e)	2024-25	2023-24	% change
Electricity	1,069.11	855.54	25%
Gas	2,208.30	2,208.20	0%
Transport Fuels	48.64	34.05	43%
Gross Annual Total	3,326.05	3,097.79	7%
Intensity Metric (Pupil numbers)	3,541	3,708	
Total TCO₂e/pupil	0.94	0.84	12%
Qualifying Green Tariffs	967.79	753.46	26%
Net Annual Total	2,358.26	2,344.33	1%

The above carbon emissions translate to equivalent Scope 1, 2 and 3 emissions as follows:

Table 2: Greenhouse gas emissions for each financial year

Emissions (tCO ₂ e)	2024-25	2023-24	% change
Scope 1*	2,255.15	2,240.91	1%
Scope 2 (location based)	967.79	785.41	23%
Scope 2 (market based)	0.00	31.95	-100%
Scope 3	1.79	1.34	34%
Total (location based)	3,326.05	3,097.79	7%
Total (market based)	2,358.26	2,344.33	1%

* transport fuel consumption and mains gas included, no fugitive emissions recorded.

Table 3: Primary Energy Statement (kWh) compared to baseline year

	2024-25 (kWh)	2024-25 (tCO ₂ e)	2019-20 (tCO ₂ e)	% change
Electricity	5,467,744	1,069.11	1,049.91	2%
Gas	12,012,339	2,208.30	2,461.36	-10%
Transport Fuels	202,934	48.64	49.55	-2%
Gross Annual Total	17,683,017	3,326.05	3,560.83	-7%

Patrons and Trustees

Patrons [3]

- The Member of Parliament for the Constituency of Bedford, Mohammad Yasin, MP
- The Member of Parliament for the Constituency of NE Bedfordshire, Richard Fuller, MP
- The Mayor of Bedford Borough, Tom Wootton

Names of Trustees as at 23 January 2026

The Trustees who held office during the year and up to the date of signature of the financial statements were as follows:

Chair:	Rhian Castell
Deputy Chairs:	Stephen Mayson PhD W A Justin Phillimore

Co-opted [16]

Rhian Castell	Stephen Mayson
W A Justin Phillimore	Linbert Spencer OBE
H Murray Stewart	Mark Taylor
Richard Wilson	Tanaka Chiimba
Sebastian Reger	Amandeep Rehlon
James Rolton	Kelly Young*
A Gregg S Davies*	Stephen Dance OBE*
Victoria Espley*	David Pye*
John Fordham ~	W John Holland-Kaye ~
Neil Harris ~	Sarah Wheeler ~
Harriett Mather ~	Anne Egan +

Nominated [1]

R George Ratcliffe DPhil

Representative [2]

Bedford Borough Council:	Cllr Andrea Spice ~
	Cllr Robert Rigby ~

* Appointed 10 July 2024
~ Resigned 10 July 2024
+ Retired 5 July 2024

Reference and Administrative Information for the Period 1 July 2024 to 30 June 2025

Name of the Charity: The Harpur Trust
Company Number: 3475202
Charity Registration Number: 1066861
Address of Registered Office: Princeton Court, Pilgrim Centre, Brickhill Drive, Bedford MK41 7PZ

Senior staff:

Chief Executive: David Steadman
Chief Financial Officer: Clare Lake FCA
Human Resources Director: Samantha Lock Chartered FCIPD
Community Programmes Director: Lucy Bardner

Heads

Bedford School	James Hodgson MA
Bedford Modern School	David Payne
Bedford Girls' School	Gemma Gibson MA PgDL PGCert MPQH
Pilgrims Pre-Prep School	Jo Webster BEd NPQH EYPS

Operational Leads

Bedford School	Andy MacFarlane
Bedford Modern School	Matthew Horn
Bedford Girls' School	Martin Scoble
Pilgrims Pre-Prep School	Jo Thompson (to 28 February 2025) Michael Willetts (from 14 April 2025)

Professional advisers during the reporting period:

Auditors Moore Kingston Smith LLP
6th Floor
9 Appold Street
London
EC2A 2AP

Bankers HSBC PLC
South Midlands and Warwickshire Corporate
Banking Centre
Level 6, Metropolitan House
CBX3, 321 Avebury Boulevard
Milton Keynes
MK9 2GA

Insurance brokers Marsh Brokers Limited
Rockwood House
9-17 Perrymount Road
Haywards Heath
West Sussex RH16 3DU

The external advisers' appointments are reviewed periodically.

Professional advisers during the reporting period (continued):

Investment managers

BlackRock
12 Throgmorton Avenue
London
EC2N 2DL

Sarasin & Partners LLP
Juxon House, 100 St Paul's Churchyard
London
EC4M 8BU

Pantheon Ventures (UK) LLP
10 Finsbury Square, 4th Floor
London
EC2A 1AF

Solicitors

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol BS1 4QA

Composition of Trust Committees at 30 June 2025

Audit Committee (formerly Administration & Audit)

Richard Wilson (Chair)	Justin Phillimore	Amandeep Rehlon
Kelly Young		

Community Committee

Linbert Spencer (Chair)	Claudia Chapman (Co-opted)	Tanaka Chiimba
Mark Taylor	Amandeep Rehlon	Richard Wilson

Endowment Committee

Murray Stewart (Chair)	Rob Hall (Co-opted)	Stephen Mayson
Ed Meier (Co-opted)	Justin Phillimore	Hannah Rose (Co-opted)
Sebastian Reger	James Rolton	Craig Scarr (Co-opted)

Finance Committee

Justin Phillimore (Chair)	Tanaka Chiimba	Victoria Espley
Helen Finlay (Co-opted)	James Rolton	Richard Wilson
Murray Stewart		

Grants Sub-Committee

Mark Taylor (Chair)	Meena Bhatti (Co-opted)	James Dove (Co-opted)
John Lehal (Co-opted)	Sarah Wheeler (Co-opted)	

Governance Committee (formerly Nominations)

Stephen Mayson (Chair)	Rhian Castell	Justin Phillimore
Sebastian Reger	Murray Stewart	Mark Taylor
Kelly Young		

Schools Committee (formerly Policy)

Murray Stewart (Chair)	Stephen Dance	Gregg Davies
Victoria Espley	Stephen Mayson	David Pye
George Ratcliffe		

Remuneration Committee

Rhian Castell (Chair)	Tina Beddoes	Stephen Dance
Gregg Davies	John Holland-Kaye	Shirley Jackson
Justin Phillimore	David Pye	George Ratcliffe
Sarah Wheeler		

Composition of School Committees at 30 June 2025

Bedford School

John Holland-Kaye (Chair)
George Ratcliffe (Trustee)
Phil Kenmore (Co-opted)
David Gates (Co-opted)
Anthea Harries (Co-opted)

Simon Briggs (Co-opted)
Robert Campbell (Co-opted)
David Owen (Co-opted)
Andrew Edwards (Co-opted)

Amanda Hado-Bodfield (Co-opted)
Mark Slater (Co-opted)
Mike Spencer (Co-opted)
Jennifer Sauboorah Till (Co-opted)

Bedford Modern School

Shirley Jackson (Chair)
John Fordham (Dep. Chair)
Simon Lowe (Co-opted)
Jonathan Gillespie (Co-opted)

Stephen Dance (Trustee)
David Jenkins (Co-opted)
Tim Jones (Co-opted)

Tom Perry (Co-opted)
Antonio Munno (Co-opted)
Tony Stammers (Co-opted)

Bedford Girls' School

Tina Beddoes (Chair)
David Pye (Trustee)
Judith Edmundson (Co-opted)
Suzanne Tanser (Co-opted)

Rachel Gentry (Co-opted)
Elizabeth Gray (Co-opted)
Katharine James (Co-opted)
Dupe Burgess (Co-opted)

Nicola Reddy (Co-opted)
Nicola Smillie (Co-opted)
Olly Richbell (Co-opted)
Sally Michael (Co-opted)

Pilgrims Pre-Preparatory School

Sarah Wheeler (Chair)
Tina Beddoes (Co-opted)
Chris Bright (Co-opted)

Gregg Davies (Trustee)
Harriet Mather (Co-opted)
Yanko Kambwemba (Co-opted)

Jason Mowe (Co-opted)
Jacqueline Ross (Co-opted)

Statement of Trustees' Responsibilities

The Trustees (who are also directors of The Harpur Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The Trustees approve the annual report including the strategic report and financial statements for the year ended 30 June 2025.

Approved by the Trustees on and signed on their behalf by:



Rhian Castell
Chair

11 February 2026

Independent Auditor's Report to the Members of The Harpur Trust

Opinion

We have audited the financial statements of The Harpur Trust (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 30 June 2025 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 30 June 2025 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent charitable company's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained in the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material

inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees for the financial statements

As explained more fully in the Trustees' responsibilities statement set out on page 31, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are [the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

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

Use of our report

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

Moore Kingston Smith LLP

Date 17 February 2026

Shivani Kothari (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street

London

EC2A 2AP

Consolidated Statement of Financial Activities

(including the Income and Expenditure Account)

for the year ended 30 June 2025

	Note	Unrestricted Funds					2025 Total £'000	2024 Total £'000
		The Schools £'000	Community Activities £'000	Endowment Income £'000	Restricted Funds £'000	Endowed Funds £'000		
INCOME AND ENDOWMENTS FROM:								
Charitable activities								
School fees receivable	2	64,558	-	-	(286)	-	64,272	66,666
Other income	2	2,397	54	26	-	-	2,477	3,927
Income from generated funds								
Donations and grants	3	440	43	2	1,174	-	1,659	382
Activities for generating funds								
- Investment income	3	357	33	1,593	26	1,916	3,925	3,953
- Trading income		251	-	-	-	-	251	195
Other	4	189	-	178	-	-	367	346
Total income		68,192	130	1,799	914	1,916	72,951	75,469
EXPENDITURE								
Raising funds								
Financing costs		184	-	40	-	-	224	257
Investment management		-	-	249	-	776	1,025	647
		184	-	289	-	776	1,249	904
Charitable activities								
Education		67,951	723	686	30	-	69,390	71,262
Relief		-	1,784	-	333	-	2,117	1,744
Recreation		-	71	-	-	-	71	84
		67,951	2,578	686	363	-	71,578	73,090
Total expenditure	5	68,135	2,578	975	363	776	72,827	73,994
Net income/(expenditure) before gains on investments		57	(2,448)	824	551	1,140	124	1,475
Net gains/(losses) on investments	8,9	-	138	-	-	2,726	2,864	12,739
Net income/(expenditure)		57	(2,310)	824	551	3,866	2,988	14,214
Transfers between funds, including distribution of endowment income	7	646	2,310	1,173	(421)	(3,708)	-	-
Pension scheme actuarial gain/(loss)	15	12	-	-	-	-	12	(149)
Net movement in funds		715	-	1,997	130	158	3,000	14,065
Brought forward balance 1 July		65,791	4,419	23,735	6,683	128,153	228,781	214,716
Balances carried forward at 30 June		66,506	4,419	25,732	6,813	128,311	231,781	228,781

The notes on pages 40 to 68 form part of these financial statements.

Balance Sheet - Group and Trust

at 30 June 2025

Company number: 3475202

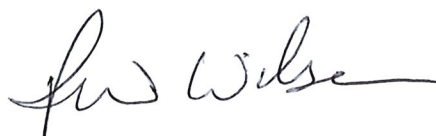
	Note	2025		2024	
		Group	Trust	Group	Trust
		£'000	£'000	£'000	
FIXED ASSETS					
Assets used for charitable activities	8				
- Schools and almshouses		62,944	62,944	58,077	58,077
Investment properties					
- London and Bedford commercial estate (endowed)		15,956	15,956	15,956	15,956
- Bedford commercial estate		6,282	6,282	6,285	6,285
- Bedford residential estate		1,670	1,670	1,670	1,670
		86,852	86,852	81,988	81,988
Investments	9	141,966	141,966	139,647	139,647
CURRENT ASSETS					
Stocks		10	10	12	12
Debtors	10	8,201	8,444	7,433	7,529
Deposit account	19	-	-	4,000	4,000
Cash at bank and in hand	19	17,915	17,643	18,066	17,891
		26,126	26,097	29,511	29,432
Creditors: due within one year	11	(20,187)	(20,181)	(19,125)	(19,125)
Net current assets		5,939	5,916	10,386	10,307
Total assets less current liabilities		234,757	234,734	232,021	231,942
Creditors due after more than one year	12	(2,976)	(2,976)	(3,240)	(3,240)
NET ASSETS OF THE CHARITY		231,781	231,758	228,781	228,702
PROVIDED FROM:					
Endowed funds	13,20	128,311	128,311	128,153	128,153
Restricted funds	13	6,813	6,813	6,683	6,683
Unrestricted funds					
- Designated funds	13				
School		54,705	54,705	51,461	51,461
Community		4,174	4,174	4,078	4,078
Endowment		8,522	8,522	8,375	8,375
- General funds	13				
School		11,801	11,778	14,330	14,251
Community		245	245	341	341
Endowment		17,210	17,210	15,360	15,360
		231,781	231,758	228,781	228,702

The notes on pages 40 to 68 form part of these financial statements.

The financial statements on pages 37 to 68 were approved by Trustees on 11 February 2026 and signed on their behalf by:



Rhian Castell
Chair of the Trust



Richard Wilson
Chair of Audit Committee

Consolidated Cash Flow Statement

for the year ended 30 June 2025

		2025		2024	
Note	£'000	£'000	£'000	£'000	
Cash flows from operating activities:					
Net cash provided by operating activities	18		1,138		3,192
Cash flows from investing activities:					
Proceeds of sale of current asset investment property		-		550	
Proceeds of sale of tangible fixed assets		33		7	
Purchase of tangible fixed assets	8	(9,154)		(7,300)	
Proceeds of sale of investments	9	4,358		3,771	
Purchase of investments	9	(3,813)		(3,334)	
Sale/(purchase) of fixed term deposits		4,000		4,012	
Net cash (used in) investing activities			(4,576)		(2,294)
Cash flows from financing activities:					
Investment income		3,925		3,953	
Finance charges		(224)		(257)	
Fees in advance greater than one year		(414)		2,556	
Net cash provided by financing activities			3,287		6,252
Change in cash and cash equivalents in the year			(150)		7,150
Cash and cash equivalents at the beginning of the year	19		18,066		10,916
Cash and cash equivalents at the end of the year	19		17,915		18,066

The notes on pages 40 to 66 form part of these financial statements.

1 Accounting Policies

(a) Basis of Accounting

The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The charity is registered (number 1066861) and was incorporated as a company limited by guarantee on 1 July 2012 (company number 3475202). The company is incorporated in the United Kingdom and its registered address is given on page 29.

The endowed properties ('specie' land) and assets continue to be held in The Harpur Foundation. The Harpur Trust is the sole corporate trustee of The Harpur Foundation and a 'Uniting Order' was obtained from the Charity Commission, which removes the need to prepare separate accounts for both company and charity.

The Trustees of The Harpur Trust are also the Trustees of The Randall Cottage Homes Charity, which operates a group of almshouses in The Harpur Trust's area of benefit. During 2004, the Charity Commission granted a uniting direction, and therefore the results for the year are included with those of The Harpur Trust.

In October 2024, The Harpur Trust established a trading subsidiary in which it owns 100% of the issued share capital. The trading subsidiary generates revenue from the trading activities of Bedford School.

The financial statements have been prepared under the historical cost convention, subject to carrying fixed and current asset investments at market value, and in accordance with the Charities' Statement of Recommended Practice (FRS102) - Second Edition (effective 1 January 2019), and with applicable accounting standards and current statutory requirements. The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £000.

(b) Basis of Preparation

Having reviewed the funding facilities available to the charity together with the expected ongoing demand for places at the schools and future projected cash flows, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern. Accordingly, the Trustees continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities for the financial statements on page 32.

The Harpur Trust meets the definition of a public benefit entity under the guidance issued by the Charity Commission.

(c) Group Financial Statements

These financial statements consolidate the results of the Charity and Bedford School Enterprises Limited, its wholly owned trading subsidiary on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account are not presented for the Charity itself as the Charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

(c) Financial Instruments

The Harpur Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors (excluding prepayments). Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors (excluding fees in advance and PAYE amounts).

(d) Tangible Fixed Assets

(i) Properties used for charitable activities

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment.

Operating land under continuing use is included at a Trustees' valuation based on recreational usage. The Trust has elected to use this valuation as deemed cost for the purpose of transitioning to FRS102. Land which is committed for sale is included at open market valuation.

Plant and equipment is capitalised where the cost of the asset exceeds £10,000.

1 Accounting Policies (continued)

(ii) **Investment properties**

The London Estate and Pilgrim Centre Estate properties are included in the accounts at an open market valuation carried out in June 2024 by Gerald Eve, Chartered Surveyors. The Bedford residential estate is included at open market valuation carried out in November 2018 by Philips & Co Chartered Surveyors. The Trustees have reviewed the value at 30 June 2025 and consider the stated valuations appropriate. A property included in the Bedford Commercial Estate at Beverley Grove is included at market value.

(e) **Depreciation**

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

Plant and equipment - 3 to 10 years.

Operational buildings - 10 to 50 years.

(f) **Investments**

Quoted investments held for the long term to generate income or capital growth are carried at market value, and any change in value reflected through the Statement of Financial Activities.

Investments, including bonds held as part of an investment portfolio, are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure. Investments in subsidiary undertakings are held at cost less impairment.

(g) **Stocks**

Stocks are carried at the lower of cost or net realisable value.

(h) **Cash at Bank**

Cash at bank includes notice deposit accounts of less than 95 days. Deposit accounts with notice of greater than 95 days are included in current asset investments. Fixed term deposits of 12 months or greater are included in fixed asset investments.

(i) **Taxation**

The Harpur Trust is a registered charity, and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable objectives.

(j) **Fees and Similar Income**

Fee income is recognised in the year to which it relates, with arrears or payments in advance being shown under debtors and creditors as appropriate. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the schools from their unrestricted funds.

Investment income is recognised on a received basis, with the exception of bank interest, which is recognised on an accruals basis.

Rental income from investment property is recognised on an accruals basis.

(k) **Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Support costs include the central functions and have been allocated to activities on a basis consistent with use of the resources.

Governance costs include those incurred in the governance of its assets and are associated with constitutional and statutory requirements.

The allocation and apportionment of central management costs of the Trust and the endowment to the individual operating units are based on an estimate of actual usage, as periodically reviewed by the Trustees.

1 Accounting Policies (continued)

(l) Pension Schemes

Prior to 1st May 2023 teaching staff were eligible to join the Teachers' Pension Scheme administered by Teachers' Pensions, and contributions are made at rates set by the Scheme Actuary. With effect from 1st June 2023 the Trust entered a phased withdrawal from the Teachers' Pension Scheme. From 1st May 2023 teaching staff are eligible to join the Aviva Pension Trust for Independent Schools (APTIS), which is a defined contribution scheme.

The Trust runs a defined contribution stakeholder pension scheme for non-teaching staff. The amounts charged to the Statement of Financial Activities in respect of pension costs for defined contribution schemes are the contributions payable in the year.

Prior to April 2002 non-teaching staff were eligible to join the Non-teaching Staff Pension Scheme, administered by The Pensions Trust.

The difference between the fair value of the assets held in the Trust's defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the Trust's balance sheet as a pension scheme asset or liability as appropriate.

The Trust's defined benefit scheme is in a surplus position. However, it is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102. Note 16 provides further details of the current position of the pension scheme.

Changes in the defined benefit pension scheme asset or liability arising from factors other than cash contribution by the Trust are charged to the Statement of Financial Activities in accordance with FRS102.

(m) Uncertainties and Significant Judgements

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include: pension liability, where management have needed to make a judgement on the main assumptions used in the valuation of the asset relating to the pension scheme; the value of investment properties; bad debt provision; depreciation of fixed assets; and Total Return, where management have taken a judgement on the application of the Total Return values across the endowment funds.

(n) Operating Leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

Rentals receivable under operating leases are recognised on a straight line basis over the lease term.

(o) Grants Payable

Grants payable are recognised when a legal or operationally binding commitment has been made to make the grant.

(p) Fund Structure

Endowment funds are held on trust to be retained for the benefit of the Trust. Income generated from endowment funds must be spent on furthering the Trust's charitable objectives.

Restricted funds may only be applied for a particular purpose, as specified by the donor.

Unrestricted funds:

General funds are those which are available to be applied for the general purposes of the Trust. Designated funds are unrestricted funds which have been set aside by the Trustees for a particular purpose.

(q) Total Return Investment Policy

The Trustees have adopted a Total Return approach to investment and spending, as permitted under the Trusts (Capital and Income) Act 2013 and the Charity Commission regulations associated with it. This was approved by the Trustees in May 2014 and brought into effect from 1 July 2014 using a base date for the commencement of the policy of 30 June 2012.

2 Income from Charitable Activities

	2025 Total £'000	2024 Total £'000
Fees receivable		
Gross fees	69,601	71,964
Less: total scholarships and bursaries	(3,594)	(3,414)
	66,007	68,550
Less: sibling discounts and staff fee remission	(1,735)	(1,884)
	64,272	66,666

Scholarships and bursary awards were paid to 244 pupils (2024: 257). Within this, means-tested bursaries totalling £2,993,886 were paid to 177 pupils (2024: £2,914,743 to 183 pupils).

	2025 Total £'000	2024 Total £'000
Other income		
Registration and exam fees	278	161
Courses	11	276
Lettings	519	506
Almshouses	54	53
School uniforms	9	15
Trips	1,166	2,459
Catering	440	457
	2,477	3,927

3 Income from generated funds

	2025 Total £'000	2024 Total £'000
Donations and grants		
Donations	1,567	360
Government grants	92	22
	1,659	382

	2025 Total £'000	2024 Total £'000
Investment income		
Quoted investments	1,977	2,066
Property	1,203	1,137
Bank interest	745	750
	3,925	3,953

4 Other Income

	2025 Total £'000	2024 Total £'000
Profit associated with sale of fixed assets	166	199
Sundry	201	147
	367	346

5 Total Expenditure

	Staff costs	Other	Depreciation	2025 Total
	£'000	£'000	£'000	£'000
Raising funds				
Financing costs	-	224	-	224
Investment management	121	904	-	1,025
	121	1,128	-	1,249
Charitable activities				
Education				
Governance costs	261	231	-	492
Teaching	35,675	4,328	694	40,697
Welfare (including catering)	1,710	3,831	23	5,564
Premises	2,928	6,589	3,514	13,031
Grants, awards & prizes	-	501	-	501
Support costs	6,672	2,386	47	9,105
	47,246	17,866	4,278	69,390
Relief				
Grants and Bedford Giving	-	1,287	9	1,296
Almshouses	-	15	-	15
Support costs	595	211	-	806
	595	1,513	9	2,117
Recreation				
Grants, awards & prizes	-	71	-	71
	-	71	-	71
Total charitable activities	47,841	19,450	4,287	71,578
Total expenditure	47,962	20,578	4,287	72,827

See note 24 for comparative figures.

Support costs have been allocated on a basis consistent with the use of resources.

	2025 Total	2024 Total
	£'000	£'000
Total expenditure includes:		
Auditors' remuneration:		
For audit	61	65
For other non-audit services	4	-

6 Staff Costs

	2025	2024
	Total	Total
	£'000	£'000
Staff costs:		
Wages and salaries	36,490	35,451
Social security costs	3,789	3,500
Pension costs	6,615	6,222
Other costs	1,068	910
	47,962	46,083

Redundancy and termination payments of £388,611 were paid during the year (2024: £47,313). There were £237,286 outstanding to be paid at the year end (2024: £nil). Six separate non-contractual payments were made of £37,684 (2024: three of £8,469).

	No.	No.
Average number of paid employees	1,134	1,185

The number of employees whose emoluments (including benefits in kind) exceeded £60,000 were:

£60,001 - £70,000	48	44
£70,001 - £80,000	12	10
£80,001 - £90,000	5	6
£90,001 - £100,000	4	5
£100,001 - £110,000	4	2
£110,001 - £120,000	4	3
£120,001 - £130,000	1	2
£130,001- £140,000	2	-
£150,001- £160,000	2	2
£160,001- £170,000	1	-
£190,001- £200,000	1	-
£200,001- £210,000	-	1

Contributions were made to the Teachers' Pension Scheme for 37 higher paid employees (2024: 45 employees).

Contributions were made to the APTIS defined contribution scheme for 27 employees amounting to £448,492 (2024: £289,229 relating to 22 employees), no contributions were made to the Pensions Trust defined benefit pension scheme for higher paid employees (2024: £16,641 relating to one) and contributions were made to the stakeholder defined contribution pension scheme for 18 employees amounting to £155,258 (2024: £136,457 relating to 17 employees).

Eight people were classified as key management personnel (2024: 8). The cost of these employees was £1,404,007 (2024: £1,277,583).

Neither the Trustees nor persons connected with them received any remuneration or other benefits from the Trust or any connected organisation. Trustees are entitled and encouraged to reclaim reasonable expenses in attending meetings, and during the year four Trustees claimed in total £1,530 (2024: four Trustees claimed a total of £1,238).

7 Transfers Between Funds

	2025				
	The Schools	Community Activities	Endowment Income	Restricted Funds	Endowment Funds
	£'000	£'000	£'000	£'000	£'000
Interest reallocation	122	25	(147)	-	-
Allocation transfers relating to total return policy:					
Returns on permanent endowment investments	-	2,305	755		(3,060)
Returns on Elger investments	35	-			(35)
Returns on Luff investments	63	-			(63)
Returns on expendable endowment investments	-	-	373		(373)
Returns on prize fund investments	-	-		20	(20)
Returns on school fund investments	153	-			(153)
Reclassification of funds	273	(20)	192	(441)	(4)
	646	2,310	1,173	(421)	(3,708)

Interest reallocation transfers reflect the apportionment of interest earned on overall cash balances to the relevant funds.

Transfers relating to the total return policy are made to reflect the apportionments of the investment income and capital returns made on the pooled investment portfolios to the constituent funds.

The reclassification of funds relates to sums moved to be used against specific expenditure in the schools, for example prize funds and awards.

8 Tangible Fixed Assets

2024/25 Group and Trust					
	Investment Property	Operational Land and Buildings	Assets Under Construction	Plant and Equipment	Total
	£'000	£'000		£'000	£'000
Cost or valuation					
Balance brought forward	23,911	104,161	-	14,399	142,471
Additions	-	7,001	423	1,730	9,154
Disposals	(3)	(81)	-	(485)	(569)
Carried forward	23,908	111,081	423	15,644	151,056
Depreciation					
Balance brought forward	-	50,776	-	9,707	60,483
Charge for year	-	3,200	-	1,087	4,287
Disposals	-	(81)	-	(485)	(566)
Carried forward	-	53,895	-	10,309	64,204
Net book values					
Net book value at 30 June 2025	23,908	57,186	423	5,335	86,852
Net book value at 30 June 2024	23,911	53,385	-	4,692	81,988
Historical cost					
At 30 June 2025	6,436	62,613	423	8,409	77,881
At 30 June 2024	6,436	55,693	-	7,164	69,293

Operational land and buildings includes freehold land of £1,070,540 (2024: £1,070,540).

Investment Property includes the revaluation of properties within the categories "London and Bedford Commercial Estate" and the "Bedford Commercial Estate". The properties have been included at an open market valuation carried out by Gerald Eve, Chartered Surveyors in June 2024.

The residential investment properties have been included at an open market valuation carried out by Philips & Co Chartered Surveyors in November 2018 and were valued at £1,670,000.

The Trustees consider that the values remain appropriate.

9 Investments

	2024/25			
	Group and Trust			
	Unrestricted funds	Restricted funds	Endowed funds	Total
	£'000	£'000	£'000	£'000
Balance brought forward	20,300	784	118,563	139,647
Additions	-	30	3,783	3,813
Disposals	(9)	(21)	(4,328)	(4,358)
Transfers	273	(8)	(265)	-
Revaluations	138	-	2,726	2,864
Balance carried forward	20,702	785	120,479	141,966
Held as:				
Quoted investments	20,271	679	119,272	140,222
Cash	431	106	1,207	1,744
	20,702	785	120,479	141,966

In addition, investment properties of £23,908,000 (2024: £23,911,000) have been included in note 8.

The Trustees approved the use of a Total Return Policy with effect from July 2014 in respect to its permanent endowments in May 2014.

10 Debtors Due Within One Year

	2025		2024	
	Group Total	Trust Total	Group Total	Trust Total
	£'000	£'000	£'000	£'000
Fees	5,549	5,549	5,149	5,149
Fees provision for doubtful debts	(286)	(286)	(198)	(198)
Trade debtors	746	731	709	709
Amounts due from subsidiary	-	340	-	116
Prepayments and accrued income	2,192	2,110	1,773	1,753
	8,201	8,444	7,433	7,529

11 Creditors Falling Due Within One Year

	2025		2024	
	Group	Trust	Group	Trust
	Total	Total	Total	Total
	£'000	£'000	£'000	£'000
Fees received in advance (see note 12(a))	2,021	2,021	1,619	1,619
Deposits	3,725	3,725	4,019	4,019
Trade creditors	1,894	1,894	2,831	2,831
Taxation and social security	2,895	2,895	941	941
Charitable grants	1,236	1,236	1,551	1,551
Other creditors	1,636	1,636	2,095	2,095
Accruals	6,780	6,774	6,069	6,069
	20,187	20,181	19,125	19,125

11 (a) Fees Received in Advance

Parents may enter into a contract whereby, on payment of a lump sum, the Trust guarantees a sum to be set against future school fees. The sum deposited, in so far as it has not been utilised, is repayable on demand. Deposits received by the Trust under this scheme are held as cash, with the interest earned accruing to meet the guaranteed liabilities.

	2025		2024	
	Group	Trust	Group	Trust
	Total	Total	Total	Total
	£'000	£'000	£'000	£'000
Balance of deposits and accrued income held at 1 July	4,567	4,567	755	755
New deposits received	2,932	2,932	4,320	4,320
Investment income allocated	29	29	9	9
	7,528	7,528	5,084	5,084
Amounts utilised in payment of fees	(2,973)	(2,973)	(517)	(517)
Balance of deposits and accrued income held at year end	4,555	4,555	4,567	4,567

The sum held is shown as a current liability due to the nature of the agreements. However, assuming that the sums deposited are held until maturity, the amounts guaranteed to be applied against future fees fall due as follows:

	2025	Trust	2024	Trust
	£'000	£'000	£'000	£'000
Within 1 year	2,021	2,021	1,619	1,619
Within 1 to 2 years	1,281	1,281	1,143	1,143
Within 2 to 5 years	1,253	1,253	1,805	1,805
	4,555	4,555	4,567	4,567

12 Creditors Due After More Than One Year

	2025		2024	
	Group	Trust	Group	Trust
	Total	Total	Total	Total
	£'000	£'000	£'000	£'000
Fees received in advance (see note 12(a))	2,534	2,534	2,948	2,948
Charitable grants	442	442	292	292
	2,976	2,976	3,240	3,240

13 Funds

(a) Allocation of the Group's net assets

	2024/25					Total £'000
	Unrestricted Funds			Restricted Funds	Permanent Endowed Funds	
	School £'000	Community Activities £'000	Endowment Income £'000			
Operational fixed assets	56,330	327	1,825	-	4,462	62,944
Investment properties	-	-	6,282	1,670	15,956	23,908
Investments	6,399	2,174	12,089	791	120,513	141,966
Net current assets/(liabilities)	6,311	2,360	5,536	4,352	(12,620)	5,939
Long term liabilities	(2,534)	(442)	-	-	-	(2,976)
	66,506	4,419	25,732	6,813	128,311	231,781

(b) Movement of Group funds

	2024/25					Note
	Opening Balance £'000	Income £'000	Expenditure £'000	Transfers, Investment Gains/ (Losses)	Closing Balance £'000	
				£'000		

Unrestricted funds

The Schools

Designated funds

Operational land and properties	42,878	-	(3,131)	5,703	45,450	(i)
Bursary funds	5,530	94	(3)	101	5,722	(ii)
Maintenance funds	2,173	22	(688)	672	2,179	(iii)
Development funds	880	108	303	(137)	1,154	(iii)
Appeals and donations	-	200	-	-	200	(iv)
	51,461	424	(3,519)	6,339	54,705	

Income reserves

School income reserves	14,330	67,768	(64,604)	(5,693)	11,801	
Pension fund actuarial loss	-	-	(12)	12	-	
	65,791	68,192	(68,135)	658	66,506	

Community activities

Designated funds

Major projects fund	617	6	-	-	623	
450th events/community fund	66	-	(30)	(5)	31	
Almshouse replacement fund	1,414	-	(9)	138	1,543	(v)
Maintenance funds	72	-	-	-	72	(iii)
Operational properties	339	-	(9)	-	330	(i)
Social investment fund	457	13	(1)	-	469	(vi)
Covid fund	107	1	-	(105)	3	(vii)
Community programmes	1,006	12	(1,015)	1,100	1,103	(viii)
	4,078	32	(1,064)	1,128	4,174	

Income reserves

Community activities income reserves	341	98	(1,514)	1,320	245	
	4,419	130	(2,578)	2,448	4,419	

13 Funds (continued)

	Opening balance	Income	Expenditure	Transfers, Investment Gains/ (Losses)	Closing Balance	Note
	£'000	£'000	£'000	£'000	£'000	
(b) Movement of Group funds (continued)						
Endowment income						
Designated funds						
Development fund	300	-	(41)	234	493	(iii)
Land and properties	8,075	-	(59)	13	8,029	(ix)
	8,375	-	(100)	247	8,522	
Income reserves						
Endowment income reserves	15,360	1,799	(875)	926	17,210	
	23,735	1,799	(975)	1,173	25,732	
Restricted funds						
Prize funds	777	6	-	(4)	779	
Appeals and donations	1,790	490	(30)	(413)	1,837	(x)
Randalls Cottage fund	3,662	-	-	-	3,662	(xi)
Community programmes	454	418	(333)	(4)	535	(xii)
	6,683	914	(363)	(421)	6,813	
Permanent Endowed funds						
Endowment investment fund	76,401	5	(437)	2,351	78,320	
Elger fund	1,378	-	-	35	1,413	
Luff fund	2,533	-	-	64	2,597	
Unapplied Total Return	26,724	1,911	(339)	(3,450)	24,846	
Cattleya fund	296	-	-	18	314	
School's quoted investments	6	-	-	-	6	
London and Bedford commercial estate	15,956	-	-	-	15,956	
Funds held in cash	25	-	-	-	25	
Operational land and properties	4,834	-	-	-	4,834	
	128,153	1,916	(776)	(982)	128,311	

13 Funds (continued)

(c) Allocation of the Trust's net assets

	2024/25					Total £'000
	Unrestricted Funds			Restricted Funds	Permanent Endowed Funds	
	School £'000	Community Activities £'000	Endowment Income £'000			
Operational fixed assets	56,330	327	1,825	-	4,462	62,944
Investment properties	-	-	6,282	1,670	15,956	23,908
Investments	6,399	2,174	12,089	791	120,513	141,966
Net current assets/(liabilities)	6,288	2,360	5,536	4,352	(12,620)	5,916
Long term liabilities	(2,534)	(442)	-	-	-	(2,976)
	66,483	4,419	25,732	6,813	128,311	231,758

(d) Movement of Trust funds

	2024/25					Note
	Opening Balance £'000	Income £'000	Expenditure £'000	Transfers, Investment Gains/ (Losses) £'000	Closing Balance £'000	
Unrestricted funds						
The Schools						
Designated funds						
Operational land and properties	42,878	-	(3,131)	5,703	45,450	(i)
Bursary funds	5,530	94	(3)	101	5,722	(ii)
Maintenance funds	2,173	22	(688)	672	2,179	(iii)
Development funds	880	108	303	(137)	1,154	(iii)
Appeals and doantions	-	200	-	-	200	(iv)
	51,461	424	(3,519)	6,339	54,705	
Income reserves						
School income reserves	14,251	67,775	(64,556)	(5,692)	11,778	
Pension fund actuarial loss	-	-	(12)	12	-	
	65,712	68,199	(68,087)	659	66,483	
Community activities						
Designated funds						
Major projects fund	617	6	-	-	623	
450th events/community fund	66	-	(30)	(5)	31	
Almshouse replacement fund	1,414	-	(9)	138	1,543	(v)
Maintenance funds	72	-	-	-	72	(iii)
Operational properties	339	-	(9)	-	330	(i)
Social investment fund	457	13	(1)	-	469	(vi)
Covid fund	107	1	-	(105)	3	(vii)
Community programmes	1,006	12	(1,015)	1,100	1,103	(viii)
	4,078	32	(1,064)	1,128	4,174	
Income reserves						
Community activities income reserves	341	98	(1,514)	1,320	245	
	4,419	130	(2,578)	2,448	4,419	

13 Funds (continued)

	Opening balance	Income	Expenditure	Transfers, Investment Gains/ (Losses)	Closing Balance	Note
	£'000	£'000	£'000	£'000	£'000	
(b) Movement of funds (continued)						
Endowment income						
Designated funds						
Development fund	300	-	(41)	234	493	(iii)
Land and properties	8,075	-	(59)	13	8,029	(ix)
	8,375	-	(100)	247	8,522	
Income reserves						
Endowment income reserves	15,360	1,799	(875)	926	17,210	
	23,735	1,799	(975)	1,173	25,732	
Restricted funds						
Prize funds	777	6	-	(4)	779	
Appeals and donations	1,790	490	(30)	(413)	1,837	(x)
Randalls Cottage fund	3,662	-	-	-	3,662	(xi)
Community programmes	454	418	(333)	(4)	535	(xii)
	6,683	914	(363)	(421)	6,813	
Permanent Endowed funds						
Endowment investment fund	76,401	5	(437)	2,351	78,320	
Elger fund	1,378			35	1,413	
Luff fund	2,533			64	2,597	
Unapplied Total Return	26,724	1,911	(339)	(3,450)	24,846	
Cattleya fund	296			18	314	
School's quoted investments	6				6	
London and Bedford commercial estate	15,956				15,956	
Funds held in cash	25				25	
Operational land and properties	4,834				4,834	
	128,153	1,916	(776)	(982)	128,311	

13 Funds (continued)

Note

(i) Operational land and properties - these represent the net book value of the freehold land and property, which are being utilised by the charity and include the schools, almshouses and offices. The closing balance is net of any outstanding internal loan balance. The annual expenditure relates to the depreciation charge for the assets.

(ii) Bursary funds - these are reserves held by each school, which were used to contribute towards the future liabilities for bursary awards. The awards are deducted directly from operational reserves and are shown as negative income. These reserves remain in place whilst trustees consider repurposing.

(iii) Maintenance and development funds - these are funds set aside for any significant future maintenance and building projects on the schools, almshouses and investment properties. The committees review these funds each year and use them to fund upcoming projects.

(iv) Appeals and donations - these are designated funds held by the schools which have been received without any specific restriction.

(v) Almshouse replacement fund - these reserves are set aside in order to finance replacement almshouse accommodation. These are expected to be used in the future in connection with new almshouse developments within Bedford.

(vi) Social investment fund - this fund has been set aside for use in a programme of social investments. Suitable investment opportunities are continuing to be sought for the fund, which are aligned with the objectives of the charity.

(vii) Covid fund - this fund was designated during 2019/2020 to support organisations in Bedford through the Covid pandemic. It has been agreed that this fund is being designated to the Community Programmes fund.

(viii) Community programmes - these funds have been set aside to support the Trust's community strategy – enabling more children and young people facing disadvantage to achieve their potential. The programmes are: Bedford Giving, a programme bringing the whole community together to support children and young people facing disadvantage and the Accelerator Programme, supporting schools across Bedford to enable low income children aged 0-11 to make more rapid progress in education. The Bedford Giving designated fund relates to Trust funds that have been designated for the administration of the programme.

(ix) Endowment income land and properties - these reserves are made up of land at the schools, the Pilgrim Centre estate and Harpur House.

(x) Appeals and donations - these are restricted funds held by the schools which have arisen following specific appeals, donations or legacies and are restricted by the donor for a specific purpose.

(xi) Randalls Cottage fund - these reserves have arisen following the sale of almshouse properties and the revaluation of the remaining almshouse properties. These funds can only be applied by the Trustees to provide, or secure the provision of, future almshouse accommodation.

(xii) The Community Programmes restricted funds are held for Bedford Giving, a programme bringing the whole community together to support children and young people facing disadvantage. Monies have been committed from a number of organisations towards this programme.

14 Charitable Grants

Listed below are the grant commitments (all made by the Harpur Trust) of £1,000 and above made to institutions during the financial year:

Grant Recipient	Purpose of Grant Contribution	£
Community and Voluntary Service Bedfordshire	SLA - Strategic Learning Partnership 2025-2028	150,000
Queen's Park Community Organisation	Core cost	100,000
Luton All Women's Centre	Health and Wellbeing Service/ Counselling Provision at Bedford Women's Centre	93,886
Samsons Academy	Community Engagement Advocates providing support to young people from harder to reach communities	78,950
Bedfordshire Open Door	Bedfordshire Open Door - supporting and managing an effective counselling service	77,952
Bedfordshire Refugee and Asylum Seeker Support	Integration work and support services to improve opportunities and outcomes for refugees and asylum seekers in Bedfordshire	55,000
King's Arms Project	Positive Pathways	50,000
King's Oak Primary School	Accelerator Programme 2024-2025	42,500
SMART CJS	Prebend Support Centre – Nourishment and Compassion	39,606
CHUMS CIC	Bedfordshire Suicide Bereavement Service (BSBS)	38,428
HEART Acadmey Trust	Accelerator Programme 2024-2025	32,568
Bedfordshire and Northamptonshire Multiple Sclerosis Therapy Centre	Parkinson's Health and Wellbeing Initiative	30,715
Link to Change	Digital Defenders	30,000
Pioneer Learning Trust	Accelerator Programme 2024-2025	25,625
Queen's Park Academy	Accelerator Programme 2024-2025	22,615
Goldington Green Academy	Accelerator Programme 2024-2025	21,284
Bedfordshire Rural Communities Charity	Good Neighbour Scheme Support	20,700
Bedford Road Primary	Accelerator Programme 2024-2025	20,001
Parallel Lives Programme	Building Bridges, My Voice, Building Resilience	20,000
The Brilliant Club	Supporting students with The Scholars Programme in Bedford state schools.	19,614
Luton Town FC Community Trust	Engaging secondary school pupils through football and sports	19,500
OMG: Outreach Music Group CIC	OMG Creative Futures	19,500
Open Doors Training and Development Trust	Health and Wellbeing Awareness Project	19,420
Impakt Housing & Support (formerly YMCA Bedfordshire)	Own My Life Training	19,200
Cauldwell Primary School	Accelerator Programme 2024-2025	19,140
FACES Bedford	Accelerator Programme 2024-2025	19,031
Fun 4 Young People Ltd	Accelerator Programme 2024-2025	19,030
Edith Cavell Primary School	Accelerator Programme 2024-2025	18,750
ACCM (UK)	Supporting and empowering vulnerable users with language and IT skills	16,250
Shortstown Primary School	Accelerator Programme 2024-2025	15,960
SpectaculArts	Teaching and Mentoring Black Heritage	15,865
Shackleton Primary School	Accelerator Programme 2024-2025	15,070
		<u>1,186,160</u>

14 Charitable Grants (continued)

Grant Recipient	Purpose of Grant Contribution	£
From previous page		1,186,160
Bedford Academy	Emotionally Based School Avoidance and ACE's Project: Bedford Academy	14,500
Biddenham International School and Sports	Opening Minds, Transforming Lives	14,500
Priory Primary	Accelerator Programme 2024-2025	14,000
Sporting Aid CIC	Fit and Fed Kempston	13,360
Hear Me Out	Voices Together: A musical exchange with residents at Sharnbrook asylum hotel, local schoolchildren, and local community groups	12,068
Boxing Saves Lives CIC	Boxing Saves Lives	10,294
Bedford Sports Foundation	Delivering Sustainable Sport at Bedford Sports & Hockey Centre	10,000
Stormbreak	Stormbreak Shine early intervention mental health and wellbeing support programme	9,403
Adoptionplus	Theraplay - supporting care experienced children in Bedford Borough	9,150
Chance to Shine Foundation Ltd	Inspiring children and young people in Bedford through Street cricket	8,168
Westfield Primary	Accelerator Programme 2024-2025	7,571
Putnoe Primary School	Accelerator Programme 2024-2025	6,728
Great Ouse	Accelerator Programme 2024-2025	6,223
Cople Village Trust	Cople Playground	5,000
Ukrainian School	Ukrainian Saturday School of Bedford	5,000
Sporting Aid CIC	Next Generation Podcast (for young people)	4,992
Wilstead	Accelerator Programme 2024-2025	4,990
Food Etc	Young Marketeers Cookery Courses	4,800
Bailliol Primary School	Accelerator Programme 2024-2025	4,760
Bedford Blues Foundation	Ability Blues	4,000
Chess in Schools & Communities	HMP Bedford - Prison Chess Project	3,340
B Positive CIC	Community Mental Health Support Group	2,500
Sharnbrook Playing Field Association	New changing room buildings for Sharnbrook Bowls Club	2,500
Lincroft Academy	Sensory and Horticulture Garden	2,500
Several Seats	Mindfulness Coffee Mornings	2,000
Bedford Radio CIC	Bedford Radio – New Voices to raise the presence of the diverse communities of Bedford	1,983
Bedford Tigers Community Foundation	Extend our Wheelchair Activity	1,717
Rosebuds, Bedford Sisters	Micro grants - Art as Therapy	1,611
Let's Get Going CIC	Uplifted and moving forward	1,500
Intersectionality Women's Programmes (IWP) CIC	Micro grants - Intersectionality Women's Programmes	1,500
Sharnbrook Lawn Tennis Club	Complete refurbishment of infrastructure of 3 tennis courts and floodlights	1,500
1st Haynes and Wilstead Scouts	Equipment replacement and storage	1,200
		<u>1,379,518</u>

14 Charitable Grants (continued)

	2025
	£
Grant commitments made by the Harpur Trust during the financial year	1,379,518
One grant under £1,000 to organisations	3,620
Two grants to individuals	4,100
University bursary programme (individuals)	84,026
School uniform grants (individuals)	26,750
	1,498,014
Less grants written back in year	(39,577)
Net grants made under the general charitable activities object	1,458,437

	2025	2024
	£'000	£'000
General charitable grants awards and prizes (as detailed above)	1,458	1,244
Community activities	30	15
Grants to school related entities	26	26
Scholarships, awards and prizes	6	9
Bedford Giving restricted programmes	333	93
Contribution to Bedford Giving	-	100
Accelerator Programme projects	6	20
Total grants, awards and prizes	1,859	1,507

	Community Activities	Schools /other	Restricted	2025 Total	2024 Total
	£'000	£'000	£'000	£'000	£'000
Analysis of total grants, awards and prizes by charitable activity:					
Education	469	32	-	501	326
Relief	954	-	333	1,287	1,144
Recreation	71	-	-	71	37
	1,494	32	333	1,859	1,507

15 Pension Costs

(a) Teachers' Pension Scheme

The Trust participates in the Teachers' Pension Scheme (England and Wales) (the "TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £3,872,000 (2024: £4,074,835) and at the year-end £422,846 (2024: £452,987) was accrued in respect of employer and employee contributions to this scheme.

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

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

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

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme.

From the 1st June 2023, the Trust withdrew from TPS so the pension scheme was closed to new entrants. An alternative defined contribution scheme (APTIS) has been put in place for teaching staff. Members of TPS can choose to remain in TPS or move to the new pension scheme. If a teacher chooses to remain in TPS, any change in contribution rates will be reflected in their total reward package to ensure parity for all teaching staff.

15 Pension Costs (continued)

(b) Non-teaching staff final salary scheme

Although now closed to new members, the Trust operates a defined benefit pension scheme for permanent non teaching staff, which is administered by The Pensions Trust, the assets of which are held in separate trustee administered funds. The pension cost is assessed in accordance with the advice of professionally qualified actuaries. Details of the most recent valuation, which was carried out on a scheme funding basis, are as follows:

Main assumptions

Retail Prices Index (RPI) inflation	2.89%
Consumer Prices Index (CPI) inflation	2.43% (RPI inflation less 0.46%)
Discount Rate	5.50%
Increase in earnings	CPI Inflation
Market valuation of investments at last valuation date	£18,481,000
Level of funding	105%
Date of valuation	30 September 2021

As a result of the actuarial valuation, joint future service contributions of 40.7% of earnings per annum were payable with effect from 1 October 2021 (maintained from the 2018 valuation). Of this contributions rate, 12.8% is paid by employees.

An FRS102 actuarial valuation was carried out at 30 June 2025 by a qualified independent actuary using revised assumptions that are consistent with the requirements of FRS 102. Investments have been valued, for this purpose, at fair value.

The surplus linked to defined benefit scheme is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102.

	2025 Total £'000	2024 Total £'000
(i) The amounts recognised in the balance sheet are as follows:		
Present value of funded obligations	(17,406)	(18,775)
Fair value of plan assets	18,481	19,896
Adjustment for unrecognised surplus	(1,075)	(1,121)
Deficit	-	-
Amounts in the balance sheet:		
Net liability	-	-
(ii) Changes in the present value of the defined benefit obligation are as follows:		
Opening defined benefit obligation	18,775	18,287
Service cost	21	21
Interest cost	923	959
Employee contributions	16	30
Actuarial (gains)/losses	(932)	800
Benefits paid	(1,397)	(1,322)
Defined benefit obligation at end of year	17,406	18,775
(iii) Changes in fair value of the scheme assets are as follows:		
Opening fair value of the scheme assets	19,896	20,584
Interest income	979	1,084
Expenses	(163)	(100)
Actuarial (losses)/gains	(966)	(525)
Employer contributions	116	145
Employee contributions	16	30
Benefits paid	(1,397)	(1,322)
Fair value of scheme assets at the end of the year	18,481	19,896

15 Pension Costs (continued)

- (iv) **The amounts included within the Statement of Financial Activities are as follows:**
Defined benefit costs recognised in surplus:

	2025	2024
	Total	Total
	£'000	£'000
Current service cost	21	21
Expenses	163	100
Past service cost	-	-
Net interest income	(56)	(125)
Total defined benefit costs recognised in surplus	128	(4)

Defined benefit costs recognised in other comprehensive income:

Return on scheme assets	(966)	(525)
Experience gains /(losses)	(284)	(80)
Effect of changes in demographic and financial assumptions	1,216	(720)
Effect of changes in the amount of surplus that is not recoverable	46	1,176
Total amount recognised in other comprehensive income - surplus	12	(149)

The Trust expects to contribute approximately £22,000 for the year ending 30 June 2026.

- (v) **The major categories of scheme assets as a percentage of total scheme assets are as follows:**

	2025	2024
Equities	0.2%	0.3%
Fixed interest gilts/bonds	71.5%	69.3%
Property	9.4%	11.7%
Cash/other	18.9%	18.7%

The overall expected rate of return on the scheme assets has been based on the average expected return for each asset class, weighted by the amount of assets in each class.

	£'000	£'000
The actual return on the scheme assets in the year	13	559

- (vi) **Principal assumptions at the balance sheet date (expressed as weighted averages)**

	2025	2024
Discount rate at 30 June	5.50%	5.10%
Rate of increase in salaries	2.43%	3.88%
Rate of increase of pensions in payment – CPI 5%	2.43%	2.81%
Rate of increase of pensions payment – CPI 2.5%	1.82%	2.00%
Rate of increase of pensions in deferment	2.89%	3.21%
Inflation assumption (RPI)	2.89%	3.21%
Inflation assumption (CPI)	2.43%	2.88%

15 Pension Costs (continued)

(vi) Principal assumptions at the balance sheet date (expressed as weighted averages)	2025	2024
Demographic assumptions	Assumed life expectancy at age 65:	Assumed life expectancy at age 65:
Pre-retirement mortality	Males: 23.6 years Females: 25.6 years	Males: 23.2 years Females: 25.7 years
Post-retirement mortality for non pensioner members	Males: 22.0 years Females: 24.1 years	Males: 21.6 years Females: 24.3 years

(c) Non-teaching staff defined contribution scheme

The Trust also runs a stakeholder compliant scheme for non-teaching staff, which opened to members on 1 April 2001 and is a defined contribution scheme. The cost for the year represents the Trust's contributions to the scheme of £1,117,315 (2024: £1,031,638) and at the year end £158,571 was accrued in respect of employee and employer contributions to this scheme.

(d) Pension Trust Growth Plan

The Trust has one employee who is an active member in a multi-employer pension scheme known as the Pension Trust Growth Plan. The scheme provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. However, it is not possible for the Trust to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme, and therefore it accounts for the scheme as a defined contribution scheme. The value of the Trust's liability (being the present value of the contributions payable that arise from the deficit recovery agreement) is not material to these financial statements and has not been recognised in the balance sheet. Contributions for the year to 30 June 2025 were £1,279 (2024: £1,662).

(e) Aviva Pension Trust for Independent Schools (APTIS)

The Trust joined the APTIS scheme to offer a stakeholder compliant scheme for teaching staff, which opened to members on 1 May 2023 and is a defined contribution scheme. The cost for the year represents the Trust's contributions to the scheme of £1,612,854 (2024: £916,577) and at the year end £215,492 was accrued in respect of employee and employer contributions to this scheme.

16 Commitments Under Operating Leases

As a lessee	2025 Total £'000	2024 Total £'000
At 30 June 2025 the Trust has total commitments under non-cancellable operating leases as follows:		
Within one year	223	266
Between one and two years	109	212
Between two and five years	149	150

These operating leases relate to some operational buildings, photocopiers, school vehicles and other office equipment.

As a lessor	2025 Total £'000	2024 Total £'000
At 30 June 2025 the Trust has total income receivable under non-cancellable tenancy leases as follows:		
Within one year	790	731
Between one and two years	478	561
Between two and five years	870	598
More than five years	14,593	14,745

These leases relate to premises in Holborn and Bedford.

17 Capital Commitments

At 30 June 2025, there were outstanding contractual commitments totalling £2,301,948 in respect of seven contractual building projects worth £3,409,565 (2024: £4,344,995).

18 Reconciliation of Net Income to Net Cash from Operations

	2025 Total £'000	2024 Total £'000
Net income for the year as per the Statement of Financial Activities	2,988	14,214
Adjusted for:		
Investment gains	(2,864)	(12,739)
Investment income	(3,925)	(3,953)
Financing costs	224	257
Depreciation charges added back	4,287	4,030
Profit on sale of fixed assets	(30)	(63)
(Increase)/Decrease in stocks	2	(2)
Increase in debtors	(768)	(1,038)
Increase in creditors due within one year	1,062	328
Increase in charitable grants creditors due after more than one year (excl. pension fund deficit)	150	2,307
Pension fund FRS102 charges	128	(4)
adjusted for employer pension fund contributions	(116)	(145)
Net cash provided by operating activities	1,138	3,192

19 Analysis of Cash and Cash Equivalents

	2025 Total £'000	2024 Total £'000
Cash at bank	3,485	8,744
Notice deposits (less than 3 months)	14,430	9,322
Term deposit	-	4,000
Total cash and cash equivalents	17,915	22,066

20 Statement of Total Return

Endowment Funds operating under the Total Return Policy	Balance at 30 June 2024 £'000	Income, gains and transfers during year £'000	Application of Total Return to protect real value of endowment £'000	Application of Total Return for spending £'000	Balance at 30 June 2025 £'000
Protected funds					
Investment fund	76,401	9	1,910		78,320
Elger fund	1,378		35		1,413
Luff fund	2,533		64		2,597
Unapplied Total Return					
Investment fund	25,454	3,183	(1,910)	(3,060)	23,667
Elger fund	483	57	(35)	(55)	450
Luff fund	787	107	(64)	(101)	729
Transfer of returns relating to unprotected funds	-	546		(546)	-
	107,036	3,902	-	(3,762)	107,176

Other Permanent Endowment Funds

London and Bedford estate	15,981				15,981
Pilgrims school land & buildings	4,462				4,462
Endowment debtor	372				372
Cattleya fund	296	18			314
Sundry investments	6				6
	128,153	3,920	-	(3,762)	128,311

As permitted by the Charity Commission the Trustees have opted to invest the endowment on a total return basis which means they can spend from capital or income whichever seems most efficient. They have also resolved that the Trust's total expenditure in each year shall be calculated in accordance with a spending rule that assumes a long term spend rate of the permanent endowment fund. The spending rule was revised during the year to include the value of the Unapplied Total Return (UTR) in the calculation. The spend rate for 2024/25 was 4.0%.

In the current year, the spending rule formula permitted expenditure of £3,498,000. The total amount applied for spending was £3,762,000 of which £3,557,000 was derived from income arising from the portfolio.

21 Related parties

During the year, there were no related party transactions (2024: purchases were made from Linbert Spencer Consultancy Ltd, company owned by a Trustee of £2,010).

22 Disclosure of Subsidiary

Bedford School Enterprises Limited (Company Number 15206610) is a wholly owned subsidiary of The Trust and its results for the period are consolidated in the Group accounts. The following is an extract of the company's profit and loss account for the year to 30 June 2025.

	2025	2024
	Total	Total
	£'000	£'000
Income	251	195
Expenditure	(307)	(116)
Net income	(56)	79
Total assets	363	195
Amounts due to parent	(340)	(116)
Net assets	23	79
Total funds	23	79

23 Prior Year Statement of Financial Activities

	Unrestricted Funds			Restricted Funds	Endowed Funds	2024 Total
	The Schools	Community Activities	Endowment Income			
	£'000	£'000	£'000	£'000	£'000	£'000
INCOME AND ENDOWMENTS FROM:						
Charitable activities						
School fees receivable	66,744	-	-	(78)	-	66,666
Other income	3,829	53	45	-	-	3,927
Income from generated funds						
Donations & Grants	(10)	-	22	370	-	382
Activities for generating funds						
- Investment income	186	9	1,708	24	2,026	3,953
- Other income	195	-	-	-	-	195
Other	33	-	254	50	9	346
Total income	70,977	62	2,029	366	2,035	75,469
EXPENDITURE						
Expenditure on raising funds						
Financing costs	119	94	44	-	-	257
Investment management	-	-	232	-	415	647
	119	94	276	-	415	904
Charitable activities						
Education	69,986	407	839	30	-	71,262
Relief	-	1,646	-	98	-	1,744
Recreation	2	38	44	-	-	84
	69,988	2,091	883	128	-	73,090
Total expenditure	70,107	2,185	1,159	128	415	73,994
Net (expenditure)/income before losses on investments	870	(2,123)	870	238	1,620	1,475
Fixed asset revaluation	-	-	-	-	-	-
Net gains on investments	-	207	10	-	12,522	12,739
Net (expenditure)/income	870	(1,916)	880	238	14,142	14,214
Transfers between funds, including distribution of endowment income	405	2,162	2,445	59	(5,071)	-
Pension scheme actuarial loss	(149)	-	-	-	-	(149)
Net movement in funds	1,126	246	3,325	297	9,071	14,065
Brought forward balance 1 July	64,665	4,173	20,410	6,386	119,082	214,716
Balances carried forward at 30 June	65,791	4,419	23,735	6,683	128,153	228,781

24 Prior Year Total Expenditure

	Staff costs	Other	Depreciation	2024 Total
	£'000	£'000	£'000	£'000
Raising funds				
Financing costs	-	257	-	257
Investment management	130	517	-	647
	130	774	-	904
Charitable activities				
Education				
Governance costs	312	339	-	651
Teaching	34,922	6,364	663	41,949
Welfare (including catering)	1,579	3,826	19	5,424
Premises	2,825	8,559	3,264	14,648
Grants, awards & prizes	-	326	-	326
Support costs	5,891	2,298	75	8,264
	45,529	21,712	4,021	71,262
Relief				
Grants	-	1,144	9	1,153
Almshouses	-	27	-	27
Support costs	424	140	-	564
	424	1,311	9	1,744
Recreation				
Grants, awards & prizes	-	37	-	37
Premises	-	47	-	47
Support costs	-	-	-	-
	-	84	-	84
Total charitable activities	45,953	23,107	4,030	73,090
Total expenditure	46,083	23,881	4,030	73,994

25 Prior Year Funds

(a) Allocation of the Trust's net assets

	2023/24					Total £'000
	Unrestricted Funds					
	School £'000	Community Activities £'000	Endowment Income £'000	Restricted Funds £'000	Permanent Endowed Funds £'000	
Operational fixed assets	51,355	337	1,923	-	4,462	58,077
Investment properties	-	-	6,285	1,670	15,956	23,911
Investments	6,258	2,046	11,957	789	118,597	139,647
Net current (liabilities)/assets	11,126	2,328	3,570	4,224	(10,862)	10,386
Long term liabilities	(2,948)	(292)	-	-	-	(3,240)
	65,791	4,419	23,735	6,683	128,153	228,781

(b) Movement of funds

	Opening Balance £'000	Income £'000	Expenditure £'000	Transfers, Investment Gains/ (Losses) £'000	Closing Balance £'000
Unrestricted funds					
The Schools					
Designated funds					
Operational land and properties	38,918	-	(2,912)	6,872	42,878
Bursary funds	5,400	(3,278)	(2)	3,410	5,530
Maintenance funds	1,490	19	(808)	1,472	2,173
Development funds	5,934	34	(1,524)	(3,564)	880
Equipment funds	110	-	-	(110)	-
	51,852	(3,225)	(5,246)	8,080	51,461
Income reserves					
School income reserves	12,813	74,202	(65,010)	(7,675)	14,330
Pension fund deficit	-	-	149	(149)	-
	64,665	70,977	(70,107)	256	65,791
Community activities					
Designated funds					
Major projects fund	611	(19)	-	25	617
450th events fund/community fund	49	-	(15)	32	66
Almshouse replacement fund	1,218	-	(11)	207	1,414
Maintenance funds	72	-	-	-	72
Operational properties	348	-	(9)	-	339
Social investments	537	14	(94)	-	457
Covid Fund	414	3	-	(310)	107
Community Programmes	579	8	(666)	1,085	1,006
	3,828	6	(795)	1,039	4,078
Income reserves					
Community activities income reserves	345	56	(1,390)	1,330	341
	4,173	62	(2,185)	2,369	4,419

25 Prior Year Funds (continued)

	Opening balance £'000	Income £'000	Expenditure £'000	Transfers, Investment Gains/ (Losses) £'000	Closing Balance £'000
(b) Movement of funds (continued)					
Endowment income					
Designated funds					
Development fund	141	20	(48)	187	300
Operational land	8,158	-	(93)	10	8,075
	8,299	20	(141)	197	8,375
Income reserves					
Endowment income reserves	12,111	2,009	(1,018)	2,258	15,360
	20,410	2,029	(1,159)	2,455	23,735
Restricted funds					
Prize funds	728	1	-	48	777
Appeals and donations	1,744	65	(30)	11	1,790
Randalls Cottage fund	3,614	50	(2)	-	3,662
Community programme	300	250	(96)	-	454
	6,386	366	(128)	59	6,683
Permanent Endowed funds					
Endowment investment fund	73,327	6	107	2,961	76,401
Elger fund	1,325	-	-	53	1,378
Luff fund	2,436	-	-	97	2,533
Unapplied Total Return	19,895	2,019	(522)	5,332	26,724
Cattleya fund	275	-	-	21	296
Quoted schools investments	6	-	-	-	6
London and Bedford commercial estate	16,984	10	-	(1,038)	15,956
Funds held in cash	-	-	-	25	25
Operational land and buildings	4,834	-	-	-	4,834
	119,082	2,035	(415)	7,451	128,153

THE HARPUR TRUST

England & Wales - Charity number 1066861

Accounts



HARPUR TRUST

Annual Report of Trustees and Financial Statements 2023/2024



Registered Charity number: 1066861

Company Number: 3475202

Contents

Chair's Message	3
Chief Executive's Review	4
Our Year in Numbers	5
Strategic Report	6
Three Year Strategic Objectives 2022-2025	12
Strategic Priorities 2024-2025	13
Grantmaking	14
Public Benefit	15
Structure, Governance and Management	17
Our People	19
Risk Management	21
Financial Review	23
Streamlined Energy and Carbon Reporting	26
Patrons and Trustees	28
Reference and Administrative Information	29
Statement of Trustees' Responsibilities	32
Independent Auditor's Report to the Members of The Harpur Trust	33
Financial Statements	37

**HERE FOR
BEDFORD**
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Annual Report of Trustees and Financial Statements 2023/2024

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 30 June 2024, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 – Second Edition).

Chair's Message



I was appointed Chair of the Trust in November 2023, and to say that it has been an eventful first year is something of an understatement!

In the external environment, the prospect of VAT being added onto school fees became increasingly real, and our preparations for this change accelerated as the year progressed. We had been concerned about the impact that this policy would have for some time, as the reality of the lives of many of the families whose children attend our schools is so different to the media stereotypes.

We focused our energies on planning to mitigate as far as possible the impact of VAT on our school communities, while maintaining the high-quality education the pupils receive at all our schools, as reflected in their fantastic results again this year, and our financial sustainability.

Bedford Modern School also faced the challenge of having a large number of classrooms affected by the government's decision on Reinforced Autoclaved Aerated Concrete (RAAC) in schools. The school staff made extraordinary efforts to respond, and the whole community showed immense resilience through this extremely difficult period.

I am also proud of the impact that our community programmes had this year, including a grants programme to meet the urgent needs of local charities and a wider group of schools taking part in Accelerator Programme work. It has also been encouraging to see the progress of Bedford Giving after its public launch in July 2023.

Internally, we completed a major governance review to seek to streamline decision making and improve inclusion and clarity of delegation, partly with the intention to ensure that we can make fast and effective decisions in the face of external challenges.

The governance review meant that we said goodbye to a large number of trustees who had served outstandingly, many for a long period. I want to express my gratitude for their contribution. We are fortunate that a number of trustees have chosen to remain on School Governing Bodies to continue to contribute to our governance. I want to particularly pay tribute to Phil Wallace, who passed away this year after many years of unstinting dedication as trustee, governor and volunteer advisor.

As the year came to a close, we welcomed a total of nine new trustees, with a diverse range of backgrounds and skills, to ensure our governance is well placed for the challenges ahead.

We are, as ever, incredibly grateful for the support and efforts of all our staff, volunteers and our broader communities whose dedication makes everything we do possible.

R Castell

Rhian Castell
Chair of Trustees

4 March 2025

Chief Executive's Review



I am extremely proud of what we have achieved this year for children and young people who are facing disadvantage in Bedford, for the pupils in our schools and for people across our community.

Every year brings its challenges, but this year saw VAT, RAAC, a fundamental governance review and the recruitment of a large number of new trustees, which collectively needed significant effort from a large number of colleagues to deal with. At the same time, we more than faced up to the challenge of continuing to deliver a high-quality education, with a high impact bursary programme, our grants programme grew in the face of a major change in demand, and the community programmes that we introduced at the launch of

our current year strategy really began to take flight.

Our Accelerator Programme to raise the attainment of disadvantaged pupils has grown significantly in reach this year, and we are now working with a total of 25 primary schools in a range of ways, supporting children and developing new collaborations so we can share knowledge and have greater impact collectively than we could on our own.

Bedford Giving, the collaborative project and community movement for children and young people which we host, also had a fantastic year. A career mentoring programme was launched which matched 40 young people with mentors from the community, and the first Bedford Giving community panel was created, enabling parent volunteers to decide on projects for younger children in Bedford and to champion their needs and voices.

Our grants programme was able to help improve more people's lives, by giving more than £1.2m to organisations supporting people facing a range of issues, including health and wellbeing, poverty, disability, sport and recreation and crime as well as building stronger communities. This year demand increased with the impact of inflation and stretched grantee budgets, and we faced greater challenges in prioritising the most impactful projects.

All our schools had an outstanding year, with all three senior schools celebrating strong GCSE and A-level results, following a return to pre-pandemic grading standards. Pilgrims' results were also well above the national average in all key assessments and as ever the vast majority of pupils transferred to one of our junior schools. Bedford Modern faced the challenge of fixing RAAC in a large number of classrooms and dealt with it outstandingly, turning around alternative learning spaces so pupils missed just one day of school in the process. This is testament to the 'can do' attitude of our staff, as well as to the support from our students and their families.

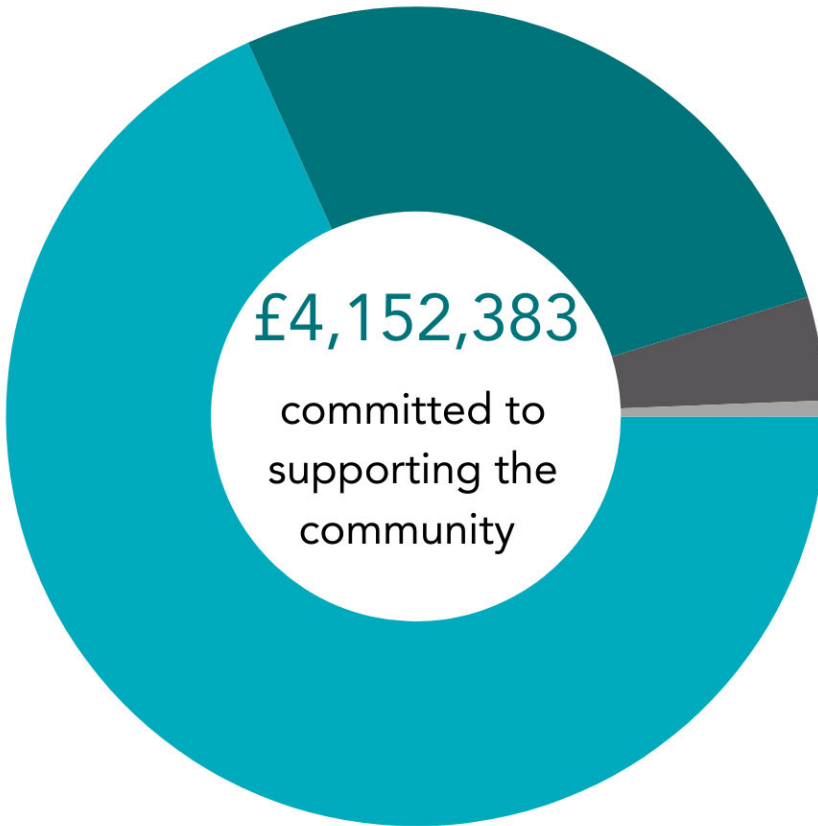
As the prospect of VAT became clearer, we worked to raise awareness of the unintended consequences of the proposed policy, engaging with sector efforts, and contingency planning to minimise the impact if it arose. As the year ended, it became clear that those contingency plans would need to take effect.

Changes to taxes do not change the fundamental nature of The Harpur Trust. We are a charity. We care deeply about all our communities, including our pupils and their families, as well as communities in Bedford. We cannot prevent the current policies from having an impact, but we are working hard to find ways to mitigate the impact, whilst maintaining the high quality of the education we provide and ensuring the long-term financial sustainability of our schools.

Looking ahead to 2024-25, while we grapple with the challenges of coming to terms with VAT, we remain focused on our strategic aims. We expect the impact of Bedford Giving and the Accelerator Programme to deepen further over the year, and to complete the work to bring our new governance to life including new work to develop effective behaviours and ways of working.

David Steadman, Chief Executive

Our Year in Numbers



£2,914,743

in Bursaries

£950,926

in Relief grants

£264,434

in Education grants

£22,280

in Recreation grants



183

Pupils received a bursary in our schools



£57,600

Awarded to local students in university bursaries



1,300

Local pupils took part in art workshops for our competition



64

State schools received support



£27,750

Awarded towards £50 school uniform grants for local pupils



25

State school primaries engaged with as part of our Accelerator Programme

Strategic Report

Introduction to The Harpur Trust

Our vision is a community where everyone can thrive.

Our mission is to nurture potential and improve people's lives.

Our focus is Bedford Borough, while our impact flows far beyond.

Ever since Sir William Harpur's founding gift in 1566, The Harpur Trust has been providing education and supporting the most disadvantaged people in Bedford.

Our charitable objects are to promote education, to support the community by helping with relief for people resident in Bedford Borough who are sick or in need, in hardship or distress and to provide facilities for recreation to help improve people's living conditions, with preference to those who are young or in need, hardship or distress.

Since we were established to offer free education to local children and help the disadvantaged people of Bedford, we have grown and evolved hugely yet remain true to our roots. Today, we run first class independent schools, operate a generous and impactful bursary programme, and sponsor the HEART Academies Trust. We also give more than £1million per year to support diverse initiatives to improve people's lives in our community.

Our strategy, *Together for Bedford*, commits us to work for a generation across our whole community, to help tackle the cyclical relationship between disadvantage, lack of opportunities, poor educational outcomes and future poverty. Our continuing commitment to high quality education and an impactful bursary programme both support this goal, as does our continuing grants programme, which will aim to have the greatest impact we can for the people who need our help most.

We have also launched two new strategic community programmes for children and young people, including Bedford Giving and the Accelerator Programme, described in section one on the next page.

Achievements in the Year

Our strategic priorities for 2023/24 were defined by our strategy, *Together for Bedford*, which set a long-term strategic goal to invest in people's futures by:

1. Enabling more children and young people facing disadvantage to achieve their potential.
2. Offering high quality, distinctive and financially sustainable education.
3. Supporting children to access our schools' education with high value, impactful bursaries.
4. Maximising our impact on community needs.
5. Continuing to build a more effective, efficient, resilient organisation greater than the sum of its parts.

Our achievements against these strategic objectives are summarised on the next page.

1. Enable more children and young people facing disadvantage to achieve their potential

Our two main programmes achieving this strategic objective are the Accelerator Programme and Bedford Giving. The Accelerator Programme aims to accelerate the attainment of disadvantaged children aged 0-11 in Bedford, so more pupils meet the expected standard. We are also founding partners and hosts of Bedford Giving, a collaborative project and movement which brings together funders, businesses and local people to help improve the lives of children and young people in our community. As hosts, we ensure the delivery of impactful programmes on behalf of the Bedford Giving Board and fund its administration costs, so 100% of partner funds go towards Bedford Giving programmes.

Accelerator Programme

This year we engaged with 25 local primary schools, including those with the highest proportion of children eligible for Free School Meals, offering support to raise the attainment of disadvantaged pupils including:

- Speech and Language Therapists to help three schools to better support children with these issues.
- A Reciprocal Reading Programme, to focus on improving reading attainment.
- Whole school improvement programmes, focusing on writing and maths outcomes.
- Training of teaching staff in a phonics programme, Sound Write Phonics.
- An intervention teacher to focus specifically on supporting more children to achieve the expected level at the end of Key Stage 2.
- Funding family support workers to help tackle barriers to pupil attendance, progress and attainment.

In addition, we also supported an additional four schools who were not among the group with the highest proportion of Free School Meals, but who experience significant disadvantage in their schools, to fund whole school development programmes.

Bedford Giving

During the first full year of operation, we delivered four distinct areas of work for Bedford Giving:

- In the first Community Panel project, we asked a group of local parents to take the lead, enabling them to brainstorm local concerns, send out calls for projects for younger children and make decisions on £80k of funding for ten projects run by local organisations addressing these issues.
- We recruited 40 local people to serve as mentors as part of the Bedford Giving Career Mentoring Programme for students at local secondary schools, helping them to develop confidence and skills, and make plans for their future careers.
- We piloted a “World of Work” work experience programme, setting up work experience placements for students who were struggling to find a suitable organisation themselves, helping them to gain insights into potential career paths.
- We also commissioned Bedford Giving research reports into young people’s mental health, and into a lack of free and affordable activities for young people in the Borough. The Board has begun exploring the development of projects to support children and young people with these issues for 2024/25.

2. Offer high quality, distinctive and financially sustainable education

We continued to deliver high quality education through our four independent schools, and to offer it through our sponsorship of HEART Academies Trust. Some of the highlights for 2023-24 are below:

Bedford School



Our 2023 leavers achieved excellent A-level results, with three-quarters of grades at A* to B. Highlights include six boys heading to medical school and others to top universities such as Oxford and UCL. Boys also secured golf scholarships to leading US universities and degree apprenticeships. GCSE results set a school record with nearly half of all grades at 9 or 8. The Independent School's Inspectorate report consisted of high praise for Bedford School.

Academic highlights: presenting research at the Royal Society, highest mark in the world in IGCSE Design Technology, and national finals in Public Speaking.

Sporting highlights: national finals in rowing and hockey, HMC Schools Foursomes and England Golf Schools' Scratch Champions, and Scotland's highest U19 Cricket World Cup run-scorer.

Creative Arts highlights: a composition named 'carol of the year' on BBC Radio3 and a successful inaugural Bedford School Choral Cup.

The school's focus remains on preparing boys for their futures through digital technology, community partnerships and entrepreneurship, with new initiatives undertaken across all three areas. Highlights include the Careers Convention where our boys were joined by over 400 students from across the borough, as well as the receipt of a Lifetime Achievement Award for our contribution to Movember.

Bedford Modern School



This year we faced the challenge of removing more than 600 tonnes of reinforced autoclaved aerated concrete (RAAC) from our school buildings. Junior School staff and students relocated for the year to a site in Biddenham and we used different venues across Bedford for our large events while construction work took place. Lesser schools would have crumbled in the face of such adversity, but BMS continued to thrive.

Outstanding productions included *Urinetown* and *The Little Mermaid* and our talented musicians delighted audiences in a multitude of formal and informal concerts. 85% of students represented the school in 235 teams, playing 920 fixtures, in 22 sports, as we celebrated individual and team success across all age groups. Furthermore, students enjoyed 161 educational trips, locally and overseas, ranging from an outdoor activity week in Wales to a Geography trip to Iceland.

At A-level, more than half of all grades achieved were A*- A, 22% marked at A* and 43% of students received three A grades or better. 14 students secured places to study medicine or veterinary science, three secured places in universities overseas and others accepted degree or other apprenticeship opportunities with such companies as Dyson and Barclays. At GCSE nearly two thirds of all grades were marked 9, 8 or 7 with more than 80% at a grade 6 or higher.

Bedford Girls' School



BGS maintained its reputation for strong academic standards. Our IB Diploma cohort achieved an average point score of 37 whilst the A-level/IB combined were equivalent to 78% A*- B. Over two thirds of GCSE entries were graded 9-7.

90% of our Sixth Form cohort gained places at their first-choice university and a number moved onto apprenticeship programmes.

In Spring 2024, we received an outstandingly positive Independent School's Inspectorate report.

Our annual programme of renovations saw our Textiles Studios revamped, offering inspiring spaces for creativity. Our extensive sports facilities were enhanced with a new dedicated Junior School astroturf pitch.

The year continued unabated with the energy and enthusiasm which is at the heart of our community; students soared on the sports pitches, in performing arts, public speaking, tech competitions, music and community outreach.

Our commitment to being an inclusive community was recognised by the *Muddy Stiletto*s School Awards where we won the Most Inclusive School Award.

Pilgrims Pre-Preparatory School



Throughout the academic year, Pilgrims has continued to actively explore strategies to mitigate the impact of the introduction of VAT, as financial sustainability is essential to ensuring the school can continue to offer its renowned high-quality education. What makes Pilgrims' offering distinctive is not only the quality-first education provided, but also the emphasis it places on pastoral support, which is integral to the curriculum.

This commitment to pastoral care is strengthened by the school's partnership with local children's mental health charity Making Me, equipping the children with essential tools to recognise, express and manage their feelings. This close working relationship was highlighted this year by a lively 'colour run', where children tackled an exciting obstacle course while running through showers of vibrant coloured powder.

The event raised valuable funds to support the ongoing work of the charity, providing essential assistance not only to Pilgrims' children but also to many other local schools. By prioritising pastoral care, Pilgrims School continues to foster resilient individuals who are well-prepared for future challenges, reinforcing its important role in early childhood education.

HEART Academies Trust



All three primary schools placed a heavy focus on improving educational outcomes, as well as ensuring the needs of all pupils are met, so that they are able to thrive in education.

Developing writing at KS2 resulted in a 14% improvement in pupils achieving age-related expectations. Outcomes at Bedford Academy for KS4 and 5 also improved in nearly all areas.

HEART Academies Trust continued

The funding provided by The Harpur Trust as sponsor is part of a combined aim to help all children in the borough to succeed. All HEART primary schools are engaged in The Trust's Accelerator Programme, to support raising attainment for disadvantaged children.

Funding for a Speech and Language Therapist at each school has continued, having a significant positive impact on children with speech, language and communication needs.

In addition, further collaborations between HEART and The Harpur Trust schools have developed, including a STEM robotics club, a music and singing CPD opportunity for teachers to enhance HEART's music offer and year 11 mock interviews to support pupils in their world of work preparations.

3. Support children to access our schools' education with high value, impactful bursaries

Each of the three senior schools in The Trust provide access for pupils to receive academic bursaries. In the financial year, there were 183 pupils in receipt of a bursary award across The Trust.

Of these awards, 73% of them were for an award which was more than 75% of the fees, which is defined by the sector as "transformational". They give life changing opportunities to pupils. This year, we have looked at the outcome for these students and are pleased to report that bursary students had excellent results in all schools:

- 38 bursary students took an average of 9.8 GCSEs each, achieved average grade of 7.4
- 33 bursary students took an average 3.44 A levels or IBs, achieved average grade of B+

The Trustees wholeheartedly believe that bursaries are a critical part of the public benefit that we provide as a charity - they are intrinsically linked to who we are and the role of our schools. As well as transforming lives and widening access to first class education, bursaries have a very positive impact on the other pupils in the school and more broadly on the school itself. Our schools would be poorer places in so many ways without the diversity and value that our bursary students bring to the school community.

4. Maximise our impact on community needs

Beyond the impact of our new strategic initiatives, the Accelerator Programme and Bedford Giving, we have continued to ensure that our grants programme and other community programmes maximise their impact on the needs of our community. To understand the impact of these new programmes on community needs, we recruited a new Research and Communications Adviser.

We were also able to begin work on a new Grants Strategy, starting with an impact review of our grants to Individuals programmes. These schemes support lower income adults and school-leavers to access vocational and further education. Our extensive review included consultation with grant recipients, education providers and referral agencies, and decisions on the future direction of these schemes are due to be made in 2024-25.

The Grants Sub-committee began to consider how a place-based grantmaker can maximise impact by developing a balanced portfolio, with broad priority areas covering areas of greatest need and a fixed allocation for smaller community projects which help to create a healthy, thriving and engaged community.

This was reinforced by a very illuminating review of our grants processes with applicants, both successful and unsuccessful. We are incredibly grateful to the organisations who gave their time to help us improve our grantmaking which will inform our strategy.

One outcome was the launch of a pilot easy-access grants programme for new groups and those communities who face structural barriers to fundraising. We're excited to see how this develops, and looking forward to announcing a new strategy in 2024-25.

5. Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts

During the year, the Trustees undertook a review of the way governance was conducted across the Trust. This review was informed by work from external consultants and has resulted in the following outcomes:

- A smaller Board of Trustees
- New Terms of Reference for committees of The Trust and new committees with specific responsibilities including a Finance Committee and Schools Committee.
- Withdrawal of Trustees from School Governing Bodies and new Link Governor roles brought in to be the connection between schools and Trust.
- New reports to School Governing Bodies on key areas (such as health and safety, safeguarding, finance and education) and clearer assurance responsibilities.
- Changes to how School Governing Bodies are constituted, with more freedom around parent and staff involvement.
- A more focused approach to reviews and continuous governance improvement, including a new Governance Committee.

These changes have been made to allow for more agile decision making, ensure the voice of schools is appropriately heard and to avoid duplication of work between committees (in particular, between the schools and Trust committees).

To enhance the organisation's approach to inclusion, a new annual reporting process was introduced. Through this process, details of what each area of The Trust is doing to address inclusion is shared and reviewed by the Trustees.

With the threat of the introduction of VAT on school fees, the organisation has focused on its financial resilience and ways in which it can be stronger from collaboration and shared ways of working. Several new initiatives have been introduced during the year and this work will continue. The new Finance Committee has played a key role in ensuring that the approaches from each school are robust and ensuring the long-term financial sustainability of the schools.

Three Year Strategic Objectives 2022-25

To support our new long-term aims, *Together for Bedford*, three-year strategic objectives were set out as follows:

Long term aims	2022-25 strategic objectives
Enable more children and young people facing disadvantage to achieve their potential	Host <i>Bedford Giving</i> to bring the whole community together for children and young people.
	Develop an <i>Accelerator Programme</i> to enable more children aged 0-11 in low-income families to make more rapid progress in education.
	Identify innovative and impactful public benefit opportunities to enable our schools to support our strategy.
	Deliver shared priorities with HEART Academies Trust.
Offer high quality, distinctive and financially sustainable education	Ensure our schools continue to offer high quality, distinctive education.
	Help our schools to remain financially sustainable and well positioned to respond to risks and challenges.
Support children to access our schools' education with high value, impactful bursaries	Maximise the impact of our bursaries and improve evaluation and communication of our programme.
Maximise our impact on community needs	Continue to offer responsive grants for the community.
	Ensure our community resources are used as effectively as possible to maximise our impact.
Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts	Implement a governance and management review.
	Continue to focus on inclusion, sustainability and strategic financial governance.
	Deliver an organisational development plan to support the strategy, proactively respond to risks and maximise our effectiveness and efficiency.

Strategic Priorities for 2024-2025

The following strategic priorities for 2024/25 are intended to progress us towards the three year strategic aims above.

Long term aims	2024-25 strategic priorities
Enable more children and young people facing disadvantage to achieve their potential	Raise awareness of Bedford Giving and share knowledge to increase impact.
	Grow volunteering, financial and other support for Bedford Giving.
	Roll out new Bedford Giving programmes successfully and agree plans for the next stage of the initiative.
	Increase our impact on children aged 0-11 eligible for Free School Meals via the Accelerator Programme.
	Further develop collaborations and partnership working within the Accelerator Programme.
	Grow local and national education relationships including with Bedford Borough Council, research/learning partners, think tanks and funders.
	Encourage staff participation in community programmes by developing staff awareness, including a staff community network.
Offer high quality, distinctive and financially sustainable education	Deliver Accelerator Programme and Bedford Giving projects with HEART Academies Trust.
	Ensure continued delivery of high-quality education, with strong progress, broader education provision and next steps for students.
	Continue to support the community through volunteers, facilities and fundraising.
Support children to access our education with high value, impactful bursaries	Effectively manage VAT and other strategic challenges in our schools.
	Continue to support children with high value, high impact bursaries.
Maximise our impact on community needs	Continue to support children with high value, high impact bursaries.
	Continue to develop bursary impact measurement and communication.
Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts	Continue to provide an effective grants programme for the community, improving impact measurement and prioritisation.
	Progress our plan for Randall's Cottage Homes and our Almshouse resources.
	Embed effective behaviours and ways of working in our committees and the executive team, within our new governance framework.
	Ensure school capital and maintenance plans are delivered effectively and in a financially sustainable manner.
	Support a continued Board focus on inclusion, behaviours and culture.
	Manage endowment portfolios, cash and reserves to maximise short and long-term resources and mitigate financial risk.
	Attract, retain and develop high quality, motivated, engaged, and effective staff to deliver the strategy and plans.
Continue to improve systems, policies and processes to increase efficiency and effectiveness and manage risk.	
Review our brand to better align with our new strategy.	

Grantmaking

Grantmaking Policy



Grants are made in support of all three of The Trust's charitable objects and mission areas. Our Trustees have flexibility to allocate resources according to perceived need. We believe we achieve most when we make grants to maintain valuable and effective services, when we fund work which brings new services and ideas to Bedford Borough and when we fund programmes which help voluntary organisations become more effective.

We recognise that grantmaking with partners, whether they contribute additional funding or expertise, brings additional benefits to the people of Bedford.

Organisations and individuals are encouraged to contact us informally for initial guidance on their applications, and much advice is given verbally. Our main priorities, grant programmes and the application process are also set out in the guidance notes which are available by post, email and on www.harpurtrust.org.uk. They are summarised below:

- **Promotion of education** Since our inception we have had a key role in developing and enhancing educational opportunities in the borough. This is reflected in the educational programmes that comprise a major element of our grantmaking. We have a broad definition of education and support projects, working with people of all ages and in a wide variety of settings.
- **Relief of poverty, sickness, hardship or distress** Trustees consider requests for staffing, running and capital costs for projects and core services. Through on-going research and consultation, locally and beyond the borough, our Trustees continually develop grant giving priorities in response to emerging local needs and opportunities.
- **Provision of recreational facilities with a social welfare purpose** Our grantmaking under this object has a strong emphasis on projects that address the needs of young and/or disadvantaged people. How a project proposal will act 'in the interests of social welfare' is also carefully considered.

Grantmaking process

Our Grants Sub-committee meets four times a year to consider grant applications up to £50,000. The Chair and Community Programmes Director meet more frequently to provide guidance to applicants on their stage 1 applications.

Applications in excess of £50,000 for one year, or £150,000 over a three-year period, must be agreed by our Trustees on recommendation from our Grants Sub-committee. Following the adoption of The Trust's new Community Strategy, the Community Programmes Director has delegated authority to make decisions on grants up to and including £5,000 but refers any applications where there is a perceived risk or conflict to the Sub-committee.

Grants awarded

This year we made 48 grants to organisations and individuals in Bedford Borough. Our funding supported 16 state school students from low-income backgrounds facing a number of other challenges to go to university and offered school uniforms to over 550 children on free school meals. Grants enabled 43 organisations to help local residents through the provision of essential services such as accessing welfare benefits, to opportunities to take part in recreational activities benefiting physical and mental health, and bringing the community together.

Given our desire to ensure that the impact of funding reaches all our diverse communities, we were delighted to welcome eight small organisations which haven't previously benefited from our funding to our portfolio of funded grants.

We look forward to learning from these new partners; already they have held a mirror to Bedford

and revealed issues we were previously unaware of. One group supports women trafficked into the sex industry and helped us understand how, just as the accommodation pressures in Luton impact housing in Bedford, they are pushing the sex trade to Bedford.

Social Investment Policy

The Trust has a Social Investment Group (SIG) to determine, review and implement the Social Investment Policy of The Trust. The SIG is responsible to the Trustees for the management of The Trust's social investment programme and associated funds. The SIG also advises the Trustees on the proper level of risk in the social investment programme and the balance between the furtherance of the charitable objects and the financial return expected from the social investment portfolio. The SIG reviews the social investment portfolio annually.

Public Benefit



The Harpur Trust delivers its charitable purposes for public benefit across the whole range of its activities. The Trustees pay due regard to the Charity Commission's published guidance on the public benefit requirement under the Charities Act 2011.

Our public benefit is delivered through our community support and grantmaking activities, as described above, through accommodation for older people in need, community events, our sponsorship of the HEART Academies Trust, and through the public benefit activities of our independent schools as described below. In addition to the public benefit impact of our schools' financial support through the bursary programme, we are committed to maximising access to our facilities and expertise to further our charitable objects.

We continue to work closely with charities and housing associations providing accommodation for older residents of Bedford. We have nomination rights to four such schemes across the Borough, with 48 places available to our nominees.

This year our strategy, *Together for Bedford*, has increased the depth and reach of our public benefit, with more state primary schools partnering with us on our Accelerator Programme and a growing number of organisations and individuals inspired to join us to take action to improve the lives of children and young people, as part of Bedford Giving.

Through our events we run, such as the Harpur Trust Art Competition for local schools and 'Booktastic' which we sponsor, as well as the numerous smaller community events from celebrating African culture, to breaking the fast at Iftar, we provide public benefit to the wider community.

Public benefit in our independent schools



Hundreds of local primary and secondary school pupils, as well as the local community, benefitted from the input of students and staff from Harpur Trust Schools, as well as the use of school facilities. The support provided included:

Supporting local schools

- Helping with reading in primary schools.
- Providing science and drama workshops.
- Providing numeracy support at Times Table Clubs.
- Providing a year 13 psychology event.
- An Enrichment Day event for years 4 and 6 pupils covering subjects from drama to physics.
- Life drawing classes offered to secondary schools.

Supporting local schools continued

- Talks and shows at the observatory about astronomy.
- Providing online mock Oxbridge interviews.
- Supporting year 6 pupils in preparation for their SATS exams.
- Supporting primary school choirs to perform in concerts, pupils to prepare for speeches and reading at the Bedfordshire Festival and supporting both primary and secondary pupils to prepare for their school plays.
- Helping primary schools look after physical spaces.
- Assisting general classroom activities.
- Donations of pre-loved books to local schools.
- Working with a young pupil from Hong Kong who spoke little English.
- Supporting schools with governance.
- Sharing advice and guidance to local primary schools on teaching science.
- Helping at Ready2Lead conference as ambassadors for year 12 pupils from across the borough to develop their leadership skills, as well as hosting the event.
- Encouraging pupils from secondary school to join the Royal Anglian Military Band

Bespoke sport and extra-curricular activities for local pupils

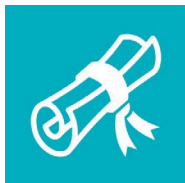
- Running a weekly public speaking/debating club.
- Providing multi sports lunchtime clubs and equipment, as well as support at sports days.
- Running a weekly lunchtime Lego club to help primary pupils develop their STEM skills.
- Running weekly chess and gardening clubs.
- Assisting with Duke of Edinburgh assessments and giving assess to school halls for the DoE.
- Running rowing, rugby and cricket training sessions.

The wider community and fundraising for local charities

- Collecting and donating food, clothes and furniture to homeless charities and the Bedford Foodbank.
- Planning activities and concerts for care home residents, those in sheltered accommodation, at a hospice, for residents of a brain injury charity and those at a dementia group.
- Supporting charities including an art fundraiser for MS, at two disabled riding schools, working with adults with learning disabilities and helping FACES charity with fundraising.
- Performing at the town's Christmas Tree Festival to support local charities.
- Tennis courts being used by local tennis players, schools using netball courts for tournaments and fields for sports days, as well as swimming pools being used by pupils with SEND, pitches used by secondary schools and young musicians being offered a venue to compete in competitions.
- Giving schools and the local community access to weekly music concerts.
- Use of the Quarry Theatre for the Everyday Hero Awards and Bedfringe.

Structure, Governance and Management

Constitution



The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The Charity was founded by an Act of Parliament in 1764 and is administered under a scheme sealed by the Charity Commission on 1 September 2000 and amended in 2009.

The Harpur Trust is a company limited by guarantee (Company Number 3475202). The company is governed by Articles of Association and is registered as a charity in the UK, number 1066861.

The endowed properties ('specie' land) and assets continue to be held in the original Bedford Charity, which was amended and renamed The Harpur Foundation. The Harpur Trust is the sole corporate trustee of The Harpur Foundation, and a 'Uniting Direction' is in place which removes the need to prepare separate accounts.

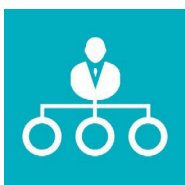
The Harpur Trust is also the trustee of an almshouse charity, Randall Cottage Homes, whose results are included within those of The Trust itself following a 'Uniting Direction' received from the Charity Commission.

In October 2024, The Trust established a trading subsidiary, Bedford School Enterprises Limited (Company Number 15206610) in which it owns 100% of the issued share capital.

The directors of the company are known as Trustees, and they are also members of the company for the purpose of company law and charity trustees for the purpose of charity law. This legal form has several advantages including a more effective limit of liability for the Trustees, which in turn will assist in attracting a wider cross-section of candidates for trusteeship.

There are 17 Trustees of whom 1 is nominated, the remaining 16 are co-opted, elected by the Trustees. The normal terms of office for Trustees are for three years, except for existing Trustees appointed prior to 10 July 2024. Names of Trustees and the committees on which they served during the year are shown on pages 28-31 of the annual report.

Governance and organisation



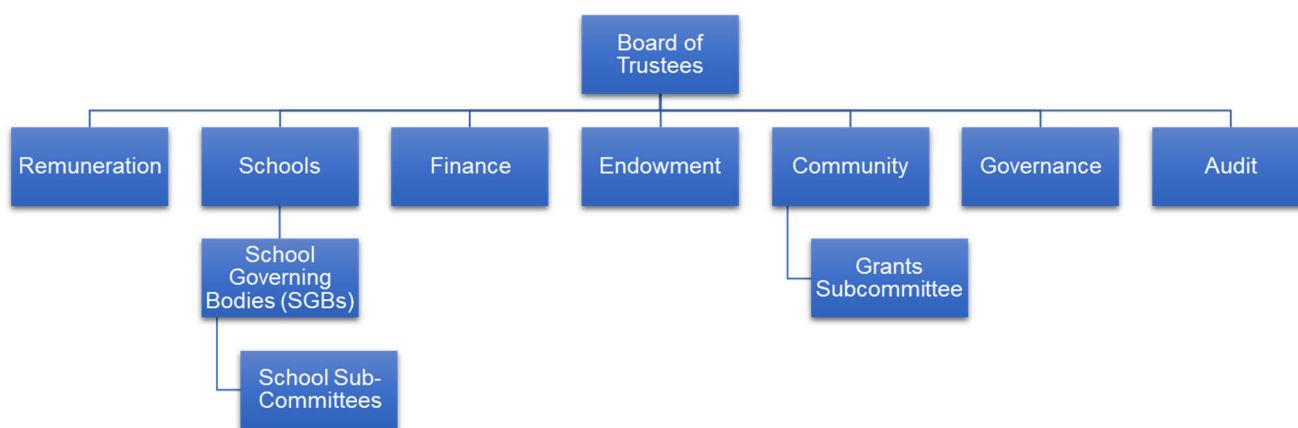
The Trustees meet at least four times a year, with additional meetings as necessary. They receive reports from all our committees, which themselves meet three or four times annually. Committees co-opt members who are not Trustees in accordance with the Articles of Association.

A high degree of internal autonomy is accorded to The Trust's operating units: four schools; community programmes; and the management of the endowment, all of which are accomplished through the committee system.

Trustees have handed the day to day running of the organisation to key management personnel. These have been defined as the Chief Executive, Chief Financial Officer, Human Resources Director, Community Programmes Director and the Heads of each of the four schools.

The Harpur Trust Office (HTO), managed by the Chief Executive, provides administration services to the Trustees and their committees, and financial, human resource and administrative advice and guidance to the schools, as well as undertaking the day-to-day management of the endowment and directing the community programme.

The Trust's committees are shown in the diagram on the next page.



Following a governance review in January 2024, the Trustees have ensured the Charity Governance Code is applied. The Board ensures adherence to the principles and practices outlined in the code, maintaining good governance across all Trust activities. This is kept under review by the Governance Committee on behalf of the Board.

Trustee training and induction

The Trustees place considerable emphasis on training; staff and Trustees attend seminars and workshops on a variety of issues including safeguarding. There is a comprehensive, mandatory induction programme for new Trustees and non-trustee members of committees, which senior staff members at the offices and schools also attend. The Trust has a comprehensive Training Directory offering ongoing developmental training for its Governors and Trustees.

Related parties and co-operation with other organisations

None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or senior manager of the charity with any employee, supplier or grant beneficiary, must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year all related party transactions were disclosed as necessary.

Serious incident reporting

The Trust has a clear process for reporting developing incidents to senior management and to ensure timely escalation to Trustees for awareness and view on reporting. In the year ending June 2024, one incident was reported to the Charity Commission.

Our commitment to safeguarding

The Trust has safeguarding responsibilities across its four schools and other areas in which we work. The safeguarding policy and code of conduct apply across the whole organisation and are supported by a range of policies and procedures to reduce the risk of harm to beneficiaries, supporters, pupils, staff and volunteers. We encourage individuals to report concerns, and we recognise that there are many barriers to vulnerable people reporting abuse and we are committed to improving reporting mechanisms. When concerns are raised, we study the circumstances with a view to understanding the causes and how we can take steps to prevent similar occurrences. Regular safeguarding reports are taken to both Committees and the Board of The Trust for review. Safeguarding training is also made available to both employees and volunteers.

Diversity and inclusion

We have long sought ways to make ourselves more accessible and inclusive for pupils, staff and the communities we exist to support, but we need to do more. We are doing more to listen so we can understand what else we should do, within our schools and in our community programmes.

We are learning from our staff, our pupils and from organisations and people that we support and collaborate with, including crucially from the ethnic minority communities in Bedford. All of our schools have created groups looking at this issue to identify priorities for action, including those initiatives that were already in place.

As we continue to learn, our Board of Trustees is holding itself to account so that across the whole Trust, we do what we need to do so we can identify and tackle any biased, inequitable or preferential treatment, whether direct or systemic, in the way we fulfil our responsibilities. Plans will be shared as they develop.

The Trust is committed to the promotion of equal opportunities, valuing and encouraging diversity and the creation of an inclusive working environment for all employees / workers and opposes all forms of irrelevant and unlawful discrimination, including discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity (the nine Protected Characteristics defined in the Equality Act 2010).

Ensuring that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of delivering equal opportunities in employment. The Trust has a separate dignity at work policy, which deals with these issues should they occur. We also provide a Whistleblowing Hotline through which staff can confidentially raise concerns.

Statement on fundraising

Fundraising within The Harpur Trust is carried out at an individual school level and for community programmes. Fundraising in schools is only undertaken for specific campaigns (e.g. towards a particular capital project or an objective such as bursaries), and is usually undertaken by affiliated organisations of, primarily, volunteer groups of parents and alumni. Fundraising for community programmes is undertaken in support of the Bedford Giving restricted fund or individual Bedford Giving projects.

There are no professional fundraising organisations used and so no monitoring processes are required.

The Trust has not subscribed to the Fundraising Regulator but adheres to the Code of Fundraising Practice when undertaking fundraising activity. There have been no complaints in the period regarding inappropriate or intrusive contact.

Our People

Employee engagement

Action plans resulting from our most recent employee Inclusion Survey have continued to help us focus on how we develop and sustain more inclusive workplaces.

Our in-house leadership and management programmes are now well-established, and they support the development of a culture that prioritises high levels of competency in people management. Our Inspiring Leaders Programme and People Management Programme were shortlisted for learning and development awards in 2023 by the Chartered Institute of Personnel and Development, and Investors in People, which was a clear endorsement of their quality and impact.

The Management Essentials Programme is a more recent addition to our in-house learning and development offering and is now fully embedded as a mandatory requirement for people managers, ensuring that delegates are properly equipped to undertake their responsibilities which help to maximise employee wellbeing and engagement.

There has been a particular focus on continuing to embed high quality Performance and Development Reviews (PDRs) across the Trust. Clear objectives help staff to have a better understanding of their role in achieving the strategic goals that are relevant to their part of the organisation, and an improved knowledge of the Trust's aims, all of which improves engagement and belonging.

A project to move PDRs onto our online HR platform is nearing completion, which will help us to monitor the frequency and quality of performance management. This visibility will help us to focus on the areas where improvements are required, particularly in relation to line manager training.

The Harpur Trust Staff Forum (HTSF) continues to be one of our key communication channels with employees. Representatives take part on a voluntary basis and their level of attendance and participation is good. Representatives are updated termly on matters across the organisation and after each HTSF meeting all staff receive copies of the minutes and actions; to support any individual feedback they receive from their representatives. A recent focus for the HTSF has been input into how to engage staff from across the Trust in our transformational community initiatives, so that staff can all contribute to our mission to nurture potential and improve people's lives.

Many of our staff have been involved in the Bedford Giving initiative of mentoring disadvantaged young people. This has provided staff with the satisfaction of using their skills and learning to directly benefit the local community, whilst also supporting their own professional development. This is a unique and powerful opportunity for our employees to directly engage with the Trust's purpose.

Remuneration Policy



The Trust's principle on remuneration is to ensure that the reward package is competitive with other equivalent organisations in the education sector and by type of role for support staff, so that it is able to attract and retain high calibre employees. The Trustees see the ability to recruit and retain talented staff as fundamental to The Trust's success.

The Trustees are responsible for setting the overall reward strategy for The Trust.

The Trust's pay policies also seek to:

- be transparent, and simple to understand and operate;
- treat all employees fairly and pay them appropriately in line with the principles of equality, and ensure that pay decisions are free from unlawful discrimination;
- recognise and reward teachers and support staff for their contribution and behaviours;
- maximise the quality of teaching and learning at the school; and
- enable the schools to manage their salary budgets effectively.

We are committed to employing the best person for the job and to ensuring that employees are treated equally and fairly. All policies and practices seek to conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

The Remuneration Committee sets the salary for the Chief Executive, the Heads and senior staff within the schools and The Harpur Trust's Senior Leadership Team. For key management personnel (as defined on page 18), the Remuneration Policy combines regular market benchmarking, with reward for the achievement of performance targets.

We generally use the market median in the charity and education sector as rule of thumb for setting salaries. However, some flexibility is applied to take into consideration the specific requirements for each post and to ensure we can recruit the best candidate possible to meet the needs of our beneficiaries.

The performance and objectives of all staff are reviewed on an on-going basis through the Performance Review and Development Planning process. There is also a biennial 360-degree review process for senior leaders which provides individuals with feedback from their line manager, their peers and their teams about how they have contributed to the achievement of our strategy, which helps identify any areas for personal development.

Risk Management



Our Trustees, assisted by the senior leaders in The Trust, regularly review our activities with regard to any major risks that might arise and are identified from time to time. The Audit Committee supervises the overall policy for risk management within The Trust and recommends any changes to the Board. The sub-committees of The Trust report on risk at each of their meetings and the strategic risks are then reported to the Board. The approval of the risk register by the Board is sought

annually. During the year Trustees considered the following key strategic risks to be the most significant. Actions have been identified to manage and mitigate these risks as shown in the following table:

Committee	Risk	Owner	Rating	Mitigation actions
Finance	VAT, tax and regulatory burdens increase due to government independent school policy	CEO	High	Analysis of impact of VAT on schools.
Schools	Forecast market demand for places falling (overall sector demand, demographics and local market)	CEO	Medium	Investigate whether bus routes can be controlled by Harpur Trust to open up new market areas for schools.
Schools	Failure of the safeguarding procedures within the Trust (current or historic)	CEO	Medium	The Trust's Head of Education Partnerships liaises regularly with the Designated Safeguarding Leads (DSLs) at the schools and has been building on the comprehensive training programme for all roles which is in place across The Trust.
Schools	Loss of ICT systems or services (loss of power/internet access, cyber attack, etc.)	CFO	Medium	Independent audit of cyber security by a third party.
Finance	School surpluses are insufficient to maintain reserves and capital estate	CEO	Medium	Reviewing capital development and financing options with the schools for large projects. Schools to review quinquennial reports and intrusive surveys for potential costs.
Endowment	A significant fall in value of investments in the medium term (five year period)	CEO	Medium	Trustees have agreed a number of objectives to help guide them in their strategic thinking of the assets and control of the various risks to which The Trust is exposed.

Committee	Risk	Owner	Rating	Mitigation actions
Endowment	Mismatch between assets held and liabilities	CFO	Medium	Identify timing for cash requirements with Finance Committee.
Community Programmes	New community strategy - delivery risk	CEO	Medium	Regular oversight by Community Committee and input from Education Advisory Board.
Schools	Failure to comply with relevant health and safety regulations.	CFO	Medium	The Trust takes health and safety seriously and has a number of controls in place such as policies, risk assessments and safe working procedures for each site.
Governance	Chair of Committees and/or key staff leaving without adequate succession planning	CFO	Medium	Creation of new Governance Committee to oversee succession planning.
Finance	Inflationary and cost of living impacts on school fees	CFO	Medium	Increase in inflation may lead to rising costs and pressure on school fees. The Trust has to balance this risk to ensure fees remain affordable, as inflation increases can also impact upon parents' capacity to pay school fees. Inflation may also impact the endowment funds and the investment portfolio.
Schools	Schools in the Trust are unable to deliver high quality education resulting in roll reduction	School Heads	Low	The Trust's schools have agreed a common baseline measurement system and figures for Value Added. These are reported annually to the Board (as part of the reports from the Heads of each school). A system of performance management has been put in place that focuses on high teaching standards and this is reviewed annually.
Governance	Governance risk - inadequate, inappropriate or untimely decision making across the Trust	CEO	Low	The Trust monitors changes to the Charity Governance Code and has recently looked at diversity and inclusion. A full review of The Trust's governance is being carried out as part of the strategic review of The Trust.

In the opinion of the Trustees, The Trust has established resources and systems, including the use of risk management software, which under normal conditions should ensure risks are managed to an acceptable level. It is recognised however, that such risk management systems and protocols cannot provide absolute assurance that all major risks have been adequately managed and a high degree of awareness of risk is encouraged with staff and Trustees alike.

Financial Review

Overview of the year



The majority of The Trust's activities derive from the operation of its four schools.

Total income received by The Trust during the year was £75.4m (2023: £68.6m). School fees receivable are higher than the prior year due to the annual inflationary fee increases and good pupil numbers. The number of means-tested bursaries provided this year decreased compared to last year, with 183 pupils being awarded bursary support (2023: 188 pupils). However, The Trust continues to award over 75% of bursaries at more than 70% of school fees which are regarded as "transformational" to the lives of the children and demonstrates The Trust's continued commitment to support families, particularly those on lower incomes.

Investment income for 2023/24 is slightly above the previous year at £4m (2023: £3.8m) showing a continued good level of returns from the investment portfolio. Whilst there is still volatility in the markets, the Trust has a diversified, global portfolio of investments which have performed well over the period.

Total expenditure for the year (£74m) was higher than the prior year as The Trust saw increased costs from inflation, utilities and people related costs, including increases in National Living Wage (2023: £67.7m). The Trustees continually review the operational costs of the schools in order to ensure these are appropriate for the service levels provided and have considered carefully how best to use resources across the Trust.

The overall operating result for the year is a net income of £1.5m (2023: £0.8m) which is driven by the higher income. Added to this income are the investment gains arising in the year of £12.7m (the majority of which relates to the permanent endowment assets). The actuarial loss in respect of the non-teaching staff final salary scheme, arising from the FRS102 revaluation of £0.15m, is then deducted to produce a total net increase in The Trust's funds of £14.1m (2023: £5.3m) for the year.

Over the year, The Trust has seen the value of its permanent endowment increase from £119m to £128.2m; an increase of 2.2%, which is driven by investment gains. During the year, the Total Return policy allocated £7.3m to the permanent endowment, to protect the real value of the investments (which is based on the inflation rate) and the Unapplied Total Return decreased by £4.7m.

Funds of The Trust

The Harpur Trust is a permanently endowed charity. In accordance with charity accounting regulations, funds are classified as endowed, restricted, designated or general.

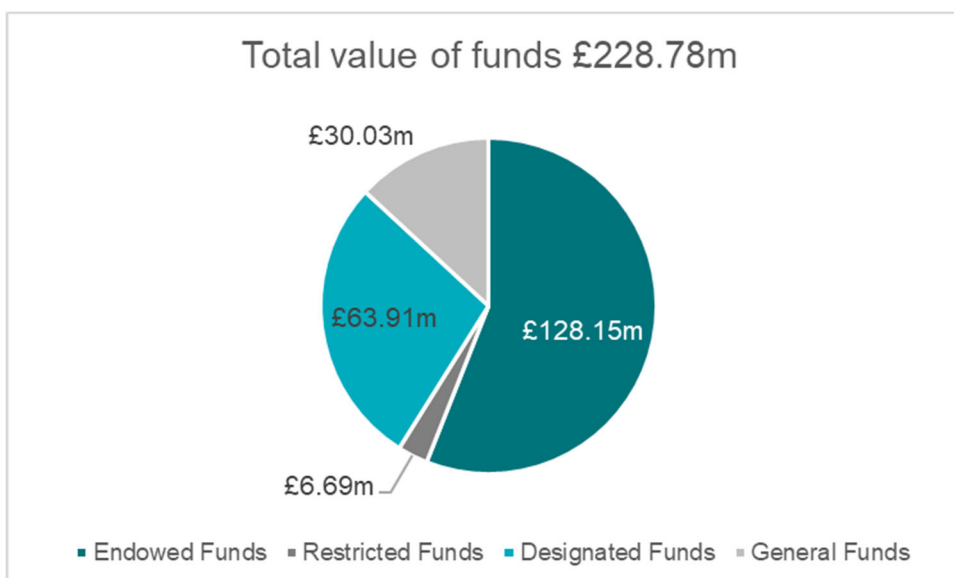
Endowed funds These funds are the permanent endowment of The Trust and are held as both operational assets (land and buildings) and in a balanced portfolio of investments. As permanent endowment these assets must be kept by the charity and not spent. A Long-Term Spending Rate (LTSR) is used to determine the amount of endowment returns that will be distributed in the year. This income is used for the benefit of the community, primarily through the giving of charitable grants and to cover the costs of running the charity.

Total funds held 2024: £128.15m (2023: £119.1m)

Restricted funds These are funds that have been received for a specific purpose within The Trust's charitable objects. They will ultimately be applied for the purpose specified; they cannot be used for any other purpose.

Total funds held 2024: £6.69m (2023: £6.39m)

Designated funds These arise from The Trust's income streams and are assigned to a specific purpose by the Trustees. They are not treated as 'free' reserves (available to be spent freely) as a



designated use has been identified. However, these funds may be re-designated for another purpose by the Trustees if circumstances change. Of these funds, £51.4m is tied up in operational land and buildings (for example, the school buildings) which could only be redesignated if the assets were disposed of. Note 14 sets out the nature of designated funds and how they will be utilised.

Total funds held 2024: £63.91m (2023: £63.9m)

General funds These also arise from The Trust’s income streams, however, they are not assigned to a specific purpose by the Trustees. They are held to address potential future risks for The Trust. They have been used previously to support the schools during Covid and to help fund the RAAC issue at Bedford Modern School. With the prospect of the introduction of VAT, the current risk environment is particularly high.

Total funds held for 2024: £30m (2023: £25.3m)

Investment performance against objectives

Our investment performance is measured regularly against the objective set out below and other benchmarks. For the year ended 30 June 2024, the investment gains in the year were 12.3% before inflation, 10.3% after inflation. Over the last five years, the average real return (after adjusting for inflation) has been 3.1% (2023: 1%). The Endowment Committee regularly review the strategic asset allocation to ensure the investment strategy remains appropriate.

Reserves Policy

The reserves levels as authorised by the Trustees are:

- the overall Trust free reserves (defined as the Endowment Income Reserves) should be between 15% and 25% of the annual turnover of The Trust;
- between £2m and £3m of The Trust’s General Reserve Fund should be maintained in cash, and
- the schools’ general reserves target should be a minimum of 5% of their turnover in liquid assets.

At 30 June 2024, the overall Trust’s free reserves (as defined above) were £15.3m (2023: £12.1m) representing 20.3% of the annual turnover. Note 14 of the financial statements provides further details of the restricted and designated funds at the end of June 2024. All the reserves for The Trust’s schools were above the 5% minimum authorised by the Trustees.

Investment and Total Return Policies

The main investment objectives and risk tolerance of the Investment Policy approved by Trustees are expressed as:

- *To achieve a total real return of 5% per annum net of investment management fees, over rolling five-year periods in order to preserve capital in real terms, while sustaining a spending rate of 3.5% of total asset value per annum.*

The main endowment portfolio is managed by two managers, each with broadly half of the investment portfolio. Whilst the managers are each operating to the same investment objective expressed above, they employ a different strategy, which in the opinion of the Trustees reduces manager risk. During the previous year, The Trust started to invest in a private equity portfolio to provide further diversification. Further contributions of £1.2m were made into this fund in the financial year, towards a long-term target of £10m in this asset class.

The Endowment Committee believes that the investment risk arising from the investment strategy combined with the risks arising from active management are consistent with the overall level of risk being targeted.

A Total Return Policy was adopted with effect from July 2014. A reference date of 30 June 2012 was used for the valuation of the investment and the initial value of the Unapplied Total Return (UTR). The investment was determined as the whole of the permanent endowment held as investment funds.

The Total Return Policy determines the allocation of the UTR. This policy aims to maintain the real value of the endowment investment assets over the longer term whilst enabling the appointed fund managers to be free of any constraints imposed by a need to generate income at the expense of the total return of the portfolio. In accordance with this policy the value of the permanent endowment is increased each year in line with inflation. Any difference between this value and the endowment investment portfolio is retained as UTR in order to mitigate years where negative investment returns are experienced.

Ethical Investment Policy

The Trustees believe that responsible investment and good stewardship can enhance long-term portfolio performance and it is therefore aligned with their fiduciary duty. Further, mitigating risk and capturing investment opportunities driven by the integration of Ethical and Environmental, Social and Governance (ESG) issues, may have a material impact on investment returns across all asset classes.

The Trustees have given their investment managers full discretion when evaluating ESG issues and in exercising rights and stewardship obligations relating to The Trust's investments.

The Trust aims to ensure that the votes attached to its holdings in all quoted companies, both in the UK and overseas, are exercised whenever practical. The Trust's voting policy is exercised by its investment managers in accordance with their own corporate governance policies, copies of which are provided to the Endowment Committee, and taking account of current best practice. For those assets of The Trust invested in pooled arrangements, the Trustees accept that the assets are subject to the investment managers' own policies on corporate governance as well as environmental, social and ethical investment.

During any investment manager review, the Endowment Committee considers the ESG behaviour of the investment managers as a key factor in selecting a preferred manager. The Endowment Committee then receives reports on ESG topics from the investment managers during the year.

Streamlined Energy and Carbon Reporting

Energy use and carbon emissions



In line with the requirements of the Companies Act 2006 and The Companies (Directors' Reports) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, The Harpur Trust discloses our energy use and greenhouse gas emissions. This reporting covers electricity, gas and transport fuel consumption within the UK and the methodology used is in accordance with the 2020 HM

Government Environmental Reporting Guidelines and the GHG Reporting Protocol – Corporate Standard, as well as the 2024 UK Government's Conversion Factors for Company Reporting.

Baseline Year This is the fifth year of greenhouse gas reporting and is aligned with the financial year ending 30 June 2024. The first year's report (from 1 July 2019 to 30 June 2020) forms the baseline year. Total carbon emissions have reduced by 13% from last year (location based) or 9% (market based). It is worth noting that the baseline year was formed during the tail end of the Covid pandemic and as such comparisons to this and future years may be skewed. The Trust may re-baseline once operations are less volatile.

Targets The Trust has not developed any carbon targets for the current reporting period.

Intensity Measurement The intensity metric chosen is number of pupils at the end of the financial year 2024 (3,708). This was chosen as the most suitable metric as the organisation's carbon emissions are closely linked to pupil numbers.

Carbon Offset The Trust have no qualifying carbon offsets during this financial period.

For electricity, The Trust have procured a green tariff for all half hourly meters since 1 October 2022. For the non-half hourly meters, these have been on a 100% renewable tariff since 1 October 2023 (for 75% of the reporting period). When taking this into account, green tariff electricity accounts for 96% of the total electricity consumption for the period.

The Trust do not utilise any qualifying green tariffs for any gas supplies.

Energy Efficiency Narrative

Over the twelve-month reporting period, the organisation has undertaken the following principal actions which have had a direct impact on the energy efficiency of the organisation.

- Implemented a water reclaim system at one of the school's swimming pools, which reclaims 10,000 litres per backwash twice a week. This saves on water usage and reduces the need to heat water as the reclaimed water remains heated.
- At Bedford Girls' School, the following measures have been implemented:
 - The site has altered standard processes to reduce paper waste and switch to digital forms of work in a shift towards a paperless system
 - The school has also assessed food waste to reduce waste and improve disposal methods

The Trust also continues to invest across its property portfolio, exercising prudence to ensure that sustainability, energy consumption and longevity are at the forefront of design and refurbishment considerations.

The surveys and associated reports that have been completed as part of Phase 3 Energy Savings Opportunity Scheme (ESOS) will provide a route map for which energy conservation measures can be implemented cost effectively. To reduce energy consumption, cost and carbon emissions, The Trust will continue to implement further energy conservation measures in the next 12-month period.

Table 1: Primary Statement (greenhouse gas emissions) for each financial year

Emissions (tCO ₂ e)	2023-24	2022-23	% change
Electricity	855.54	982.76	-13%
Gas	2,208.20	2,364.25	-7%
Transport Fuels	34.05	92.79	-63%
Gross Annual Total	3097.79	3,439.80	-10%
Intensity Metric (Pupil numbers)	3,708	3,714	
Total TCO₂e/pupil	0.84	0.93	-10%
Qualifying Green Tariffs	753.46	598.27	26%
Net Annual Total	2,344.33	2,841.53	-17%

The above carbon emissions translate to equivalent Scope 1, 2 and 3 emissions as follows:

Table 2: Greenhouse gas emissions for each financial year

Emissions (tCO ₂ e)	2023-24	2022-23	% change
Scope 1*	2,240.91	2,451.08	-9%
Scope 2 (location based)	785.41	982.76	-20%
Scope 2 (market based)	31.95	384.49	-92%
Scope 3	1.34	5.96	-78%
Total (location based)	3,097.79	3,439.80	-10%
Total (market based)	2,344.33	2,841.53	-17%

* transport fuel consumption and mains gas included, no fugitive emissions recorded.

Table 3: Primary Energy Statement (kWh) for each financial year

kWh	2023-24	2022-23	% change
Electricity	3,832,571	4,745,952	-19%
Gas	12,045,736	12,924,397	-7%
Transport Fuels	136,029	387,259	-65%
Gross Annual Total	16,014,336	18,057,608	-11%

Patrons and Trustees

Patrons [3]

- The Member of Parliament for the Constituency of Bedford, Mohammad Yasin, MP
- The Member of Parliament for the Constituency of NE Bedfordshire, Richard Fuller, MP
- The Mayor of Bedford Borough, Tom Wootton

Names of Trustees as at 24 January 2025

Chair: Rhian Castell (Chair from 16 November 2023)

Deputy Chairs: Stephen Mayson PhD
W A Justin Phillimore (from 16 November 2023)

Co-opted [16]

Rhian Castell
W A Justin Phillimore
H Murray Stewart
Richard Wilson
Sebastian Reger*
James Rolton*
A Gregg S Davies**
Victoria Espley**
Anne Egan~~
John Fordham~~~
Neil Harris~~~
Harriett Mather~~~

Stephen Mayson
Linbert Spencer OBE
Mark Taylor
Tanaka Chiimba*
Amandeep Rehlon*
Kelly Young**
Stephen Dance**
David Pye**
Jennifer Sauboorah Till PhD~
W John Holland-Kaye~~~
Sarah Wheeler~~~
Gary Cotton ~~~~

Nominated [1]

R George Ratcliffe DPhil

Representative [2]

Bedford Borough Council:

Cllr Andrea Spice ~~~

Cllr Robert Rigby ~~~

* Appointed 25 April 2024

** Appointed 10 July 2024

~ Resigned 25 April 2024

~~ Retired 05 July 2024

~~~ Resigned 10 July 2024

~~~~ Resigned on 21 September 23

Reference and Administrative Information for the Period 1 July 2023 to 30 June 2024

| | |
|--------------------------------------|---|
| Name of the Charity: | The Harpur Trust |
| Company Number: | 3475202 |
| Charity Registration Number: | 1066861 |
| Address of Registered Office: | Princeton Court, Pilgrim Centre, Brickhill Drive,
Bedford MK41 7PZ |

Senior staff:

| | |
|---------------------------------------|-------------------------------|
| Chief Executive: | David Steadman |
| Chief Financial Officer: | Clare Lake FCA |
| Human Resources Director: | Samantha Lock Chartered FCIPD |
| Community Programmes Director: | Lucy Bardner |

Heads

| | |
|--------------------------|---|
| Bedford School | James Hodgson MA |
| Bedford Modern School | Alex Tate (until 31 August 2023) &
David Payne (from 1 January 2024) |
| Bedford Girls' School | Gemma Gibson MA PgDL PGCert MPQH |
| Pilgrims Pre-Prep School | Jo Webster Bed NPQH EYPS |

Operational Leads

| | |
|--------------------------|-----------------|
| Bedford School | Andy MacFarlane |
| Bedford Modern School | Matthew Horn |
| Bedford Girls' School | Martin Scoble |
| Pilgrims Pre-Prep School | Jo Thompson |

Professional advisers during the reporting period:

| | |
|--------------------------|---|
| Auditors | Moore Kingston Smith LLP
6th Floor
9 Appold Street
London
EC2A 2AP |
| Bankers | HSBC PLC
South Midlands and Warwickshire Corporate
Banking Centre
Level 6, Metropolitan House
CBX3, 321 Avebury Boulevard
Milton Keynes
MK9 2GA |
| Insurance brokers | Marsh Brokers Limited
Rockwood House
9-17 Perrymount Road
Haywards Heath
West Sussex RH16 3DU |

The external advisers' appointments are reviewed periodically.

Professional advisers during the reporting period (continued):

Investment managers

BlackRock
12 Throgmorton Avenue
London
EC2N 2DL

Sarasin & Partners LLP
Juxon House, 100 St Paul's Churchyard
London
EC4M 8BU

Pantheon Ventures (UK) LLP
10 Finsbury Square, 4th Floor
London
EC2A 1AF

Solicitors

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol BS1 4QA

Composition of Trust Committees at 30 June 2024

Audit Committee (formerly Administration & Audit)

| | | |
|------------------------|-------------------|-----------------|
| Richard Wilson (Chair) | Justin Phillimore | Amandeep Rehlon |
|------------------------|-------------------|-----------------|

Community Committee

| | | |
|-------------------------|----------------------------|----------------|
| Linbert Spencer (Chair) | Claudia Chapman (Co-opted) | Mark Taylor |
| Tanaka Chiimba | Amandeep Rehlon | Richard Wilson |

Endowment Committee

| | | |
|------------------------|---------------------|------------------------|
| Murray Stewart (Chair) | Rob Hall (Co-opted) | Hannah Rose (Co-opted) |
| Stephen Mayson | Ed Meier (Co-opted) | Craig Scarr (Co-opted) |
| Sebastian Reger | James Rolton | |

Finance Committee

| | | |
|---------------------------|-------------------------|----------------|
| Justin Phillimore (Chair) | Helen Finlay (Co-opted) | Murray Stewart |
| Tanaka Chiimba | James Rolton | Richard Wilson |

Grants Sub-Committee

| | | |
|-----------------------|---------------------------|---------------------------|
| Mark Taylor (Chair) | Tim Hewett (Co-opted) | Claire Kotecki (Co-opted) |
| James Dove (Co-opted) | Deborah Inskip (Co-opted) | John Lehal (Co-opted) |

Governance Committee (formerly Nominations)

| | | |
|------------------------|-------------------|----------------|
| Stephen Mayson (Chair) | Justin Phillimore | Murray Stewart |
| Rhian Castell | Sebastian Reger | Mark Taylor |

Schools Committee (formerly Policy)

| | | |
|------------------------|-----------------|-------------------|
| Murray Stewart (Chair) | Neil Harris | John Holland-Kaye |
| Stephen Mayson | Shirley Jackson | Sarah Wheeler |

Remuneration Committee

| | | |
|-----------------------|-------------------|-----------------|
| Rhian Castell (Chair) | Richard Wilson | Stephen Mayson |
| Justin Phillimore | John Holland-Kaye | Shirley Jackson |
| Mark Taylor | George Ratcliffe | Sarah Wheeler |
| Neil Harris | | |

Composition of School Committees at 30 June 2024

Bedford School

| | | |
|------------------------------------|----------------------------|---------------------------------|
| John Holland-Kaye (Chair) | Simon Briggs (Co-opted) | Amanda Hado-Bodfield (Co-opted) |
| Anne Egan | Robert Campbell (Co-opted) | Mark Slater (Co-opted) |
| Jennifer Sauboorah Till (Co-opted) | Elizabeth Davis (Co-opted) | Ali Malek (Co-opted) |
| | Andrew Edwards (Co-opted) | David Owen (Co-opted) |

Bedford Modern School

| | | |
|---------------------------|-------------------------------|-------------------------------|
| Shirley Jackson (Chair) | Jonathan Gillespie (Co-opted) | Tom Perry (Co-opted) |
| John Fordham (Dep. Chair) | David Jenkins (Co-opted) | Caroline Skingsley (Co-opted) |
| Simon Lowe (Co-opted) | Tim Jones (Co-opted) | Tony Stammers (Co-opted) |
| | Antonio Munno (Co-opted) | |

Bedford Girls' School

| | | |
|------------------------------|--------------------------|---------------------------|
| Neil Harris (Chair) | Rachel Gentry (Co-opted) | Chiara MacCall (Co-opted) |
| Harriett Mather (Dep. Chair) | Lesley Lee (Co-opted) | Shane Redding (Co-opted) |
| Anne Egan | | |
| Justin Phillimore | | |
| George Ratcliffe | | |

Pilgrims Pre-Preparatory School

| | | |
|-----------------------|-------------------------|--------------------------|
| Sarah Wheeler (Chair) | Chris Bright (Co-opted) | Jason Mowe (Co-opted) |
| Tina Beddoes | Lucy Davis (Co-opted) | Jasbir Sondhi (Co-opted) |
| | Mark Jewell (Co-opted) | |

Statement of Trustees' Responsibilities

The Trustees (who are also directors of The Harpur Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The Trustees approve the annual report including the strategic report and financial statements for the year ended 30 June 2024.

Approved by the Trustees on and signed on their behalf by:



Rhian Castell
Chair

4 March 2025

Independent Auditor's Report to the Members of The Harpur Trust

Opinion

We have audited the financial statements of The Harpur Trust (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 30 June 2024 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 30 June 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs(UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material

inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' annual report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees for the financial statements

As explained more fully in the Trustees' responsibilities statement set out on page 32, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

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

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are [the Companies Act 2006, the

Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council

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

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

Use of our report

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

Moore Kingston Smith LLP

Date 14 March 2025

Shivani Kothari (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

9 Appold Street

London

EC2A 2AP

Consolidated Statement of Financial Activities

(including the Income and Expenditure Account)

for the year ended 30 June 2024

| | | Unrestricted Funds | | | | | | |
|------------------------------------|---|----------------------|------------------|------------------|----------------|----------------|----------------|--|
| Note | The Schools | Community Activities | Endowment Income | Restricted Funds | Endowed Funds | 2024 Total | 2023 Total | |
| | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | |
| INCOME AND ENDOWMENTS FROM: | | | | | | | | |
| Charitable activities | | | | | | | | |
| | School fees receivable | | | (78) | - | 66,666 | 60,053 | |
| 2 | 3,829 | 53 | 45 | - | - | 3,927 | 3,819 | |
| Income from generated funds | | | | | | | | |
| | Donations and grants | | 22 | 370 | - | 382 | 534 | |
| 3 | (10) | - | | | | | | |
| | Activities for generating funds | | | | | | | |
| | - Investment income | 9 | 1,708 | 24 | 2,026 | 3,953 | 3,775 | |
| 3 | 186 | | | | | | | |
| | - Trading income | - | - | - | - | 195 | - | |
| | Other | - | 254 | 50 | 9 | 346 | 445 | |
| 4 | 33 | | | | | | | |
| | Total income | 62 | 2,029 | 366 | 2,035 | 75,469 | 68,626 | |
| | | | | | | | | |
| EXPENDITURE | | | | | | | | |
| Raising funds | | | | | | | | |
| | Financing costs | 94 | 44 | - | - | 257 | 12 | |
| | Investment management | - | 232 | - | 415 | 647 | 721 | |
| | | 94 | 276 | - | 415 | 904 | 733 | |
| | | | | | | | | |
| Charitable activities | | | | | | | | |
| | Education | 407 | 839 | 30 | - | 71,262 | 65,461 | |
| | Relief | 1,646 | - | 98 | - | 1,744 | 1,475 | |
| | Recreation | 38 | 44 | - | - | 84 | 83 | |
| | | 2,091 | 883 | 128 | - | 73,090 | 67,019 | |
| | | | | | | | | |
| | Total expenditure | 2,185 | 1,159 | 128 | 415 | 73,994 | 67,752 | |
| 5 | | | | | | | | |
| | Net income/(expenditure) before gains on investments | (2,123) | 870 | 238 | 1,620 | 1,475 | 874 | |
| | | | | | | | | |
| | Net gains/(losses) on investments | 207 | 10 | - | 12,522 | 12,739 | 4,610 | |
| 8,9 | | | | | | | | |
| | Net income/(expenditure) | (1,916) | 880 | 238 | 14,142 | 14,214 | 5,484 | |
| | | | | | | | | |
| | Transfers between funds, including distribution of endowment income | 2,162 | 2,445 | 59 | (5,071) | - | - | |
| 7 | 405 | | | | | | | |
| | Pension scheme actuarial loss | - | - | - | - | (149) | (170) | |
| 16 | (149) | | | | | | | |
| | Net movement in funds | 246 | 3,325 | 297 | 9,071 | 14,065 | 5,314 | |
| | | | | | | | | |
| | Brought forward balance 1 July | 4,173 | 20,410 | 6,386 | 119,082 | 214,716 | 209,402 | |
| | | | | | | | | |
| | Balances carried forward at 30 June | 4,419 | 23,735 | 6,683 | 128,153 | 228,781 | 214,716 | |

The notes on pages 40 to 66 form part of these financial statements.

Balance Sheet - Group and Trust

at 30 June 2024

Company number: 3475202

| | Note | 2024 | | 2023 (restated) |
|--|-------|----------------|----------------|-----------------|
| | | Group
£'000 | Trust
£'000 | Trust
£'000 |
| FIXED ASSETS | | | | |
| Assets used for charitable activities | 8 | | | |
| - Schools and almshouses | | 58,077 | 58,077 | 54,811 |
| Investment properties | | | | |
| - London and Bedford commercial estate (endowed) | | 15,956 | 15,956 | 16,984 |
| - Bedford commercial estate | | 6,285 | 6,285 | 6,275 |
| - Bedford residential estate | | 1,670 | 1,670 | 1,670 |
| | | 81,988 | 81,988 | 79,740 |
| Investments | 9 | 139,647 | 139,647 | 126,317 |
| CURRENT ASSETS | | | | |
| Stocks | | 12 | 12 | 10 |
| Investment properties | 10 | - | - | 500 |
| Debtors | 11 | 7,433 | 7,529 | 6,395 |
| Deposit account | 20 | 4,000 | 4,000 | 8,012 |
| Cash at bank and in hand | 20 | 18,066 | 17,891 | 10,916 |
| | | 29,511 | 29,432 | 25,833 |
| Creditors: due within one year | 12 | (19,125) | (19,125) | (16,241) |
| Net current assets | | 10,386 | 10,307 | 9,592 |
| Total assets less current liabilities | | 232,021 | 231,942 | 215,649 |
| Creditors due after more than one year | 13 | (3,240) | (3,240) | (933) |
| Net assets excluding pension asset | | 228,781 | 228,702 | 214,716 |
| Defined benefit pension scheme asset | 16 | - | - | - |
| NET ASSETS OF THE CHARITY | | 228,781 | 228,702 | 214,716 |
| PROVIDED FROM: | | | | |
| Endowed funds | 14,21 | 128,153 | 128,153 | 119,082 |
| Restricted funds | 14 | 6,683 | 6,683 | 6,386 |
| Unrestricted funds | | | | |
| - Designated funds | 14 | | | |
| School | | 51,461 | 51,461 | 51,852 |
| Community | | 4,078 | 4,078 | 3,828 |
| Endowment | | 8,375 | 8,375 | 8,299 |
| - General funds | 14 | | | |
| School | | 14,330 | 14,251 | 12,813 |
| Community | | 341 | 341 | 345 |
| Endowment | | 15,360 | 15,360 | 12,111 |
| | | 228,781 | 228,702 | 214,716 |

The notes on pages 40 to 66 form part of these financial statements.

The financial statements on pages 37 to 66 were approved by Trustees on 4 March 2025 and signed on their behalf by:



Rhian Castell
Chair of the Trust



Richard Wilson
Chair of Audit Committee

Consolidated Cash Flow Statement

for the year ended 30 June 2024

| | Note | 2024 | | 2023
Restated | |
|---|------|---------|---------|------------------|----------|
| | | £'000 | £'000 | £'000 | £'000 |
| Cash flows from operating activities: | | | | | |
| Net cash provided by operating activities | 19 | | 3,192 | | 1,450 |
| Cash flows from investing activities: | | | | | |
| Proceeds of sale of current asset investment property | | 550 | | 375 | |
| Proceeds of sale of tangible fixed assets | | 7 | | | |
| Purchase of tangible fixed assets | 8 | (7,300) | | (2,682) | |
| Proceeds of sale of investments | 9 | 3,771 | | 1,543 | |
| Purchase of investments | 9 | (3,334) | | (3,856) | |
| Sale/(purchase) of fixed term deposits | | 4,012 | | (8,012) | |
| Net cash (used in) investing activities | | | (2,294) | | (12,632) |
| Cash flows from financing activities: | | | | | |
| Investment income | | 3,953 | | 3,775 | |
| Finance charges | | (257) | | (12) | |
| Fees in advance greater than one year | | 2,556 | | (191) | |
| Net cash provided by financing activities | | | 6,252 | | 3,572 |
| Change in cash and cash equivalents in the year | | | 7,150 | | (7,610) |
| Cash and cash equivalents at the beginning of the year | 20 | | 10,916 | | 18,526 |
| Cash and cash equivalents at the end of the year | 20 | | 18,066 | | 10,916 |

The notes on pages 40 to 66 form part of these financial statements.

1 Accounting Policies

(a) Basis of Accounting

The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The charity is registered (number 1066861) and was incorporated as a company limited by guarantee on 1 July 2012 (company number 3475202). The company is incorporated in the United Kingdom and its registered address is given on page 29.

The endowed properties ('specie' land) and assets continue to be held in The Harpur Foundation. The Harpur Trust is the sole corporate trustee of The Harpur Foundation and a 'Uniting Order' was obtained from the Charity Commission, which removes the need to prepare separate accounts for both company and charity.

The Trustees of The Harpur Trust are also the Trustees of The Randall Cottage Homes Charity, which operates a group of almshouses in The Harpur Trust's area of benefit. During 2004, the Charity Commission granted a uniting direction, and therefore the results for the year are included with those of The Harpur Trust.

In October 2024, The Harpur Trust established a trading subsidiary in which it owns 100% of the issued share capital. The trading subsidiary generates revenue from the trading activities of Bedford School.

The financial statements have been prepared under the historical cost convention, subject to carrying fixed and current asset investments at market value, and in accordance with the Charities' Statement of Recommended Practice (FRS102) - Second Edition (effective 1 January 2019), and with applicable accounting standards and current statutory requirements. The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £000.

(b) Basis of Preparation

Having reviewed the funding facilities available to the charity together with the expected ongoing demand for places at the schools and future projected cash flows, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern. Accordingly, the Trustees continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities for the financial statements on page 32.

The Harpur Trust meets the definition of a public benefit entity under the guidance issued by the Charity Commission.

(c) Group Financial Statements

These financial statements consolidate the results of the Charity and Bedford School Enterprises Limited, its wholly owned trading subsidiary on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account are not presented for the Charity itself as the Charity has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

(c) Financial Instruments

The Harpur Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors (excluding prepayments). Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors (excluding fees in advance and PAYE amounts).

(d) Tangible Fixed Assets

(i) Properties used for charitable activities

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment.

Operating land under continuing use is included at a Trustees' valuation based on recreational usage. The Trust has elected to use this valuation as deemed cost for the purpose of transitioning to FRS102. Land which is committed for sale is included at open market valuation.

Plant and equipment is capitalised where the cost of the asset exceeds £10,000.

1 Accounting Policies (continued)

(ii) **Investment properties**

The London Estate and Pilgrim Centre Estate properties are included in the accounts at an open market valuation carried out in June 2024 by Gerald Eve, Chartered Surveyors. The Bedford residential estate is included at open market valuation carried out in November 2018 by Philips & Co Chartered Surveyors. The Trustees have reviewed the value at 30 June 2024 and consider the stated valuations appropriate. A property included in the Bedford Commercial Estate at Beverley Grove is included at cost.

(e) **Depreciation**

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

Plant and equipment - 3 to 10 years.

Operational buildings - 10 to 50 years.

(f) **Investments**

Quoted investments held for the long term to generate income or capital growth are carried at market value, and any change in value reflected through the Statement of Financial Activities.

Investments, including bonds held as part of an investment portfolio, are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure. Investments in subsidiary undertakings are held at cost less impairment.

(g) **Stocks**

Stocks are carried at the lower of cost or net realisable value.

(h) **Cash at Bank**

Cash at bank includes notice deposit accounts of less than 95 days. Deposit accounts with notice of greater than 95 days are included in current asset investments. Fixed term deposits of 12 months or greater are included in fixed asset investments.

(i) **Taxation**

The Harpur Trust is a registered charity, and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable objectives.

(j) **Fees and Similar Income**

Fee income is recognised in the year to which it relates, with arrears or payments in advance being shown under debtors and creditors as appropriate. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the schools from their unrestricted funds.

Investment income is recognised on a received basis, with the exception of bank interest, which is recognised on an accruals basis.

Rental income from investment property is recognised on an accruals basis.

(k) **Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Support costs include the central functions and have been allocated to activities on a basis consistent with use of the resources.

Governance costs include those incurred in the governance of its assets and are associated with constitutional and statutory requirements.

The allocation and apportionment of central management costs of the Trust and the endowment to the individual operating units are based on an estimate of actual usage, as periodically reviewed by the Trustees.

1 Accounting Policies (continued)

(l) Pension Schemes

Prior to 1st May 2023 teaching staff were eligible to join the Teachers' Pension Scheme administered by Teachers' Pensions, and contributions are made at rates set by the Scheme Actuary. With effect from 1st June 2023 the Trust entered a phased withdrawal from the Teachers' Pension Scheme. From 1st May 2023 teaching staff are eligible to join the Aviva Pension Trust for Independent Schools (APTIS), which is a defined contribution scheme.

The Trust runs a defined contribution stakeholder pension scheme for non-teaching staff. The amounts charged to the Statement of Financial Activities in respect of pension costs for defined contribution schemes are the contributions payable in the year.

Prior to April 2002 non-teaching staff were eligible to join the Non-teaching Staff Pension Scheme, administered by The Pensions Trust.

The difference between the fair value of the assets held in the Trust's defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the Trust's balance sheet as a pension scheme asset or liability as appropriate.

The Trust's defined benefit scheme is in a surplus position. However, it is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102. Note 16 provides further details of the current position of the pension scheme.

Changes in the defined benefit pension scheme asset or liability arising from factors other than cash contribution by the Trust are charged to the Statement of Financial Activities in accordance with FRS102.

(m) Uncertainties and Significant Judgements

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include: pension liability, where management have needed to make a judgement on the main assumptions used in the valuation of the asset relating to the pension scheme; and Total Return, where management have taken a judgement on the application of the Total Return values across the endowment funds.

(n) Operating Leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

Rentals receivable under operating leases are recognised on a straight line basis over the lease term.

(o) Grants Payable

Grants payable are recognised when a legal or operationally binding commitment has been made to make the grant.

(p) Fund Structure

Endowment funds are held on trust to be retained for the benefit of the Trust. Income generated from endowment funds must be spent on furthering the Trust's charitable objectives.

Restricted funds may only be applied for a particular purpose, as specified by the donor.

Unrestricted funds:

General funds are those which are available to be applied for the general purposes of the Trust. Designated funds are unrestricted funds which have been set aside by the Trustees for a particular purpose.

(q) Total Return Investment Policy

The Trustees have adopted a Total Return approach to investment and spending, as permitted under the Trusts (Capital and Income) Act 2013 and the Charity Commission regulations associated with it. This was approved by the Trustees in May 2014 and brought into effect from 1 July 2014 using a base date for the commencement of the policy of 30 June 2012.

2 Income from Charitable Activities

| | 2024
Total
£'000 | 2023
Total
£'000 |
|---|------------------------|------------------------|
| Fees receivable | | |
| Gross fees | 71,964 | 64,661 |
| Less: total scholarships and bursaries | (3,414) | (2,965) |
| | 68,550 | 61,696 |
| Less: sibling discounts and staff fee remission | (1,884) | (1,643) |
| | 66,666 | 60,053 |

Scholarships and bursary awards were paid to 257 pupils (2023: 287). Within this, means-tested bursaries totalling £2,914,743 were paid to 183 pupils (2023: £2,552,064 to 188 pupils).

| | 2024
Total
£'000 | 2023
Total
£'000 |
|--------------------------------|------------------------|------------------------|
| Other income | | |
| Entrance and registration fees | 161 | 202 |
| Courses | 276 | 239 |
| Lettings | 506 | 393 |
| Almshouses | 53 | 33 |
| School uniforms | 15 | 23 |
| Trips | 2,459 | 2,592 |
| Catering | 457 | 337 |
| | 3,927 | 3,819 |

3 Income from generated funds

| | 2024
Total
£'000 | 2023
Total
£'000 |
|-----------------------------|------------------------|------------------------|
| Donations and grants | | |
| Donations | 360 | 500 |
| Government grants | 22 | 34 |
| | 382 | 534 |

| | 2024
Total
£'000 | 2023
Total
£'000 |
|--------------------------|------------------------|------------------------|
| Investment income | | |
| Quoted investments | 2,066 | 2,096 |
| Property | 1,137 | 1,228 |
| Bank interest | 750 | 451 |
| | 3,953 | 3,775 |

4 Other Income

| | 2024
Total
£'000 | 2023
Total
£'000 |
|---|------------------------|------------------------|
| Profit associated with sale of fixed assets | 199 | 171 |
| Sundry | 147 | 274 |
| | 346 | 445 |

5 Total Expenditure

| | Staff costs | Other | Depreciation | 2024
Total |
|------------------------------------|---------------|---------------|--------------|---------------|
| | £'000 | £'000 | £'000 | £'000 |
| Raising funds | | | | |
| Financing costs | - | 257 | - | 257 |
| Investment management | 130 | 517 | - | 647 |
| | 130 | 774 | - | 904 |
| Charitable activities | | | | |
| Education | | | | |
| Governance costs | 312 | 339 | - | 651 |
| Teaching | 34,922 | 6,364 | 663 | 41,949 |
| Welfare (including catering) | 1,579 | 3,826 | 19 | 5,424 |
| Premises | 2,825 | 8,559 | 3,264 | 14,648 |
| Grants, awards & prizes | - | 326 | - | 326 |
| Support costs | 5,891 | 2,298 | 75 | 8,264 |
| | 45,529 | 21,712 | 4,021 | 71,262 |
| Relief | | | | |
| Grants and Bedford Giving | - | 1,144 | 9 | 1,153 |
| Almshouses | - | 27 | - | 27 |
| Support costs | 424 | 140 | - | 564 |
| | 424 | 1,311 | 9 | 1,744 |
| Recreation | | | | |
| Grants, awards & prizes | - | 37 | - | 37 |
| Premises | - | 47 | - | 47 |
| Support costs | - | - | - | - |
| | - | 84 | - | 84 |
| Total charitable activities | 45,953 | 23,107 | 4,030 | 73,090 |
| Total expenditure | 46,083 | 23,881 | 4,030 | 73,994 |

See note 25 for comparative figures.

Support costs have been allocated on a basis consistent with the use of resources.

| | 2024
Total | 2023
Total |
|------------------------------|---------------|---------------|
| | £'000 | £'000 |
| Total expenditure includes: | | |
| Auditors' remuneration: | | |
| For audit | 65 | 55 |
| For other non-audit services | - | 3 |

6 Staff Costs

| | 2024 | 2023 |
|-----------------------|---------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| Staff costs: | | |
| Wages and salaries | 35,451 | 32,760 |
| Social security costs | 3,500 | 3,283 |
| Pension costs | 6,222 | 5,606 |
| Other costs | 910 | 1,005 |
| | 46,083 | 42,654 |

Redundancy and termination payments of £47,313 were paid during the year (2023: £82,974). There were no amounts outstanding to be paid at the year end (2023: £29,628). Three separate non-contractual payments were made of £8,469 (2023: four of £30,999).

| | No. | No. |
|----------------------------------|--------------|------------|
| Average number of paid employees | 1,185 | 1,160 |

The number of employees whose emoluments (including benefits in kind) exceeded £60,000 were:

| | | |
|---------------------|-----------|----|
| £60,001 - £70,000 | 44 | 27 |
| £70,001 - £80,000 | 10 | 9 |
| £80,001 - £90,000 | 6 | 7 |
| £90,001 - £100,000 | 5 | 3 |
| £100,001 - £110,000 | 2 | 2 |
| £110,001 - £120,000 | 3 | 2 |
| £120,001 - £130,000 | 2 | - |
| £140,001- £150,000 | - | 2 |
| £150,001- £160,000 | 2 | - |
| £200,001- £210,000 | 1 | 1 |

Contributions were made to the Teachers' Pension Scheme for 45 higher paid employees (2023: 40 employees).

Contributions were made to the APTIS defined contribution scheme for 22 employees amounting to £289,229 (2023: £16,517 relating to eight employees), contributions were made to the Pensions Trust defined benefit pension scheme for one employee amounting to £16,641 (2023: none) and contributions were made to the stakeholder defined contribution pension scheme for 17 employees amounting to £136,457 (2023: £99,227 relating to 13 employees).

Eight people were classified as key management personnel (2023: 8). The cost of these employees was £1,277,583 (2023: £1,328,359).

Neither the Trustees nor persons connected with them received any remuneration or other benefits from the Trust or any connected organisation. Trustees are entitled and encouraged to reclaim reasonable expenses in attending meetings, and during the year four Trustees claimed in total £1,238 (2023: five Trustees claimed a total of £3,291).

7 Transfers Between Funds

| | 2024 | | | | |
|---|-------------|----------------------|------------------|------------------|-----------------|
| | The Schools | Community Activities | Endowment Income | Restricted Funds | Endowment Funds |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Interest reallocation | 160 | 25 | (185) | - | - |
| Allocation transfers relating to total return policy: | | | | | |
| Returns on permanent endowment investments | - | 2,137 | 763 | - | (2,900) |
| Returns on Elger investments | 52 | - | - | - | (52) |
| Returns on Luff investments | 96 | - | - | - | (96) |
| Returns on expendable endowment investments | - | - | 1,821 | - | (1,821) |
| Returns on prize fund investments | - | - | - | 79 | (79) |
| Returns on school fund investments | 174 | - | - | - | (174) |
| Reclassification of funds | (77) | - | 46 | (20) | 51 |
| | 405 | 2,162 | 2,445 | 59 | (5,071) |

Interest reallocation transfers reflect the apportionment of interest earned on overall cash balances to the relevant funds.

Transfers relating to the total return policy are made to reflect the apportionments of the investment income and capital returns made on the pooled investment portfolios to the constituent funds.

The reclassification of funds relates to sums moved to be used against specific expenditure in the schools, for example prize funds and awards.

8 Tangible Fixed Assets

| 2023/24 | | | | |
|---------------------------------------|------------------------|--------------------------------------|------------------------|----------------|
| Group and Trust | | | | |
| | Investment
Property | Operational
Land and
Buildings | Plant and
Equipment | Total |
| | £'000 | £'000 | £'000 | £'000 |
| Cost or valuation | | | | |
| Balance brought forward | 24,929 | 98,923 | 14,050 | 137,902 |
| Additions | - | 5,246 | 2,054 | 7,300 |
| Revaluation | (1,003) | - | - | (1,003) |
| Disposals | (15) | (8) | (1,705) | (1,728) |
| Carried forward | 23,911 | 104,161 | 14,399 | 142,471 |
| Depreciation | | | | |
| Balance brought forward | - | 47,770 | 10,392 | 58,162 |
| Charge for year | - | 3,014 | 1,016 | 4,030 |
| Disposals | - | (8) | (1,701) | (1,709) |
| Carried forward | - | 50,776 | 9,707 | 60,483 |
| Net book values | | | | |
| Net book value at 30 June 2024 | 23,911 | 53,385 | 4,692 | 81,988 |
| Net book value at 30 June 2023 | 24,929 | 51,153 | 3,658 | 79,740 |
| Historical cost | | | | |
| At 30 June 2024 | 6,436 | 55,693 | 7,164 | 69,293 |
| At 30 June 2023 | 6,436 | 50,455 | 6,815 | 63,706 |

Operational land and buildings includes freehold land of £1,070,540 (2023: £1,070,540).

Land and buildings additions during the year related to a school development project at Bedford School and RAAC rectification works at Bedford Modern School.

Investment Property includes the revaluation of properties within the categories "London and Bedford Commercial Estate" and the "Bedford Commercial Estate". The properties have been included at an open market valuation carried out by Gerald Eve, Chartered Surveyors resulting in a decrease in value of £1,028,000 to the London and Bedford Commercial Estate and an increase of £10,000 to the Bedford Commercial Estate. Resulting in valuations of £15,955,500 and £6,285,000, respectively.

The residential investment properties have been included at an open market valuation carried out by Philips & Co Chartered Surveyors in November 2018 and were valued at £1,670,000.

The Trustees consider that the values remain appropriate.

9 Investments

| | 2023/24 | | | |
|--------------------------------|--------------------|------------------|----------------|----------------|
| | Group and Trust | | | |
| | Unrestricted funds | Restricted funds | Endowed funds | Total |
| | £'000 | £'000 | £'000 | £'000 |
| Balance brought forward | 18,034 | 735 | 107,548 | 126,317 |
| Additions | 413 | 21 | 2,900 | 3,334 |
| Disposals | (134) | (26) | (3,586) | (3,746) |
| Transfers | 1,780 | 54 | (1,834) | - |
| Revaluations | 207 | - | 13,535 | 13,742 |
| Balance carried forward | 20,300 | 784 | 118,563 | 139,647 |
| Held as: | | | | |
| Quoted investments | 19,860 | 687 | 116,395 | 136,942 |
| Cash | 440 | 97 | 2,168 | 2,705 |
| | 20,300 | 784 | 118,563 | 139,647 |

In addition, investment properties of £23,911,000 (2023: £24,929,000) have been included in note 8.

The Trustees approved the use of a Total Return Policy with effect from July 2014 in respect to its permanent endowments in May 2014.

10 Investment Properties

The Almshouse properties held in current assets in 2023 were disposed of during the year.

11 Debtors Due Within One Year

| | 2024 | | 2023
Trust
Total
£'000 |
|-----------------------------------|----------------|----------------|---------------------------------|
| | Group
Total | Trust
Total | |
| | £'000 | £'000 | |
| Fees | 5,149 | 5,149 | 4,459 |
| Fees provision for doubtful debts | (198) | (198) | (129) |
| Trade debtors | 709 | 709 | 657 |
| Prepayments and accrued income | 1,773 | 1,869 | 1,408 |
| | 7,433 | 7,529 | 6,395 |

12 Creditors Falling Due Within One Year

| | 2024 | | 2023 |
|---|---------------|---------------|---------------|
| | Group | Trust | Trust |
| | Total | Total | Total |
| | £'000 | £'000 | £'000 |
| Fees received in advance (see note 12(a)) | 1,619 | 1,619 | 363 |
| Deposits | 4,019 | 4,019 | 3,955 |
| Trade creditors | 2,831 | 2,831 | 1,530 |
| Taxation and social security | 941 | 941 | 896 |
| Charitable grants | 1,551 | 1,551 | 1,340 |
| Other creditors | 2,095 | 2,095 | 2,553 |
| Accruals | 6,069 | 6,069 | 5,604 |
| | 19,125 | 19,125 | 16,241 |

12 (a) Fees Received in Advance

Parents may enter into a contract whereby, on payment of a lump sum, the Trust guarantees a sum to be set against future school fees. The sum deposited, in so far as it has not been utilised, is repayable on demand. Deposits received by the Trust under this scheme are held as cash, with the interest earned accruing to meet the guaranteed liabilities.

| | 2024 | | 2023 |
|---|--------------|--------------|--------------|
| | Group | Trust | Trust |
| | £'000 | £'000 | £'000 |
| Balance of deposits and accrued income held at 1 July | 755 | 755 | 935 |
| New deposits received | 4,320 | 4,320 | 200 |
| Investment income allocated | 9 | 9 | 4 |
| | 5,084 | 5,084 | 1,139 |
| Amounts utilised in payment of fees | (517) | (517) | (384) |
| Balance of deposits and accrued income held at year end | 4,567 | 4,567 | 755 |

The sum held is shown as a current liability due to the nature of the agreements. However, assuming that the sums deposited are held until maturity, the amounts guaranteed to be applied against future fees fall due as follows:

| | 2024 | | 2023 |
|---------------------|--------------|--------------|------------|
| | Group | Trust | Trust |
| | £'000 | £'000 | £'000 |
| Within 1 year | 1,619 | 1,619 | 363 |
| Within 1 to 2 years | 1,143 | 1,143 | 172 |
| Within 2 to 5 years | 1,805 | 1,805 | 220 |
| After 5 years | - | - | - |
| | 4,567 | 4,567 | 755 |

13 Creditors Due After More Than One Year

| | 2024 | | 2023 |
|---|--------------|--------------|------------|
| | Group | Trust | Trust |
| | Total | Total | Total |
| | £'000 | £'000 | £'000 |
| Fees received in advance (see note 12(a)) | 2,948 | 2,948 | 392 |
| Charitable grants | 292 | 292 | 541 |
| | 3,240 | 3,240 | 933 |

14 Funds

(a) Allocation of the Group's net assets

| | 2023/24 | | | | | Total
£'000 |
|----------------------------------|--------------------|----------------------------------|------------------------------|------------------------------|--|----------------|
| | Unrestricted Funds | | | | | |
| | School
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Permanent
Endowed
Funds
£'000 | |
| Operational fixed assets | 51,355 | 337 | 1,923 | - | 4,462 | 58,077 |
| Investment properties | - | - | 6,285 | 1,670 | 15,956 | 23,911 |
| Investments | 6,258 | 2,046 | 11,957 | 789 | 118,597 | 139,647 |
| Net current assets/(liabilities) | 11,126 | 2,328 | 3,570 | 4,224 | (10,862) | 10,386 |
| Long term liabilities | (2,948) | (292) | - | - | - | (3,240) |
| | 65,791 | 4,419 | 23,735 | 6,683 | 128,153 | 228,781 |

(b) Movement of Group funds

| | 2023/24 | | | | | Note |
|--------------------------------------|-----------------------------|-----------------|----------------------|---|-----------------------------|--------|
| | Opening
Balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 | |
| Unrestricted funds | | | | | | |
| The Schools | | | | | | |
| Designated funds | | | | | | |
| Operational land and properties | 38,918 | - | (2,912) | 6,872 | 42,878 | (i) |
| Bursary funds | 5,400 | (3,278) | (2) | 3,410 | 5,530 | (ii) |
| Maintenance funds | 1,490 | 19 | (808) | 1,472 | 2,173 | (iii) |
| Development funds | 5,934 | 34 | (1,524) | (3,564) | 880 | (iii) |
| Equipment funds | 110 | - | - | (110) | - | (iv) |
| | 51,852 | (3,225) | (5,246) | 8,080 | 51,461 | |
| Income reserves | | | | | | |
| School income reserves | 12,813 | 74,202 | (65,010) | (7,675) | 14,330 | |
| Pension fund actuarial loss | - | - | 149 | (149) | - | |
| | 64,665 | 70,977 | (70,107) | 256 | 65,791 | |
| Community activities | | | | | | |
| Designated funds | | | | | | |
| Major projects fund | 611 | (19) | - | 25 | 617 | |
| 450th events/community fund | 49 | - | (15) | 32 | 66 | |
| Almshouse replacement fund | 1,218 | - | (11) | 207 | 1,414 | (v) |
| Maintenance funds | 72 | - | - | - | 72 | (iii) |
| Operational properties | 348 | - | (9) | - | 339 | (i) |
| Social investment fund | 537 | 14 | (94) | - | 457 | (vi) |
| Covid fund | 414 | 3 | - | (310) | 107 | (vii) |
| Community programmes | 579 | 8 | (666) | 1,085 | 1,006 | (viii) |
| | 3,828 | 6 | (795) | 1,039 | 4,078 | |
| Income reserves | | | | | | |
| Community activities income reserves | 345 | 56 | (1,390) | 1,330 | 341 | |
| | 4,173 | 62 | (2,185) | 2,369 | 4,419 | |

14 Funds (continued)

| | Opening
balance | Income | Expenditure | Transfers,
Investment
Gains/
(Losses) | Closing
Balance | Note |
|--|--------------------|--------------|----------------|--|--------------------|-------|
| | £'000 | £'000 | £'000 | £'000 | £'000 | |
| (b) Movement of Group funds (continued) | | | | | | |
| Endowment income | | | | | | |
| Designated funds | | | | | | |
| Development fund | 141 | 20 | (48) | 187 | 300 | (iii) |
| Land and properties | 8,158 | - | (93) | 10 | 8,075 | (ix) |
| | 8,299 | 20 | (141) | 197 | 8,375 | |
| Income reserves | | | | | | |
| Endowment income reserves | 12,111 | 2,009 | (1,018) | 2,258 | 15,360 | |
| | 20,410 | 2,029 | (1,159) | 2,455 | 23,735 | |
| Restricted funds | | | | | | |
| Prize funds | 728 | 1 | - | 48 | 777 | |
| Appeals and donations | 1,744 | 65 | (30) | 11 | 1,790 | (x) |
| Randalls Cottage fund | 3,614 | 50 | (2) | - | 3,662 | (xi) |
| Community programmes | 300 | 250 | (96) | - | 454 | (xii) |
| | 6,386 | 366 | (128) | 59 | 6,683 | |
| Permanent Endowed funds | | | | | | |
| Endowment investment fund | 73,327 | 6 | 107 | 2,961 | 76,401 | |
| Elger fund | 1,325 | - | - | 53 | 1,378 | |
| Luff fund | 2,436 | - | - | 97 | 2,533 | |
| Unapplied Total Return | 19,895 | 2,019 | (522) | 5,332 | 26,724 | |
| Cattleya fund | 275 | - | - | 21 | 296 | |
| School's quoted investments | 6 | - | - | - | 6 | |
| London and Bedford commercial estate | 16,984 | 10 | - | (1,038) | 15,956 | |
| Funds held in cash | - | - | - | 25 | 25 | |
| Operational land and properties | 4,834 | - | - | - | 4,834 | |
| | 119,082 | 2,035 | (415) | 7,451 | 128,153 | |

14 Funds (continued)

(c) Allocation of the Trust's net assets

| | 2023/24 | | | | | Total
£'000 |
|----------------------------------|--------------------|----------------------------------|------------------------------|------------------------------|--|----------------|
| | Unrestricted Funds | | | | | |
| | School
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Permanent
Endowed
Funds
£'000 | |
| Operational fixed assets | 51,355 | 337 | 1,923 | - | 4,462 | 58,077 |
| Investment properties | - | - | 6,285 | 1,670 | 15,956 | 23,911 |
| Investments | 6,258 | 2,046 | 11,957 | 789 | 118,597 | 139,647 |
| Net current assets/(liabilities) | 11,047 | 2,328 | 3,570 | 4,224 | (10,862) | 10,307 |
| Long term liabilities | (2,948) | (292) | - | - | - | (3,240) |
| | 65,712 | 4,419 | 23,735 | 6,683 | 128,153 | 228,702 |

(d) Movement of Trust funds

| | 2023/24 | | | | | Note |
|--------------------------------------|-----------------------------|-----------------|----------------------|---|-----------------------------|--------|
| | Opening
Balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 | |
| Unrestricted funds | | | | | | |
| The Schools | | | | | | |
| Designated funds | | | | | | |
| Operational land and properties | 38,918 | - | (2,912) | 6,872 | 42,878 | (i) |
| Bursary funds | 5,400 | (3,278) | (2) | 3,410 | 5,530 | (ii) |
| Maintenance funds | 1,490 | 19 | (808) | 1,472 | 2,173 | (iii) |
| Development funds | 5,934 | 34 | (1,524) | (3,564) | 880 | (iii) |
| Equipment funds | 110 | - | - | (110) | - | (iv) |
| | 51,852 | (3,225) | (5,246) | 8,080 | 51,461 | |
| Income reserves | | | | | | |
| School income reserves | 12,813 | 74,123 | (65,010) | (7,675) | 14,251 | |
| Pension fund actuarial loss | - | - | 149 | (149) | - | |
| | 64,665 | 70,898 | (70,107) | 256 | 65,712 | |
| Community activities | | | | | | |
| Designated funds | | | | | | |
| Major projects fund | 611 | (19) | - | 25 | 617 | |
| 450th events/community fund | 49 | - | (15) | 32 | 66 | |
| Almshouse replacement fund | 1,218 | - | (11) | 207 | 1,414 | (v) |
| Maintenance funds | 72 | - | - | - | 72 | (iii) |
| Operational properties | 348 | - | (9) | - | 339 | (i) |
| Social investment fund | 537 | 14 | (94) | - | 457 | (vi) |
| Covid fund | 414 | 3 | - | (310) | 107 | (vii) |
| Community programmes | 579 | 8 | (666) | 1,085 | 1,006 | (viii) |
| | 3,828 | 6 | (795) | 1,039 | 4,078 | |
| Income reserves | | | | | | |
| Community activities income reserves | 345 | 56 | (1,390) | 1,330 | 341 | |
| | 4,173 | 62 | (2,185) | 2,369 | 4,419 | |

14 Funds (continued)

| | Opening
balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 | Note |
|--|-----------------------------|-----------------|----------------------|---|-----------------------------|-------|
| (b) Movement of funds (continued) | | | | | | |
| Endowment income | | | | | | |
| Designated funds | | | | | | |
| Development fund | 141 | 20 | (48) | 187 | 300 | (iii) |
| Land and properties | 8,158 | - | (93) | 10 | 8,075 | (ix) |
| | 8,299 | 20 | (141) | 197 | 8,375 | |
| Income reserves | | | | | | |
| Endowment income reserves | 12,111 | 2,009 | (1,018) | 2,258 | 15,360 | |
| | 20,410 | 2,029 | (1,159) | 2,455 | 23,735 | |
| Restricted funds | | | | | | |
| Prize funds | 728 | 1 | - | 48 | 777 | |
| Appeals and donations | 1,744 | 65 | (30) | 11 | 1,790 | (x) |
| Randalls Cottage fund | 3,614 | 50 | (2) | - | 3,662 | (xi) |
| Community programmes | 300 | 250 | (96) | - | 454 | (xii) |
| | 6,386 | 366 | (128) | 59 | 6,683 | |
| Permanent Endowed funds | | | | | | |
| Endowment investment fund | 73,327 | 6 | 107 | 2,961 | 76,401 | |
| Elger fund | 1,325 | - | - | 53 | 1,378 | |
| Luff fund | 2,436 | - | - | 97 | 2,533 | |
| Unapplied Total Return | 19,895 | 2,019 | (522) | 5,332 | 26,724 | |
| Cattleya fund | 275 | - | - | 21 | 296 | |
| School's quoted investments | 6 | - | - | - | 6 | |
| London and Bedford commercial estate | 16,984 | 10 | - | (1,039) | 15,956 | |
| Funds held in cash | - | - | - | 25 | 25 | |
| Operational land and properties | 4,834 | - | - | - | 4,834 | |
| | 119,082 | 2,035 | (415) | 7,451 | 128,153 | |

Note

(i) Operational land and properties - these represent the net book value of the freehold land and property, which are being utilised by the charity and include the schools, almshouses and offices. The closing balance is net of any outstanding internal loan balance. The annual expenditure relates to the depreciation charge for the assets.

(ii) Bursary funds - these are reserves held by each school in order to contribute towards the future liabilities for bursary awards. The expenditure is reviewed on an annual basis by the bursary committee of each school. The Trust policy is that these reserves should be a minimum of one year's annual deduction from the fund. The annual deductions are shown as negative income.

(iii) Maintenance and development funds - these are funds set aside for any significant future maintenance and building projects on the schools, almshouses and investment properties. The committees review these funds each year and use them to fund upcoming projects.

(iv) Equipment funds - these represent the net book value of certain equipment, which is being utilised by the schools.

(v) Almshouse replacement fund - these reserves are set aside in order to finance replacement almshouse accommodation. These are expected to be used in the future in connection with new almshouse developments within Bedford.

(vi) Social investment fund - this fund has been set aside for use in a programme of social investments. Suitable investment opportunities are continuing to be sought for the fund, which are aligned with the objectives of the charity.

(vii) Covid fund - this fund was designated during 2019/2020 to support organisations in Bedford through the Covid pandemic. It has been agreed that this fund is being designated to the Community Programmes fund.

(viii) Community programmes - this fund was newly created in 2021/22 for the Trust's community strategy – enabling more children and young people facing disadvantage to achieve their potential. The programmes are: Bedford Giving, a programme bringing the whole community together to support children and young people facing disadvantage and the Accelerator Programme, supporting schools across Bedford to enable low income children aged 0-11 to make more rapid progress in education. The Bedford Giving designated fund relates to Trust funds that have been designated for the administration of the programme.

(ix) Endowment income land and properties - these reserves are made up of land at the schools, the Pilgrim Centre estate and Harpur House. The Pilgrim Centre estate was revalued at 30 June 2024.

(x) Appeals and donations - these are restricted funds held by the schools which have arisen following specific appeals, donations or legacies and are restricted by the donor for a specific purpose.

(xi) Randalls Cottage fund - these reserves have arisen following the sale of almshouse properties and the revaluation of the remaining almshouse properties. These funds can only be applied by the Trustees to provide, or secure the provision of, future almshouse accommodation.

(xii) The Community Programmes restricted funds are held for Bedford Giving, a programme bringing the whole community together to support children and young people facing disadvantage. Monies have been committed from a number of organisations towards this programme.

15 Charitable Grants

Listed below are the grant commitments (all made by the Harpur Trust) of £1,000 and above made to institutions during the financial year:

| Grant Recipient | Purpose of Grant Contribution | £ |
|---|--|-----------|
| Tibbs Dementia Foundation | Diverse and underserved communities project | 147,538 |
| Bedford and District Citizens Advice Bureau | Welfare Benefits Specialist Caseworker/Adviser | 145,714 |
| Fun 4 Young People | Fun 4 Young People (F4YP) | 142,638 |
| FACES Bedford | Baby FACES | 116,904 |
| Autism Bedfordshire | Helpline and Money Matters and Welfare Rights Advisory Service supporting autistic people and their families in Bedford Borough. | 66,000 |
| Beyond Detention | Relieving the distress and poverty of those held in Yarl's Wood Immigration Removal Centre. | 50,000 |
| Community and Voluntary Service Bedfordshire | Service Level Agreement 2024 -2025 | 50,000 |
| Mind BLMK | Preventative Mental Health Services for Adults | 45,150 |
| Sight Concern Bedfordshire | Achieving Equal Access to Sight Loss Support in Bedford Borough | 40,000 |
| Aquarius Action Projects | Aquarius - Complex Needs Worker | 36,696 |
| Bedfordshire and Northamptonshire Multiple Sclerosis Therapy Centre | Parkinson's Health and Wellbeing Initiative | 31,500 |
| Project 41 Woodside Church | Befriending Service (known as Linking Lives Befriending Service, Bedford) | 30,000 |
| Emmaus Village Carlton | Dom Gregory Building & Garden Refurbishment | 30,000 |
| The Ebonista Project CIC | Ebonista Refuge | 24,042 |
| Bedford and District Citizens Advice Bureau | Young Citizens Advice Pilot Project | 20,550 |
| Shine Learning and Training Centre CIC | Shine Bedford | 20,000 |
| King's Oak Primary School | Accelerator Programme - Intervention teacher | 20,000 |
| Azalea | Mobile Outreach | 19,852 |
| Ukrainian School | Ukrainian Saturday School | 14,000 |
| Bedford Academy | Emotionally Based School Avoidance Project | 13,200 |
| Biddenham International School and Sports College | Opening Minds, Transforming Lives | 13,200 |
| Cauldwell Primary School | Accelerator Programme 2023-2024 | 11,930 |
| Shackleton Primary School | Accelerator Programme 2023-2024 | 11,870 |
| Shortstown Primary School | Accelerator Programme 2023-2024 | 11,245 |
| Open Doors Training and Development Trust | Health and Wellbeing Awareness Project | 10,128 |
| Safety Centre (Hazard Alley) Ltd | Educating to Save Lives in Bedford | 10,000 |
| Access Bedford | Bedford D/deaf Community Wellbeing Programme | 9,704 |
| Edith Cavell Primary School | Family Support Worker | 6,250 |
| Queen's Park Academy | Accelerator Programme 2023-2024 | 6,040 |
| Performance Potential CIC | Clarity in Mind | 5,860 |
| St Mark's Church Preschool | Outside Play Area Upgrade | 5,000 |
| OMG: Outreach Music Group | Bedford Music Unlimited | 5,000 |
| Bedford Credit Union Limited | Marketing Officer Post (1 year) | 5,000 |
| Harrod Cricket Club | Relay and Expand the Cricket Square to Keep young people playing | 5,000 |
| Sharnbrook Primary School | Bus Library Renovation | 5,000 |
| Great Barford Village Hall | Provision of Toilet Facility | 3,780 |
| 134 (Bedford) Squadron Air Training Corps | Technology Refresh | 3,000 |
| Turvey Pre school Playgroup | Turvey Pre-School Capital Fund: Roof and Chimney repair | 3,000 |
| Balliol Primary School | Accelerator Programme 2023-2024 | 2,817 |
| | | 1,197,608 |

15 Charitable Grants

Listed below are the grant commitments (all made by the Harpur Trust) of £1,000 and above made to institutions during the financial year:

| Grant Recipient | Purpose of Grant Contribution | £ |
|-------------------------------------|--|------------------|
| | | 1,197,608 |
| Goldington Green Academy | Accelerator Programme | 2,610 |
| Bedford Borough Bowling Club | Refurbishment of the disabled and gents' toilets, washing facilities, and the gents changing room. | 2,500 |
| Wilstead Bowls Club | Refurbishment of main Accessible (formerly referred to as Disabled), Ladies and Mens toilets | 2,500 |
| Food Etc | Young Marketeers Bedford | 2,400 |
| Putnoe Primary School | Accelerator Programme 2023-2024 | 2,287 |
| Livingstone Primary School | Accelerator Programme 2023-2024 | 2,252 |
| Goldington Green Academy | Accelerator Programme 2023-2024 | 2,241 |
| Above and Beyond Cancer Foundation | Core Funding for Co-Founder and Trustee | 2,000 |
| Bedford Tigers Community Foundation | Bedford Tigers Wheelchair Rugby League Team | 2,000 |
| The Dalton Charity | Replacement mower | 2,000 |
| The Hygiene Bank - Bedford | The Hygiene Bank (Bedford) | 2,000 |
| parkrun Limited | Great Denham junior parkrun | 2,000 |
| Bedfordshire Hospitals NHS Charity | The Butterfly Appeal- Maternity Bereavement Entrances | 1,938 |
| Frozen Light | Multi-sensory theatre production for audiences with Profound and Multiple Learning Disabilities | 1,500 |
| Jubilation Action Group | Community Food Pantry | 1,500 |
| | | 1,229,336 |

2024

£

1,229,336

Grant commitments made by the Harpur Trust during the financial year

One grant under £1,000 to organisations
Two grants to individuals
University bursary programme (individuals)
School uniform grants (individuals)

1,852

1,796

57,600

27,450

1,318,034

Less grants written back in year

(73,208)

Net grants made under the general charitable activities object

1,244,826

| | 2024
£'000 | 2023
£'000 |
|---|---------------|---------------|
| General charitable grants awards and prizes (as detailed above) | 1,244 | 1,019 |
| Community activities | 15 | 25 |
| Grants to school related entities | 26 | 27 |
| Scholarships, awards and prizes | 9 | 17 |
| Bedford Giving restricted programmes | 93 | 19 |
| Contribution to Bedford Giving | 100 | - |
| Accelerator Programme projects | 20 | - |
| Total grants, awards and prizes | 1,507 | 1,107 |

| | Community Activities
£'000 | Schools /other
£'000 | Restricted
£'000 | 2024
Total
£'000 | 2023
Total
£'000 |
|--|-------------------------------|-------------------------|---------------------|------------------------|------------------------|
| Analysis of total grants, awards and prizes by charitable activity: | | | | | |
| Education | 291 | 35 | - | 326 | 203 |
| Relief | 1,051 | - | 93 | 1,144 | 856 |
| Recreation | 37 | - | - | 37 | 48 |
| | 1,379 | 35 | 93 | 1,507 | 1,107 |

16 Pension Costs

(a) Teachers' Pension Scheme

The Trust participates in the Teachers' Pension Scheme (England and Wales) (the "TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £4,074,835 (2023: £4,602,062) and at the year-end £452,987 (2023: £512,102) was accrued in respect of employer and employee contributions to this scheme.

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

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

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

The employer contribution rate for the TPS is 28.6%, and employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 28.68%.

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme.

From the 1st June 2023, the Trust withdrew from TPS so the pension scheme was closed to new entrants. An alternative defined contribution scheme (APTIS) has been put in place for teaching staff. Members of TPS can choose to remain in TPS or move to the new pension scheme. If a teacher chooses to remain in TPS, any change in contribution rates will be reflected in their total reward package to ensure parity for all teaching staff.

16 Pension Costs (continued)

(b) Non-teaching staff final salary scheme

Although now closed to new members, the Trust operates a defined benefit pension scheme for permanent non teaching staff, which is administered by The Pensions Trust, the assets of which are held in separate trustee administered funds. The pension cost is assessed in accordance with the advice of professionally qualified actuaries. Details of the most recent valuation, which was carried out on a scheme funding basis, are as follows:

Main assumptions

| | |
|--|---|
| Retail Prices Index (RPI) inflation | 3.70% |
| Consumer Prices Index (CPI) inflation | RPI Inflation less 1% until 2030
RPI Inflation from 2030 onwards |
| Discount Rate | Gilt yield curve plus 0.50% =
1.28% |
| Increase in earnings | CPI Inflation plus 2% |
| Market valuation of investments at last valuation date | £32,520,000 |
| Level of funding | 105% |
| Date of valuation | 30 September 2021 |

As a result of the actuarial valuation, joint future service contributions of 40.7% of earnings per annum were payable with effect from 1 October 2021 (maintained from the 2018 valuation). Of this contributions rate, 12.8% is paid by employees.

An FRS102 actuarial valuation was carried out at 30 June 2024 by a qualified independent actuary using revised assumptions that are consistent with the requirements of FRS 102. Investments have been valued, for this purpose, at fair value.

The surplus linked to defined benefit scheme is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102.

| | 2024
Total
£'000 | 2023
Total
£'000 |
|--|------------------------|------------------------|
| (i) The amounts recognised in the balance sheet are as follows: | | |
| Present value of funded obligations | (18,775) | (18,287) |
| Fair value of plan assets | 19,896 | 20,584 |
| Adjustment for unrecognised surplus | (1,121) | (2,297) |
| Deficit | - | - |
| Amounts in the balance sheet: | | |
| Net liability | - | - |
| (ii) Changes in the present value of the defined benefit obligation are as follows: | | |
| Opening defined benefit obligation | 18,287 | 22,328 |
| Service cost | 21 | 42 |
| Interest cost | 959 | 834 |
| Employee contributions | 30 | 33 |
| Actuarial (gains)/losses | 800 | (3,641) |
| Benefits paid | (1,322) | (1,309) |
| Defined benefit obligation at end of year | 18,775 | 18,287 |
| (iii) Changes in fair value of the scheme assets are as follows: | | |
| Opening fair value of the scheme assets | 20,584 | 27,016 |
| Interest income | 1,084 | 1,014 |
| Expenses | (100) | (118) |
| Actuarial (losses)/gains | (525) | (6,202) |
| Employer contributions | 145 | 150 |
| Employee contributions | 30 | 33 |
| Benefits paid | (1,322) | (1,309) |
| Fair value of scheme assets at the end of the year | 19,896 | 20,584 |

16 Pension Costs (continued)

- (iv) The amounts included within the Statement of Financial Activities are as follows:
Defined benefit costs recognised in surplus:

| | 2024 | 2023 |
|--|--------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| Current service cost | 21 | 42 |
| Expenses | 100 | 118 |
| Past service cost | - | - |
| Net interest income | (125) | (180) |
| Total defined benefit costs recognised in surplus | (4) | (20) |

Defined benefit costs recognised in other comprehensive income:

| | | |
|--|--------------|--------------|
| Return on scheme assets | (525) | (6,202) |
| Experience gains /(losses) | (80) | (493) |
| Effect of changes in demographic and financial assumptions | (720) | 4,134 |
| Effect of changes in the amount of surplus that is not recoverable | 1,176 | 2,391 |
| Total amount recognised in other comprehensive income - surplus | (149) | (170) |

The Trust expects to contribute approximately £69,000 for the year ending 30 June 2024.

- (v) The major categories of scheme assets as a percentage of total scheme assets are as follows:

| | 2024 | 2023 |
|----------------------------|-------------|-------------|
| Equities | 0.3% | 0.5% |
| Fixed interest gilts/bonds | 69.3% | 71.4% |
| Property | 11.7% | 13.7% |
| Cash/other | 18.7% | 14.4% |

The overall expected rate of return on the scheme assets has been based on the average expected return for each asset class, weighted by the amount of assets in each class.

| | £'000 | £'000 |
|--|-------|---------|
| The actual return on the scheme assets in the year | 559 | (5,188) |

- (vi) Principal assumptions at the balance sheet date (expressed as weighted averages)

| | 2024 | 2023 |
|--|-------------|-------------|
| Discount rate at 30 June | 5.10% | 5.43% |
| Rate of increase in salaries | 3.88% | 3.83% |
| Rate of increase of pensions in payment – CPI 5% | 2.81% | 2.77% |
| Rate of increase of pensions payment – CPI 2.5% | 2.00% | 1.98% |
| Rate of increase of pensions in deferment | 3.21% | 3.22% |
| Inflation assumption (RPI) | 3.21% | 3.22% |
| Inflation assumption (CPI) | 2.88% | 2.83% |

16 Pension Costs (continued)

| (vi) Principal assumptions at the balance sheet date (expressed as weighted averages) | 2024 | 2023 |
|---|--|--|
| Demographic assumptions | Assumed life expectancy at age 65: | Assumed life expectancy at age 65: |
| Pre-retirement mortality | Males: 23.2 years
Females: 25.7 years | Males: 23.2 years
Females: 25.6 years |
| Post-retirement mortality for non pensioner members | Males: 21.6 years
Females: 24.3 years | Males: 21.7 years
Females: 24.2 years |

(c) Non-teaching staff defined contribution scheme

The Trust also runs a stakeholder compliant scheme for non-teaching staff, which opened to members on 1 April 2001 and is a defined contribution scheme. The cost for the year represents the Trust's contributions to the scheme of £1,031,638 (2023: £864,520) and at the year end £151,388 was accrued in respect of employee and employer contributions to this scheme.

(d) Pension Trust Growth Plan

The Trust has one employee who is an active member in a multi-employer pension scheme known as the Pension Trust Growth Plan. The scheme provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. However, it is not possible for the Trust to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme, and therefore it accounts for the scheme as a defined contribution scheme. The value of the Trust's liability (being the present value of the contributions payable that arise from the deficit recovery agreement) is not material to these financial statements and has not been recognised in the balance sheet. Contributions for the year to 30 June 2024 were £1,662 (2023: £1,662).

(e) Aviva Pension Trust for Independent Schools (APTIS)

The Trust joined the APTIS scheme to offer a stakeholder compliant scheme for teaching staff, which opened to members on 1 May 2023 and is a defined contribution scheme. The cost for the year represents the Trust's contributions to the scheme of £916,577 (2023: £36,977) and at the year end £173,405 was accrued in respect of employee and employer contributions to this scheme.

17 Commitments Under Operating Leases

As a lessee

At 30 June 2024 the Trust has total commitments under non-cancellable operating leases as follows:

Within one year

Between one and two years

Between two and five years

More than five years

| 2024
Total | 2023
Total |
|---------------|---------------|
| £'000 | £'000 |
| 266 | 201 |
| 212 | 174 |
| 150 | 219 |
| - | 3 |

These operating leases relate to some operational buildings, photocopiers, school vehicles and other office equipment.

As a lessor

At 30 June 2024 the Trust has total income receivable under non-cancellable tenancy leases as follows:

Within one year

Between one and two years

Between two and five years

More than five years

| 2024
Total | 2023
Total |
|---------------|---------------|
| £'000 | £'000 |
| 731 | 784 |
| 561 | 601 |
| 598 | 1,375 |
| 14,745 | 42,536 |

These leases relate to premises in Holborn and Bedford.

18 Capital Commitments

At 30 June 2024, there were outstanding contractual commitments totalling £4,344,995 in respect of five contractual building projects worth £6,201,256 (2023: £1,633,775).

19 Reconciliation of Net Income to Net Cash from Operations

Net income for the year as per the Statement of Financial Activities

Adjusted for:

Investment income

Financing costs

Depreciation charges added back

Profit on sale of fixed assets

(Increase)/Decrease in stocks

Increase in debtors

Increase in charitable grants creditors due within one year

Decrease in creditors due after more than one year (excl.

pension fund deficit)

Pension fund FRS102 charges

adjusted for employer pension fund contributions

| 2024
Total | 2023
Total |
|---------------|---------------|
| £'000 | £'000 |
| 1,475 | 874 |
| (3,953) | (3,775) |
| 257 | 12 |
| 4,030 | 4,066 |
| (63) | (25) |
| (2) | 4 |
| (1,038) | (461) |
| 328 | 1,208 |
| 2,307 | (283) |
| (4) | (20) |
| (145) | (150) |
| 3,192 | 1,450 |

Net cash provided by operating activities

20 Analysis of Cash and Cash Equivalents

| | 2024 | 2023 |
|--|---------------|---------------|
| | Total | Total |
| | £'000 | £'000 |
| Cash at bank | 8,744 | 4,666 |
| Notice deposits (less than 3 months) | 9,322 | 6,250 |
| Term deposit | 4,000 | 8,012 |
| Total cash and cash equivalents | 22,066 | 18,928 |

21 Statement of Total Return

| Endowment Funds operating under the Total Return Policy | Balance at 30 June 2023 | Income, gains and transfers during year | Application of Total Return to protect real value of endowment | Application of Total Return for spending | Balance at 30 June 2024 |
|--|--------------------------------|--|---|---|--------------------------------|
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Protected funds | | | | | |
| Investment fund | 73,327 | 137 | 2,938 | - | 76,402 |
| Elger fund | 1,325 | - | 53 | - | 1,378 |
| Luff fund | 2,436 | - | 97 | - | 2,533 |
| Unapplied Total Return | | | | | |
| Investment fund | 18,959 | 12,335 | (2,938) | (2,900) | 25,456 |
| Elger fund | 365 | 223 | (53) | (52) | 483 |
| Luff fund | 571 | 409 | (97) | (96) | 787 |
| | | | | - | |
| Transfer of returns relating to unprotected funds | - | 2,060 | - | (2,060) | - |
| | 96,983 | 15,164 | - | (5,108) | 107,039 |
| Other Permanent Endowment Funds | | | | | |
| London and Bedford estate | 16,984 | (1,003) | - | - | 15,981 |
| Pilgrims school land & buildings | 4,462 | - | - | - | 4,462 |
| Endowment debtor | 372 | - | - | - | 372 |
| Cattleya fund | 275 | 21 | - | - | 296 |
| Sundry investments | 6 | - | - | - | 6 |
| | 119,082 | 14,182 | - | (5,108) | 128,156 |

As permitted by the Charity Commission the Trustees have opted to invest the endowment on a total return basis which means they can spend from capital or income whichever seems most efficient. They have also resolved that the Trust's total expenditure in each year shall be calculated in accordance with a spending rule that assumes a long term spend rate of the permanent endowment fund. The spending rule was revised during the year to include the value of the Unapplied Total Return (UTR) in the calculation. The spend rate for 2023/24 was 3.9%.

In the current year the formula gives permitted expenditure of £3,304,000 and of that £3,300,000 was derived from income arising from the portfolio.

22 Related parties

During the year, the Trust made purchases from Linbert Spencer Consultancy Ltd, company owned by a Trustee of £2,010 (2023: no related party transactions).

23 Disclosure of Subsidiary

Bedford School Enterprises Limited (Company Number 15206610) was incorporated on 12 October 2023. It is a wholly owned subsidiary of The Trust and its results for the period are consolidated in the Group accounts. The following is an extract of the company's profit and loss account for the period 12 October 2023 to 30 June 2024.

| | 2024 |
|--------------------|--------------|
| | Total |
| | £'000 |
| Income | 195 |
| Expenditure | (116) |
| Net income | 79 |
| Total assets | 195 |
| Liabilities | (116) |
| Net assets | 79 |
| Total funds | 79 |

24 Prior Year Statement of Financial Activities

| | Unrestricted Funds | | | | | 2023
Total
£'000 |
|---|-------------------------|----------------------------------|------------------------------|------------------------------|---------------------------|------------------------|
| | The
Schools
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Endowed
Funds
£'000 | |
| INCOME AND ENDOWMENTS FROM: | | | | | | |
| Charitable activities | | | | | | |
| School fees receivable | 60,112 | - | - | (59) | - | 60,053 |
| Other income | 3,761 | 33 | 25 | - | - | 3,819 |
| Income from generated funds | | | | | | |
| Donations & Grants | 88 | - | 2 | 444 | - | 534 |
| Activities for generating funds | | | | | | |
| - Investment income | 161 | 4 | 1,529 | 22 | 2,059 | 3,775 |
| Other | 83 | - | 337 | 25 | - | 445 |
| Total income | 64,205 | 37 | 1,893 | 432 | 2,059 | 68,626 |
| EXPENDITURE | | | | | | |
| Expenditure on raising funds | | | | | | |
| Financing costs | (21) | - | 33 | - | - | 12 |
| Investment management | - | - | 328 | - | 393 | 721 |
| | (21) | - | 361 | - | 393 | 733 |
| Charitable activities | | | | | | |
| Education | 64,372 | 291 | 765 | 33 | - | 65,461 |
| Relief | - | 1,396 | - | 79 | - | 1,475 |
| Recreation | - | 48 | 35 | - | - | 83 |
| | 64,372 | 1,735 | 800 | 112 | - | 67,019 |
| Total expenditure | 64,351 | 1,735 | 1,161 | 112 | 393 | 67,752 |
| Net (expenditure)/income before losses on investments | (146) | (1,698) | 732 | 320 | 1,666 | 874 |
| Fixed asset revaluation | - | - | - | - | - | - |
| Net gains on investments | - | 134 | - | - | 4,476 | 4,610 |
| Net (expenditure)/income | (146) | (1,564) | 732 | 320 | 6,142 | 5,484 |
| Transfers between funds, including distribution of endowment income | 204 | 1,941 | 1,333 | 23 | (3,501) | - |
| Pension scheme actuarial loss | (170) | - | - | - | - | (170) |
| Net movement in funds | (112) | 377 | 2,065 | 343 | 2,641 | 5,314 |
| Brought forward balance 1 July | 64,777 | 3,796 | 18,345 | 6,043 | 116,441 | 209,402 |
| Balances carried forward at 30 June | 64,665 | 4,173 | 20,410 | 6,386 | 119,082 | 214,716 |

25 Prior Year Total Expenditure

| | Staff costs | Other | Depreciation | 2023 |
|------------------------------------|-------------|--------|--------------|--------|
| | £'000 | £'000 | £'000 | Total |
| | | | | £'000 |
| Raising funds | | | | |
| Financing costs | - | 12 | - | 12 |
| Investment management | 123 | 598 | - | 721 |
| | 123 | 610 | - | 733 |
| Charitable activities | | | | |
| Education | | | | |
| Governance costs | 274 | 287 | - | 561 |
| Teaching | 32,881 | 5,831 | 522 | 39,234 |
| Welfare (including catering) | 1,455 | 3,376 | 19 | 4,850 |
| Premises | 2,423 | 7,463 | 3,421 | 13,307 |
| Grants, awards & prizes | - | 203 | - | 203 |
| Support costs | 5,167 | 2,044 | 95 | 7,306 |
| | 42,200 | 19,204 | 4,057 | 65,461 |
| Relief | | | | |
| Grants | - | 856 | 9 | 865 |
| Almshouses | - | 33 | - | 33 |
| Support costs | 331 | 246 | - | 577 |
| | 331 | 1,135 | 9 | 1,475 |
| Recreation | | | | |
| Grants, awards & prizes | - | 48 | - | 48 |
| Support costs | - | 35 | - | 35 |
| | - | 83 | - | 83 |
| Total charitable activities | 42,531 | 20,422 | 4,066 | 67,019 |
| Total expenditure | 42,654 | 21,032 | 4,066 | 67,752 |

26 Prior Year Funds

(a) Allocation of the Trust's net assets

| | 2022/23 | | | | | Total
£'000 |
|----------------------------------|--------------------|----------------------------------|------------------------------|------------------------------|--|----------------|
| | Unrestricted Funds | | | | | |
| | School
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Permanent
Endowed
Funds
£'000 | |
| Operational fixed assets | 48,026 | 346 | 1,977 | - | 4,462 | 54,811 |
| Investment properties | - | - | 6,275 | 1,670 | 16,984 | 24,929 |
| Investments | 6,119 | 1,560 | 10,356 | 741 | 107,541 | 126,317 |
| Net current (liabilities)/assets | 10,912 | 2,808 | 1,802 | 3,975 | (9,905) | 9,592 |
| Long term liabilities | (392) | (541) | - | - | - | (933) |
| | 64,665 | 4,173 | 20,410 | 6,386 | 119,082 | 214,716 |

(b) Movement of funds

| | Opening
Balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 |
|--------------------------------------|-----------------------------|-----------------|----------------------|---|-----------------------------|
| Unrestricted funds | | | | | |
| The Schools | | | | | |
| Designated funds | | | | | |
| Operational land and properties | 38,931 | - | (3,095) | 3,082 | 38,918 |
| Bursary funds | 5,174 | (2,833) | (4) | 3,063 | 5,400 |
| Maintenance funds | 1,374 | 16 | (799) | 899 | 1,490 |
| Development funds | 5,797 | 56 | (1,046) | 1,127 | 5,934 |
| Equipment funds | 110 | - | - | - | 110 |
| | 51,386 | (2,761) | (4,944) | 8,171 | 51,852 |
| Income reserves | | | | | |
| School income reserves | 13,391 | 66,966 | (59,577) | (7,967) | 12,813 |
| Pension fund deficit | - | - | 170 | (170) | - |
| | 64,777 | 64,205 | (64,351) | 34 | 64,665 |
| Community activities | | | | | |
| Designated funds | | | | | |
| Major projects fund | 605 | (18) | - | 24 | 611 |
| 450th events fund/community fund | 64 | - | (25) | 10 | 49 |
| Almshouse replacement fund | 1,107 | - | (23) | 134 | 1,218 |
| Maintenance funds | 72 | - | - | - | 72 |
| Operational properties | 357 | - | (9) | - | 348 |
| Social investments | 534 | 9 | (6) | - | 537 |
| Covid Fund | 559 | 5 | - | (150) | 414 |
| Community Programmes | 185 | 4 | (510) | 900 | 579 |
| | 3,483 | - | (573) | 918 | 3,828 |
| Income reserves | | | | | |
| Community activities income reserves | 313 | 37 | (1,162) | 1,157 | 345 |
| | 3,796 | 37 | (1,735) | 2,075 | 4,173 |

26 Prior Year Funds (continued)

| | Opening
balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 |
|--|-----------------------------|-----------------|----------------------|---|-----------------------------|
| (b) Movement of funds (continued) | | | | | |
| Endowment income | | | | | |
| Designated funds | | | | | |
| Development fund | 101 | - | (111) | 151 | 141 |
| Operational land | 7,478 | - | (66) | 746 | 8,158 |
| | 7,579 | - | (177) | 897 | 8,299 |
| Income reserves | | | | | |
| Endowment income reserves | 10,766 | 1,893 | (984) | 436 | 12,111 |
| | 18,345 | 1,893 | (1,161) | 1,333 | 20,410 |
| Restricted funds | | | | | |
| Prize funds | 252 | 1 | - | 475 | 728 |
| Appeals and donations | 2,150 | 79 | (33) | (452) | 1,744 |
| Randalls Cottage fund | 3,591 | 25 | (2) | - | 3,614 |
| Community programme | 50 | 327 | (77) | - | 300 |
| | 6,043 | 432 | (112) | 23 | 6,386 |
| Permanent Endowed funds | | | | | |
| Endowment investment fund | 66,477 | 1 | (163) | 7,012 | 73,327 |
| Elger fund | 1,199 | - | - | 126 | 1,325 |
| Luff fund | 2,205 | - | - | 231 | 2,436 |
| Unapplied Total Return | 24,480 | 2,058 | (230) | (6,413) | 19,895 |
| Cattleya fund | 256 | - | - | 19 | 275 |
| Quoted schools investments | 6 | - | - | - | 6 |
| London and Bedford commercial estate | 16,984 | - | - | - | 16,984 |
| Operational land and buildings | 4,834 | - | - | - | 4,834 |
| | 116,441 | 2,059 | (393) | 975 | 119,082 |

THE HARPUR TRUST

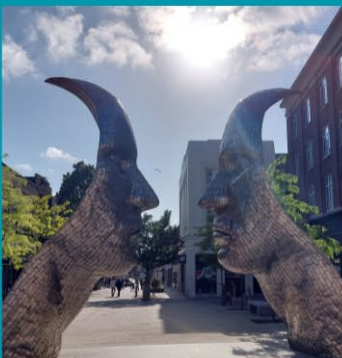
England & Wales - Charity number 1066861

Accounts



HARPUR TRUST

Annual Report of Trustees and Financial Statements 2022/2023



Registered Charity number: 1066861

Company Number: 3475202

Contents

| | |
|--|----|
| Chair's Message | 3 |
| Chief Executive's Review | 4 |
| Our Year in Numbers | 5 |
| Strategic Report | 6 |
| Three Year Strategic Objectives 2022-2025 | 13 |
| Strategic Priorities 2023-2024 | 14 |
| Grantmaking | 15 |
| Public Benefit | 16 |
| Structure, Governance and Management | 18 |
| Employee Relations | 21 |
| Risk Management | 23 |
| Financial Review | 27 |
| Streamlined Energy and Carbon Reporting | 30 |
| Patrons and Trustees | 33 |
| Reference and Administrative Information | 34 |
| Statement of Trustees' Responsibilities | 37 |
| Independent Auditor's Report to the Trustees of The Harpur Trust | 38 |
| Financial Statements | 41 |

**HERE FOR
BEDFORD**
SINCE 1566

Annual Report of Trustees and Financial Statements 2022/2023

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 30 June 2023, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 – Second Edition).

Chair's Message



I have taken on the role of Chair of The Harpur Trust at a time both of great progress for the charity and great challenge.

After a development period that was extended by the challenges of Covid, our new long-term strategy, *Together for Bedford*, was launched this year. Trustees agreed a new mission, to *nurture potential and improve people's lives*, and set new long-term strategic goals that aim to guide our direction of travel for a generation to come.

The two new collaborative strategic community programmes that aim to help achieve our objective to enable more children and young people facing disadvantage to achieve their potential, *Bedford Giving* and the *Accelerator Programme*, are showing significant promise.

Two other strategic goals relate to the high quality, distinctive and financially sustainable education that we provide in our four schools, and our high value, impactful bursary programme. We achieved a considerable amount in this area over the year, winning national awards, achieving excellent inspections and delivering outstanding outcomes for our students. Our bursary programme continued to grow, with 188 children receiving more than £2.5m in Harpur Trust bursaries last year.

It is in the provision of education that we face significant risks, as the prospect of VAT being added to school fees becomes increasingly real. We remain committed to our goal to see as many children as possible achieve their potential and will strive through strategic financial management, prudent financial planning and a number of different approaches to ensure that this remains so.

As we look ahead to 2023-24, we will work tirelessly to nurture potential and improve the lives of as many people in our community as possible, and to navigate the political and financial risks that face us. We are, as ever, incredibly grateful for the efforts of our dedicated staff and volunteers whose work makes all our achievements possible.

I want to express my personal thanks, and the thanks of all of us at The Harpur Trust, to our outgoing Chair of Trustees, Murray Stewart. For more than a decade, Murray has worked tirelessly as Trustee and then Chair to lead The Harpur Trust to become the success and force for good that it is today.

A handwritten signature in black ink that reads "Rhian Castell".

Rhian Castell
Chair of Trustees (from November 2023)

In memoriam of Phil Wallace, who gave many years of dedication and support to The Trust and Bedford School. He sadly passed away in November 2023.

Chief Executive's Review



I am extremely proud at what we have achieved this year at The Harpur Trust. Our first full post-pandemic year saw us launch our new strategy, *Together for Bedford*, establish and participate in exciting new collaborative community programmes and deliver some amazing results in education.

Bedford Giving, the new collaborative initiative uniting businesses, charities and other partners to help create a brighter future for our next generation, took flight this year. The immediate and generous response of people and organisations in Bedford supported Bedford Giving's core belief that everyone has something to give – whether it is time, skills, funds, knowledge or opportunities.

Led by an independent Board, Bedford Giving is hosted by The Harpur Trust, and its programmes got off to a fantastic start. Local volunteers formed a Parent Panel to share knowledge about challenges facing young children and to make funding decisions to tackle them. Schools and employers supported new Bedford Giving career mentoring and work experience programmes, including volunteers from across The Harpur Trust. We are extremely grateful to everyone from across the whole community who helped bring Bedford Giving to life this year.

Our Accelerator Programme went from strength to strength with projects in seven local primary schools aiming to accelerate the attainment of children from low-income families. As the year ended, we were engaging a number of new schools to support even more children next year.

Our schools had an outstanding year. Pilgrims was rated 'Outstanding' and 'Excellent' in all areas by the Independent School Inspectors; Bedford School was rated amongst Fortune's 'World's Leading Boarding Schools'; all three senior schools celebrated strong GCSE and A level results despite a return to pre-pandemic grading standards. As the year ended, a governance review was nearing completion, to simplify decision making and help the Board to manage strategic financial risks – a key priority given the looming threat of VAT.

We understand that the addition of VAT to school fees could make it impossible for some parents to continue to afford our education and we would be very disappointed to see the potential impact to the socioeconomic diversity of students within independent schools at a time when widening access is at the forefront. This is especially the case as we have strived to make our schools accessible by running a high value, impactful bursary programme.

This was a year of significant change in our Board. I want to record our thanks to those Trustees who came to the end of their terms or stepped down in the year, particularly Tina Beddoes, Sir Clive Loader, Phil Wallace and David Wilson who each served with great distinction for more than a decade. I particularly want to thank Murray Stewart, who has played an extraordinary role as Chair of Trustees over a period of significant change and challenge, for his hard work, commitment and support at the heart of The Trust's volunteer leadership, and to welcome Rhian Castell, with her wealth of experience, into the role.

Looking ahead, we expect further rapid development in our community programmes, and some new challenges and risks particularly within our schools, where changes to government guidance after year-end led to urgent action to address RAAC in one of our schools.

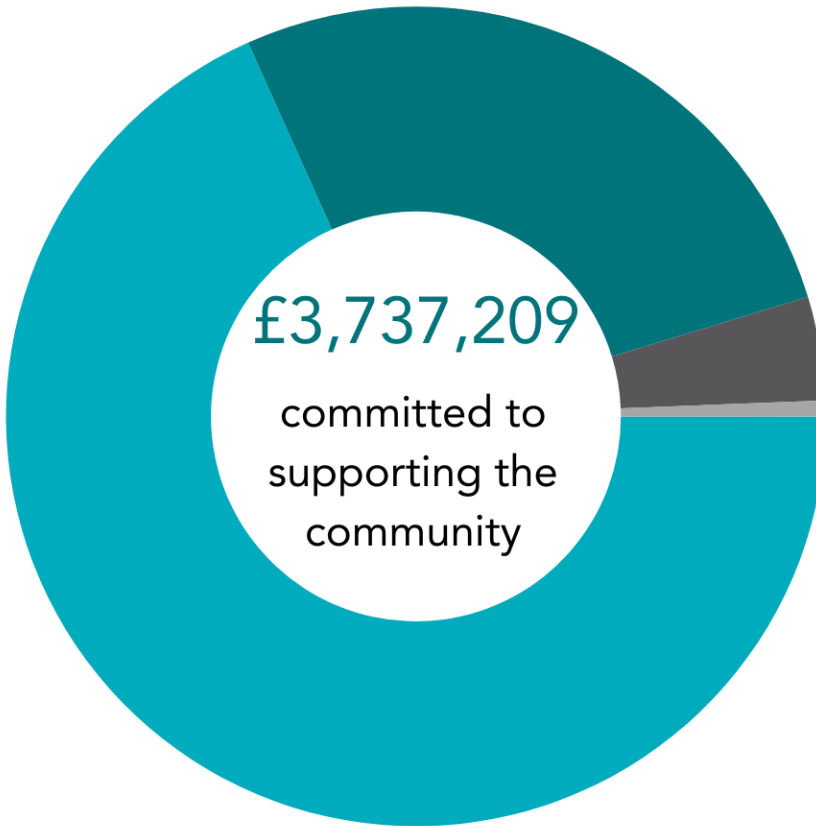
We remain focused on our strategic aims and on ensuring that as many children as possible can access the high quality, distinctive and financially sustainable education we offer whatever the future may hold.

I look forward to working with people across The Harpur Trust and our communities to achieve even more in the year ahead.

A handwritten signature in black ink, appearing to read 'David Steadman'. The signature is fluid and cursive, written over a white background.

David Steadman
Chief Executive

Our Year in Numbers



£2,552,064

in Bursaries

£1,008,888

in Relief grants

£153,097

in Education grants

£23,160

in Recreation grants



188

Pupils received a bursary in our schools



75%

of Bursaries are for more than 70% of school fees



3,714

Pupils educated in our schools



41

State schools received support



£54,270

Grants given to local organisations through the Bedford Giving Parent Panel



7

State school primaries signed up to our Accelerator Programme

Strategic Report

Introduction to The Harpur Trust

Our vision is a community where everyone can thrive.

Our mission is to nurture potential and improve people's lives.

Our focus is Bedford Borough, while our impact flows far beyond.

Ever since Sir William Harpur's founding gift in 1566, The Harpur Trust has been providing education and supporting the most disadvantaged people in Bedford.

Our charitable objects are to promote education, to support the community by helping with relief for people resident in Bedford Borough who are sick or in need, hardship or distress and to provide facilities for recreation to help improve people's living conditions, with preference to those who are young or in need, hardship or distress.

Since we were established to offer free education to local children and help the disadvantaged people of Bedford, we have grown and evolved hugely, yet remain true to our roots. Today, we run first class independent schools, operate a generous and inclusive bursary programme, and sponsor the HEART Academies Trust. We also give more than £1m per year to support diverse initiatives to improve people's lives in our community.

In 2022 we launched *Together For Bedford*, our new strategy. In it, we committed to work for a generation across our whole community, to help tackle the cyclical relationship between disadvantage, lack of opportunities, poor educational outcomes and future poverty. Our continuing commitment to high quality education and an inclusive bursary programme both support this goal, as does our continuing grants programme, which will aim to have the greatest impact we can for the people who need our help most.

We also launched two new strategic community programmes for children and young people, including Bedford Giving and the Accelerator Programme, described in section one below.

Achievements in the Year

Our strategic priorities for 2022/23 were defined by our new strategy, *Together for Bedford*, which set a long term strategic goal to invest in people's futures by:

1. Enabling more children and young people facing disadvantage to achieve their potential.
2. Offering high quality, distinctive and financially sustainable education.
3. Supporting children to access our schools' education with high value, impactful bursaries.
4. Maximising our impact on community needs.
5. Continuing to build a more effective, efficient, resilient organisation greater than the sum of its parts.

Our achievements against these strategic objectives are summarised below.

1. Enable more children and young people facing disadvantage to achieve their potential

Through our Accelerator Programme we engaged seven local schools offering a number of support packages to narrow the attainment gap. The schools signed up to the scheme are Balliol Primary, Cauldwell School, Kings Oak Primary, Livingstone Primary, Queen Park Academy, Shackleton Primary and Shortstown Primary. We also carried out some preliminary work with Putnoe Primary and Goldington Green Academy.

The interventions included a Speech and Language Therapist for Cauldwell, Shackleton and Shortstown for Key Stage 1 and Early Years pupils, whose needs had been identified early to provide specialist support to narrow the attainment gap.

We funded an intervention teacher for Kings Oak, which boosted Key Stage 2 results for Year 6, and a Family Engagement Officer for Queens Park Academy to improve parental engagement with the local community and attendance.

A Reciprocal Reading Intervention Programme at Balliol helped to narrow the attainment gap. We also built on its existing relationship with the University of Bedfordshire's Education Department to provide trainee teachers to deliver additional support at Putnoe and Livingstone Primaries.

As one of the founding members and hosts of Bedford Giving, a collaborative project bringing together funders, businesses and residents to help improve the lives of children and young people in Bedford, we recruited eight Parent Panel members to make funding decisions, with lived experiences of the issues the movement is trying to tackle. In April the panel awarded its first grants to organisations worth more than £50,000 to help young children in Bedford to thrive.

Participatory grant making is about devolving decision-making to people in communities impacted by funding decisions. This is exactly what we did with Bedford Giving. Through the process parents have shaped the grants based on their own experiences and those of their friends and families. We've learnt so much from them about for example, what it's like to be the parent of a child with additional needs and what it is like navigating the system to get the support they need.

The Parent Panel Grant Making Programme is one of a number of initial projects we helped devise at Bedford Giving. We have also been working on launching a volunteer mentoring programme for 13 to 15-year-olds to help them raise their career aspirations and a campaign to improve access to in-person work experience for young people who might otherwise miss out.

We have also successfully launched the Bedford Giving Career Mentoring scheme and World of Work Experience programmes to support young people in the borough to reach their full potential.

2. Offer high quality, distinctive and financially sustainable education

We continued to deliver high quality education through our four independent schools, and to offer it through our sponsorship of HEART Academies Trust. Some of the highlights from our four schools and from HEART for 2022-23 are below:



Bedford School

Boys departed Bedford School in July 2022 for a range of outstanding destinations including London School of Economics and Political Science (LSE), Edinburgh, Imperial College, St Andrews and Durham, with six boys taking up places at Oxford and Cambridge and eight going on to read Medicine. Once again boys secured places at outstanding universities in the USA and others took up prestigious degree

apprenticeships with leading firms such as PricewaterhouseCoopers (PwC). The variety of interests and choices was once again in evidence, with boys going on to read subjects as wide-ranging as Computer Science, Theology, Architecture, Product Design, Aerospace Engineering, Law, Politics and International Relations, Fine Art, Biochemistry and Medicine.

In early 2023, Bedford School was named among Fortune's top 250 'World-Leading Boarding Schools', and more pleasingly, was awarded a five-star rating, which placed the school in the global top 100, as one of just six boys' boarding schools in the world to have achieved such an accolade. This award, amongst others bestowed recently, represents an illustrious endorsement of all that Bedford does as a school, and the entire community's commitment to ensuring that boys depart at the end of their time as good men, secure in their values, happy and with the self-knowledge and self-worth to take their place in the world.

The ongoing areas of strategic focus once again saw outstanding achievements and plenty of activity in the areas of Digital Technology, Community Partnerships and Entrepreneurship: Boys continued to triumph in national coding and cyber-security competitions with over 700 competing in the UK Bebras Computing Challenge this year. And those taking part in the Community Partnerships Programme continued to make a difference within the community of Bedford, helping regularly at the Foodbank, volunteering with local charities and care homes and assisting in large numbers at many different primary schools across the borough. Bedford School's Movember team also topped the Schools Challenge leaderboard for the charity, having raised a staggering £14, 292 through their campaign. Start Up!, the new Bedford School Entrepreneurship Award took off this year, with Year 11s given the chance to set up their own businesses and the school hosted the annual Ready2Lead? conference, welcoming aspiring young leaders from 12 different sixth forms across the borough as they built confidence and acquired new skills to help them become courageous learners, envisioning ways in which they might change the world around them.

Bedford School continues to explore partnership opportunities globally, with the aim of opening a family of Bedford Schools abroad and work is underway to assess the prospects of several different localities across the world.

Plans for an ambitious development project within the school estate also moved forward, aiming to bring to life an exciting vision to shape the future for generations to come.



Bedford Modern School

BMS staff and students celebrated outstanding GCSE and A level results in the summer of 2022. At A level, 90% of grades were ranked A*-B and 92% of students secured a place at their first-choice university. At GCSE, more than half of grades were ranked 9 or 8.

As usual, our students left BMS to study a wide variety of courses at many respected universities and other education providers both in the UK and overseas. Science, Technology, Engineering, and Mathematics (STEM) and Philosophy, Politics and Economics (PPE) subjects were the most popular and five students secured places to study medicine. A further five achieved places at either Cambridge or Oxford, one received a place at the University of Kentucky on a full scholarship thanks to their sporting prowess, another headed off to the Royal Welsh College of Music Drama to study musical theatre and one of our accomplished students continued their educational journey at Leeds Art College.

In October the school's inaugural Cultures Fortnight was held, to celebrate the rich cultural diversity at BMS. Caterers recreated students' family recipes originating from all over the world, and students had the chance to come to school in clothing which represented the varied cultures to which they are connected.

On the stage, Year 11-13 students at Bedford Modern School dazzled audiences with a rendition of Our House, and more than 100 students in Years 10-13 delivered a riotously funny performance

of the classic musical *Me and My Girl*. Both major productions were accompanied by a live concert band composed of students and staff, with outstanding sets, costumes, lighting, and sound design.

In sport, the school's U14A hockey players became regional champions and went on to represent the East region at the England Hockey National Finals. U14 and U19 netball squads both achieved County Champion titles in the National Schools Competition, and U13 Rugby Sevens were crowned overall winners in their category of the 2023 'Saints 7s Series' competition. Individual students also shone: a Sixth Form para-athlete was accepted into the England Athletics Youth Talent Programme and later secured sponsorship from UK supermarket Aldi. Meanwhile, a Senior School student was offered a two-year contract with the Arsenal Women's Super League Academy U21 Squad.

The Music Faculty held their very first Music Festival of Performance. Led by an expert practitioner together with the Director of Music, this comprised five lunchtime sessions which focused on different musical instruments and featured students at all levels.

BMS won the Commissioner's Cup at Bedfordshire PCC's School Debating Competition for the second year running. Four Year 10 students were also placed second in the East Midlands Regional Final of the F1 in Schools UK Challenge, sending them through to the National Finals.

Following the departure of Alex Tate in August 2023, David Payne has been appointed as Bedford Modern School's new Head. He will join the school in January 2024.



Bedford Girls' School

The academic year 2022-23 saw Bedford Girls' School go from strength to strength.

Summer 2022 external examination results were excellent. The school's International Baccalaureate Diploma cohort achieved an outstanding average point score of 40 (out of a maximum point score of 45, and against a worldwide average of 29 points), with one student achieving an exceptional 44. The A level cohort achieved 80% A*-B (IB and A Level combined); whilst 70% of GCSE entries were awarded grade 9-7.

The BGS Upper Sixth cohort embarked on courses as far ranging as Medicine, Law, Hispanic Studies, Economics, Aerospace Engineering, Astro Physics, Computer Science, English, and Fashion Marketing. Over 50% of students chose to study courses at a Russell Group university, with others choosing Oxbridge and leading universities in the UK and Europe, and students being accepted into prestigious apprenticeship programmes at EY and Morrisons. The diversity of choices reflects the personalised approach to university and careers advice that students receive through *The Bridge Careers Service*, truly matching individual aspirations and talents.

BGS started the 2023 academic year with a roll of 978 students, making it one of the largest Independent Schools Council (ISC) girls' schools in the UK.

Sixth Formers were welcomed back to the stunning refurbishment of the Sixth Form Hub and Chequers Cafe; in line with the school's strategic aim of creating vibrant working environments which help prepare students for a world beyond school.

The year continued unabated with the energy and enthusiasm which is at the heart of the school. For the first time since the pandemic, students travelled beyond the UK shores with ever-intrepid geographers broadening their knowledge in Iceland; whilst all Junior School students enjoyed residential trips across the UK building independence and memories.

Once again, Bedford Girls' School took leading positions across the board in sports. Highlights included U19A and B Lacrosse stars being crowned Division 2 National Lacrosse Champions; swimmers achieving an incredible 90 medals in their respective events; U14 Hockey players were

runners up in the England Hockey Girls' Schools Tier 2 Championships and at the National Schools' Regatta BGS rowers reached eight finals against the very top competition across the country.

Students wowed audiences in a joint musical production with Bedford School of *Bugsy Malone* and a dramatic reinterpretation of *The Company of Wolves*; whilst BGS performers continued to win an array of accolades at local and regional music and drama festivals.

The school celebrated individual successes in a plethora of competitions including National Tech Challenges, STEMM awards and National Psychology competitions; but also took time to celebrate the rich diversity of the BGS community through recognising cultural events such as World Hijab Day, Diwali, Chinese New Year, Neuro-Diversity Week and Black History Month.



Pilgrims Pre-Preparatory School

The new 2022/23 academic year started with the usual level of enthusiasm and anticipation from the children, their families and staff. Pilgrims' new 3-year Strategic Plan was introduced, looking more closely at sustainability and how the school can continue to 'weather the storms' both environmentally and financially. A number of reviews and audits were undertaken, throughout the year, across all departments, with specific emphasis on Finance, Inclusion and our SEND & Pastoral provision. Redefining the school's Creative Curriculum was also particularly important due to the many changes it had been through in recent years, as well as in support of our imminent Independent Schools Education & Quality Inspection (EQI).

Inside the classroom, the children were inspired by topics which saw them venturing to the 'Pond & Beyond', travelling 'Out of this World' and discovering 'All about Me'. Their knowledge was further enhanced throughout each term with exciting trips to a London Theatre, the National Space Centre, Woburn Safari Park as well as a 3-day residential trip for our Year 2 children. And, following The Harpur Trust entrance assessments, we were delighted that all our Year 2 children who sat for a Year 3 place at one of the Prep or Junior schools received at least one offer.

During the last week of the spring term, Pilgrims welcomed the Independent School Inspectors to Pilgrims. The children and staff were well prepared and ready to show our visitors what they had learnt and what they were looking forward to doing next. Once again, the school received 'Outstanding' and 'Excellent' in all areas with the Inspection report identifying that the "*attainment of pupils across the school is excellent and represents successful fulfilment of the school's aim to inspire every pupil to develop a love of learning and achieve their full potential.*" Within Early Years, the Inspectors highlighted that our "*high-quality curriculum provision provides opportunities for children to develop confidence, resilience and independence.*"

The school is extremely proud of the outcome from this inspection, as it recognises the hard work and dedication of the staff. This is particularly true within our Early Years team as it comes during what has been a well-publicised challenging year within this sector in relation to Training, Recruitment and Retention.

In summary, and as children experience through their Creative Curriculum topics, Pilgrims had a fabulous start, a marvellous middle and an amazing end to another successful year.



HEART Academies Trust

During 2022-2023 all HEART Academies Trust schools focused on ensuring the highest quality educational provision for all children and young adults. There has been a significant increase in the number of pupils with special educational needs and/ or disabilities (SEND) and this has led to further development of HEART's provision for these children so they can thrive in education. The cost-of-living crisis has heavily affected our communities and all schools are mindful of the additional support they need to provide to their families so that children are able to access their learning effectively.

The '50 Things To Do Before You're Five' Bedford app, launched in 2022 by HEART to support parents of children aged 0-5, celebrated its first birthday. This provided more opportunities to work alongside a range of local stakeholders such as Bedford Borough Council and nursery providers.

Bedford Academy continues its journey of growth in numbers. The sixth form is continuing to grow towards the target of 300 students across Years 12 and 13. There has been recent approval for new facilities such as a new 4G football pitch and funding for more classrooms to meet the needs of the growing numbers. An Ofsted inspection in March 2023 saw Bedford Academy judged to be Good in all areas.

Cauldwell Primary School continues to be an oversubscribed school that sits at the centre of the local community. The school's inclusion hub, set up in 2021, continues to meet the needs of pupils with complex SEND. This provision has extended to meet the needs of pupils in Early Years Foundation Stage (EYFS), Key Stage 1 and 2.

Shackleton Primary School is now an oversubscribed school in the community. A new Headteacher has been in post since April 2023, and new approaches have been developed to ensure there is a high level of accountability at all levels.

The increase in the number of pupils with an Education, Health and Care Plan (EHCP) and complex needs, especially in EYFS and Year 1, has led to the creation of the ARC (Additionally Resourced Classroom). This provision allows for a bespoke curriculum for specific pupils and follows the model of the Inclusion Hub at Cauldwell. There has also been significant investment by HEART to create a Year 1 environment that allows for a more holistic approach to meet the needs of the cohort.

Shortstown Primary School continued to provide an educational experience for 2-11 year olds. Both the pre-school and primary school were full with a waiting list reflecting demand. There has been significant restructure of the pre-school in order to provide a full EYFS curriculum that starts at aged 2. The Good Level of Development (GLD) outcomes for 2023 was the highest in HEART Academies Trust, owing to the preschool provision in place.

3. Support children to access our schools' education with high value, impactful bursaries

In this year, work began to collate and report on the impact of bursaries across the three Harpur Trust schools. Initial data shows encouraging results, supporting the transformational nature of these awards. The reports show that bursary students are achieving significantly better GCSE grades than what would have been expected given their aptitude. Discussions with bursary alumni has indicated that the support which was given helped to put these former pupils on a life-changing trajectory.

The Trust has collaborated with a number of partners over the year to understand how to develop better analysis of bursary impact. One of these partnerships was with students from Oxford University who highlighted the relationships between educational achievement and university destinations for Bedford students and the impact on career prospects. Further work will continue in the year ahead.

4. Maximise our impact on community needs

The Community Strategy Group has met frequently this year, to assess and understand the impact of our community work. They have reviewed reports on the impact and learning of the Accelerator Programme, community events and sponsorships. Learning from our involvement in Bedford Giving has helped the Group to begin a review of our responsive grants programme, including how we can incorporate best practice to make sure we provide the most impactful support for the community.

This year we undertook research into issues such as the complex relationships between health and education in the early years and educational outcomes. We have begun analysis of recently published Office for National Statistics (ONS) data relating to the 2003 census to help us refine our approach to supporting local schools. All of this supports our focus on understanding how to target our resources most effectively for the benefit of the community.

5. Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts

Over the year, we conducted an in-depth Governance review to ensure our structure is best suited to the current environment and to be efficient in how we fulfil the aims of The Trust. The focus was on streamlining decision making and providing clarity about the contribution of each Committee. This has included an updated scheme of delegation.

The Trustees have approved recommendations at the Board meeting in May 2023 and these are now being implemented.

Three Year Strategic Objectives 2022-25

To support our new long-term aims, *Together For Bedford*, three-year strategic objectives were set out as follows:

| Long term aims | 2022-25 strategic objectives |
|--|---|
| Enable more children and young people facing disadvantage to achieve their potential | Host <i>Bedford Giving</i> to bring the whole community together for children and young people. |
| | Develop an <i>Accelerator Programme</i> to enable more children aged 0-11 in low-income families to make more rapid progress in education. |
| | Identify innovative and impactful public benefit opportunities to enable our schools to support our strategy. |
| | Deliver shared priorities with HEART Academies Trust. |
| Offer high quality, distinctive and financially sustainable education | Ensure our schools continue to offer high quality, distinctive education. |
| | Help our schools to remain financially sustainable and well positioned to respond to risks and challenges. |
| Support children to access our schools' education with high value, impactful bursaries | Maximise the impact of our bursaries and improve evaluation and communication of our programme. |
| Maximise our impact on community needs | Continue to offer responsive grants for the community. |
| | Ensure our community resources are used as effectively as possible to maximise our impact. |
| Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts | Implement a governance and management review. |
| | Continue to focus on inclusion, sustainability and strategic financial governance. |
| | Deliver an organisational development plan to support the strategy, proactively respond to risks and maximise our effectiveness and efficiency. |

Strategic Priorities for 2023-2024

The following strategic priorities for 2023/24 are intended to progress us towards the three year strategic aims above. Four key annual priorities were identified by the Trustees, **highlighted in bold**:

| Long term aims | 2023-24 strategic priorities |
|--|--|
| Enable more children and young people facing disadvantage to achieve their potential | Develop and share impact reports for Bedford Giving programmes. |
| | Grow volunteering, financial and other support for Bedford Giving. |
| | Create effective system for community representation within Bedford Giving. |
| | Share learning from successful interventions with schools. |
| | Grow and deepen relationships with Accelerator Programme schools. |
| | Grow local and national education relationships including with Bedford Borough Council, research/learning partners, think tanks and funders. |
| | Develop an active cross-Trust network of community-focused staff. |
| | Encourage greater participation by staff, pupils and Trust school communities (parents/alumni) in strategic public benefit programmes. |
| Progress shared priorities with HEART Academies Trust. | |
| Offer high quality, distinctive and financially sustainable education | Support effective Trustee engagement with school impact reporting. |
| | Progress school capital developments. |
| | Strengthen school financial resilience against VAT and other challenges. |
| Support children to access our education with high value, impactful bursaries | Continue to develop bursary impact measurement and communication. |
| Maximise our impact on community needs | Grow the responsive grants programme to mitigate impact of inflation. |
| | Review the responsive grants programme to clarify its purpose, aims and impact. |
| | Establish target group for Randall's Cottage Homes and our almshouse resources. |
| Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts | Implement the conclusions of the governance and management review. |
| | Continue to progress work on environmental sustainability and inclusion, including structure for reporting impact of inclusion work. |
| | Manage endowment portfolios, cash and reserves to maximise short and long-term resources and mitigate financial risk. |
| | Review The Harpur Trust brand. |
| | Develop cross-Trust values and culture as part of a people strategy. |
| | Further develop recruitment and retention initiatives, including via learning and development, and enhancing the employee onboarding experience. |
| | Progress agreed cross-Trust operational and organisational development priorities. |

Grantmaking

Grantmaking Policy



Grants are made in support of all three of The Trust's charitable objects and mission areas. Our Trustees have flexibility to allocate resources according to perceived need. We believe we achieve most when we make grants to maintain valuable and effective services, when we fund work which brings new services and ideas to Bedford Borough and when we fund programmes which help voluntary organisations become more effective.

We recognise that grantmaking with partners, whether they contribute additional funding or expertise, brings additional benefits to the people of Bedford.

Organisations and individuals are encouraged to contact us informally for initial guidance on their applications, and much advice is given verbally. Our main priorities, grant programmes and the application process are also set out in the guidance notes which are available by post, email and on www.harpurtrust.org.uk. They are summarised below:

- **Promotion of education** Since our inception we have had a key role in developing and enhancing educational opportunities in the Borough. This is reflected in the educational programmes that comprise a major element of our grantmaking. We have a broad definition of education and support projects, working with people of all ages and in a wide variety of settings.
- **Relief of poverty, sickness, hardship or distress** Trustees consider requests for staffing, running and capital costs for projects and core services. Through on-going research and consultation, locally and beyond the Borough, our Trustees continually develop grant giving priorities in response to emerging local needs and opportunities.
- **Provision of recreational facilities with a social welfare purpose** Our grantmaking under this object has a strong emphasis on projects that address the needs of young and/or disadvantaged people. How a project proposal will act 'in the interests of social welfare' is also carefully considered.

Grantmaking process

Our Grants Committee meets four times a year to consider grant applications up to £50,000 and to provide guidance from committee members to applicants on their preliminary proposals.

Applications in excess of £50,000 for one year, or £150,000 over a three-year period, must be agreed by our Trustees on recommendation from our Grants Committee. Following the adoption of The Trust's new Community Strategy in May 2022, responsibility for grantmaking policy has passed to the Community Strategy Group.

Grants awarded

This year we made 45 grants to organisations and individuals in Bedford Borough. These grants offered school uniforms to almost 500 students on free school meals at state secondary schools and supported 41 schools and other charitable organisations supporting people from across Bedford Borough.

Our new strategy recognises that there is inequality in Bedford and some sections of the community face multiple disadvantages. We were delighted that 17% of our successful applications this year were from people from these communities, and a similar percentage were from groups which had not applied to The Trust previously. Our work with Bedford Giving, developing a panel of grantmakers from the community with lived experience of a variety of challenges, has shown us just how valuable listening to these voices can be. One grant demonstrating the value of this approach include a small award to a new foodbank catering for the specific needs of Bedford's very diverse communities, the Ethnic Foodbank. This project was the brainchild of a local GP from the

Muslim community, concerned about the health inequalities impacting her patients. Other examples include our support for Bedford's diverse Eastern European Community, including grants to the Polish British Integration Centre (PBIC), which provides advice, guidance and training to residents from these backgrounds, and the Polish Saturday School. The school is also supporting and mentoring newly arrived Ukrainian refugees in developing their own Saturday School for Ukrainian children in Bedford so they don't lose their language and culture, and can reintegrate when they return home.

Social Investment Policy

The Trust has a Social Investment Group (SIG) to determine, review and implement the Social Investment Policy of The Trust. The SIG is responsible to the Trustees for the management of The Trust's social investment programme and associated funds. The SIG also advises the Trustees on the proper level of risk in the social investment programme and the balance between the furtherance of the charitable objects and the financial return expected from the social investment portfolio. The SIG reviews the social investment portfolio annually.

Public Benefit



The Harpur Trust delivers its charitable purposes for public benefit across the whole range of its activities. The Trustees pay due regard to the Charity Commission's published guidance on the public benefit requirement under the Charities Act 2011.

Our public benefit is delivered through our community support and grantmaking activities, as described above, through accommodation for older people in need, community events, our sponsorship of the HEART Academies Trust, and through the public benefit activities of our independent schools as described below. In addition to the public benefit impact of our schools' financial support through the bursary programme, we are committed to maximising access to our facilities and expertise to further our charitable objects.

Following the transfer of our almshouse residents to more appropriate extra care accommodation in Bedford in 2019, we are working to identify the most impactful use of our almshouse assets as part of its new strategy development. In the meantime, we continue to work closely with charities and housing associations providing accommodation for older residents of Bedford. We have nomination rights to four such schemes across the Borough, with 48 places available to our nominees.

This year, our new strategy, *Together for Bedford*, has increased the depth and reach of our public benefit, with more state primary schools partnering with us on our Accelerator Programme and a growing number of organisations and individuals inspired to join us to take action to improve the lives of children and young people, as part of Bedford Giving

Public benefit in our independent schools



In addition to the range of other activities through which The Trust provides public benefit, The Trust's schools deliver substantial public benefit in their own right.

The largest area of public benefit is through the provision of means-tested bursaries to help lower-income families pay all or part of their school fees. We supported 188 pupils with their school fees this year, providing total support of

£2.55m . Of these, 75% of bursaries were 'transformational', more than 70% of school fees. The aim of these awards is to provide an education to someone for whom it is wholly out of reach and whose life is changed significantly by this funding.

Between the schools' public benefit programme, grantmaking and other community activities, The Harpur Trust has engaged with the vast majority of state schools and colleges in the borough this year. The close connections we have developed with a group of Bedford primary schools through our *Accelerator Programme* have enabled The Trust's schools and communities team to work together on some strategic initiatives to support local children to achieve their potential in education. The following examples highlight what can be achieved through this type of collaborative endeavour.

Student Reading Support Programme – Building on the success of their existing reading support programme with Shackleton Primary School, Bedford Girls' School has worked with pupils at Martson Vale Middle School on a programme to help children in year 5 and 6 to develop the reading and numeracy skills needed to access the wider curriculum. This year 60 Year 12 girls volunteered regularly providing reading support for 75 children. Ten BGS pupils supported 120 pupils at Shackleton Primary with a twice weekly reading programme supporting pupils in reception, years 1,2 and 6.

Not to be outdone, boys from Bedford School contribute to a number of reading programmes across the Borough. At Accelerator Programme schools Goldington Green Academy and Cauldwell Primary, they have supported over 40 students with regular reading activities, including a playground reading hut. They also supported over 60 students at Hills Academy and 20 at Edith Cavell Primary with reading.

Loans and donations of equipment and facilities - Harpur Trust schools make a wide variety of resources available to students at state schools, who do not have access to the same excellent facilities as Harpur Trust pupils. Examples this year include Bedford Girls' School loaning their extensive sports facilities at Cople to the village primary school and to Sheerhatch, which have limited sports facilities. This enabled the students and their families to enjoy a safe and well-resourced sports days. Similarly, Pilgrims Pre-Preparatory School offer its swimming pool on a weekly basis to young adults at the Sense College for students with multiple sensory impairments. Bedford School enable significant numbers of local people the chance to learn about astronomy at their highly regarded on site Observatory. This year 133 pupils from 6 local schools observed the stars under expert supervision, along with 164 people from 10 local community groups.

Student Volunteering – The Trust's schools all have a strong culture of volunteering, with significant numbers of students making a difference in the community each week. This year boys from Bedford School provided weekly support to 15 people supported by Headway, the charity for people with brain injuries. Their support included music therapy, physiotherapy sessions and using their digital technology skills to help facilitate Zoom calls and other IT based activities. In addition, they arranged events to benefit particular sections of the community. Sixth form students at Bedford Girls' School organised a lunch for 30 isolated older people in the local community, offering entertainment and friendship. The desire to support the community begins early at The Harpur Trust; year 2 pupils from Pilgrims Pre Preparatory School visited isolated older people, who had few visitors at local care homes to sing and talk. The benefits of these intergenerational partnerships are well evidenced, and they represent a real keystone of a healthy community.

Structure, Governance and Management

Constitution



The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The Charity was founded by an Act of Parliament in 1764 and is administered under a scheme sealed by the Charity Commission on 1 September 2000 and amended in 2009.

The Harpur Trust is a company limited by guarantee (Company Number 3475202). The company is governed by Articles of Association and is registered as a charity in the UK, number 1066861.

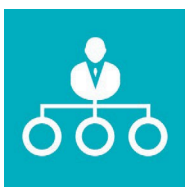
The endowed properties ('specie' land) and assets continue to be held in the original Bedford Charity, which was amended and renamed The Harpur Foundation. The Harpur Trust is the sole corporate trustee of The Harpur Foundation and a 'Uniting Direction' is in place which removes the need to prepare separate accounts.

The Harpur Trust is also the trustee of an almshouse charity, Randall Cottage Homes, whose results are included within those of The Trust itself following a 'Uniting Direction' received from the Charity Commission.

The directors of the company are known as Trustees and they are also members of the company for the purpose of company law and charity trustees for the purpose of charity law. This legal form has several advantages including a more effective limit of liability for the Trustees, which in turn will assist in attracting a wider cross-section of candidates for trusteeship.

There are 25 Trustees of whom seven are nominated, two are representative members and the remaining 16 are co-opted, elected by the Trustees. All terms of office are for five years, with the exception of the representative members for whom it is four years. Names of Trustees and the committees on which they served during the year are shown on pages 34-37 of the annual report.

Governance and organisation



The Trustees meet at least three times a year, with additional meetings as necessary. They receive reports from all our committees, which themselves meet three or four times annually. Committees co-opt members who are not Trustees in accordance with the Articles of Association.

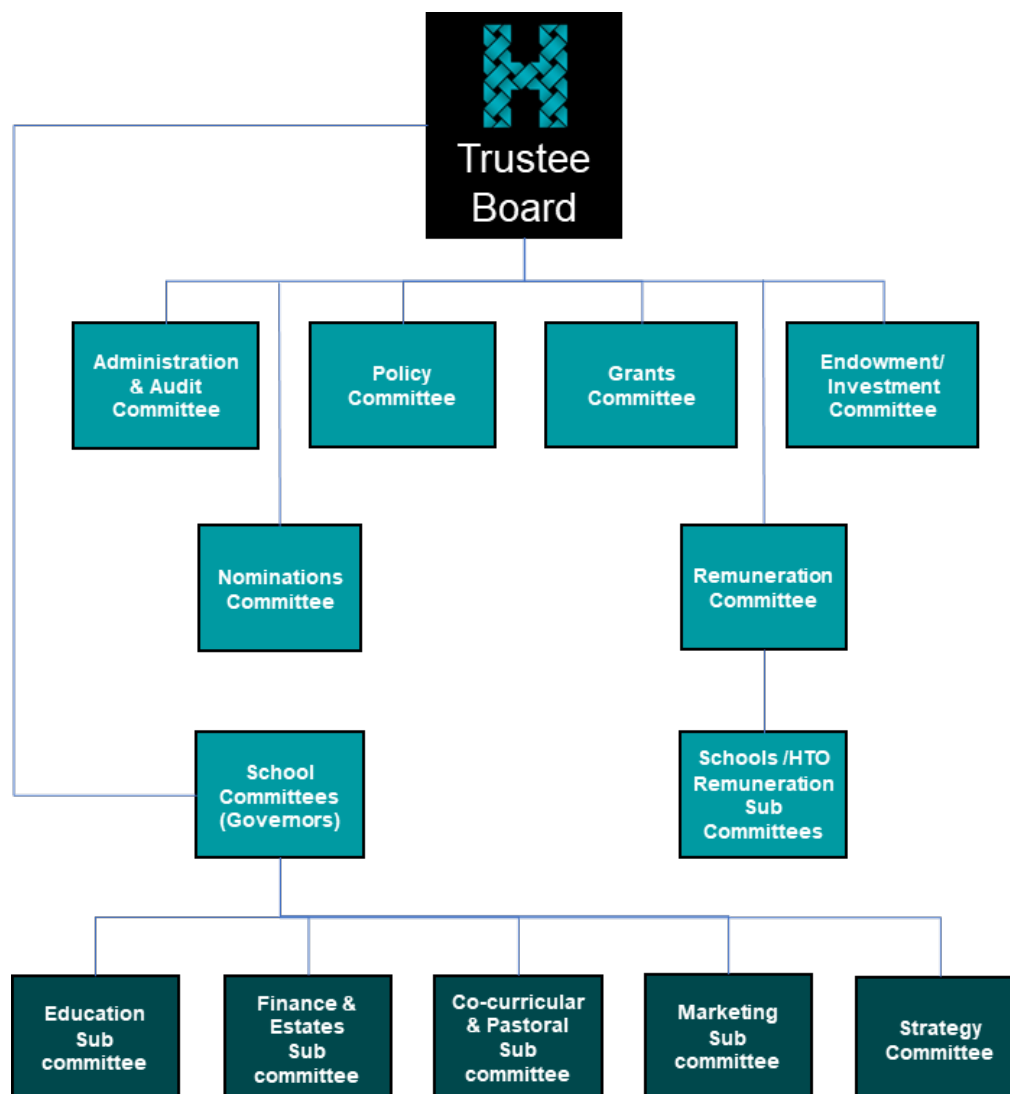
While The Trust is a single legal entity, a high degree of internal autonomy is accorded to its operating units: four schools; almshouse provision; grantmaking; and the management of the endowment, all of which are accomplished through the committee system.

Most committees accomplish some of their work through sub-committees and working parties. The Chairs of the School Committees, together with the school Heads, have specific responsibility for advising the Trustees on educational issues.

Trustees have handed the day to day running of the organisation to key management personnel. These have been defined as the Chief Executive, Chief Financial Officer, Human Resources Director, Community Programmes Director and the Heads of each of the four schools.

The Harpur Trust Office (HTO), managed by the Chief Executive, provides administration services to the Trustees and their committees, and financial, human resource and administrative advice and guidance to the schools, as well as undertaking the day-to-day management of the endowment and directing the community grants programme.

The Trust's committees are outlined below:



In addition to the Committees above, Trustees are also members of the Community Strategy Group; a task and finish group created as part of the new community strategy and School Finance Group, set up specifically to focus on financial forecasts and related decisions.

The Trustees have considered the Charity Governance Code and the Board ensures that the principles and practices set out in the code are applied and that the Trust operates good governance throughout its activities.

Trustee training and induction

The Trustees place considerable emphasis on training; staff and Trustees attend seminars and workshops on a variety of issues including strategic policy review, financial management and accounts, investment, governance, appraisal, safeguarding, grantmaking and communications. There is a comprehensive, mandatory induction programme for new Trustees and non-trustee members of committees, which senior staff members at the offices and schools also attend. The Trust has introduced a comprehensive Training Directory offering ongoing developmental training for its Governors and Trustees.

Related parties and co-operation with other organisations

None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or senior manager of the charity with any employee, supplier or grant beneficiary must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year all related party transactions were disclosed as necessary.

Serious incident reporting

The Trust has a clear process for reporting developing incidents to senior management and to ensure timely escalation to Trustees for awareness and view on reporting. In the year ending June 2023, two incidents and one update were reported to the Charity Commission.

Our commitment to safeguarding

The Trust has safeguarding responsibilities across its four schools and other areas in which we work. The safeguarding policy and code of conduct apply across the whole organisation and are supported by a range of policies and procedures to reduce the risk of harm to beneficiaries, supporters, pupils, staff and volunteers. We encourage individuals to report concerns and we recognise that there are many barriers to vulnerable people reporting abuse and we are committed to improving reporting mechanisms. When concerns are raised, we study the circumstances with a view to understanding the causes and how we can take steps to prevent similar occurrences. Regular safeguarding reports are taken to both Committees and the Board of The Trust for review. Safeguarding training is also made available to both employees and volunteers.

Diversity and inclusion

We have long sought ways to make ourselves more accessible and inclusive for pupils, staff and the communities we exist to support, but we need to do more. We are doing more to listen so we can understand what else we should do, within our schools and in our community programmes.

We are learning from our staff, our pupils and from organisations and people that we support and collaborate with, including crucially from the ethnic minority communities in Bedford. All of our schools have created groups looking at this issue to identify priorities for action, including those initiatives that were already in place.

As we continue to learn, our Board of Trustees is holding itself to account so that across the whole Trust, we do what we need to do so we can identify and tackle any biased, inequitable or preferential treatment, whether direct or systemic, in the way we fulfil our responsibilities. Plans will be shared as they develop.

The Trust is committed to the promotion of equal opportunities, valuing and encouraging diversity and the creation of an inclusive working environment for all employees / workers and opposes all forms of irrelevant and unlawful discrimination, including discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity (the nine Protected Characteristics defined in the Equality Act 2010).

Ensuring that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of delivering equal opportunities in employment. The Trust has a separate dignity at work policy, which deals with these issues should they occur. We also provide a Whistleblowing Hotline through which staff can confidentially raise concerns.

Statement on fundraising

Fundraising within The Harpur Trust is carried out at an individual school level and for community programmes. Fundraising in schools is only undertaken for specific campaigns (e.g. towards a particular capital project or an objective such as bursaries), and is usually undertaken by affiliated organisations of, primarily, volunteer groups of parents and alumni. Fundraising for community programmes is undertaken in support of the Bedford Giving restricted fund or individual Bedford Giving projects.

There are no professional fundraising organisations used and so no monitoring processes are required.

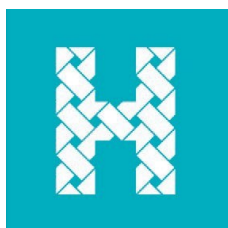
The Trust has not subscribed to the Fundraising Regulator but adheres to the Code of Fundraising Practice when undertaking fundraising activity. There have been no complaints in the period regarding inappropriate or intrusive contact.

Employee Relations

Employee engagement

At The Harpur Trust we are working to increase our ability to create and sustain more inclusive workplaces, so that we can be even more effective in our day-to-day work. We aim to enable all staff to consciously manage inclusion and work to achieve greater diversity by developing inclusive behaviours and implementing any necessary changes to systems, processes and policies.

One element of this work this year has been an employee survey designed to provide us with better information about how staff feel regarding inclusion and diversity at The Harpur Trust and its schools. Using a Neurotech Implicit Reaction Time (IRT) method, the survey sought to understand what staff actually believe, rather than on the consciously thought-out answers that would result from traditional survey methods.



The overall results showed an authenticity in responses from staff, with implicit reaction results being closely aligned with those generated from thought-out answers. This suggests that the working environment is one in which staff feel comfortable in genuinely expressing their opinions. Based on employee feedback, there are areas which require further improvement in relation to diversity and inclusion, and plans are in place for our next steps in that direction.

As part of our ongoing commitment to employee development, and to ensure that The Trust and its schools are inclusive places to work, with motivated and engaged teams, we have developed an additional training programme to supplement our well-established Inspiring Leaders Programme, and our People Management Programme (PMP) which was introduced in 2021. The Management Essentials Programme (MEP) is mandatory for all line managers and focuses on The Trust's policies, procedures and best practice to ensure that delegates are properly equipped to undertake their responsibilities, and so that they can support the development of a culture that prioritises high levels of competency in people management.

One of the key benefits of delivering this training in-house is the feedback that we receive from delegates about their people management challenges, so that we can tailor our offering to their needs. It's the tailoring, flexibility, inclusivity, expansion and continuous improvement of our programmes, and the delegate collaboration that they facilitate, that has contributed to The Trust reaching the shortlist for two awards; the Chartered Institute of Personnel and Development's Best Learning and Development initiative award, and the Investors In People Award for Learning and Development.

Our work to embed Performance and Development Reviews (PDRs) across The Trust, has focused on improving the alignment of individual objectives with strategic goals, and to emphasise

Continuous Professional Development. As a result, staff have a better understanding of their role in achieving the strategic goals that are relevant to their part of the organisation, and an improved knowledge of The Trust's aims. Training sessions on this topic feature on our PMP and MEP, and are also delivered to line managers and team members on request, to enable both parties to get the best from the PDR process.

To ensure that all our employees are given the opportunity to fully benefit from their Performance and Development Reviews, plans are underway to move the recording of the PDR process onto our online HR platform so that frequency and quality of performance management and development conversations are visible. In turn, this visibility will help us to focus on the areas where improvements are required, particularly in relation to line manager training.

The Harpur Trust Staff Forum (HTSF) remains one of our key communication channels with employees. Representatives take part on a voluntary basis and their level of attendance and participation is good. Representatives are updated termly on matters across the organisation and after each HTSF meeting all staff receive copies of the minutes and actions, to support any individual feedback they receive from their representatives.

This year, with the emergence of the new strategy, and the launch of Bedford Giving and our Accelerator Programme, the HTSF has played a vital role in helping us to understand how we can best engage our staff with these transformational initiatives, so that they can all contribute to our mission to nurture potential and improve people's lives. Promoting the opportunities to our staff to be involved in initiatives such as mentoring disadvantaged young people provides them with the satisfaction of using their skills and learning to directly benefit the local community, whilst also supporting their own professional development. This is a unique and powerful opportunity for our employees to directly engage with The Trust's purpose.

Remuneration Policy



The Trust's principle on remuneration is to ensure that the reward package is competitive with other equivalent organisations in the education sector and by type of role for support staff, so that it is able to attract and retain high calibre employees. The Trustees see the ability to recruit and retain talented staff as fundamental to The Trust's success.

The Trustees are responsible for setting the overall reward strategy for The Trust. The Trust's pay policies also seek to:

- be transparent, and simple to understand and operate;
- treat all employees fairly and pay them appropriately in line with the principles of equality, and ensure that pay decisions are free from unlawful discrimination;
- appropriately recognise and reward support staff;
- recognise and reward teachers for their contribution and behaviours;
- maximise the quality of teaching and learning at the school; and
- enable the schools to manage their salary budgets effectively.

We are committed to employing the best person for the job and to ensuring that employees are treated equally and fairly. All policies and practices seek to conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

The Remuneration Committee sets the salary for the Chief Executive, the Heads and senior staff within the schools and The Harpur Trust's Senior Leadership Team. For key management personnel (as defined on page 18), the Remuneration Policy combines regular market benchmarking, with reward for the achievement of performance targets.

We generally use the market median in the charity sector as rule of thumb for setting salaries. However, some flexibility is applied to take into consideration the specific requirements for each post and to ensure we can recruit the best candidate possible to meet the needs of our beneficiaries.

The performance and objectives of all senior staff are reviewed on an on-going basis through the Performance Review and Development Planning process. There is also a biennial 360 degree review process for senior staff which provides individuals with feedback from their line manager, their peers and their teams about how they have contributed to the achievement of our strategy, which helps identify any areas for personal development.

Risk Management



Our Trustees, assisted by the senior managers in The Trust, regularly review our activities with regard to any major risks that might arise and are identified from time to time. The Administration and Audit Committee supervises the overall policy for risk management within The Trust and recommends any changes to the Board. The sub-committees of The Trust report on risk at each of their meetings and this is then reported to the Board. The Policy Committee reviews strategic risks on behalf of the Board each term and approval of the risk register by the Board is sought annually. During the year Trustees considered the following key strategic risks to be the most significant. Actions have been identified to manage and mitigate these risks as shown in the following table:

| Risk | Mitigation actions |
|--|--|
| Major external event, such as a pandemic, leading to closure of schools and subsequent financial impact. | The Covid pandemic meant the closure of the schools which led to the subsequent financial risks of The Trust having to continue to pay staff with potential lower income from fees. The Trust considered this as a major and key risk and took actions to mitigate the impact. |
| A significant fall in the value of investments. | The Trust carries out a regular view of investment performances against long-term objectives. Trustees have agreed a number of objectives to help guide them in their strategic thinking of the assets and control of the various risks to which The Trust is exposed. |
| Falling demand for places at The Trust's schools. | Pupil numbers are closely monitored within each school and presented annually to the Trustees. As affordability is a key factor in parents deciding to send their child to a Harpur Trust school, fee levels are reviewed in detail each year. The Board has also looked at further work into bursaries (to assist pupils) and joint marketing that may be required to broaden the awareness of Harpur Trust schools. |
| The impact of political initiatives on the viability of independent education generally and The Trust's schools in particular. | The political nature of this risk means that there are few actions that can reduce the likelihood of it occurring. One of the measures that The Trust can consider is whether Trust reserves should be increased to help manage the risk and provide time for structural adjustments to be made if the policy of imposing VAT on school fees is implemented. An assessment of the reserves has been submitted to the Board and continues to be reviewed. |

| Risk | Mitigation actions |
|---|---|
| Schools fail to maintain high academic standards. | The Trust's schools have agreed a common baseline measurement system and figures for Value Added. These are reported annually to the Board (as part of the reports from the Heads of each school). A system of performance management has been put in place that focuses on high teaching standards and this is reviewed annually. |
| Overspending of return on Permanent Endowment. | The Trust have a spending rule which sets out the amount of return which can be spent from the Permanent Endowment and this is reviewed annually when setting the budget. This spending rule takes into account inflation and market valuation. The Trust also carries out periodic reviews of asset allocation and the sustainability of the spend rate. |

In addition, the Trustees have identified key operational risks which are set out below:

| Risk | Mitigation actions |
|--|--|
| Adequate management of cash. | The Trust's Administration and Audit Committee receives a routine cash management report at each meeting which looks at the cash flow and impending cash requirements. Sensitivity analysis is also carried out on the cashflow forecasts to see if any additional cash requirements are needed in the future. |
| Inflationary risk across The Trust. | Increase in inflation may lead to rising costs and pressure on school fees. The Trust has to balance this risk to ensure fees remain affordable, as inflation increases can also impact upon parents' capacity to pay school fees. Inflation may also impact the endowment funds and the investment portfolio. |
| Failure to comply with relevant health and safety regulations. | The Trust takes health and safety seriously and has a number of controls in place such as policies, risk assessments and safe working procedures for each site. |
| Inadequate policies and procedures in place to deal with staff mental health issues. | The Trust has a number of initiatives in place to mitigate this risk including provision of benefits to staff such as health screening and a counselling scheme, a generous annual leave benefit and family friendly policies to assist with a good work life balance. In addition there are Wellbeing Committees and Mental Health First Aiders at the schools. |

| Risk | Mitigation actions |
|---|---|
| Inability to attract and select high quality staff. | The Trust depends upon its ability to recruit high quality teaching and support staff, which might be adversely affected by lack of suitable candidates, relatively poor pay and conditions offered, poor recruitment process/practice, unattractiveness of Bedford as a location or a decline in the reputation of The Trust's schools. A variety of measures have been put in place to aid the recruitment process including working with media agencies to ensure the most effective advertising, psychometric testing and communication of benefits. In addition there are HR professionals in place at each of the schools and a focus on recruitment and selection training as part of the training offering. |
| Cyber attack, or an IT user account compromised. | The Trust has put penetration testing in place across The Trust. Regular training of staff and increased awareness campaigns have been carried out. Further security measures have been implemented to strengthen and manage the IT networks. The Trust continually reviews its security measures and uses penetration testing to test the vulnerability of any sites. |
| Governance risk – inadequate, inappropriate or untimely decision making across The Trust. | The Trust monitors changes to the Charity Governance Code and has recently looked at diversity and inclusion. A full review of The Trust's governance is being carried out as part of the strategic review of The Trust. |
| Failure of safeguarding procedures within The Trust. | The Trust has an over-arching Safeguarding Policy that sets out the Trustees' policy and approach to safeguarding. It also establishes an annual review of safeguarding matters to be reported by schools to the Board, the terms of reference for that process and the job description for the Safeguarding Governor. This Policy was re-written in 2021 following the change to Keeping Children Safe in Education (KCSIE). The Trust Education Development Adviser liaises regularly with the Designated Safeguarding Leads (DSLs) at the schools and has been building on the comprehensive training programme for all roles which is in place across The Trust. |
| Historic allegation of sexual abuse of children. | The Independent Inquiry into Child Sexual Abuse (IICSA) recommended all organisations conduct a review of their files to consider whether any incidents of child sexual abuse have been recorded and, if so, whether they were dealt with appropriately. This was completed in February 2016. IICSA also required an immediate review of all safeguarding policies and procedures and The Trust reviews all of its safeguarding policies and procedures at the Board meeting in January each year. IICSA has published recommendations following their final report and The Trust has reviewed these for any changes to policies or practices. |

| Risk | Mitigation actions |
|--|---|
| Requirement to fund the employer contributions for the Teachers' Pension Scheme (TPS). | Employer contributions for TPS are set by a quadrennial actuarial valuation. Correspondence with TPS is monitored regularly to determine the funding of the scheme and to anticipate actuarial outcomes. A working party has investigated the issues surrounding TPS, including: the likelihood and scale of impact of any future increases in employers' contributions; the risk to retention and recruitment of good teaching staff; the alternative pension scheme options available and the employee relations and communications requirements arising from this matter. In January 2023, The Trust announced that a new pension scheme, the Aviva Pension Trust for Independent Schools (APTIS), would be available to teaching staff from 1 May 2023. |
| Increased holiday pay for term time only (TTO) staff. | The Trust was informed on 20 July 2022 that the Supreme Court had upheld the Court of Appeal's ruling. This case was important because it identified that the way the law in this country had always been interpreted was incorrect. The Harpur Trust is committed to treating all its employees fairly, and always seeks to comply with the law and best practice. This judgment provides much needed clarity to the matter of holiday pay calculation for 'part-year' workers and The Trust's processes and procedures have been adjusted to ensure compliance with this ruling. |
| School surpluses are insufficient to maintain reserves and capital estate. | The Trust looks to ensure that all schools are generating sufficient surpluses to be able to carry out capital development. As part of the governance process the level of surpluses and the capital requirements are reported annually to the Board. |
| Failure to maximise impact of community programmes. | The Trust has approved a new Community Strategy, overseen by a Community Strategy Group which requires regular reporting of impact of each strand of the Community Strategy. |

During the year, Trustees have also identified and implemented the controls necessary in order to close a number of the non-strategic risks. A comprehensive review of the way risk is managed across The Trust has also been completed and the Trust Risk Management Policy and procedures have been reviewed accordingly.

In the opinion of the Trustees, The Trust has established resources and systems, including the use of risk management software, which under normal conditions should ensure risks are managed to an acceptable level. It is recognised however, that such risk management systems and protocols cannot provide absolute assurance that all major risks have been adequately managed and a high degree of awareness of risk is encouraged with staff and Trustees alike.

Financial Review

Overview of the year



The majority of The Trust's activities derive from the operation of its four schools.

Total income received by The Trust during the year was £68.6m (2022: £60.7m). School fees receivable are higher than the prior year, due to the annual inflationary fee increases and a good level of pupil admissions across all four schools. The number of means-tested bursaries provided this year decreased compared to last year, with 188 pupils being awarded bursary support (2022: 203 pupils). However, The Trust continues to award over 75% of bursaries at more than 70% of school fees which are regarded as "transformational" to the lives of the children and demonstrates The Trust's continued commitment to support families.

Investment income for 2022/2023 is higher than the previous year at £3.8m (2022: £1.8m) showing a return to levels before Covid. Investment returns were impacted last year by movements in the markets following the invasion of Ukraine, but returns from equities have started to improve despite inflationary pressures.

Total expenditure for the year (£67.7m) was higher than the prior year as The Trust saw increased costs as inflation peaked mid-way through the year impacting the cost base of the schools (2022: £60.1m). The Trustees continually review the operational costs of the schools in order to ensure these are appropriate for the service levels provided.

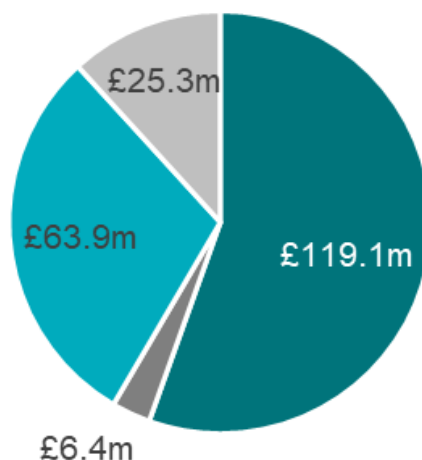
The overall operating result for the year is a net income of £0.8m (2022: £0.6m) which is driven by the higher income. Added to this income are the investment gains arising in the year of £4.6m (the majority of which relates to the permanent endowment assets). The actuarial loss in respect of the non-teaching staff final salary scheme, arising from the FRS102 revaluation of £0.17m, is then deducted to produce a total net increase in The Trust's funds of £5.3m (2022: loss of £6.7m) for the year.

Over the year, The Trust has seen the value of its permanent endowment increase from £116.4m to £119.0m; an increase of 2.2%, which is driven by investment gains. During the year, the Total Return policy allocated £7.3m to the permanent endowment, to protect the real value of the investments (which is based on the inflation rate) and the Unapplied Total Return decreased by £4.7m.

Funds of The Trust

The Harpur Trust is a permanently endowed charity. In accordance with charity accounting regulations, funds are classified as endowed, restricted, designated or general.

Total value of funds £214.7m



■ Endowed Funds ■ Restricted Funds ■ Designated Funds ■ General Funds

Endowed funds These funds are the permanent endowment of The Trust and are held as both operational assets and in a balanced portfolio of investments. A Long-Term Spending Rate (LTSR) is used to determine the amount of endowment returns that will be distributed in the year. This is used for the benefit of the community, primarily through the giving of charitable grants and to cover the costs of running the charity.

Total funds held 2023: £119.1m (2022: £116.4m)

Restricted funds These are funds that have been received for a specific purpose within The Trust's charitable objects. They will ultimately be applied for the purpose specified; they cannot be used for any other purpose.

Total funds held 2023: £6.4m (2022: £6.0m)

Designated funds These arise from The Trust's income streams and are assigned to a specific purpose by the Trustees. They are not treated as 'free' reserves (available to be spent freely) as a designated use has been identified. However, these funds may be re-designated for another purpose by the Trustees if circumstances change. Note 14 sets out the nature of designated funds and how they will be utilised in the future.

Total funds held 2023: £63.9m (2022: £62.5m)

General funds These also arise from The Trust's income streams, however, they are not assigned to a specific purpose by the Trustees. They are held to address potential future risks for The Trust.

Total funds held for 2023: £25.3m (2022: £24.5m)

Investment performance against objectives

Our investment performance is measured regularly against the objective set out below and other benchmarks. For the year ended 30 June 2023, the investment gains in the year were 5.3% before inflation, but losses of 2.7% after inflation. Over the last five years, the average real return (after adjusting for inflation) has been 1.0% (2022: 1.7%). The Endowment Committee regularly review the strategic asset allocation to ensure the investment strategy remains appropriate.

Reserves Policy

The reserves levels as authorised by the Trustees are:

- the overall Trust reserves (defined as the General Reserve and Expendable Endowment) should be between 15% and 25% of the annual turnover of The Trust;
- between £2m and £3m of The Trust's General Reserve Fund should be maintained in cash, and
- the schools' general reserves target should be a minimum of 5% of their turnover in liquid assets.

At 30 June 2023, the overall Trust's free reserves (which consists of The Trust General Reserve and Expendable Endowment) were £12.1m (2022: £10.6m) representing 17.6% of the annual turnover. Note 14 of the financial statements provides further details of the restricted and designated funds at the end of June 2023. All of the reserves for the other Trust schools were above the 5% minimum authorised by the Trustees.

Investment and Total Return Policies

The main investment objectives and risk tolerance of the Investment Policy approved by Trustees are expressed as:

- *To achieve a total real return of 5% per annum net of investment management fees, over rolling five-year periods in order to preserve capital in real terms, while sustaining a spending rate of 3.5% of total asset value per annum.*

The endowment portfolio is managed by two managers, each with broadly half of the investment portfolio. Whilst the managers are each operating to the same investment objective expressed above, they employ a different strategy, which in the opinion of the Trustees reduces manager risk. During 2022, the Endowment Committee reviewed its investment approach and specifically the asset allocation, based on the investment return expectations and the risk appetite of The Trust. As a result of this review, the Endowment Committee agreed to carry out a tender exercise to engage a further investment manager for a private equity investment portfolio. A further investment manager has been appointed and investments were made in 2022/2023.

The Endowment Committee believes that the investment risk arising from the investment strategy combined with the risks arising from active management are consistent with the overall level of risk being targeted.

A Total Return Policy was adopted with effect from July 2014. A reference date of 30 June 2012 was used for the valuation of the investment and the initial value of the Unapplied Total Return (UTR). The investment was determined as the whole of the permanent endowment held as investment funds.

The Total Return Policy determines the allocation of the Unapplied Total Return. This policy aims to maintain the real value of the endowment investment assets over the longer term whilst enabling the appointed fund managers to be free of any constraints imposed by a need to generate income at the expense of the total return of the portfolio. In accordance with this policy the value of the permanent endowment is increased each year in line with inflation. Any difference between this value and the endowment investment portfolio is retained as UTR in order to mitigate years where negative investment returns are experienced.

Ethical Investment Policy

The Trustees believe that responsible investment and good stewardship can enhance long-term portfolio performance and it is therefore aligned with their fiduciary duty. Further, mitigating risk and capturing investment opportunities driven by the integration of Ethical and Environmental, Social and Governance (ESG) issues may have a material impact on investment returns across all asset classes.

The Trustees have given their investment managers full discretion when evaluating ESG issues and in exercising rights and stewardship obligations relating to The Trust's investments.

The Trust aims to ensure that the votes attached to its holdings in all quoted companies, both in the UK and overseas, are exercised whenever practical. The Trust's voting policy is exercised by its investment managers in accordance with their own corporate governance policies, copies of which are provided to the Endowment Committee, and taking account of current best practice. For those assets of The Trust invested in pooled arrangements, the Trustees accept that the assets are subject to the investment managers' own policies on corporate governance as well as environmental, social and ethical investment.

During the investment manager review in early 2020 and the selection of the new private equity manager this year, the Endowment Committee considered the ESG behaviour of the investment managers as a key factor in selecting the preferred manager. The Endowment Committee receives reports on ESG topics from the investment managers during the year.

Streamlined Energy and Carbon Reporting

Energy use and carbon emissions



In line with the requirements of The Companies (Directors' Reports) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, The Harpur Trust is disclosing its energy use and greenhouse gas emissions. This reporting covers electricity, gas and transport fuel consumption within the UK and the methodology used is in accordance with the 2019 HM Government Environmental Reporting Guidelines and the GHG Reporting Protocol – Corporate Standard, as well as the 2022 UK Government's Conversion Factors for Company Reporting.

Baseline Year This is the fourth year of greenhouse gas reporting and is aligned with the financial year ending 30 June 2023. The first year's report (from 1 July 2019 to 30 June 2020) forms the baseline year. Total carbon emissions have reduced by 10% from last year (location based) or 19% (market based). It is worth noting that the baseline year was formed during the Covid pandemic and as such comparisons to this and future years may be skewed.

Targets The Trust has not developed any carbon targets for the current reporting period.

Intensity Measurement The intensity metric chosen is number of pupils at the end of the financial year 2023 (3,714). This was chosen as the most suitable metric as the organisation's carbon emissions are closely linked to pupil numbers.

Carbon Offset The Trust has no qualifying carbon offsets during this financial period.

For this reporting period, the non half-hourly supplies of electricity that The Trust procured between 1 July 2022 and 30 September 2022 were through EDF blue for business tariff which is either REGO backed or 100% Carbon offset (Kyoto Protocol), hence market based emissions are reduced. From 1 October 2022, these supplies switched to a standard 'brown' tariff. The half hourly electricity supplies were standard tariffs until 30 September 2022. Since 1 October 2022, all half hourly electricity is on a green tariff through Bryt Energy providing 100% renewable electricity.

All gas supplies during the year are on standard tariffs and are therefore not offset. Green electricity supplies accounted for around 61% of all electricity procured in this reporting period.

Energy Efficiency Narrative

The financial legacy issues of the pandemic continue to present challenges for the organisation. In addition to these, The Trust is aware of increasing political risks, the continued pressure of inflation and interest rates, threats to the economy and conflicts in Europe. Notwithstanding these significant concerns, The Trust continues to invest across its property portfolio, exercising prudence to ensure that sustainability, energy consumption and longevity are at the forefront of design and refurbishment considerations.

The surveys and associated reports that have been completed as part of Phase 3 Energy Savings Opportunity Scheme (ESOS) should provide a route map for which energy conservation measures can be implemented cost effectively. To reduce energy consumption, cost and carbon emissions, The Trust will continue to implement further energy conservation measures in the next 12-month period.

Table 1: Primary Statement (greenhouse gas emissions) for each financial year

| Emissions (tCO ₂ e) | 2022-23 | 2021-22 | % change |
|---|-----------------|----------|-------------|
| Electricity | 982.76 | 1,205.10 | -18% |
| Gas | 2,364.25 | 2,531.93 | -7% |
| Transport Fuels | 92.79 | 72.07 | 29% |
| Gross Annual Total | 3,439.80 | 3,809.11 | -10% |
| Intensity Metric (Pupil numbers) | 3,714 | 3,662 | |
| Total TCO₂e/pupil | 0.93 | 1.04 | -11% |
| Qualifying Green Tariffs | 598.27 | 281.66 | 112% |
| Net Annual Total | 2,841.53 | 3,527.45 | -19% |

The above carbon emissions translate to equivalent Scope 1, 2 and 3 emissions as follows:

Table 2: Greenhouse gas emissions for each financial year

| Emissions (tCO ₂ e) | 2022-23 | 2021-22 | % change |
|---------------------------------|-----------------|-----------------|-------------|
| Scope 1* | 2,451.08 | 2,601.20 | -6% |
| Scope 2 (location based) | 982.76 | 1,205.10 | -18% |
| Scope 2 (market based) | 384.49 | 923.44 | -58% |
| Scope 3 | 5.96 | 2.81 | 112% |
| Total (location based) | 3,439.80 | 3,809.11 | -10% |
| Total (market based) | 2,841.53 | 3,527.45 | -19% |

* transport fuel consumption and mains gas included, no fugitive emissions recorded.

Table 3: Primary Energy Statement (kWh) for each financial year

| kWh | 2022-23 | 2021-22 | % change |
|---------------------------|-------------------|-------------------|-------------|
| Electricity | 4,745,952 | 6,231,796 | -24% |
| Gas | 12,924,397 | 13,870,547 | -7% |
| Transport Fuels | 387,259 | 297,467 | 30% |
| Gross Annual Total | 18,057,608 | 20,399,810 | -11% |

Patrons and Trustees

Patrons [3]

The Member of Parliament for the Constituency of Bedford, Mohammad Yasin, MP
The Member of Parliament for the Constituency of NE Bedfordshire, Richard Fuller, MP
The Mayor of Bedford Borough, Tom Wootton (from 4 May 2023)

Names of Trustees as at 18 January 2024

Chair: Rhian Castell (Chair from 16 November 2023)
Murray Stewart (up to 16 November 2023)

Deputy Chairs: Stephen Mayson PhD
Rhian Castell (up to 16 November 2023)
W A Justin Phillimore (from 16 November 2023)

Nominated Universities [3]

New College, Oxford: R George Ratcliffe DPhil
Phil Wallace*
Cranfield University: Vacant

By School Committee [4]

Bedford School Anne Egan
Bedford Girls' School Neil Harris
Bedford Modern School Simon Lowe**
Pilgrims School Sarah Wheeler

Co-opted [16]

Tina Beddoes *** Jennifer Sauboorah Till PhD
Rhian Castell Linbert Spencer OBE
John Fordham H Murray Stewart
Shirley Jackson **** Mark Taylor
Sir Clive Loader KCB OBE ***** David Wilson*****
Harriett Mather Richard Wilson
Stephen Mayson Michael Womack *****
W A Justin Phillimore W John Holland-Kaye +

Representative [2]

Bedford Borough Council: Cllr T Roger Rigby ~
Cllr Abu Sultan ~~
Cllr Andrea Spice ~~~
Cllr Robert Rigby ~~~~

* Resigned 18 August 2023
** Resigned 21 September 2023
*** Resigned 31 August 2023
**** Resigned 18 January 2024
***** Resigned 21 August 2023
***** Retired 19 September 2023
***** Retired 16 January 2024
+ Appointed 22 August 2023
~ Resigned 15 May 2023
~~ Unelected by BBC 29 June 2023
~~~ Appointed 16 November 2023  
~~~~ Appointed 18 January 2024

Reference and Administrative Information for the Period 1 July 2022 to 30 June 2023

Name of the Charity: The Harpur Trust
Company Number: 3475202
Charity Registration Number: 1066861
Address of Registered Office: Princeton Court, Pilgrim Centre, Brickhill Drive
Bedford,
MK41 7PZ

Senior staff:

Chief Executive: David Steadman
Finance Director: Clare Lake FCA
Human Resources Director: Samantha Lock Chartered FCIPD
Community Programmes Director: Lucy Bardner

Heads

| | |
|-------------------------------|-----------------------------|
| Bedford School | James Hodgson MA |
| Bedford Modern School | Alex Tate MA |
| Bedford Girls' School | Gemma Gibson MA PgDL PGCert |
| MPQH Pilgrims Pre-Prep School | Jo Webster Bed NPQH EYPS |

Operational Leads

| | |
|--------------------------|---------------------------------|
| Bedford School | Andy MacFarlane |
| Bedford Modern School | Richard Pooley (to Feb 2023) |
| | Matthew Horn |
| Bedford Girls' School | Jean-Marc Hodgkin (to Dec 2023) |
| | Martin Scoble |
| Pilgrims Pre-Prep School | Jo Thompson |

Professional advisers during the reporting period:

| | |
|--------------------------|---|
| Auditors | Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG |
| Bankers | HSBC PLC
South Midlands and Warwickshire Corporate
Banking Centre
Level 6, Metropolitan House
CBX3, 321 Avebury Boulevard
Milton Keynes
MK9 2GA |
| Insurance brokers | Marsh Brokers Limited
Rockwood House
9-17 Perrymount Road
Haywards Heath
West Sussex RH16 3DU |

Professional advisers during the reporting period (continued):

Investment managers

BlackRock
12 Throgmorton Avenue
London
EC2N 2DL

Sarasin & Partners LLP
Juxon House, 100 St Paul's Churchyard
London
EC4M 8BU

Pantheon Ventures (UK) LLP
10 Finsbury Square, 4th Floor
London
EC2A 1AF

Solicitors

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol BS1 4QA

The external advisers' appointments are reviewed periodically.

Composition of Trust Committees at 30 June 2023

Administration and Audit Committee

| | | |
|---------------------------|-------------------|--------------------------|
| Tina Beddoes (Chair) | Justin Phillimore | Michael Womack |
| Phil Wallace (Dep. Chair) | Richard Wilson | Vanessa Penzo (Co-opted) |
| John Fordham | | |

Nominations Committee

| | | |
|-----------------------|-------------|----------------|
| Rhian Castell (Chair) | Mark Taylor | Stephen Mayson |
|-----------------------|-------------|----------------|

Policy Committee

| | | |
|------------------------|-------------------|-------------------------|
| Murray Stewart (Chair) | Shirley Jackson | Jennifer Sauboorah Till |
| Tina Beddoes | Clive Loader | Phil Wallace |
| Rhian Castell | Stephen Mayson | Sarah Wheeler |
| Neil Harris | Justin Phillimore | |

Grants Committee

| | | |
|---------------------------------|---------------------------|---------------------------|
| Jennifer Sauboorah Till (Chair) | James Dove (Co-opted) | Claire Kotecki (Co-opted) |
| Mark Taylor (Dep. Chair) | Tim Hewett (Co-opted) | John Lehal (Co-opted) |
| Rhian Castell | Deborah Inskip (Co-opted) | |

Remuneration Committee

| | | |
|-----------------------|-------------|----------------|
| Rhian Castell (Chair) | Mark Taylor | Stephen Mayson |
| Shirley Jackson | | |

Endowment Committee

| | | |
|-----------------------------|----------------|------------------------|
| Phil Wallace (Chair) | Gary Cotton | Hannah Rose (Co-opted) |
| Murray Stewart (Dep. Chair) | Stephen Mayson | Craig Scarr (Co-opted) |

Composition of School Committees at 30 June 2023

Bedford School

Clive Loader (Chair)
Phil Wallace (Dep. Chair)

Simon Briggs (Co-opted)
Andrew Edwards (Co-opted)

Mark Slater (Co-opted)
Amanda Hado-Bodfield (Parent Elected)
Elizabeth Davis (Parent Elected)
Robert Campbell (Staff Elected)

Anne Egan
Jennifer Sauboorah Till

Ali Malek (Co-opted)
David Owen (Co-opted)

Bedford Modern School

Shirley Jackson (Chair)
John Fordham (Dep. Chair)
Simon Lowe
Michael Womack

Jonathan Gillespie (Co-opted)
Tim Jones (Co-opted)
Tony Stammers (Co-opted)
Antonio Munno (Co-opted)

Tom Perry (Parent Elected)
David Jenkins (Staff Elected)
Caroline Skingsley (Co-opted)

Bedford Girls' School

Neil Harris (Chair)
Harriett Mather (Dep. Chair)
Anne Egan
Justin Phillimore
George Ratcliffe

Rachel Gentry (Co-opted)
Neil Harris (Co-opted)
Lesley Lee (Co-opted)
Shane Redding (Co-opted)

Vacant (Parent Elected)
Chiara MacCall (Staff Elected)

Pilgrims Pre-Preparatory School

Sarah Wheeler (Chair)
Tina Beddoes
Rhian Castell

Mark Jewell (Co-opted)
Jasbir Sondhi (Co-opted)
Lucy Davis (Co-opted)

Chris Bright (Parent Elected)
Jason Mowe (Staff Elected)

Statement of Trustees' Responsibilities

The Trustees (who are also directors of The Harpur Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the Charity's constitution. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The Trustees approve the annual report including the strategic report and financial statements for the year ended 30 June 2023.

Approved by the Trustees on 18 March 2024 and signed on their behalf by:



Rhian Castell
Chair

Independent Auditor's Report to the Members of The Harpur Trust

Opinion

We have audited the financial statements of The Harpur Trust for the year ended 30 June 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2023 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report of the Trustees. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we

have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Annual Report of the Trustees (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Annual Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Annual Report of the Trustees (which incorporates the strategic report and directors' 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 by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees for the financial statements

As explained more fully in the Trustees' responsibilities statement set out on page 37, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of

detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the Education (Independent School Standards) Regulations 2014, safeguarding regulations, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and Companies Act 2006 and consider other factors such as payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the improper recognition of revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted at the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or noncompliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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



Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG
Date: 27 March 2024

Statement of Financial Activities

(including the Income and Expenditure Account)

for the year ended 30 June 2023

| Note | Unrestricted Funds | | | | | 2023
Total
£'000 | 2022
Total
£'000 | |
|---|-------------------------|----------------------------------|------------------------------|------------------------------|---------------------------|------------------------|------------------------|----------------|
| | The
Schools
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Endowed
Funds
£'000 | | | |
| INCOME AND ENDOWMENTS FROM: | | | | | | | | |
| Charitable activities | | | | | | | | |
| School fees receivable | 2 | 60,112 | - | - | (59) | - | 60,053 | 55,993 |
| Other income | 2 | 3,761 | 33 | 25 | - | - | 3,819 | 2,063 |
| Income from generated funds | | | | | | | | |
| Donations and grants | 3 | 88 | - | 2 | 444 | - | 534 | 261 |
| Activities for generating funds | | | | | | | | |
| - Investment income | 3 | 161 | 4 | 1,529 | 22 | 2,059 | 3,775 | 1,840 |
| Other | 4 | 83 | - | 337 | 25 | - | 445 | 529 |
| Total income | | 64,205 | 37 | 1,893 | 432 | 2,059 | 68,626 | 60,686 |
| EXPENDITURE | | | | | | | | |
| Raising funds | | | | | | | | |
| Financing costs | | (21) | - | 33 | - | - | 12 | 33 |
| Investment management | | - | - | 328 | - | 393 | 721 | 674 |
| | | (21) | - | 361 | - | 393 | 733 | 707 |
| Charitable activities | | | | | | | | |
| Education | | 64,372 | 291 | 765 | 33 | - | 65,461 | 57,975 |
| Relief | | - | 1,396 | - | 79 | - | 1,475 | 1,309 |
| Recreation | | - | 48 | 35 | - | - | 83 | 77 |
| | | 64,372 | 1,735 | 800 | 112 | - | 67,019 | 59,361 |
| Total expenditure | 5 | 64,351 | 1,735 | 1,161 | 112 | 393 | 67,752 | 60,068 |
| Net income/(expenditure) before gains on investments | | (146) | (1,698) | 732 | 320 | 1,666 | 874 | 618 |
| Net gains/(losses) on investments | 9 | - | 134 | - | - | 4,476 | 4,610 | (7,319) |
| Net income/(expenditure) | | (146) | (1,564) | 732 | 320 | 6,142 | 5,484 | (6,701) |
| Transfers between funds, including distribution of endowment income | 7 | 204 | 1,941 | 1,333 | 23 | (3,501) | - | - |
| Pension scheme actuarial loss | 16 | (170) | - | - | - | - | (170) | (65) |
| Net movement in funds | | (112) | 377 | 2,065 | 343 | 2,641 | 5,314 | (6,766) |
| Brought forward balance 1 July | | 64,777 | 3,796 | 18,345 | 6,043 | 116,441 | 209,402 | 216,168 |
| Balances carried forward at 30 June | | 64,665 | 4,173 | 20,410 | 6,386 | 119,082 | 214,716 | 209,402 |

The notes on pages 44 to 68 form part of these financial statements.

Balance Sheet

at 30 June 2023

Company number: 3475202

| | | 2023 | | 2022 | |
|------|--|--------|----------------|----------------|---------------|
| Note | | £'000 | £'000 | £'000 | £'000 |
| | FIXED ASSETS | | | | |
| | Assets used for charitable activities | | | | |
| | - Schools and almshouses | | 54,811 | | 56,195 |
| | Investment properties | | | | |
| | - London and Bedford commercial estate (endowed) | 16,984 | | 16,984 | |
| | - Bedford commercial estate | 6,275 | | 6,275 | |
| | - Bedford residential estate | 1,670 | | 1,670 | |
| | | | 24,929 | | 24,929 |
| | | | 79,740 | | 81,124 |
| | Investments | | 126,317 | | 119,394 |
| | CURRENT ASSETS | | | | |
| | Stocks | 10 | | 14 | |
| | Investment properties | 10 | 500 | 850 | |
| | Debtors | 11 | 6,395 | 5,934 | |
| | Cash at bank and in hand | 20 | 18,928 | 18,526 | |
| | | | 25,833 | 25,324 | |
| | Creditors: due within one year | | (16,241) | (15,224) | |
| | Net current assets | | 9,592 | 10,100 | |
| | Total assets less current liabilities | | 215,649 | 210,618 | |
| | Creditors due after more than one year | | (933) | (1,216) | |
| | Net assets excluding pension asset | | 214,716 | 209,402 | |
| | Defined benefit pension scheme asset | 16 | - | - | |
| | NET ASSETS OF THE CHARITY | | 214,716 | 209,402 | |
| | PROVIDED FROM: | | | | |
| | Endowed funds | 14,21 | 119,082 | 116,441 | |
| | Restricted funds | 14 | 6,386 | 6,043 | |
| | Unrestricted funds | | | | |
| | - Designated funds | 14 | | | |
| | School | | 51,852 | 51,386 | |
| | Community | | 3,828 | 3,483 | |
| | Endowment | | 8,299 | 7,579 | |
| | | | 63,979 | 62,448 | |
| | - General funds | 14 | | | |
| | School | | 12,813 | 13,391 | |
| | Community | | 345 | 313 | |
| | Endowment | | 12,111 | 10,766 | |
| | | | 25,269 | 24,470 | |
| | | | 214,716 | 209,402 | |

The notes on pages 44 to 68 form part of these financial statements. The financial statements on page 41 to 68 were approved by the Trustees on 18 March 2024 and signed on their behalf by:

RCastell

Rhian Castell
Chair of the Trust

R w Wilson

Richard Wilson
Chair of Administration and Audit Committee

Cash Flow Statement

for the year ended 30 June 2023

| | | 2023 | | 2022 | |
|--|---|---------|----------------|---------|---------------|
| Note | | £'000 | £'000 | £'000 | £'000 |
| Cash flows from operating activities: | | | | | |
| | Net cash provided by operating activities | | 1,259 | | 2,759 |
| Cash flows from investing activities: | | | | | |
| | Proceeds of sale of current asset investment property | 375 | | - | |
| 8 | Purchase of tangible fixed assets | (2,682) | | (2,631) | |
| 9 | Proceeds of sale of investments | 1,543 | | 2,958 | |
| 9 | Purchase of investments | (3,856) | | (735) | |
| | Net cash (used in) investing activities | | (4,620) | | (408) |
| Cash flows from financing activities: | | | | | |
| | Investment income | 3,775 | | 1,840 | |
| | Finance charges | (12) | | (33) | |
| | Net cash provided by financing activities | | 3,763 | | 1,807 |
| | Change in cash and cash equivalents in the year | | 402 | | 4,158 |
| | Cash and cash equivalents at the beginning of the year | | 18,526 | | 14,368 |
| 20 | Cash and cash equivalents at the end of the year | | 18,928 | | 18,526 |

The notes on pages 44 to 68 form part of these financial statements.

1 Accounting Policies

(a) Basis of Accounting

The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The charity is registered (number 1066861) and was incorporated as a company limited by guarantee on 1 July 2012 (company number 3475202). The company is incorporated in the United Kingdom and its registered address is given on page 34.

The endowed properties ('specie' land) and assets continue to be held in The Harpur Foundation. The Harpur Trust is the sole corporate trustee of The Harpur Foundation and a 'Uniting Order' was obtained from the Charity Commission, which removes the need to prepare separate accounts for both company and charity.

The Trustees of The Harpur Trust are also the Trustees of The Randall Cottage Homes Charity, which operates a group of almshouses in The Harpur Trust's area of benefit. During 2004, the Charity Commission granted a uniting direction, and therefore the results for the year are included with those of The Harpur Trust.

The financial statements have been prepared under the historical cost convention, subject to carrying fixed and current asset investments at market value, and in accordance with the Charities' Statement of Recommended Practice (FRS102) - Second Edition (effective 1 January 2019), and with applicable accounting standards and current statutory requirements.

(b) Basis of Preparation

Having reviewed the funding facilities available to the charity together with the expected ongoing demand for places at the schools and future projected cash flows, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern. Accordingly, the Trustees continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities for the financial statements on page 37.

The Harpur Trust meets the definition of a public benefit entity under the guidance issued by the Charity Commission.

(c) Financial Instruments

The Harpur Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors (excluding prepayments). Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors (excluding fees in advance and PAYE amounts).

(d) Tangible Fixed Assets

(i) Properties used for charitable activities

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment.

Operating land under continuing use is included at a Trustees' valuation based on recreational usage.

The Trust has elected to use this valuation as deemed cost for the purpose of transitioning to FRS102.

Land which is committed for sale is included at open market valuation.

Plant and equipment is capitalised where the cost of the asset exceeds £10,000.

1 Accounting Policies (continued)

(ii) Investment properties

The London Estate and Pilgrim Centre Estate properties are included in the accounts at an open market valuation carried out in December 2021 by Gerald Eve, Chartered Surveyors. The Bedford residential estate is included at open market valuation carried out in November 2018 by Philips & Co Chartered Surveyors. The Trustees have reviewed the value at 30 June 2023 and consider the stated valuations appropriate.

(e) Depreciation

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

Plant and equipment - 3 to 10 years.

Operational buildings - 10 to 50 years.

(f) Investments

Quoted investments held for the long term to generate income or capital growth are carried at market value, and any change in value reflected through the Statement of Financial Activities.

Investments, including bonds held as part of an investment portfolio, are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure. Investments in subsidiary undertakings are held at cost less impairment.

(g) Stocks

Stocks are carried at the lower of cost or net realisable value.

(h) Taxation

The Harpur Trust is a registered charity, and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable objectives.

(i) Fees and Similar Income

Fee income is recognised in the year to which it relates, with arrears or payments in advance being shown under debtors and creditors as appropriate. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the schools from their unrestricted funds.

Investment income is recognised on a received basis, with the exception of bank interest, which is recognised on an accruals basis.

Rental income from investment property is recognised on an accruals basis.

(j) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Support costs include the central functions and have been allocated to activities on a basis consistent with use of the resources.

Governance costs include those incurred in the governance of its assets and are associated with constitutional and statutory requirements.

The allocation and apportionment of central management costs of the Trust and the endowment to the individual operating units are based on an estimate of actual usage, as periodically reviewed by the Trustees.

1 Accounting Policies (continued)

(k) Pension Schemes

Prior to 1st May 2023 teaching staff were eligible to join the Teachers' Pension Scheme administered by Teachers' Pensions, and contributions are made at rates set by the Scheme Actuary. With effect from 1st June 2023 the Trust entered a phased withdrawal from the Teachers' Pension Scheme. From 1st May 2023 teaching staff are eligible to join the Aviva Pension Trust for Independent Schools (APTIS), which is a defined contribution scheme.

The Trust runs a defined contribution stakeholder pension scheme for non-teaching staff. The amounts charged to the Statement of Financial Activities in respect of pension costs for defined contribution schemes are the contributions payable in the year.

Prior to April 2002 non-teaching staff were eligible to join the Non-teaching Staff Pension Scheme, administered by The Pensions Trust.

The difference between the fair value of the assets held in the Trust's defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the Trust's balance sheet as a pension scheme asset or liability as appropriate.

The Trust's defined benefit scheme is in a surplus position. However, it is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102. Note 16 provides further details of the current position of the pension scheme.

Changes in the defined benefit pension scheme asset or liability arising from factors other than cash contribution by the Trust are charged to the Statement of Financial Activities in accordance with FRS102.

(l) Uncertainties and Significant Judgements

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include: pension liability, where management have needed to make a judgement on the main assumptions used in the valuation of the asset relating to the pension scheme; and Total Return, where management have taken a judgement on the application of the Total Return values across the endowment funds.

(m) Operating Leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

Rentals receivable under operating leases are recognised on a straight line basis over the lease term.

(n) Grants Payable

Grants payable are recognised when a legal or operationally binding commitment has been made to make the grant.

(o) Fund Structure

Endowment funds are held on trust to be retained for the benefit of the Trust. Income generated from endowment funds must be spent on furthering the Trust's charitable objectives.

Restricted funds may only be applied for a particular purpose, as specified by the donor.

Unrestricted funds:

General funds are those which are available to be applied for the general purposes of the Trust. Designated funds are unrestricted funds which have been set aside by the Trustees for a particular purpose.

(p) Total Return Investment Policy

The Trustees have adopted a Total Return approach to investment and spending, as permitted under the Trusts (Capital and Income) Act 2013 and the Charity Commission regulations associated with it. This was approved by the Trustees in May 2014 and brought into effect from 1 July 2014 using a base date for the commencement of the policy of 30 June 2012.

2 Income from Charitable Activities

| | 2023
Total
£'000 | 2022
Total
£'000 |
|---|------------------------|------------------------|
| Fees receivable | | |
| Gross fees | 64,661 | 60,670 |
| Less: total scholarships and bursaries | (2,965) | (3,112) |
| | 61,696 | 57,558 |
| Less: sibling discounts and staff fee remission | (1,643) | (1,565) |
| | 60,053 | 55,993 |

Scholarships and bursary awards were paid to 287 pupils (2022: 317). Within this, means-tested bursaries totalling £2,552,064 were paid to 188 pupils (2021: £2,725,472 to 203 pupils).

| | 2023
Total
£'000 | 2022
Total
£'000 |
|--------------------------------|------------------------|------------------------|
| Other income | | |
| Entrance and registration fees | 202 | 187 |
| Courses | 239 | 226 |
| Lettings | 393 | 382 |
| Almshouses | 33 | 40 |
| School uniforms | 23 | 11 |
| Trips | 2,592 | 1,062 |
| Catering | 337 | 155 |
| | 3,819 | 2,063 |

3 Income from generated funds

| | 2023
Total
£'000 | 2022
Total
£'000 |
|-----------------------------|------------------------|------------------------|
| Donations and grants | | |
| Donations | 500 | 242 |
| Government grants | 34 | 19 |
| | 534 | 261 |

| | 2023
Total
£'000 | 2022
Total
£'000 |
|--------------------------|------------------------|------------------------|
| Investment income | | |
| Quoted investments | 2,096 | 961 |
| Property | 1,228 | 838 |
| Bank interest | 451 | 41 |
| | 3,775 | 1,840 |

4 Other Income

| | 2023
Total
£'000 | 2022
Total
£'000 |
|---|------------------------|------------------------|
| Profit associated with sale of fixed assets | 171 | 441 |
| Sundry | 274 | 88 |
| | 445 | 529 |

5 Total Expenditure

| | Staff costs | Other | Depreciation | 2023
Total |
|------------------------------------|-------------|--------|--------------|---------------|
| | £'000 | £'000 | £'000 | £'000 |
| Raising funds | | | | |
| Financing costs | - | 12 | - | 12 |
| Investment management | 123 | 598 | - | 721 |
| | 123 | 610 | - | 733 |
| Charitable activities | | | | |
| Education | | | | |
| Governance costs | 274 | 287 | - | 561 |
| Teaching | 32,881 | 5,831 | 522 | 39,234 |
| Welfare (including catering) | 1,455 | 3,376 | 19 | 4,850 |
| Premises | 2,423 | 7,463 | 3,421 | 13,307 |
| Grants, awards & prizes | - | 203 | - | 203 |
| Support costs | 5,167 | 2,044 | 95 | 7,306 |
| | 42,200 | 19,204 | 4,057 | 65,461 |
| Relief | | | | |
| Grants | - | 856 | 9 | 865 |
| Almshouses | - | 33 | - | 33 |
| Support costs | 331 | 246 | - | 577 |
| | 331 | 1,135 | 9 | 1,475 |
| Recreation | | | | |
| Grants, awards & prizes | - | 48 | - | 48 |
| Premises | - | 35 | - | 35 |
| Support costs | - | - | - | - |
| | - | 83 | - | 83 |
| Total charitable activities | 42,531 | 20,422 | 4,066 | 67,019 |
| Total expenditure | 42,654 | 21,032 | 4,066 | 67,752 |

See note 25 for comparative figures.

Support costs have been allocated on a basis consistent with the use of resources.

| | 2023
Total | 2022
Total |
|------------------------------|---------------|---------------|
| | £'000 | £'000 |
| Total expenditure includes: | | |
| Auditors' remuneration: | | |
| For audit | 55 | 49 |
| For other non-audit services | 3 | 11 |

6 Staff Costs

| | 2023 | 2022 |
|-----------------------|---------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| Staff costs: | | |
| Wages and salaries | 32,760 | 29,685 |
| Social security costs | 3,283 | 2,916 |
| Pension costs | 5,606 | 5,253 |
| Other costs | 1,005 | 834 |
| | 42,654 | 38,688 |

Redundancy and termination payments of £82,974 were paid during the year (2022: £38,340). There was one amount of £29,628 (2022: £none) outstanding to be paid at the year end. Four separate non-contractual payments were made of £30,999 (2022: two of £14,214).

| | No. | No. |
|----------------------------------|--------------|------------|
| Average number of paid employees | 1,160 | 1,120 |

The number of employees whose emoluments (including benefits in kind) exceeded £60,000 were:

| | | |
|---------------------|-----------|----|
| £60,001 - £70,000 | 27 | 22 |
| £70,001 - £80,000 | 9 | 7 |
| £80,001 - £90,000 | 7 | 5 |
| £90,001 - £100,000 | 3 | 5 |
| £100,001 - £110,000 | 2 | 2 |
| £110,001 - £120,000 | 2 | 1 |
| £120,001 - £130,000 | - | - |
| £130,001- £140,000 | - | 2 |
| £140,001- £150,000 | 2 | - |
| £150,001- £160,000 | - | - |
| £160,001- £170,000 | - | 1 |
| £170,001- £180,000 | - | 1 |
| £180,001- £190,000 | 1 | - |

Contributions were made to the Teachers' Pension Scheme for 40 higher paid employees (2022: 35 employees).

Contributions were made to the APTIS defined contribution scheme for 8 employees amounting to £16,517 (2022: none) and contributions were made to the stakeholder defined contribution pension scheme for 13 employees amounting to £99,227 (2022: £87,683 relating to ten employees).

Eight people were classified as key management personnel (2022: 8). The cost of these employees was £1,328,359 (2022: £1,265,113).

Neither the Trustees nor persons connected with them received any remuneration or other benefits from the Trust or any connected organisation. Trustees are entitled and encouraged to reclaim reasonable expenses in attending meetings, and during the year five Trustees claimed in total £3,291 (2022: three Trustees claimed a total of £1,171).

7 Transfers Between Funds

| | 2023 | | | | |
|---|-------------|----------------------|------------------|------------------|-----------------|
| | The Schools | Community Activities | Endowment Income | Restricted Funds | Endowment Funds |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Interest reallocation | 146 | 24 | (170) | - | - |
| Allocation transfers relating to total return policy: | | | | | |
| Returns on permanent endowment investments | - | 1,917 | 643 | - | (2,560) |
| Returns on Elger investments | 46 | - | - | - | (46) |
| Returns on Luff investments | 85 | - | - | - | (85) |
| Returns on expendable endowment investments | - | - | 671 | - | (671) |
| Returns on prize fund investments | - | - | - | 33 | (33) |
| Returns on school fund investments | 151 | - | - | - | (151) |
| Reclassification of funds | (224) | - | 189 | (10) | 45 |
| | 204 | 1,941 | 1,333 | 23 | (3,501) |

Interest reallocation transfers reflect the apportionment of interest earned on overall cash balances to the relevant funds.

Transfers relating to the total return policy are made to reflect the apportionments of the investment income and capital returns made on the pooled investment portfolios to the constituent funds.

The reclassification of funds relates to sums moved to be used against specific expenditure in the schools, for example prize funds and awards.

8 Tangible Fixed Assets

| | 2022/23 | | | | |
|---------------------------------------|---------------------|--------------------------------|---------------------------|---------------------|----------------|
| | Investment Property | Operational Land and Buildings | Assets Under Construction | Plant and Equipment | Total |
| | £'000 | £'000 | | £'000 | £'000 |
| Cost or valuation | | | | | |
| Balance brought forward | 24,929 | 97,066 | 116 | 13,136 | 135,247 |
| Additions | - | 1,741 | - | 941 | 2,682 |
| Transfer | - | 116 | (116) | - | - |
| Disposals | - | - | - | (27) | (27) |
| Carried forward | 24,929 | 98,923 | - | 14,050 | 137,902 |
| Depreciation | | | | | |
| Balance brought forward | - | 44,600 | - | 9,523 | 54,123 |
| Charge for year | - | 3,170 | - | 896 | 4,066 |
| Disposals | - | - | - | (27) | (27) |
| Carried forward | - | 47,770 | - | 10,392 | 58,162 |
| Net book values | | | | | |
| Net book value at 30 June 2023 | 24,929 | 51,153 | - | 3,658 | 79,740 |
| Net book value at 30 June 2022 | 24,929 | 52,466 | 116 | 3,613 | 81,124 |
| Historical cost | | | | | |
| At 30 June 2023 | 6,436 | 50,455 | - | 6,815 | 63,706 |
| At 30 June 2022 | 6,436 | 48,598 | 116 | 5,901 | 61,051 |

Operational land and buildings includes freehold land of £1,070,540 (2022: £1,070,540).

Land and buildings additions during the year related to school developments at Bedford School and Bedford Girls' School and a roofing project at the Pilgrim Centre.

The commercial investment properties have been included at an open market valuation carried out by Gerald Eve, Chartered Surveyors in December 2021. The valuations for London and Bedford commercial estate were £16,984,000 and £6,275,000, respectively.

The residential investment properties have been included at an open market valuation carried out by Philips & Co Chartered Surveyors in November 2018 and were valued at £1,670,000.

9 Investments

| | 2022/23 | | | |
|--------------------------------|--------------------|------------------|----------------|----------------|
| | Unrestricted funds | Restricted funds | Endowed funds | Total |
| | £'000 | £'000 | £'000 | £'000 |
| Balance brought forward | 17,538 | 260 | 101,596 | 119,394 |
| Additions | 228 | 26 | 3,602 | 3,856 |
| Disposals | (23) | (4) | (1,516) | (1,543) |
| Transfers | 157 | 453 | (610) | - |
| Revaluations | 134 | - | 4,476 | 4,610 |
| Balance carried forward | 18,034 | 735 | 107,548 | 126,317 |
| Held as: | | | | |
| Quoted investments | 17,873 | 633 | 105,044 | 123,550 |
| Cash | 161 | 102 | 2,504 | 2,767 |
| | 18,034 | 735 | 107,548 | 126,317 |

In addition, investment properties of £24,929,000 (2022: £24,929,000) have been included in note 8.

The Trustees approved the use of a Total Return Policy with effect from July 2014 in respect to its permanent endowments in May 2014.

10 Investment Properties

Included within current assets are two almshouse properties (2022: three), which the Trust owns in Randalls Close, Bedford. These are expected to be sold within twelve months from the balance sheet date. These properties were revalued and transferred from operational land and buildings to be shown as current assets at open market value, as valued by Philips & Co Chartered Surveyors in November 2018. The Trustees have had more recent valuations performed and consider that the values remain appropriate.

11 Debtors Due Within One Year

| | 2023
Total
£'000 | 2022
Total
£'000 |
|-----------------------------------|------------------------|------------------------|
| Fees | 4,459 | 4,123 |
| Fees provision for doubtful debts | (129) | (150) |
| Trade debtors | 657 | 652 |
| Sundry debtors | 1 | 2 |
| Prepayments and accrued income | 1,407 | 1,307 |
| | 6,395 | 5,934 |

12 Creditors Falling Due Within One Year

| | 2023 | 2022 |
|---|---------------|---------------|
| | Total | Total |
| | £'000 | £'000 |
| Fees received in advance (see note 12(a)) | 363 | 352 |
| Deposits | 3,955 | 3,591 |
| Trade creditors | 1,530 | 1,563 |
| Taxation and social security | 896 | 854 |
| Charitable grants | 1,340 | 1,454 |
| Other creditors | 2,553 | 2,463 |
| Accruals | 5,604 | 4,947 |
| | 16,241 | 15,224 |

12 (a) Fees Received in Advance

Parents may enter into a contract whereby, on payment of a lump sum, the Trust guarantees a sum to be set against future school fees. The sum deposited, in so far as it has not been utilised, is repayable on demand. Deposits received by the Trust under this scheme are held as cash, with the interest earned accruing to meet the guaranteed liabilities.

| | 2023 | 2022 |
|---|--------------|--------------|
| | £'000 | £'000 |
| Balance of deposits and accrued income held at 1 July | 935 | 977 |
| New deposits received | 200 | 348 |
| Deposits refunded | - | (15) |
| Investment income allocated | 4 | 9 |
| | 1,139 | 1,319 |
| Amounts utilised in payment of fees | (384) | (384) |
| Balance of deposits and accrued income held at year end | 755 | 935 |

The sum held is shown as a current liability due to the nature of the agreements. However, assuming that the sums deposited are held until maturity, the amounts guaranteed to be applied against future fees fall due as follows:

| | | |
|---------------------|------------|------------|
| Within 1 year | 363 | 352 |
| Within 1 to 2 years | 172 | 262 |
| Within 2 to 5 years | 220 | 321 |
| After 5 years | - | - |
| | 755 | 935 |

13 Creditors Due After More Than One Year

| | 2023 | 2022 |
|---|-------------|--------------|
| | £'000 | £'000 |
| Fees received in advance (see note 12(a)) | 392 | 583 |
| Charitable grants | 541 | 633 |
| | 933 | 1,216 |

14 Funds

(a) Allocation of the Trust's net assets

| | 2022/23 | | | | | Total
£'000 |
|----------------------------------|--------------------|----------------------------------|------------------------------|------------------------------|---------------------------|----------------|
| | Unrestricted Funds | | | | | |
| | School
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Endowed
Funds
£'000 | |
| Operational fixed assets | 48,026 | 346 | 1,977 | - | 4,462 | 54,811 |
| Investment properties | - | - | 6,275 | 1,670 | 16,984 | 24,929 |
| Investments | 6,119 | 1,560 | 10,356 | 741 | 107,541 | 126,317 |
| Net current assets/(liabilities) | 10,912 | 2,808 | 1,802 | 3,975 | (9,905) | 9,592 |
| Long term liabilities | (392) | (541) | - | - | - | (933) |
| | 64,665 | 4,173 | 20,410 | 6,386 | 119,082 | 214,716 |

(b) Movement of funds

| | 2022/23 | | | | | Note |
|--------------------------------------|-----------------------------|-----------------|----------------------|---|-----------------------------|--------|
| | Opening
Balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 | |
| Unrestricted funds | | | | | | |
| The Schools | | | | | | |
| Designated funds | | | | | | |
| Operational land and properties | 38,931 | - | (3,095) | 3,082 | 38,918 | (i) |
| Bursary funds | 5,174 | (2,833) | (4) | 3,063 | 5,400 | (ii) |
| Maintenance funds | 1,374 | 16 | (799) | 899 | 1,490 | (iii) |
| Development funds | 5,797 | 56 | (1,046) | 1,127 | 5,934 | (iii) |
| Equipment funds | 110 | - | - | - | 110 | (iv) |
| | 51,386 | (2,761) | (4,944) | 8,171 | 51,852 | |
| Income reserves | | | | | | |
| School income reserves | 13,391 | 66,966 | (59,577) | (7,967) | 12,813 | |
| Pension fund deficit | - | - | 170 | (170) | - | |
| | 64,777 | 64,205 | (64,351) | 34 | 64,665 | |
| Community activities | | | | | | |
| Designated funds | | | | | | |
| Major projects fund | 605 | (18) | - | 24 | 611 | |
| 450th events/community fund | 64 | - | (25) | 10 | 49 | |
| Almshouse replacement fund | 1,107 | - | (23) | 134 | 1,218 | (v) |
| Maintenance funds | 72 | - | - | - | 72 | (iii) |
| Operational properties | 357 | - | (9) | - | 348 | (i) |
| Social investment fund | 534 | 9 | (6) | - | 537 | (vi) |
| Covid fund | 559 | 5 | - | (150) | 414 | (vii) |
| Community programmes | 185 | 4 | (510) | 900 | 579 | (viii) |
| | 3,483 | - | (573) | 918 | 3,828 | |
| Income reserves | | | | | | |
| Community activities income reserves | 313 | 37 | (1,162) | 1,157 | 345 | |
| | 3,796 | 37 | (1,735) | 2,075 | 4,173 | |

14 Funds (continued)

| | Opening
balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 | Note |
|--|-----------------------------|-----------------|----------------------|---|-----------------------------|-------|
| (b) Movement of funds (continued) | | | | | | |
| Endowment income | | | | | | |
| Designated funds | | | | | | |
| Development fund | 101 | - | (111) | 151 | 141 | (iii) |
| Land and properties | 7,478 | - | (66) | 746 | 8,158 | (ix) |
| | 7,579 | - | (177) | 897 | 8,299 | |
| Income reserves | | | | | | |
| Endowment income reserves | 10,766 | 1,893 | (984) | 436 | 12,111 | |
| | 18,345 | 1,893 | (1,161) | 1,333 | 20,410 | |
| Restricted funds | | | | | | |
| Prize funds | 252 | 1 | - | 475 | 728 | |
| Appeals and donations | 2,150 | 79 | (33) | (452) | 1,744 | (x) |
| Randalls Cottage fund | 3,591 | 25 | (2) | - | 3,614 | (xi) |
| Community programmes | 50 | 327 | (77) | - | 300 | (xii) |
| | 6,043 | 432 | (112) | 23 | 6,386 | |
| Endowed funds | | | | | | |
| Endowment investment fund | 66,477 | 1 | (163) | 7,012 | 73,327 | |
| Elger fund | 1,199 | - | - | 126 | 1,325 | |
| Luff fund | 2,205 | - | - | 231 | 2,436 | |
| Unapplied Total Return | 24,480 | 2,058 | (230) | (6,413) | 19,895 | |
| Cattleya fund | 256 | - | - | 19 | 275 | |
| School's quoted investments | 6 | - | - | - | 6 | |
| London and Bedford commercial estate | 16,984 | - | - | - | 16,984 | |
| Operational land and properties | 4,834 | - | - | - | 4,834 | |
| | 116,441 | 2,059 | (393) | 975 | 119,082 | |

Notes to funds

(i) Operational land and properties - these represent the net book value of the freehold land and property, which are being utilised by the charity and include the schools, almshouses and offices. The closing balance is net of any outstanding internal loan balance. The annual expenditure relates to the depreciation charge for the assets.

(ii) Bursary funds - these are reserves held by each school in order to contribute towards the future liabilities for bursary awards. The expenditure is reviewed on an annual basis by the bursary committee of each school. The Trust policy is that these reserves should be a minimum of one year's annual deduction from the fund. The annual deductions are shown as negative income.

(iii) Maintenance and development funds - these are funds set aside for any significant future maintenance and building projects on the schools, almshouses and investment properties. The committees review these funds each year and use them to fund upcoming projects.

(iv) Equipment funds - these represent the net book value of certain equipment, which is being utilised by the schools.

(v) Almshouse replacement fund - these reserves are set aside in order to finance replacement almshouse accommodation. These are expected to be used in the future in connection with new almshouse developments within Bedford.

(vi) Social investment fund - as mentioned in the Trustees' Report, this fund has been set aside for use in a programme of social investments. Suitable investment opportunities are continuing to be sought for the fund, which are aligned with the objectives of the charity.

(vii) Covid fund - this fund was designated during 2019/2020 to support organisations in Bedford through the Covid pandemic.

(viii) Community programmes - this fund was newly created in 2021/22 for the Trust's community strategy – enabling more children and young people facing disadvantage to achieve their potential. The programmes are: Bedford Giving, a programme bringing the whole community together to support children and young people facing disadvantage and the Accelerator Programme, supporting schools across Bedford to enable low income children aged 0-11 to make more rapid progress in education. The Bedford Giving designated fund relates to Trust funds that have been designation for the administration of the programme.

(ix) Endowment income land and properties - these reserves are made up of land at the schools, the Pilgrim Centre estate and Harpur House. The Pilgrim Centre estate was revalued at 30 June 2021.

(x) Appeals and donations - these are restricted funds held by the schools which have arisen following specific appeals, donations or legacies and are restricted by the donor for a specific purpose.

(xi) Randalls Cottage fund - these reserves have arisen following the sale of almshouse properties and the revaluation of the remaining almshouse properties. These funds can only be applied by the Trustees to provide, or secure the provision of, future almshouse accommodation.

(xii) The Community Programmes restricted funds are held for Bedford Giving, a programme bringing the whole community together to support children and young people facing disadvantage. Monies have been committed from a number of organisations towards this programme.

15 Charitable Grants

Listed below are the grant commitments (all made by the Harpur Trust) of £1,000 and above made to institutions during the financial year:

| Grant Recipient | Purpose of Grant Contribution | £ |
|---|---|------------------|
| PBIC | YOU ARE VALUED (YAV) | 99,800 |
| Early Childhood Partnership | Children and Young People Therapeutic Service | 87,000 |
| Bedfordshire Open Door | Bedfordshire Open Door - supporting and managing an effective counselling service | 74,095 |
| Friends for Life Bedfordshire | Appointing a general manager to strengthen and expand the work of Friends for Life Bedfordshire | 64,366 |
| CHUMS CIC | Bedfordshire Suicide Bereavement Service (BSBS) | 59,862 |
| Queen's Park Community Organisation | Intervention officers (2 years) | 58,822 |
| The Salvation Army | Bedford Salvation Army Debt Advice Service | 57,694 |
| JustUs | Advocacy for the Homeless People of Bedford | 51,579 |
| Bedfordshire Refugee and Asylum Seeker Support | Integration Officer and Financial Support Services | 50,363 |
| Bedford Creative Arts | Support for core costs for financial years April 2023 - March 2024 and April 2024 - March 2025 | 50,000 |
| King's Arms Project | Supported Accommodation for Vulnerable Migrants | 50,000 |
| FACES Bedford | Supporting young people through CSE | 49,820 |
| Project 229 | Project SPACE | 48,896 |
| Community and Voluntary Service Bedfordshire | Service Level Agreement 2023-2024 | 45,000 |
| Samsons Academy | Community Engagement Advocates | 41,920 |
| Impakt Housing & Support (formerly YMCA Bedfordshire) | Independent Living programme in Bedford | 31,740 |
| Amicus Trust | Overcoming Homelessness Bedford - Managing Mental Health | 30,882 |
| Project 41 Woodside Church | Befriending Service (known as Linking Lives Befriending Service) | 29,950 |
| ProgressAbility.org | Positive Steps | 25,450 |
| Q:alliance | QYouth Bedford | 21,300 |
| FACES Bedford | Bedford Giving - Dads @FACES | 19,907 |
| Bedford and District Cerebral Palsy Society | Family Support Service | 18,607 |
| Fun 4 Young People | Bedford Giving - Fun 4 Young People (F4YP) | 18,266 |
| Bedford Academy | Counselling at Bedford Academy | 14,441 |
| Biddenham International School and Sports College | Opening Minds, Transforming Lives | 14,441 |
| Young Enterprise | Providing employability and career skills for young people in Bedford | 10,024 |
| Polish School | Ukrainian Saturday School Support | 9,960 |
| FACES Bedford | Bedford Giving - Spectrum Support | 9,881 |
| Directional Training and Youth Services CIC | Take The Lead | 6,450 |
| CHUMS CIC | Bedford Giving - CHUMS DIGI APP | 6,216 |
| Queen's Park Academy | Year 2 - Accelerator Programme - Family Support Officer | 6,152 |
| Working Options in Education | Transforming the career and life chances of young people aged 14-19 in Bedford | 6,018 |
| Bedford Disabled Horse Riding Association | Replacement outdoor riding school menage | 5,000 |
| Carlton Squash Club | Carlton Community Sports Club Renovation | 5,000 |
| Ethnic Food bank | Ethnic Food Bank | 5,000 |
| Kempston Rovers Community Football Club | Community 3G Pitch project | 5,000 |
| Spiral Freerun CIC | Spiral Freerun HQ | 5,000 |
| The Villager Minibus (Sharnbrook) Ltd | Villager bus replacement | 5,000 |
| Ridgeway Special School | iPads for learning and communication | 4,990 |
| Continued overleaf | | <u>1,203,892</u> |

15 Charitable Grants

Listed below are the grant commitments (all made by the Harpur Trust) of £1,000 and above made to institutions during the financial year:

| Grant Recipient | Purpose of Grant Contribution | £ |
|--|---|------------------|
| | | 1,203,892 |
| Food Etc | Cookery Workshops for Schools | 3,930 |
| Cruse Bereavement Support Bedfordshire | Providing specialist bereavement support to those grieving in Bedfordshire. | 2,000 |
| Survivors of Bereavement by Suicide | SoBS Bedford Support Group | 2,000 |
| Fermynwoods Contemporary Art | Dancing with digital | 1,755 |
| Shortstown Rangers FC | Community based youth football club for children aged 5-12 years. | 1,620 |
| SSG Celestials Football Club | SSG Celestials Football Club - SEND Outreach and Engagement Legacy Project | 1,000 |
| | | 1,216,197 |

Grant commitments made by the Harpur Trust during the financial year

One grant under £1,000 to organisations
Two grants to individuals
School uniform grants (individuals)

Less grants written back in year

Net grants made under the general charitable activities object

| 2023 |
|------------------|
| £ |
| 1,216,197 |
| 540 |
| 2,780 |
| 26,250 |
| 1,245,767 |
| (226,170) |
| 1,019,597 |

Analysis of total grants, awards and prizes by charitable activity

General charitable grants awards and prizes (as detailed above)
Community activities
Grants to school related entities
Scholarships, awards and prizes
Community programmes

Total grants, awards and prizes

| 2023 | 2022 |
|--------------|--------------|
| Total | Total |
| £'000 | £'000 |
| 1,019 | 1,207 |
| 25 | 27 |
| 27 | 28 |
| 17 | 10 |
| 19 | - |
| 1,107 | 1,272 |

Analysis of total grants, awards and prizes by charitable activity:

Education
Relief
Recreation

| Community Activities | Schools /other | Restricted | 2023 Total | 2022 Total |
|----------------------|----------------|------------|--------------|--------------|
| £'000 | £'000 | £'000 | £'000 | £'000 |
| 159 | 44 | - | 203 | 399 |
| 782 | - | 74 | 856 | 821 |
| 48 | - | - | 48 | 52 |
| 989 | 44 | 74 | 1,107 | 1,272 |

16 Pension Costs

(a) Teaching staff Teachers Pension Scheme

The Trust participates in the Teachers' Pension Scheme (England and Wales) (the "TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £4,602,062 (2022: £4,407,474) and at the year-end £512,102 (2021: £523,403) was accrued in respect of employer and employee contributions to this scheme.

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

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

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

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

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme.

From the 1st June 2023, the Trust withdrew from TPS so the pension scheme was closed to new entrants. An alternative defined contribution scheme (APTIS) has been put in place for teaching staff. Members of TPS can choose to remain in TPS or move to the new pension scheme. If a teacher chooses to remain in TPS, the change in contribution rates will be reflected in their total reward package to ensure parity for all teaching staff.

16 Pension Costs (continued)

(b) Non-teaching staff final salary scheme

Although now closed to new members, the Trust operates a defined benefit pension scheme for permanent non teaching staff, which is administered by The Pensions Trust, the assets of which are held in separate trustee administered funds. The pension cost is assessed in accordance with the advice of professionally qualified actuaries. Details of the most recent valuation, which was carried out using the attained age method, are as follows:

Main assumptions

| | | |
|--|-------------------|-------------------|
| Rate of price inflation (CPI) | | 1.8% p.a. |
| Return on investments | - pre-retirement | 5.4% p.a. |
| | - post retirement | 2.7% p.a. |
| Increase in earnings | | 3.7% p.a. |
| Market valuation of investments at last valuation date | | £25,237,000 |
| Level of funding | | 91% |
| Date of valuation | | 30 September 2015 |

As a result of the actuarial valuation, fixed annual contributions of £500,000 were payable with effect from 1 October 2016 (decreased from £812,761) to 30 April 2019. Currently the future service contribution rate (FSCR) is 31.9% of which 12.8% is paid by employees.

An FRS102 actuarial valuation was carried out at 30 June 2023 by a qualified independent actuary using revised assumptions that are consistent with the requirements of FRS 102. Investments have been valued, for this purpose, at fair value.

The surplus linked to defined benefit scheme is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102.

| | 2023 | 2022 |
|--|-----------------|---------------|
| | Total | Total |
| | £'000 | £'000 |
| (i) The amounts recognised in the balance sheet are as follows: | | |
| Present value of funded obligations | (18,287) | (22,328) |
| Fair value of plan assets | 20,584 | 27,016 |
| Adjustment for unrecognised surplus | (2,297) | (4,688) |
| Deficit | - | - |
| Amounts in the balance sheet: | | |
| Net liability | - | - |
| (ii) Changes in the present value of the defined benefit obligation are as follows: | | |
| Opening defined benefit obligation | 22,328 | 28,685 |
| Service cost | 42 | 90 |
| Interest cost | 834 | 518 |
| Employee contributions | 33 | 37 |
| Actuarial (gains)/losses | (3,641) | (5,531) |
| Benefits paid | (1,309) | (1,471) |
| Defined benefit obligation at end of year | 18,287 | 22,328 |
| (iii) Changes in fair value of the scheme assets are as follows: | | |
| Opening fair value of the scheme assets | 27,016 | 32,570 |
| Interest income | 1,014 | 590 |
| Expenses | (118) | (78) |
| Actuarial (losses)/gains | (6,202) | (4,793) |
| Employer contributions | 150 | 161 |
| Employee contributions | 33 | 37 |
| Benefits paid | (1,309) | (1,471) |
| Fair value of scheme assets at the end of the year | 20,584 | 27,016 |

16 Pension Costs (continued)

(iv) The amounts included within the Statement of Financial Activities are as follows:

Defined benefit costs recognised in surplus:

| | 2023 | 2022 |
|--|--------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| Current service cost | 42 | 90 |
| Expenses | 118 | 78 |
| Past service cost | - | - |
| Net interest income | (180) | (72) |
| Total defined benefit costs recognised in surplus | (20) | 96 |

Defined benefit costs recognised in other comprehensive income:

| | | |
|--|--------------|-------------|
| Return on scheme assets | (6,202) | (4,793) |
| Experience gains /(losses) | (493) | (184) |
| Effect of changes in demographic and financial assumptions | 4,134 | 5,715 |
| Effect of changes in the amount of surplus that is not recoverable | 2,391 | (803) |
| Total amount recognised in other comprehensive income - surplus | (170) | (65) |

The Trust expects to contribute approximately £69,000 for the year ending 30 June 2024.

(v) The major categories of scheme assets as a percentage of total scheme assets are as follows:

| | 2023 | 2022 |
|----------------------------|-------------|-------------|
| Equities | 0.5% | 0.0% |
| Fixed interest gilts/bonds | 71.4% | 68.3% |
| Property | 13.7% | 13.8% |
| Cash/other | 14.4% | 17.9% |

The overall expected rate of return on the scheme assets has been based on the average expected return for each asset class, weighted by the amount of assets in each class.

| | £'000 | £'000 |
|--|----------------|----------------|
| The actual return on the scheme assets in the year | (5,188) | (4,203) |

(vi) Principal assumptions at the balance sheet date (expressed as weighted averages)

| | 2023 | 2022 |
|--|-------------|-------------|
| Discount rate at 30 June | 5.43% | 3.84% |
| Rate of increase in salaries | 3.83% | 3.16% |
| Rate of increase of pensions in payment – CPI 5% | 2.77% | 2.68% |
| Rate of increase of pensions payment – CPI 2.5% | 1.98% | 1.94% |
| Rate of increase of pensions in deferment | 3.22% | 3.16% |
| Inflation assumption (RPI) | 3.22% | 3.16% |
| Inflation assumption (CPI) | 2.83% | 2.72% |

16 Pension Costs (continued)

| (vi) Principal assumptions at the balance sheet date (expressed as weighted averages) | 2023 | 2022 |
|---|--|--|
| Demographic assumptions | Assumed life expectancy at age 65: | Assumed life expectancy at age 65: |
| Pre-retirement mortality | Males: 23.2 years
Females: 25.6 years | Males: 23.8 years
Females: 26 years |
| Post-retirement mortality for non pensioner members | Males: 21.7 years
Females: 24.2 years | Males: 22.2 years
Females: 24.6 years |

(c) Non-teaching staff defined contribution scheme

The Trust also runs a stakeholder compliant scheme for non-teaching staff, which opened to members on 1 April 2001 and is a defined contribution scheme. The cost for the year represents the Trust's contributions to the scheme of £864,520 (2022: £749,338) and at the year end £122,903 was accrued in respect of employee and employer contributions to this scheme.

(d) Pension Trust Growth Plan

The Trust has four employees who are active members in a multi-employer pension scheme known as the Pension Trust Growth Plan. The scheme provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. However, it is not possible for the Trust to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme, and therefore it accounts for the scheme as a defined contribution scheme. The value of the Trust's liability (being the present value of the contributions payable that arise from the deficit recovery agreement) is not material to these financial statements and has not been recognised in the balance sheet. Contributions for the year to 30 June 2023 were £1,662 (2022: £5,569).

(e) Aviva Pension Trust for Independent Schools (APTIS)

The Trust joined the APTIS scheme to offer a stakeholder compliant scheme for teaching staff, which opened to members on 1 May 2023 and is a defined contribution scheme. The cost for the year represents the Trust's contributions to the scheme of £36,977 and at the year end £36,547 was accrued in respect of employee and employer contributions to this scheme.

17 Commitments Under Operating Leases

As a lessee

At 30 June 2023 the Trust has total commitments under non-cancellable operating leases as follows:

Within one year

Between one and two years

Between two and five years

More than five years

| 2023
Total | 2022
Total |
|---------------|---------------|
| £'000 | £'000 |
| 201 | 139 |
| 174 | 57 |
| 219 | 81 |
| 3 | - |

These operating leases relate to some operational buildings, photocopiers, school vehicles and other office equipment.

As a lessor

At 30 June 2023 the Trust has total income receivable under non-cancellable tenancy leases as follows:

Within one year

Between one and two years

Between two and five years

More than five years

| 2023
Total | 2022
Total |
|---------------|---------------|
| £'000 | £'000 |
| 784 | 676 |
| 601 | 533 |
| 1,375 | 1,190 |
| 42,536 | 42,811 |

These leases relate to premises in Holborn and Bedford.

18 Capital Commitments

At 30 June 2023, there were outstanding contractual commitments totalling £1,633,775 in respect of six contractual building projects worth £1,633,775 (2022: £252,970).

These commitments do not include any of the capital work which arose after the year end in relation to RAAC (see note 23).

19 Reconciliation of Net Income to Net Cash from Operations

Net income for the year as per the Statement of Financial Activities

Adjusted for:

Investment income

Financing costs

Depreciation charges added back

Profit on sale of fixed assets

Decrease in stocks

Increase in debtors

Increase in creditors due within one year

Decrease in creditors due after more than one year (excl.

pension fund deficit)

Pension fund FRS102 charges

adjusted for employer pension fund contributions

| 2023
Total | 2022
Total |
|---------------|---------------|
| £'000 | £'000 |
| 874 | 618 |
| (3,775) | (1,840) |
| 12 | 33 |
| 4,066 | 4,329 |
| (25) | - |
| 4 | 4 |
| (461) | (799) |
| 1,017 | 1,299 |
| (283) | (820) |
| (20) | 96 |
| (150) | (161) |
| 1,259 | 2,759 |

Net cash provided by operating activities

20 Analysis of Cash and Cash Equivalents

| | 2023 | 2022 |
|--|---------------|---------------|
| | Total | Total |
| | £'000 | £'000 |
| Cash at bank | 4,666 | 9,515 |
| Notice deposits (less than 3 months) | 6,250 | 9,011 |
| Term deposit | 8,012 | - |
| Total cash and cash equivalents | 18,928 | 18,526 |

21 Statement of Total Return

| Endowment Funds operating under the Total Return Policy | Balance at 30 June 2022 | Income, gains and transfers during year | Application of Total Return to protect real value of endowment | Application of Total Return for spending | Balance at 30 June 2023 |
|---|-------------------------|---|--|--|-------------------------|
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Protected funds | | | | | |
| Investment fund | 66,477 | (130) | 6,980 | - | 73,327 |
| Elger fund | 1,199 | - | 126 | - | 1,325 |
| Luff fund | 2,205 | - | 231 | - | 2,436 |
| Unapplied Total Return | | | | | |
| Investment fund | 23,316 | 5,183 | (6,980) | (2,560) | 18,959 |
| Elger fund | 445 | 92 | (126) | (46) | 365 |
| Luff fund | 719 | 168 | (231) | (85) | 571 |
| Transfer of returns relating to unprotected funds | - | 857 | - | (857) | - |
| | 94,361 | 6,170 | - | (3,548) | 96,983 |
| Other Permanent Endowment Funds | | | | | |
| London and Bedford estate | 16,984 | - | - | - | 16,984 |
| Pilgrims school land & buildings | 4,462 | - | - | - | 4,462 |
| Endowment debtor | 372 | - | - | - | 372 |
| Cattleya fund | 256 | 19 | - | - | 275 |
| Sundry investments | 6 | - | - | - | 6 |
| | 116,441 | 6,189 | - | (3,548) | 119,082 |

As permitted by the Charity Commission the Trustees have opted to invest the endowment on a total return basis which means they can spend from capital or income whichever seems most efficient. They have also resolved that the Trust's total expenditure in each year shall be calculated in accordance with a spending rule that assumes a long term spend rate of the permanent endowment fund. The spending rule was revised during the year to include the value of the Unapplied Total Return (UTR) in the calculation. The spend rate for 2022/23 was 3.9%.

In the current year the formula gives permitted expenditure of £2,937,000 and of that £1,244,000 was derived from income arising from the portfolio.

22 Related parties

There were no related party transactions in the year (2022: £nil), other than disclosed in note 6.

23 Post Balance Sheet Events

Since the balance sheet date, the Department for Education (DfE) updated its guidance for Reinforced Autoclaved Aerated Concrete (RAAC) for schools. In September 2023, the DfE ordered the temporary closure of any spaces where RAAC is present due to safety concerns. Bedford Modern School identified that there were a number of areas of the school estate where RAAC had been used in the original construction of the buildings (in the 1970s) and have followed the guidance accordingly.

The school made immediate changes to the operations of the site identifying which areas could continue to be used and other areas which had to be closed. Work was then undertaken to assess the rectifications needed and the initial costs are estimated to be circa.£4.2m. This will allow the school to be fully operational again by September 2024.

24 Prior Year Statement of Financial Activities

| | Unrestricted Funds | | | | | 2022
Total
£'000 |
|---|-------------------------|----------------------------------|------------------------------|------------------------------|---------------------------|------------------------|
| | The
Schools
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Endowed
Funds
£'000 | |
| INCOME AND ENDOWMENTS FROM: | | | | | | |
| Charitable activities | | | | | | |
| School fees receivable | 56,025 | - | - | (32) | - | 55,993 |
| Other income | 2,003 | 40 | 20 | - | - | 2,063 |
| Income from generated funds | | | | | | |
| Donations & Grants | 147 | - | 2 | 112 | - | 261 |
| Activities for generating funds | | | | | | |
| - Investment income | 155 | - | 742 | (23) | 966 | 1,840 |
| Other | 88 | - | 441 | - | - | 529 |
| Total income | 58,418 | 40 | 1,205 | 57 | 966 | 60,686 |
| EXPENDITURE | | | | | | |
| Expenditure on raising funds | | | | | | |
| Financing costs | 8 | - | 25 | - | - | 33 |
| Investment management | - | - | 302 | - | 372 | 674 |
| | 8 | - | 327 | - | 372 | 707 |
| Charitable activities | | | | | | |
| Education | 56,738 | 400 | 834 | 3 | - | 57,975 |
| Relief | - | 1,309 | - | - | - | 1,309 |
| Recreation | - | 52 | 25 | - | - | 77 |
| | 56,738 | 1,761 | 859 | 3 | - | 59,361 |
| Total expenditure | 56,746 | 1,761 | 1,186 | 3 | 372 | 60,068 |
| Net (expenditure)/income before losses on investments | 1,672 | (1,721) | 19 | 54 | 594 | 618 |
| Fixed asset revaluation | - | - | - | - | - | - |
| Net gains on investments | - | (38) | - | - | (7,281) | (7,319) |
| Net (expenditure)/income | 1,672 | (1,759) | 19 | 54 | (6,687) | (6,701) |
| Transfers between funds, including distribution of endowment income | 990 | 1,605 | (520) | (640) | (1,435) | - |
| Pension scheme actuarial loss | (65) | - | - | - | - | (65) |
| Net movement in funds | 2,597 | (154) | (501) | (586) | (8,122) | (6,766) |
| Brought forward balance 1 July | 62,180 | 3,950 | 18,846 | 6,629 | 124,563 | 216,168 |
| Balances carried forward at 30 June | 64,777 | 3,796 | 18,345 | 6,043 | 116,441 | 209,402 |

25 Prior Year Total Expenditure

| | Staff costs | Other | Depreciation | 2022
Total |
|------------------------------------|-------------|--------|--------------|---------------|
| | £'000 | £'000 | £'000 | £'000 |
| Raising funds | | | | |
| Financing costs | - | 33 | - | 33 |
| Investment management | 103 | 571 | - | 674 |
| | 103 | 604 | - | 707 |
| Charitable activities | | | | |
| Education | | | | |
| Governance costs | 247 | 320 | - | 567 |
| Teaching | 30,181 | 3,942 | 654 | 34,777 |
| Welfare (including catering) | 1,321 | 2,891 | 22 | 4,234 |
| Premises | 2,276 | 5,852 | 3,526 | 11,654 |
| Grants, awards & prizes | - | 399 | - | 399 |
| Support costs | 4,293 | 1,933 | 118 | 6,344 |
| | 38,318 | 15,337 | 4,320 | 57,975 |
| Relief | | | | |
| Grants | - | 821 | 9 | 830 |
| Almshouses | - | 99 | - | 99 |
| Support costs | 267 | 113 | - | 380 |
| | 267 | 1,033 | 9 | 1,309 |
| Recreation | | | | |
| Grants, awards & prizes | - | 52 | - | 52 |
| Support costs | - | 25 | - | 25 |
| | - | 77 | - | 77 |
| Total charitable activities | 38,585 | 16,447 | 4,329 | 59,361 |
| Total expenditure | 38,688 | 17,051 | 4,329 | 60,068 |

26 Prior Year Funds

(a) Allocation of the Trust's net assets

| | 2021/22 | | | | | Total
£'000 |
|----------------------------------|--------------------|----------------------------------|------------------------------|------------------------------|---------------------------|----------------|
| | Unrestricted Funds | | | Restricted
Funds
£'000 | Endowed
Funds
£'000 | |
| | School
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | | | |
| Operational fixed assets | 50,117 | 355 | 1,261 | - | 4,462 | 56,195 |
| Investment properties | - | - | 6,275 | 1,670 | 16,984 | 24,929 |
| Investments | 6,422 | 1,220 | 9,896 | 260 | 101,596 | 119,394 |
| Net current (liabilities)/assets | 8,821 | 2,854 | 913 | 4,113 | (6,601) | 10,100 |
| Long term liabilities | (583) | (633) | - | - | - | (1,216) |
| | 64,777 | 3,796 | 18,345 | 6,043 | 116,441 | 209,402 |

(b) Movement of funds

| | Opening
Balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 |
|--------------------------------------|-----------------------------|-----------------|----------------------|---|-----------------------------|
| Unrestricted funds | | | | | |
| The Schools | | | | | |
| Designated funds | | | | | |
| Operational land and properties | 38,848 | - | (3,149) | 3,232 | 38,931 |
| Bursary funds | 5,137 | (2,892) | (4) | 2,933 | 5,174 |
| Maintenance funds | 1,040 | 41 | (1,556) | 1,849 | 1,374 |
| Development funds | 5,320 | 22 | (81) | 536 | 5,797 |
| Equipment funds | 142 | - | (32) | - | 110 |
| | 50,487 | (2,829) | (4,822) | 8,550 | 51,386 |
| Income reserves | | | | | |
| School income reserves | 11,693 | 61,247 | (51,989) | (7,560) | 13,391 |
| Pension fund deficit | - | - | 65 | (65) | - |
| | 62,180 | 58,418 | (56,746) | 925 | 64,777 |
| Community activities | | | | | |
| Designated funds | | | | | |
| Major projects fund | 599 | (17) | - | 23 | 605 |
| 450th events fund/community fund | 92 | - | (28) | - | 64 |
| Almshouse replacement fund | 1,184 | - | (39) | (38) | 1,107 |
| Maintenance funds | 72 | - | - | - | 72 |
| Operational properties | 366 | - | (9) | - | 357 |
| Social investments | 532 | 5 | (3) | - | 534 |
| Covid Fund | 733 | 6 | (116) | (25) | 598 |
| Community Programmes | - | 1 | (15) | 160 | 146 |
| | 3,578 | (5) | (210) | 120 | 3,483 |
| Income reserves | | | | | |
| Community activities income reserves | 372 | 45 | (1,551) | 1,447 | 313 |
| | 3,950 | 40 | (1,761) | 1,567 | 3,796 |

26 Prior Year Funds (continued)

| (b) Movement of funds (continued) | Opening
balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 |
|--------------------------------------|-----------------------------|-----------------|----------------------|---|-----------------------------|
| Endowment income | | | | | |
| Designated funds | | | | | |
| Development fund | 70 | - | (164) | 195 | 101 |
| Operational land | 6,876 | - | (83) | 685 | 7,478 |
| | 6,946 | - | (247) | 880 | 7,579 |
| Income reserves | | | | | |
| Endowment income reserves | 11,900 | 1,205 | (939) | (1,400) | 10,766 |
| | 18,846 | 1,205 | (1,186) | (520) | 18,345 |
| Restricted funds | | | | | |
| Prize funds | 262 | (42) | - | 32 | 252 |
| Appeals and donations | 2,776 | 49 | (3) | (672) | 2,150 |
| Randalls Cottage fund | 3,591 | - | - | - | 3,591 |
| Community programme | - | 50 | - | - | 50 |
| | 6,629 | 57 | (3) | (640) | 6,043 |
| Endowed funds | | | | | |
| Endowment investment fund | 63,071 | - | - | 3,406 | 66,477 |
| Elger fund | 1,138 | - | - | 61 | 1,199 |
| Luff fund | 2,092 | - | - | 113 | 2,205 |
| Unapplied Total Return | 36,076 | 966 | (372) | (12,190) | 24,480 |
| Cattleya fund | 362 | - | - | (106) | 256 |
| Quoted schools investments | 6 | - | - | - | 6 |
| London and Bedford commercial estate | 16,984 | - | - | - | 16,984 |
| Operational land and buildings | 4,834 | - | - | - | 4,834 |
| | 124,563 | 966 | (372) | (8,716) | 116,441 |

THE HARPUR TRUST

England & Wales - Charity number 1066861

Accounts



HARPUR
TRUST

Annual Report of Trustees and Financial Statements 2021/2022



Contents

| | |
|--|----|
| Chair's Message | 3 |
| Chief Executive's Review | 4 |
| Our Year in Numbers | 5 |
| Strategic Report | 6 |
| Strategic Priorities 2022-2023 | 13 |
| Grantmaking Policy and Process | 14 |
| Public Benefit | 15 |
| Structure, Governance and Management | 18 |
| Employee Relations | 21 |
| Risk Management | 22 |
| Financial Review | 26 |
| Streamlined Energy and Carbon Reporting | 29 |
| Patrons and Trustees | 32 |
| Reference and Administrative Information | 33 |
| Statement of Trustees' Responsibilities | 36 |
| Independent Auditor's Report to the Trustees of The Harpur Trust | 37 |
| Financial Statements | 40 |



Annual Report of Trustees and Financial Statements 2021/2022

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 30 June 2022, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 – Second Edition).

Chair's Message



As the immediate burdens of Covid began to recede, we continued to have a significant impact in support of our charitable objects this year.

Our continued commitment to high quality education was recognised, with Bedford School being awarded Independent Boys' School of the Year 2021, Bedford Modern School once again rated excellent in all areas in its Independent Schools Inspectorate (ISI) inspection, and a successful end to the first decade at Bedford Girls' School under its new Head. This progress was underpinned by strong academic results at all our schools.

We were also able to offer a further 203 bursaries to enable young people from a diverse range of backgrounds to access our education.

A particular highlight of the year was the completion of our strategy review. We set a new long-term strategic goal to invest in people's futures, and a new long-term community focus on children and young people facing disadvantage. We also progressed two exciting new initiatives to support this aim, while continuing our longstanding commitments to local community needs, high quality education and a generous bursary programme.

Our direction of travel is toward greater collaboration across the Trust and externally, a deeper understanding of our communities and a greater focus on impact.

One of the biggest risks to our new strategy is the potential threat of greater taxation, which could undermine our plans and reduce our public benefit. At a moment when a charity with both community and educational resources could make a particularly important impact for the better, it would be unfortunate if that opportunity were to be lost.

Despite the current financial threats and political risks, we remain committed to our projects in the year ahead and confident about the impact we can have in helping to build a community where everyone can thrive.

We are, as ever, grateful for the tireless efforts of our staff and volunteers without whom none of these achievements would have been possible.

A handwritten signature in black ink that reads "Murray Stewart".

Murray Stewart
Chair

Chief Executive's Review



After an extended period addressing the impacts of Covid, this year we were able to both deliver on our immediate priorities and refocus on the longer term.

In May 2022, after a fundamental review of our strategy which had been extended by the pandemic, Trustees agreed a new long-term goal for our community strategy. For the first time, The Harpur Trust has set a 15-year goal to enable more children and young people facing disadvantage to achieve their potential: a generational strategy.

In the first three years, this will be supported by two innovative community programmes that have evolved out of Covid. The relationships we built with local schools have developed into our *Accelerator Programme*, which aims to accelerate the academic progress of children and young people in low-income families, a group which faces particular challenges and whose education has been further held back by Covid. We hope to ultimately build partnerships with primary schools educating the majority of children who qualify for Free School Meals in Bedford Borough.

In parallel, the collaborative approach that we developed during Covid has led to *Bedford Giving*, a brand-new independent network of local partners working to inspire and empower children and young people in Bedford. As the year ended, eight partners had confirmed their involvement and plans for a public launch in 2023 were being developed.

Our continuing commitments in other areas are unchanged. We remain committed to offering high quality, distinctive and financially sustainable education, and supporting children to access our schools with high value, impactful bursaries, and our community strategy reaffirmed our goal to maximise our impact on local community needs.

We now begin 2022-23 with a new vision and mission, a new long-term direction of travel and a new set of three- and one-year strategic objectives, as described in this report.

As our strategy took shape, we also looked more closely at our organisation and governance. A governance review has been planned for the coming year, and as the financial and political landscape becomes more challenging, a group of Trustees were tasked with looking at our financial forecasts, so we remain financially sustainable and resilient against future risks and shocks.

Our schools had an outstanding year, as outlined in our Achievements of the Year section, and hard work in our sponsored Multi Academies Trust HEART was rewarded with good OFSTED ratings at its three primary schools and further improvements in results and pupil numbers at Bedford Academy. We were also very happy to be able to partner with HEART primary schools through the *Accelerator Programme*.

This year, new challenges and risks emerged in our communities, including the war in Ukraine, and we were able to step up to help. The risks of political initiatives to independent schools also increased, and the economic outlook darkened, and we are working hard to do what we can to manage both these threats.

I look forward to working with people across The Harpur Trust and our communities to achieve even more in the year ahead.

A handwritten signature in blue ink that reads "David Steadman". The signature is written in a cursive, flowing style.

David Steadman
Chief Executive

Our Year in Numbers



£2,725,472
in Bursaries

£836,225
in Relief grants

£364,285
in Education grants

£23,875
in Recreation grants

£3,949,857

committed to supporting
the people of Bedford



203

Pupils received a bursary
in our schools



73%

of Bursaries are for more
than 75% of school fees



3,662

Pupils educated
in our schools



44

State schools
received support



400

Pupils offered uniform grants to
start secondary school



52

Students helped with
University costs

Strategic Report

Introduction to The Harpur Trust

Our vision is a community where everyone can thrive.

Our mission is to nurture potential and improve people's lives.

Our focus is Bedford Borough, while our impact flows far beyond.

Ever since Sir William Harpur's founding gift in 1566, The Harpur Trust has been both providing education and supporting the most disadvantaged people in Bedford.

Our charitable objects are to promote education, to support the community by helping with relief for people resident in Bedford Borough who are sick or in need, hardship or distress and to provide facilities for recreation to help improve people's living conditions, with preference to those who are young or in need, hardship or distress.

Since we were established to offer free education to local children and help the disadvantaged people of Bedford, we have grown and evolved hugely, yet remain true to our roots. Today, we run first class independent schools, operate a generous and inclusive bursary programme, and sponsor the HEART Academies Trust. We also give more than £1m per year to support diverse initiatives to improve people's lives in our community.

Achievements in the Year

There were four strategic priorities set out by Trustees for 2021/2022:

1. Deliver high quality education
2. Support our community as it recovers from Covid, building and strengthening collaboration with funders, schools and community organisations.
3. Strengthen our organisational resilience
4. Finalise a new long-term strategic plan

Our achievements against these strategic objectives are summarised below. Read more on these and see our online annual review at www.harpurtrust.org.uk/our-year.

Deliver high quality education

We continued to deliver high quality education through our four independent schools, and through the Multi Academy Trust that we sponsor, HEART Academies Trust. Some of the highlights from our four schools for 2021-22 are below:



Bedford School had strong academic results which saw boys departing to an outstanding set of universities in 2021, including Durham, University College London, Imperial College, Bristol and Exeter. Five boys took up places at Oxford and Cambridge and the school was particularly proud that no fewer than 11 went on to read medicine. A growing number of boys also set their sights further afield and secured places at leading universities in Germany and the USA.

The school began the academic year as Independent Boys' School of the Year 2021. This was an honour bestowed in recognition of the outstanding education provided to boys, and in particular the way the school has "*fostered excellence and enhanced their students' ability to grow and develop*". It pays testament to the dedication and commitment of teachers, the determination and enthusiasm of boys and the unwavering support of families and Old Bedfordians. Together they contribute to the happy and successful community that is Bedford School.

The strategic focus for the school was placed, once again, in three key areas. To enable boys to leave the school and make their way in a modern world, digital technology was at the heart of much of their curricular and co-curricular activity. The further two themes of community partnerships and entrepreneurship saw boys exploring and developing more human skills, designed to give them the chance to shine in areas such as creativity, imagination and empathy; areas which, in a digital world, give them the opportunity to accentuate the wonders of being human. Once again, the boys delivered against these aims, winning national CyberQuests, writing code to be used by the International Space Station, teaching everything from basketball to Mandarin at local primary schools and customising boots with fundraising messages for premiership rugby stars to wear.

The creative arts flourished at the school once again, with performances of Animal Farm and Macbeth, amongst many others in the Quarry Theatre. The Chapel Choir toured to Salisbury and Ely and were honoured to be asked to record a Remembrance Day single with Jamie Lonsdale. Sport provided further opportunities for the school to shine, with the 1st XV finishing the season proudly unbeaten and the Bedford School Boat Club was delighted to be named in the top 11 independent schools for rowing in the UK. Boys achieved further national success in golf, cricket, swimming and rugby sevens.



Bedford Modern School In August 2021, in the absence of public examinations, A Level and GCSE students received grades generated by teachers (TAGs) using a range of evidence based on subject content delivered in the classroom or online. At A Level 98% of grades were A*-C with 33% at A*. At GCSE 99% were 9-4 with 52% at 9-7.

The school began the academic year still dealing with Covid; by administering two coronavirus tests to participating senior school students during the first week, as well as twice-weekly lateral flow tests. Masks were still worn at school, large events were cancelled or restricted and measures remained in place to keep visiting families, staff and students safe. Some events and activities continued online and a few months later, despite fluctuating infection rates, the school had learned to live with Covid.

Following their inspection this year, the Independent Schools Inspectorate (ISI) once again rated Bedford Modern School 'excellent' in all areas, the highest grading possible.

In sport, the school's U11, U12, U13 and U14 netball teams were named County Champions following unbeaten paths to victory against some formidable opponents. The U16 rugby squad made it through to the second day of the National Schools Rugby Sevens tournament after five impressive wins. Senior girls rowed their way into the BMS history books progressing to a second day at Henley Royal Regatta and the school was represented nationally in water polo.

On the stage, the production of 'Made in Dagenham' received standing ovations every night of its four-night run with the musicians, dancers and actors in Years 11-13 displaying talent beyond their years. In May, a cast of more than 100 students in Years 7-10 delighted audiences with their spectacular performance of 'Beauty and the Beast', made even more impressive thanks to the incredible set and costumes. The countless music concerts, large and small, were all magnificent.

A team of ten students in Years 8 and 9, coached by a sixth form student, won the online East Region *FIRST*® LEGO® League CARGO CONNECT Challenge and a group of Year 10 mathematicians won the Advanced Mathematics Support Programme Maths Feast. Sixth form students challenged themselves in Physics, Chemistry and Maths Olympiads and two Year 12 students won the Commissioner's Cup at the finals of the Office of the Police and Crime Commissioner for Bedfordshire's School Debating Competition.



Bedford Girls School Despite a hugely challenging year with examinations being cancelled for a second year running, Year 11 and Upper Sixth students achieved outstanding results in the Summer 2021 public examinations. Highlights included a record 95% of applicants achieving university places at their first or insurance choice university.

The International Baccalaureate (IB) cohort achieved an average point score of 39.6 (the international average was 33) and all accepted places at their first-choice universities. GCSE results were also outstanding, and one third of the year group received an impressive grade 9 in at least one subject.

Amongst the school's many successes, five students headed off to Oxbridge, and they were the first recipients of the Shortland-Jones Oxbridge Award. Mrs Shortland-Jones, alumna of Bedford High School, kindly bequeathed a legacy with specific instructions that it should be used as an annual award for Oxbridge students to help fund their undergraduate study.

The academic year 2021-22 held significant importance marking the first decade of Bedford Girls' School. It provided a moment to reflect on just how far the school has come, since the two heritage schools (Dame Alice Harpur School and Bedford High School) came together in 2012. The school has forged a new vision for single sex education firmly focused on future-proofing students and preparing them to be creative thinkers, problem solvers and change makers of the 21st century.

The school started the year with a growing roll of 940 students. In the Autumn Term a significant strategic milestone was reached when the Junior School achieved its accreditation to offer the world renowned IB Primary Years Programme after a rigorous two-year candidacy programme. This inquiry-led curriculum fundamentally aligns the school's educational ethos and firmly establishes key attributes and skills in its youngest students, building confidence, independence, knowledge, and global perspectives.

Since its inception Bedford Girls' School has been a leader in the integration of technology into education and the school was also delighted to be awarded its third consecutive *Apple Distinguished School* status in 2021.

As the pandemic restrictions receded, it was wonderful to reintroduce competitive sport fixtures (including a highly successful first season playing competitive cricket), full co-curricular clubs, concerts and drama productions. The school's 10th anniversary created the perfect backdrop to bring the Bedford Girls' School community back together across the year to celebrate; from dinners for inspirational Head Girls past and present, to alumnae hockey matches and a heritage week, the school commemorated in style. The academic year ended with the school's inaugural Culture Festival bringing together a plethora of cultures and traditions from across the school to showcase cultural performances, traditional games, market stalls and an array of global food demonstrations, truly symbolising the essence of our community.



Pilgrims Pre-Preparatory School was delighted to welcome everyone back for the start of the new academic year, albeit with some restrictions still required. The school moved away from small class 'bubbles' to working across whole year groups and departments. This then enabled Pilgrims to extend its extra-curricular and wrap-around-care provision and to reintroduce other enrichment activities.

In addition, as parents had yet to see the completed capital development project for themselves, the school looked forward to providing opportunities to invite them into school to visit the new spaces created.

Focusing on the children, early observations and baseline assessments highlighted specific areas of learning and development impacted by the previous Covid restrictions and lockdown periods. As a result, specialist groups were promptly established to support fine motor control, speech and language, and social interactions. Pilgrims also introduced the children to four new 'Learning Power Super Heroes'; each character promoting and reinforcing behaviours linked to resilience, empathy, questioning and reasoning.

With all these support mechanisms in place, by the end of Reception, 80% of the children achieved a Good Level of Development (GLD) and by the end of Year 2, 96% of pupils were offered a Year 3 place at an academically selective school.

Moving forward, Pilgrims' new Strategic Plan allows further time for reflection; to build on what the school does well, to redefine Pilgrims' curriculum principles, to ensure that Pilgrims is doing all it can to make everyone feel included and valued, whilst remaining sustainable, both financially and environmentally.



Heart Academies Trust During 2021/2022 there was a strive to return to some element of normality for the Heart schools post pandemic. While Covid still heavily affected all four schools in terms of absence for both staff and pupils, all staff strived to re-establish positive routines for learning to ensure a positive educational experience for all pupils. All three primary schools had Ofsted Inspections in 2021/2022. Shackleton and Shortstown received a full Section 5 inspection and were both graded as Good.

Cauldwell received a Section 8 inspection (now known as an ungraded inspection) and was judged to continue to be Good with Outstanding features.

All schools have increased pupil numbers due to improved local reputation which allows for greater stability with regards to teaching and learning; however, the primaries are still heavily affected by mobility of their pupil numbers. The '50 Things Bedford' app was launched by the Heart Academies Trust to support parents of children 0-5. The app development has also created a working party of 0-5 practitioners across the Borough which has enhanced the early years network to support families, with the aim to improve outcomes in Early Years Foundation Stage in schools.

Bedford Academy outcomes for KS4 and KS5 represented the positive impact of the curriculum redesign and increased standards for teaching and learning. The data shows an increase in attainment of pupils. Basics (Maths and English) are now close to the national results of 2019, a real achievement. 58.2% of pupils achieved a Grade 4 or higher in both English and Maths, in comparison to 44.7% in 2019.

Heart was funded by the Harpur Trust to hire a Speech and Language Therapist for one day per week at each of the primary schools, as part of its *Accelerator Programme*. This has had a really positive impact on the communication skills of their most vulnerable pupils.

Support our community as it recovers from Covid, building and strengthening collaboration with funders, schools and community organisations



At the start of the pandemic Trustees set aside £1.5 million for a Covid Fund, which was designed to be flexible in response to evolving community needs.

As 2021-22 progressed, through consultation with community partners, we established that there was no need for a further round of specific Covid funding, but there was instead a need for flexibility in the face of other challenges facing the community.

The successful partnerships we developed with local schools, universities and education funders during the pandemic were built on as schools returned to a degree of normality. We continued to talk to our partners about their needs, and all were acutely aware that the gap between the attainment of the most disadvantaged students and their peers had been impacted by the pandemic. We therefore refocused our Covid catch-up programme into a series of deeper, longer-term partnerships with a number of local schools as they emerged from the pandemic.

Over the year we worked closely with seven primary schools with significant numbers of children on Free School Meals to understand what specific, targeted interventions they needed to help the most disadvantaged children catch up. This led to the development of the *Accelerator Programme*.

As part of this programme, experts like the Education Endowment Foundation helped us to identify which interventions were most likely to succeed, and evaluation specialists ImpactEd supported us to devise a theory of change and a monitoring framework to help identify what works best. Schools requested a range of support, from Speech and Language Therapy for Early Years Children whose communication development was affected by lockdown restrictions, to family support workers helping stretched parents and carers with advice and practical support so children could make the most of the educational opportunities available.

We also acted proactively when war broke out in Ukraine, and it became clear that Ukrainian refugees seeking sanctuary in Bedford would need practical and emotional support to adjust. In consultation with voluntary agencies and in collaboration with Bedford Borough Council, we rapidly funded local charity PBIC to co-ordinate the Bedford response to the crisis before large numbers of refugees had arrived. This enabled PBIC to offer hundreds of Ukrainian refugees support and advice in their own language.

Strengthen our organisational resilience



A review of the key financial and educational trends in Bedford helped to articulate the strategic risks we face, to enable us to consider how we might respond. This led to the creation of a new Trustee group, the School Finance Group, to consider the results of long-term financial forecasting and to help the schools ensure their financial resilience through the challenges and risks ahead. In parallel, a review of shared school support services led to plans to improve joint procurement and to develop HR and finance systems.

We also continued to embed the various workstreams of our diversity and inclusion initiative, in support of our public commitment. Bedford Borough benefits from rich cultural diversity and we strive to make ourselves more accessible and inclusive for the pupils, staff and communities we exist to support.

One of the ways we do this is to continually seek to diversify the pool of people applying to become Trustees and committee members, so that the broadest possible combination of voices can help us to achieve our vision.

When recruiting Trustees and committee members, we are particularly interested in applications from people who may not have considered such a role before, and from residents of Bedford Borough, but we also welcome applications which are not geographically bound.

Seeking people to grow and diversify our committees with new skills, experience and ways of thinking is important because it creates more balanced decision-making that centres on the people and communities we serve, increasing our openness and impact. As an organisation we work inclusively, ensuring that all are welcomed, valued and able to contribute.

Finalise our new long-term strategic plan



Over the course of 2021-22 we completed the fundamental review of our long-term strategy started just before Covid.

This new strategy, *Together for Bedford*, will see us build on our rich heritage in education and grant giving to develop a network to transform young lives, right across our community. We are setting a new, long term strategic goal: to invest in people's futures.

We aim to work for a generation across our whole community to help tackle the cyclical relationship between disadvantage, lack of opportunities, poor educational outcomes and future poverty.

In the first three years, the main difference will be two new innovative community programmes to support children and young people: the *Accelerator Programme* and *Bedford Giving*. We have spent the last two years trialling a new collaborative approach and have built partnerships with seven local primary schools and a range of local funders, businesses, and public bodies. We now aim to strengthen this network and ultimately to mobilise the whole community in Bedford behind this common cause.

To succeed we will need to be more outward-facing, collaborative and inclusive. We will also need to become a knowledge engine, gathering evidence and insights and sharing with everyone who joins us on our mission.

Our continuing commitment to high quality education and a generous bursary programme both support this goal, as does our continuing grants programme, which will aim to have the greatest impact we can for the people who need our help most.

We aim to achieve our long-term goal by:

- Enabling more children and young people facing disadvantage to achieve their potential.
- Offering high quality, distinctive and financially sustainable education.
- Supporting children to access our schools with high value, impactful bursaries.
- Maximising our impact on local community needs.
- Continuing to build a more effective, efficient, resilient organisation greater than the sum of its parts.

To support this new long-term direction of travel, we have developed three-year strategic objectives as described on the next page.

| Long term aims | Three-year strategic objectives |
|---|--|
| <p>Enable more children and young people facing disadvantage to achieve their potential</p> | <p>Host <i>Bedford Giving</i> to bring the whole community together for children and young people.</p> |
| | <p>Develop an <i>Accelerator Programme</i> to enable more children aged 0-11 in low-income families to make more rapid progress in education.</p> |
| | <p>Identify innovative and impactful public benefit opportunities to enable our schools to support our strategy.</p> |
| | <p>Deliver shared priorities with HEART Academies Trust.</p> |
| <p>Offer high quality, distinctive and financially sustainable education</p> | <p>Ensure our schools continue to offer high quality, distinctive education.</p> |
| | <p>Help our schools to remain financially sustainable and well positioned to respond to risks and challenges.</p> |
| <p>Support children to access our schools' education with high value, impactful bursaries</p> | <p>Maximise the impact of our bursaries and improve evaluation and communication of our programme.</p> |
| <p>Maximise our impact on community needs</p> | <p>Continue to offer responsive grants for the community.</p> |
| | <p>Ensure our community resources are used as effectively as possible to maximise our impact.</p> |
| <p>Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts</p> | <p>Implement a governance and management review.</p> |
| | <p>Continue to focus on inclusion, sustainability and strategic financial governance.</p> |
| | <p>Deliver an organisational development plan to support the strategy, proactively respond to risks and maximise our effectiveness and efficiency.</p> |

Strategic Priorities for 2022-2023

The following strategic priorities for 2022/23 are intended to progress us towards the three year strategic aims above:

| Long term aims | 2022-23 strategic priorities |
|--|---|
| Enable more children and young people facing disadvantage to achieve their potential | Build an effective and independent <i>Bedford Giving</i> Board, commission initial projects creating opportunities to involve others, and carry out an effective public launch of the initiative. |
| | Begin gathering data and sharing learning from <i>Accelerator Programme</i> pilots, extend successful projects, include additional schools and explore early years system change options. |
| | Identify at least one new opportunity for each Trust school to get involved in the new community strategy. |
| | Agree a Memorandum of Understanding (MOU) with HEART Academies Trust and begin managing to it. |
| Offer high quality, distinctive and financially sustainable education | Improve the way we report the impact of our schools to Trustees, and address key identified priorities from the school financial review. |
| Support children to access our schools' education with high value, impactful bursaries | Conduct bursary impact reviews with our schools. |
| Maximise our impact on community needs | Continue to offer responsive grants to support community needs, embedding the new responsive grants framework. |
| | Recruit and resource community programmes staff to implement the strategy, embed the new community governance framework and improve how we measure impact and cost of community programmes. |
| | Review how we best use Randall Cottage Homes and our other almshouse resources to maximise impact. |
| Continue to build a more effective, efficient, resilient organisation greater than the sum of its parts | Support the Board to consider a governance and management review. |
| | Continue to embed and progress work on inclusion, sustainability and strategic financial governance. |
| | Progress agreed 2022-23 organisational development projects. |

Grantmaking

Grantmaking Policy



Grants are made in support of all three of the Trust's charitable objects and mission areas. Our Trustees have flexibility to allocate resources according to perceived need. We believe we achieve most when we make grants to maintain valuable and effective services, when we fund work which brings new services and ideas to the Borough and when we fund programmes which help voluntary organisations become more effective.

We recognise that grantmaking with partners, whether they contribute additional funding or expertise, brings additional benefits to the people of Bedford.

Organisations and individuals are encouraged to contact us informally for initial guidance on their applications, and much advice is given verbally. Our main priorities, grant programmes and the application process are also set out in the guidance notes which are available by post, email and on www.harpurtrust.org.uk. They are summarised below:

- **Promotion of education** Since our inception we have had a key role in developing and enhancing educational opportunities in the Borough. This is reflected in the educational programmes that comprise a major element of our grantmaking. We have a broad definition of education and support projects, working with people of all ages and in a wide variety of settings.
- **Relief of poverty, sickness, hardship or distress** Trustees consider requests for staffing, running and capital costs for projects and core services. Through on-going research and consultation, locally and beyond the Borough, our Trustees continually develop grant giving priorities in response to emerging local needs and opportunities.
- **Provision of recreational facilities with a social welfare purpose** Our grantmaking under this object has a strong emphasis on projects that address the needs of young and/or disadvantaged people. How a project proposal will act 'in the interests of social welfare' is also carefully considered.

Grantmaking process

Our Grants Committee meets four times a year to consider grant applications up to £50,000 and to provide guidance from committee members to applicants on their preliminary proposals.

Applications in excess of £50,000 for one year, or £150,000 over a three-year period, must be agreed by our Trustees on recommendation from our Grants Committee. Following the adoption of the Trust's new Community Strategy in May 2022, responsibility for grantmaking policy has passed to the Community Strategy Group.

Grants awarded

This year we made 66 grants to organisations and individuals in Bedford Borough. These grants helped 16 poorer students from local state schools attend university, offered school uniforms to 400 students on free school meals at state secondary schools and supported 57 schools and other charitable organisations supporting people from across Bedford Borough.

In line with our newly adopted community strategy 28 of the grants we made this year were for projects supporting children and young people, and 17 had an education and training focus. One grant, made to Spring Therapeutic Services to provide play and creative arts therapy to traumatised children aged 4-13 from disadvantaged backgrounds stood out to us for a number of reasons. Most people are aware that the pandemic has placed huge pressure on children's mental health and the services which support young people to cope with life's pressures. Thresholds for eligibility for statutory services are constantly raised. Children from struggling families may have experienced more trauma than others but can't afford to access private mental health services.

The long-term consequences of poor mental health on these children's education and broader life chances are huge. Our grant enables Spring Therapeutic to take more referrals from schools and charities supporting younger children and their families. Spring Therapeutic is also a perfect illustration of the lasting impact place-based funders like the Harpur Trust can have on a community. The two respected lead therapists in the organisation qualified, with help from our Grants to Individuals Programme, which supports low-income adults to train for professional careers.

We were delighted that 27% of our successful applications this year were from groups which had not applied to the Trust previously. The funding we provide to Community and Voluntary Service (CVS) Bedfordshire ensures that new initiatives meeting the needs of our growing population have the skills and structures to provide quality services. One organisation which has made significant use of CVS support is Samsons Academy. Led by a team with lived experience of the issues affecting more marginalised communities, they run a number of projects addressing health inequalities across the Borough. Our grant this year enabled them to recruit community engagement staff, who have supported over 300 young people in six months with many interconnected issues, from mental health and suicide prevention in young men, to supporting young people who are not in education or employment.

Social Investment Policy

The Trust has a Social Investment Group (SIG) to determine, review and implement the Social Investment Policy of the Trust. The SIG is responsible to the Trustees for the management of the Trust's social investment programme and associated funds. The SIG also advises the Trustees on the proper level of risk in the social investment programme and the balance between the furtherance of the charitable objects and the financial return expected from the social investment portfolio. The SIG reviews the social investment portfolio annually.

Public Benefit



The Harpur Trust delivers its charitable purposes for public benefit across the whole range of its activities. The Trustees paid due regard to the Charity Commission's published guidance on the public benefit requirement under the Charities Act 2011.

Our public benefit is delivered through our community support and grantmaking activities, as described above, through accommodation for older people in need, community events, our sponsorship of the HEART Academies Trust, and through the public benefit activities of our independent schools as described below. In addition to the public benefit impact of our schools' financial support through the bursary programme, we are committed to maximising access to our facilities and expertise to further our charitable objects.

Following the transfer of our almshouse residents to more appropriate extra care accommodation in Bedford in 2019, we are working to identify the most impactful use of our almshouse assets as part of its new strategy development. In the meantime, we continue to work closely with charities and housing associations providing accommodation for older residents of Bedford. We have nomination rights to four such schemes across the Borough, with 48 places available to our nominees.

This year, we were delighted to see a return to face-to-face events in the community, with our biennial art competition for schools once again culminating in a fantastic exhibition, Future Bedford, at The Higgins Bedford. This extremely popular event was preceded by a range of activities which help schools to develop their co-curriculum programme, including artist led workshops for teachers and professional artists working with students in schools. This year we were proud to support 32 Bedford schools.

Public benefit in our independent schools



In addition to the range of other activities through which the Trust provides public benefit, the Trust's schools deliver substantial public benefit in their own right.

The largest area of public benefit is through the provision of means-tested bursaries to help lower-income families pay all or part of their school fees. We supported 203 pupils with their school fees this year, providing total support of £2.73 million. Of these, 106 were 'transformational' awards, in that they were given to families whose earnings were less than £35k per annum. The aim of these awards is to provide an education to someone for whom it is wholly out of reach and whose life is changed significantly by this funding. 70% (141) of the means tested bursary awards given in the year were worth over 80% of the school fees.

Between the schools' public benefit programme, grantmaking and other community activities, the Harpur Trust has engaged with the vast majority of state schools and colleges in the Borough this year. The close connections we have developed with a group of Bedford primary schools through our *Accelerator Programme* have enabled the Trust's schools and communities team to work together on some strategic initiatives to support local children to achieve their potential in education. The following examples highlight what can be achieved through this type of collaborative endeavour.

Student Reading Support Programme - Bedford Girls School has worked with Shackleton Primary School for several years on a programme to help young children develop the reading skills needed to access the whole curriculum. This year 10 Year 12 girls volunteered regularly twice a week providing reading support for up to 520 children in Reception, Years 1,2 and 6. The volunteers were supported by staff from Pilgrims Pre-Preparatory School who ran phonics workshops to ensure they were fully equipped to help improve literacy. This programme makes a real difference to children whose personal circumstances mean they don't get the opportunity to practice reading at home. It also complements the work Shackleton is doing through the *Accelerator Programme* to develop children's speech and language skills.

Preparation for university and the world of work - Three initiatives this year saw Harpur Trust schools and sixth form students working with their peers at state schools on programmes developing leadership skills, understanding careers options and practising for tough Oxbridge interviews. Ready2Lead? is a student leadership conference for sixth formers and an initiative of a Bedford School teacher. Students and staff from Harpur Trust and state schools in the Borough all take part in the planning and delivery of a conference with a range of inspirational speakers. This year 90 young people from nine schools took part.

The Oxbridge interview programme is hosted by Harpur Trust schools and this year offered over 50 state school students the chance to practise for these rigorous entrance interviews. More than 25 Oxbridge Alumni teaching in Trust schools and several from local state schools provided support.

The Old Bedfordians Careers Fair is an annual event in which successful former students, parents and supporters share their journeys into a wide range of careers with young people thinking about their options. Students from all local state schools were invited to take part this year.

Loans and donations of equipment and facilities - Harpur Trust schools make a wide variety of resources available to students at state schools, who do not have access to the same excellent facilities as Harpur Trust pupils. Examples this year include Bedford School lending virtual reality headsets to Livingstone School, a partner in the *Accelerator Programme*. The Livingstone Headteacher wanted to ensure that although his pupils could not afford educational visits to museums and other enrichment activities, they could experience these facilities remotely. One local school, Bedford Free School, has very limited outdoor areas. Bedford Girls School loaned their netball court to enable the girls to play their favourite sport.

Our Schools in the Community

Schools Community Support in Numbers



35

Local schools supported by Harpur Trust staff and pupils



12

Extra-curricula clubs run in local schools by Harpur Trust pupils



18

Subject specialist events run for local schools



13

Local charities have regular student volunteers



£9,000

Raised by Harpur Trust pupils for local charities



13

Primary schools have reading help from Harpur Trust pupils



1,800+

Local pupils have benefitted

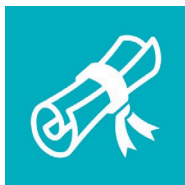


7

Local schools use Harpur Trust school facilities regularly

Structure, Governance and Management

Constitution



The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The Charity was founded by an Act of Parliament in 1764 and is administered under a scheme sealed by the Charity Commission on 1 September 2000 and amended in 2009.

The Harpur Trust is a company limited by guarantee (Company Number 3475202). The company is governed by Articles of Association and is registered as a charity in the UK, number 1066861.

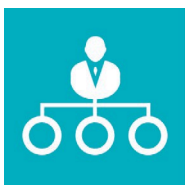
The endowed properties ('specie' land) and assets continue to be held in the original Bedford Charity, which was amended and renamed The Harpur Foundation. The Harpur Trust is the sole corporate trustee of The Harpur Foundation and a 'Uniting Direction' is in place which removes the need to prepare separate accounts.

The Harpur Trust is also the trustee of an almshouse charity, Randall Cottage Homes, whose results are included within those of the Trust itself following a 'Uniting Direction' received from the Charity Commission.

The directors of the company are known as Trustees and they are also members of the company for the purpose of company law and charity trustees for the purpose of charity law. This legal form has several advantages including a more effective limit of liability for the Trustees, which in turn will assist in attracting a wider cross-section of candidates for trusteeship.

There are 25 Trustees of whom seven are nominated, two are representative members and the remaining 16 are co-opted, elected by the Trustees. All terms of office are for five years, with the exception of the representative members for whom it is four years. Names of Trustees and the committees on which they served during the year are shown on pages 32-35 of the annual report.

Governance and organisation



The Trustees meet at least three times a year, with additional meetings as necessary. They receive reports from all our committees, which themselves meet three or four times annually. Committees co-opt members who are not Trustees in accordance with the Articles of Association.

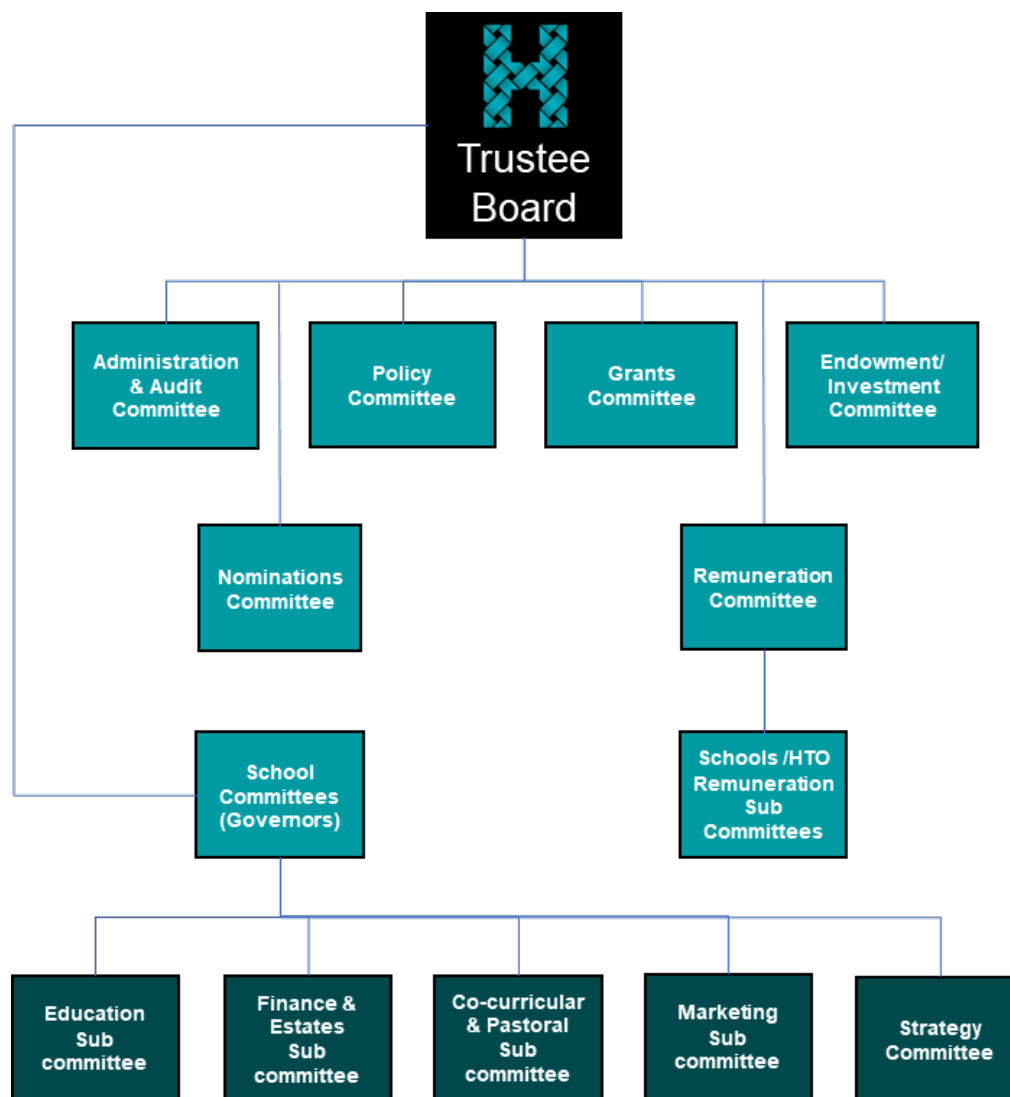
While the Trust is a single legal entity, a high degree of internal autonomy is accorded to its operating units: four schools; almshouse provision; grantmaking; and the management of the endowment, all of which are accomplished through the committee system.

Most committees accomplish some of their work through sub-committees and working parties. The Chairs of the School Committees, together with the school Heads, have specific responsibility for advising the Trustees on educational issues.

Trustees have handed the day to day running of the organisation to key management personnel. These have been defined as the Chief Executive, Finance Director, Human Resources Director, Community Programmes Director and the Heads of each of the four schools.

The Harpur Trust Office (HTO), managed by the Chief Executive, provides administration services to the Trustees and their committees and financial, human resource and administrative advice and guidance to the schools, as well as undertaking the day-to-day management of the endowment and directing the community grants programme.

The Trust's committees are outlined below:



In addition to the Committees above, Trustees are also members of the Community Strategy Group; a task and finish group created as part of the new community strategy and School Finance Group, set up specifically to focus on financial forecasts and related decisions.

The Trustees have considered the Charity Governance Code and the Board ensures that the principles and practices set out in the Code are applied and that the Trust operates good governance throughout its activities.

Trustee training and induction

The Trustees place considerable emphasis on training; staff and Trustees attend seminars and workshops on a variety of issues including strategic policy review, financial management and accounts, investment, governance, appraisal, safeguarding, grantmaking and communications. There is a comprehensive, mandatory induction programme for new Trustees and non-trustee members of committees, which senior staff members at the offices and schools also attend. The Trust has introduced a comprehensive Training Directory offering ongoing developmental training for its Governors and Trustees.

Related parties and co-operation with other organisations

None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or senior manager of the charity with any employee, supplier or grant benefactor must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year all related party transactions were disclosed as necessary.

Serious incident reporting

The Trust has a clear process for reporting developing incidents to senior management and to ensure timely escalation to Trustees for awareness and view on reporting. In the year ending June 2022, one incident and two updates were reported to the Charity Commission.

Our commitment to safeguarding

The Trust has safeguarding responsibilities across its four schools and other areas in which we work. The safeguarding policy and code of conduct apply across the whole organisation and are supported by a range of policies and procedures to reduce the risk of harm to beneficiaries, supporters, pupils, staff and volunteers. We encourage individuals to report concerns and we recognise that there are many barriers to vulnerable people reporting abuse and we are committed to improving reporting mechanisms. When concerns are raised, we study the circumstances with a view to understanding the causes and how we can take steps to prevent similar occurrences. Regular safeguarding reports are taken to both Committees and the Board of the Trust for review. Safeguarding training is also made available to both employees and volunteers.

Diversity and inclusion

We have long sought ways to make ourselves more accessible and inclusive for pupils, staff and the communities we exist to support, but we need to do more. We are doing more to listen so we can understand what else we should do, within our schools and in our community programmes.

We are learning from our staff, our pupils and from organisations and people that we support and collaborate with, including crucially from the minority ethnic communities in Bedford. All of our schools have created groups looking at this issue to identify priorities for action, including those initiatives that were already in place.

As we continue to learn, our Board of Trustees is holding itself to account so that across the whole Trust, we do what we need to do so we can identify and tackle any biased, inequitable or preferential treatment, whether direct or systemic, in the way we fulfil our responsibilities. Plans will be shared as they develop.

The Trust is committed to the promotion of equal opportunities, valuing and encouraging diversity and the creation of an inclusive working environment for all employees / workers and opposes all forms of irrelevant and unlawful discrimination, including discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity (the nine Protected Characteristics defined in the Equality Act 2010).

Ensuring that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of delivering equal opportunities in employment. The Trust has a separate dignity at work policy, which deals with these issues should they occur. We also provide a Whistleblowing Hotline through which staff can confidentially raise concerns.

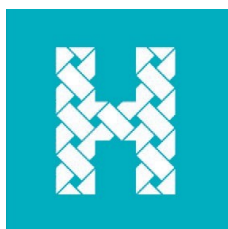
Statement on fundraising

Fundraising within The Harpur Trust is carried out at an individual school level and for community programmes. It is only undertaken for specific campaigns (e.g. towards a particular capital project or an objective such as bursaries). Fundraising is usually undertaken by affiliated organisations of, primarily, volunteer groups of parents and alumni. There are no professional fundraising organisations used and so no monitoring processes are required.

The Trust has not subscribed to the Fundraising Regulator but adheres to the Code of Fundraising Practice when undertaking fundraising activity. There have been no complaints in the period regarding inappropriate or intrusive contact.

Employee Relations

Employee engagement



Our indicators of employee engagement have remained positive as we have emerged from the Covid pandemic. Employee turnover is low, while attendance has remained high, despite the easing of Covid restrictions and greater exposure to potential infection.

In January 2020 work commenced on the Harpur Trust's strategic plan. With the intention that the planning process should be highly participative, all staff were invited to apply for a voluntary role on one of the project teams. A team of 21 staff from across the Trust was formed but, unfortunately, due to the onset of the Covid pandemic shortly after its launch, the project was put on hold while the organisation responded to the demands of the unfolding crisis. Once work resumed in the early summer of 2021, the original volunteers were contacted again for briefing and consultation on our education and community strategies and this group has, once again, had the opportunity to develop their strategic skills and to be involved in shaping the future of our organisation.

The Harpur Trust Staff Forum (HTSF) remains one of our key communication channels with employees, and we have been adjusting back from online to face-to-face meetings. Representatives take part on a voluntary basis and their level of attendance and participation is good. Representatives are updated termly on matters across the organisation, including the opportunity to hear about and comment upon the progress of the Trust's strategy development. After each HTSF meeting all staff receive copies of the minutes and actions to support any individual feedback they receive from their representatives. The HTSF also plays a vital role in receiving feedback from staff on key issues and organisational development.

We have now supplemented our in-house leadership training offering (our Inspiring Leaders Programme) with a People Management Programme which launched to middle managers in September 2021. Both programmes have been oversubscribed, which is an endorsement of the quality of our training offering, as well as a reflection of the appetite of staff to develop their careers with the Trust. The development of a two-day Management Essentials Programme is underway which will be mandatory for all people managers and leaders in the Trust to ensure that the way our teams are kept motivated and engaged promotes their wellbeing and inclusion and delivers best possible outcomes for our organisation.

Our new approach to Performance Development Reviews (PDRs) is now embedded across the Trust, key features of which has been to improve the alignment of individual objectives with strategic goals, and to emphasise Continuous Professional Development. As a result, staff have a better understanding of their role in achieving the strategic goals that are relevant to their part of the organisation, and an improved understanding of the Trust's aims. Training sessions are delivered to line managers and team members on request, to enable both parties to get the best from the PDR process.

Remuneration Policy



The Trust's principle on remuneration is to ensure that the reward package is competitive with other equivalent organisations in the education sector and by type of role for support staff, so that it is able to attract and retain high calibre employees. The Trustees see the ability to recruit and retain talented staff as fundamental to the Trust's success.

The Trustees are responsible for setting the overall reward strategy for the Trust. The Trust's pay policies also seek to:

- be transparent, and simple to understand and operate;
- treat all employees fairly and pay them appropriately in line with the principles of equality and ensure that pay decisions are free from unlawful discrimination;
- appropriately recognise and reward support staff;
- recognise and reward teachers for their contribution and behaviours;
- maximise the quality of teaching and learning at the school; and
- enable the schools to manage their salary budgets effectively.

We are committed to employing the best person for the job and to ensuring that employees are treated equally and fairly. All policies and practices seek to conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

The Remuneration Committee sets the salary for the Chief Executive, senior staff within the schools and the Harpur Trust's Senior Leadership Team. For key management personnel (as defined on page 18), the Remuneration Policy combines regular market benchmarking, with reward for the achievement of performance targets.

We generally use the market median in the charity sector as rule of thumb for setting salaries. However, some flexibility is applied to take into consideration the specific requirements for each post and to ensure we can recruit the best candidate possible to meet the needs of our beneficiaries.

The performance and objectives of all senior staff are reviewed on an on-going basis through the Performance Review and Development Planning process. There is also a biennial 360 degree review process for senior staff which provides individuals with feedback from their line manager, their peers and their teams about how they have contributed to the achievement of our strategy, which helps identify any areas for personal development.

Risk Management



Our Trustees, assisted by the senior managers in the Trust, regularly review our activities with regard to any major risks that might arise and are identified from time to time. The Administration and Audit Committee supervises the overall policy for risk management within the Trust and recommends any changes to the Board. The sub-committees of the Trust report on risk at each of their meetings and this is then reported to the Board. The Policy Committee reviews strategic

risks on behalf of the Board each term and approval of the risk register by the Board is sought annually. During the year Trustees considered the following key strategic risks to be the most significant. Actions have been identified to manage and mitigate these risks as shown in the following table.

| Risk | Mitigation actions |
|--|--|
| Major external event, such as a pandemic, leading to closure of schools and subsequent financial impact. | The Covid pandemic meant the closure of the schools which led to the subsequent financial risks of the Trust having to continue to pay staff with potential lower income from fees. The Trust considered this as a major and key risk and took actions to mitigate the impact. |
| A significant fall in the value of investments. | The Trust carries out a regular view of investment performances against long-term objectives. Trustees have agreed a number of objectives to help guide them in their strategic thinking of the assets and control of the various risks to which the Trust is exposed. |
| Falling demand for places at the Trust's schools. | Pupil numbers are closely monitored within each school and presented annually to the Trustees. As affordability is a key factor in parents deciding to send their child to a Harpur Trust school, fee levels are reviewed in detail each year. The Board has also looked at further work into bursaries (to assist pupils) and joint marketing that may be required to broaden the awareness of Harpur Trust schools. |
| The impact of political initiatives on the viability of independent education generally and the Trust's schools in particular. | The political nature of this risk means that there are few actions that can reduce the likelihood of it occurring. One of the measures that the Trust can consider is whether Trust reserves should be increased to help manage the risk and provide time for structural adjustments to be made if the policy of imposing VAT on school fees is implemented. An assessment of the reserves has been submitted to the Board and continues to be reviewed. |
| Schools fail to maintain high academic standards. | The Charity's schools have agreed a common baseline measurement system and figures for Value Added. These are reported annually to the Board (as part of the reports from the Heads of each school). A system of performance management has been put in place that focuses on high teaching standards and this is reviewed annually. |
| Overspending of return on Permanent Endowment. | The Trust have a spending rule which sets out the amount of return which can be spent from the Permanent Endowment and this is reviewed annually when setting the budget. This spending rule takes into account inflation and market valuation. The Trust also carries out periodic reviews of asset allocation and the sustainability of the spend rate. |

In addition, the Trustees have identified key operational risks which are set out below:

| Risk | Mitigation actions |
|---|---|
| Adequate management of cash. | The Trust's Administration and Audit Committee receives a routine cash management report at each meeting which looks at the cash flow and impending cash requirements. Sensitivity analysis is also carried out on the cashflow forecasts to see if any additional cash requirements are needed in the future. |
| Inflationary risk across the Trust. | Increase in inflation may lead to rising costs and pressure on school fees. The Trust has to balance this risk to ensure fees remain affordable, as inflation increases can also impact upon parents' capacity to pay school fees. Inflation may also impact the endowment funds and the investment portfolio. |
| Failure to comply with relevant health and safety regulations. | The Trust takes health and safety seriously and has a number of controls in place such as policies, risk assessments and safe working procedures for each site. |
| Inability to attract and select high quality staff. | The Trust depends upon its ability to recruit high quality teaching and support staff, which might be adversely affected by lack of suitable candidates, relatively poor pay and conditions offered, poor recruitment process/practice, unattractiveness of Bedford as a location or a decline in the reputation of the Trust's schools. A variety of measures have been put in place to aid the recruitment process including working with media agencies to ensure the most effective advertising, psychometric testing and communication of benefits. In addition there are HR professionals in place at each of the schools and a focus on recruitment and selection training as part of the training offering. |
| Inadequate policies and procedures in place to deal with staff mental health issues. | The Trust has a number of initiatives in place to mitigate this risk including provision of benefits to staff such as health screening and counselling scheme, a generous annual leave benefit and family friendly policies to assist with a good work life balance. In addition there are Wellbeing Committees and Mental Health First Aiders at the Schools. |
| Cyber attack, or an IT user account compromised. | The Trust has put penetration testing in place across the Trust. Regular training of staff and increased awareness campaigns have been carried out. Further security measures have been implemented to strengthen and manage the IT networks. The Trust continually reviews its security measures and uses penetration testing to test the vulnerability of any sites. |
| Governance risk – inadequate, inappropriate or untimely decision making across the Trust. | The Trust monitors changes to the Charity Governance Code and has recently looked at diversity and inclusion. A full review of the Trust's governance is being carried out as part of the strategic review of the Trust. |

| Risk | Mitigation actions |
|---|--|
| <p>Failure of safeguarding procedures within the Trust.</p> | <p>The Trust has an over-arching Safeguarding Policy that sets out the Trustees' policy and approach to Safeguarding. It also establishes an annual review of Safeguarding matters to be reported by schools to the Board, the terms of reference for that process and the Job Description for the Safeguarding Governor. This Policy was re-written in 2021 following the change to Keeping Children Safe in Education (KCSIE). The Trust Education Development Adviser liaises regularly with the Designated Safeguarding Leads (DSLs) at the schools and has been building on the comprehensive training programme for all roles which is in place across the Trust.</p> |
| <p>Historic allegation of sexual abuse of children.</p> | <p>The Independent Inquiry into Child Sexual Abuse (IICSA) recommended all organisations conduct a review of their files to consider whether any incidents of child sexual abuse have been recorded and, if so, whether they were dealt with appropriately. This was completed in February 2016. IICSA also required an immediate review of all safeguarding policies and procedures and the Trust reviews all of its safeguarding policies and procedures at the Board meeting in January each year. IICSA has published recommendations following their final report and the Trust has reviewed these for any changes to policies or practices.</p> |
| <p>Requirement to fund the employer contributions for the Teachers' Pension Scheme (TPS).</p> | <p>Employer contributions for TPS are set by a quadrennial actuarial valuation. Correspondence with TPS is monitored regularly to determine the funding of the scheme and to anticipate actuarial outcomes. A working party has investigated the issues surrounding TPS, including: the likelihood and scale of impact of any future increases in employers' contributions; the risk to retention and recruitment of good teaching staff; the alternative pension scheme options available and the employee relations and communications requirements arising from this matter. In January 2023, the Trust announced that a new pension scheme, the Aviva Pension Trust for Independent Schools (APTIS), would be available to teaching staff from 1 May 2023.</p> |
| <p>Increased holiday pay for term time only (TTO) staff.</p> | <p>The Trust was informed on 20 July 2022 that the Supreme Court had upheld the Court of Appeal's ruling. This case was important because it identified that the way the law in this country had always been interpreted was incorrect. The Harpur Trust is committed to treating all its employees fairly, and always seeks to comply with the law and best practice. This judgment provides much needed clarity to the matter of holiday pay calculation for 'part-year' workers and the Trust's processes and procedures will now be adjusted to ensure compliance with this ruling.</p> |

| Risk | Mitigation actions |
|--|---|
| School surpluses are insufficient to maintain reserves and capital estate. | The Trust looks to ensure that all schools are generating sufficient surpluses to be able to carry out capital development. As part of the governance process the level of surpluses and the capital requirements are reported annually to the Board. |
| Failure to maximise impact of community programmes. | The Trust has approved a new Community Strategy, overseen by a Community Strategy Group which requires regular reporting of impact of each strand of the Community Strategy. |

During the year, Trustees have also identified and implemented the controls necessary in order to close a number of the non-strategic risks. A comprehensive review of the way risk is managed across the Trust has also been completed and the Trust Risk Management Policy and procedures have been reviewed accordingly.

In the opinion of the Trustees, the Trust has established resources and systems, including the use of risk management software, which under normal conditions should ensure risks are managed to an acceptable level. It is recognised however, that such risk management systems and protocols cannot provide absolute assurance that all major risks have been adequately managed and a high degree of awareness of risk is encouraged with staff and Trustees alike.

Financial Review

Overview of the year



The majority of the Trust's activities derive from the operation of its four schools.

Total income received by the Trust during the year was £60.7m (2021: £55.1m). This is higher than the previous year as in 2021 fee increases were put on hold until January 2021 in recognition of the impact of Covid pandemic and there was a small fee reduction given across the four Trust schools due to the school closures caused by the pandemic. For the 2021/2022 academic year, there was a good level of pupil admissions for all the Trust schools and the gross fees receivable were higher than the previous year as fee increases were back to normal levels in line with inflation. The number of means-tested bursaries provided this year was comparable to last year, with 203 pupils being awarded bursary support (2021: 206 pupils). This demonstrates the commitment of the Trust to providing support to families to enable children to attend our schools, and especially in light of the financial impact of Covid.

Investment income for 2021/2022 is lower than the previous year at £1.8m (2021: £2.5m). Overall total investment returns for the year were impacted by the movements in the markets following the invasion of Ukraine, which resulted in investment losses for the year.

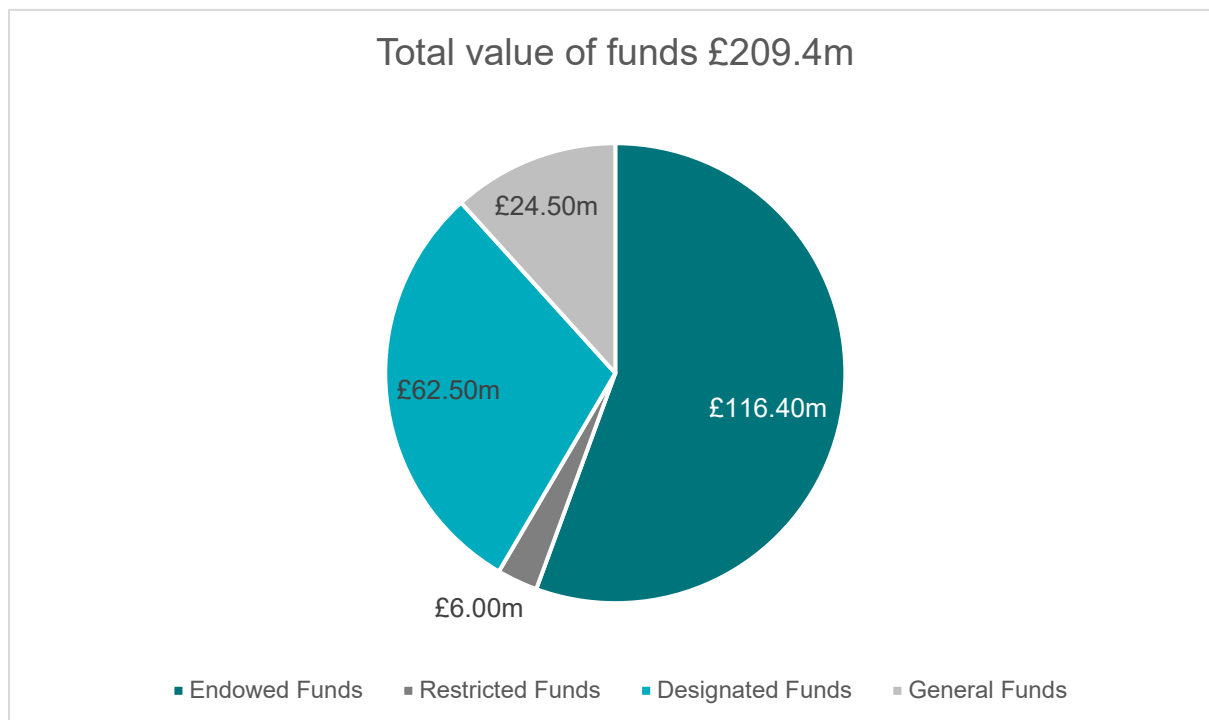
Total expenditure for the year (£60.1m) was higher than the prior year as there were additional costs relating to Covid measures which added to the inflation and economic pressures already in the cost base of the schools (2021: £54.9m). The Trustees continually review the operational costs of the schools in order to ensure these are appropriate for the service levels provided.

The overall operating result for the year is a net income of £0.6m (2021: £0.3m) which is driven by the higher income. Deducted from this income are the investment losses arising in the year of £7.3m (the majority of which relates to the permanent endowment assets). The actuarial loss in respect of the non-teaching staff final salary scheme, arising from the FRS102 revaluation of £0.06m, is then deducted to produce a total net decrease in the Trust's funds of £6.7m (2021: gain of £32.6m) for the year.

Over the year, the Trust has seen the value of its permanent endowment decrease from £124.5m to £116.4m; a decrease of 6.5%, which is driven by investment losses. During the year, the Total Return policy allocated £3.6m to the permanent endowment, to protect the real value of the investments (which is based on the inflation rate) and the Unapplied Total Return decreased by £11.6m.

Funds of the Trust

The Harpur Trust is a permanently endowed charity. In accordance with charity accounting regulations, funds are classified as endowed, restricted, designated or general.



Endowed funds These funds are the permanent endowment of the Trust and are held as both operational assets and in a balanced portfolio of investments. A Long-Term Spending Rate (LTSR) is used to determine the amount of endowment returns that will be distributed in the year. This is used for the benefit of the community, primarily through the giving of charitable grants and to cover the costs of running the charity.

Total funds held 2022: £116.4m (2021: £124.6m)

Restricted funds These are funds that have been received for a specific purpose within the Trust's charitable objects. They will ultimately be applied for the purpose specified; they cannot be used for any other purpose.

Total funds held 2022: £6.0m (2021: £6.6m)

Designated funds These arise from the Trust's income streams and are assigned to a specific purpose by the Trustees. They are not treated as 'free' reserves (available to be spent freely) as a designated use has been identified. However, these funds may be re-designated for another purpose by the Trustees if circumstances change. Note 14 sets out the nature of designated funds and how they will be utilised in the future.

Total funds held 2022: £62.4m (2021: £61.0m)

General funds These also arise from the Trust's income streams, however, they are not assigned to a specific purpose by the Trustees. They are held to address potential future risks for the Trust.

Total funds held for 2022: £24.5m (2021: £24.0m)

Investment performance against objectives

Our investment performance is measured regularly against the benchmarks set out below. For the year ended 30 June 2022, the investment return was lower than the objective with losses of 5.2% (10.6% loss after inflation). Over the last five years, the average real return (after adjusting for inflation) has been 1.7%.

Reserves Policy

The reserves levels as authorised by the Trustees are:

- the overall Trust reserves (defined as the General Reserve and Expendable Endowment) should be between 15% and 25% of the annual turnover of the Trust;
- between £2m and £3m of the Trust's General Reserve Fund should be maintained in cash, and
- the schools' general reserves target should be a minimum of 5% of their turnover in liquid assets.

At 30 June 2022, the overall Trust's free reserves (which consists of the Trust General Reserve and Expendable Endowment) were £10.6m (2021: £11.6m) representing 17.5% of the annual turnover. Note 14 of the financial statements provides further details of the restricted and designated funds at the end of June 2022. All of the reserves for the other Trust schools were above the 5% minimum authorised by the Trustees.

Investment and Total Return Policies

The main investment objectives and risk tolerance of the Investment Policy approved by Trustees are expressed as:

- *To achieve a total real return of 5% per annum net of investment management fees, over rolling five-year periods in order to preserve capital in real terms, while sustaining a spending rate of 3.5% of total asset value per annum.*

The endowment portfolio is managed by two managers, each with broadly half of the investment portfolio. Whilst the managers are each operating to the same investment objective expressed above, they employ a different strategy, which in the opinion of the Trustees reduces manager risk. During 2022, the Endowment Committee reviewed its investment approach and specifically the asset allocation, based on the investment return expectations and the risk appetite of the Trust. As a result of this review, the Endowment Committee agreed to carry out a tender exercise to engage a further investment manager for a private equity investment portfolio. A further investment manager has been appointed and investments will be made in 2022/2023.

The Endowment Committee believes that the investment risk arising from the investment strategy combined with the risks arising from active management are consistent with the overall level of risk being targeted.

A Total Return Policy was adopted with effect from July 2014. A reference date of 30 June 2012 was used for the valuation of the investment and the initial value of the Unapplied Total Return (UTR). The investment was determined as the whole of the permanent endowment held as investment funds.

The Total Return Policy determines the allocation of the Unapplied Total Return. This policy aims to maintain the real value of the endowment investment assets over the longer term whilst enabling the appointed fund managers to be free of any constraints imposed by a need to generate income at the expense of the total return of the portfolio. In accordance with this policy the value of the permanent endowment is increased each year in line with inflation. Any difference between this value and the endowment investment portfolio is retained as UTR in order to mitigate years where negative investment returns are experienced.

Ethical Investment Policy

The Trustees believe that responsible investment and good stewardship can enhance long-term portfolio performance and it is therefore aligned with their fiduciary duty. Further, mitigating risk and capturing investment opportunities driven by the integration of Ethical and Environmental, Social and Governance (ESG) issues may have a material impact on investment returns across all asset classes.

The Trustees have given their investment managers full discretion when evaluating ESG issues and in exercising rights and stewardship obligations relating to the Trust's investments.

The Trust aims to ensure that the votes attached to its holdings in all quoted companies, both in the UK and overseas, are exercised whenever practical. The Trust's voting policy is exercised by its investment managers in accordance with their own corporate governance policies, copies of which are provided to the Endowment Committee, and taking account of current best practice. For those assets of the Trust invested in pooled arrangements, the Trustees accept that the assets are subject to the investment managers' own policies on corporate governance as well as environmental, social and ethical investment.

During the investment manager review in early 2020 and the selection of the new private equity manager this year, the Endowment Committee considered the ESG behaviour of the investment managers as a key factor in selecting the preferred manager. The Endowment Committee receives reports on ESG topics from the investment managers during the year.

Streamlined Energy and Carbon Reporting

Energy use and carbon emissions



In line with the requirements of The Companies (Directors' Reports) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, The Harpur Trust is disclosing its energy use and greenhouse gas emissions. This reporting covers electricity, gas and transport fuel consumption within the UK and the methodology used is in accordance with the 2019 HM Government Environmental Reporting Guidelines and the GHG Reporting Protocol – Corporate Standard, as well as the 2022 UK Government's Conversion Factors for Company Reporting.

Baseline Year This is the third year of greenhouse gas reporting and is aligned with the financial year ending 30 June 2022. The first year's report (from 1 July 2019 to 30 June 2020) forms the baseline year. It is worth noting that the baseline year was formed during the Covid pandemic and as such comparisons to this and future years may be skewed.

Targets The Harpur Trust has not developed any carbon targets for the current reporting period.

Intensity Measurement The intensity metric chosen is number of pupils at the end of the financial year 2022. This was chosen as the most suitable metric as the organisation's carbon emissions are closely linked to pupil numbers, although the carbon emissions for this year will again be affected by the Covid pandemic.

Carbon Offset The Harpur Trust has no qualifying carbon offsets during this financial period. All non-half hourly supplies of electricity that The Harpur Trust procures are through a business tariff which is either Renewable Energy Guarantees of Origin (REGO) backed or 100% Carbon offset (Kyoto Protocol), hence market based emissions are reduced. These supplies account for around 23.4% of all electricity procured in this reporting period. The half hourly electricity and gas supplies are standard tariffs and are therefore not offset.

Energy Efficiency Narrative The financial consequences of the pandemic continue to be evident. However, the Trust has been able to roll out a number of efficiency measures across its property portfolio during the reporting period including:

- Extensive upgrade of classroom and other internal lighting to light-emitting diode (LED).
- Replacement of many appliances with the energy efficiency criteria being a primary factor during the selection process.
- Installation of low power consumption multi-functional printing devices.
- Replacement of casement single-glazed windows to double-glazed units.
- External lighting upgrade to LED and reduction in number required (including all-weather sports facilities).
- Adjustment of swimming pool pumps resulting in reduced overnight power consumption.
- Increased use of swimming pool covers between uses.
- Heating timer adjustment to reduce heating times at one site.
- Extensive use of video conferencing across the organisation, thereby reducing significantly the need for travel.

The Trust will continue to prioritise energy efficient measures as financial constraints allow.

The surveys and associated reports that are being completed as part of Phase 3 of the Government's Energy Savings Opportunity Scheme (ESOS) should provide a route map for which energy conservation measures can be implemented cost effectively. To reduce energy consumption, cost and carbon emission, the Trust will continue to implement further energy conservation measures in the coming year.

Table 1: Primary Statement (greenhouse gas emissions) for each financial year

| Emissions (tCO ₂ e) | 2021-22 | 2020-21 | % change |
|---|-----------------|-----------------|-------------|
| Electricity | 1,205.10 | 1,008.53 | 19% |
| Gas | 2531.93 | 3,728.71 | -32% |
| Transport Fuels | 72.07 | 15.27 | 372% |
| Gross Annual Total | 3,809.11 | 4,752.50 | -20% |
| Intensity Metric (Pupil numbers) | 3,662 | 3,602 | |
| Total TCO₂e/pupil | 1.04 | 1.31 | -21% |
| Qualifying Green Tariffs | 281.66 | 282.64 | 0% |
| Net Annual Total | 3,527.45 | 4,469.86 | -21% |

The above carbon emissions translate to equivalent Scope 1, 2 and 3 emissions as follows:

Table 2: Greenhouse gas emissions for each financial year

| Emissions (tCO ₂ e) | 2021-22 | 2020-21 | % change |
|---------------------------------|-----------------|-----------------|------------|
| Scope 1* | 2,601.20 | 3,743.16 | 49% |
| Scope 2 (location based) | 1,205.10 | 1,008.53 | -4% |
| Scope 2 (market based) | 923.44 | 725.89 | -27% |
| Scope 3 | 2.81 | 5.24 | -84% |
| Total (location based) | 3,809.11 | 4,752.50 | 33% |
| Total (market based) | 3,527.45 | 4,469.86 | 28% |

* transport fuel consumption and mains gas included, no fugitive emissions recorded.

Table 3: Primary Energy Statement (kWh) for each financial year

| kWh | 2021-22 | 2020-21 | % change |
|---------------------------|-------------------|-------------------|-------------|
| Electricity | 6,231,796 | 4,325,851 | 44% |
| Gas | 13,870,547 | 20,256,401 | -32% |
| Transport Fuels | 297,467 | 64,406 | 362% |
| Gross Annual Total | 20,399,810 | 24,646,658 | -17% |

Patrons and Trustees

Patrons [3]

The Member of Parliament for the Constituency of Bedford, Mohammad Yasin, MP
The Member of Parliament for the Constituency of NE Bedfordshire, Richard Fuller, MP
The Mayor of Bedford Borough, Dave Hodgson

Names of Trustees as at 19 January 2023

Chair: H Murray Stewart
Deputy Chairs: Rhian Castell
Stephen Mayson PhD

Nominated Universities [3]

New College, Oxford: R George Ratcliffe DPhil
Philip Wallace FCA FBRP
Cranfield University: Clive Temple*
Vacant

By School Committee [4]

Bedford School Anne Egan
Bedford Girls' School Neil Harris
Bedford Modern School James Black**
Simon Lowe+
Pilgrims School Sarah Wheeler

Co-opted [16]

Tina Beddoes Jennifer Sauboorah Till PhD
Rhian Castell Judit Seymour****
Sue Clark*** Linbert Spencer OBE
John Fordham H Murray Stewart
Shirley Jackson Mark Taylor
Sir Clive Loader KCB OBE David Wilson
Harriett Mather Richard Wilson++
Stephen Mayson Michael Womack
W A Justin Phillimore

Representative [2]

Bedford Borough Council: Cllr Abu Sultan
Cllr T Roger Rigby

* Resigned 20 October 2021
** Resigned 12 November 2021
+ Elected 18 January 2022
*** Retired 18 January 2022
**** Resigned 31 August 2021
++ Elected 22 September 2022

Reference and Administrative Information for the Period 1 July 2021 to 30 June 2022

Name of the Charity: The Harpur Trust
Company Number: 3475202
Charity Registration Number: 1066861
Address of Registered Office: Princeton Court, Pilgrim Centre, Brickhill Drive
Bedford, MK41 7PZ

Senior staff:

Chief Executive: David Steadman
Finance Director: Clare Lake FCA
Human Resources Director: Samantha Lock Chartered FCIPD
Community Programmes Director: Lucy Bardner

Heads

| | |
|--------------------------|----------------------------------|
| Bedford School | James Hodgson MA |
| Bedford Modern School | Alex Tate MA |
| Bedford Girls' School | Gemma Gibson MA PgDL PGCert MPQH |
| Pilgrims Pre-Prep School | Jo Webster Bed NPQH EYPS |

Operational Leads

| | |
|--------------------------|-------------------------------------|
| Bedford School | Andy MacFarlane |
| Bedford Modern School | Richard Pooley |
| Bedford Girls' School | Jean-Marc Hodgkin FCA FSI ACIS DChA |
| Pilgrims Pre-Prep School | Jo Thompson |

Professional advisers during the reporting period:

| | |
|--------------------------|---|
| Auditors | Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG |
| Bankers | HSBC PLC
South Midlands and Warwickshire Corporate
Banking Centre
Level 6, Metropolitan House
CBX3, 321 Avebury Boulevard
Milton Keynes
MK9 2GA |
| Insurance brokers | Marsh Brokers Limited
Rockwood House
9-17 Perrymount Road
Haywards Heath
West Sussex RH16 3DU |

Professional advisers during the reporting period (continued):

Investment managers

BlackRock
12 Throgmorton Avenue
London
EC2N 2DL

Sarasin & Partners LLP
Juxon House, 100 St Paul's Churchyard
London
EC4M 8BU

Pantheon Ventures (UK) LLP
10 Finsbury Square, 4th Floor
London
EC2A 1AF

Solicitors

Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol BS1 4QA

The external advisers' appointments are reviewed periodically.

Composition of School Committees at 30 June 2022

Policy Committee

Murray Stewart (Chair)
Stephen Mayson
Rhian Castell
Anne Egan

Tina Beddoes
Shirley Jackson
Clive Loader
Sarah Wheeler

Justin Phillimore
Jennifer Sauboorah Till
Philip Wallace

Endowment Committee

Philip Wallace (Chair)
Stephen Mayson
Murray Stewart

Gary Cotton (Co-opted)
David Hill (Co-opted)
Hannah Rose (Co-opted)

Craig Scarr (Co-opted)

Grants Committee

Jennifer Sauboorah Till (Chair)
Linbert Spencer (Dep. Chair)
Rhian Castell
Mark Taylor

James Dove (Co-opted)
Mark Everett (Co-opted)
Tim Hewett (Co-opted)

Deborah Inskip (Co-opted)
Claire Kotecki (Co-opted)

Administration and Audit Committee

Justin Phillimore (Chair)
Philip Wallace (Dep. Chair)
Shirley Jackson

Michael Womack

Vanessa Penzo (Co-opted)
John Fordham (Co-opted)

Nominations Committee

Rhian Castell (Chair)
Shirley Jackson

Mark Taylor

Composition of School Committees at 30 June 2022

Bedford School

Clive Loader (Chair)
Philip Wallace (Dep. Chair)
Anne Egan
Jennifer Sauboorah Till

Simon Briggs (Co-opted)
Andrew Edwards (Co-opted)
Ali Malek (Co-opted)
David Owen (Co-opted)

Jenny Pelling (Co-opted)
Mark Slater (Co-opted)
Elizabeth Davis (Parent Elected)
Robert Campbell (Staff Elected)

Bedford Modern School

Shirley Jackson (Chair)
John Fordham (Dep. Chair)
Simon Lowe
Michael Womack

Jonathan Gillespie (Co-opted)
Tim Jones (Co-opted)
Tony Stammers (Co-opted)

Tom Perry (Parent Elected)
David Jenkins (Staff Elected)

Bedford Girls' School

Tina Beddoes (Chair)
Harriett Mather (Dep. Chair)
Anne Egan
Justin Phillimore
George Ratcliffe

Rachel Gentry (Co-opted)
Neil Harris (Co-opted)
Lesley Lee (Co-opted)
Shane Redding (Co-opted)

Vacant (Parent Elected)
Chiara Mac Call (Staff Elected)

Pilgrims Pre-Preparatory School

Sarah Wheeler (Chair)
Tina Beddoes
Rhian Castell

Mark Jewell (Co-opted)
Susan Lousada (Co-opted)

Chris Bright (Parent Elected)
Jason Mowe (Staff Elected)

Statement of Trustees' Responsibilities

The Trustees (who are also directors of The Harpur Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the Charity's constitution. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The Trustees approve the annual report including the strategic report and financial statements for the year ended 30 June 2022.

Approved by the Trustees on 23rd May 2023 and signed on their behalf by:



Murray Stewart
Chair

Independent Auditor's Report to the Members of The Harpur Trust

Opinion

We have audited the financial statements of The Harpur Trust for the year ended 30 June 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2022 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report of the Trustees. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the

financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Annual Report of the Trustees (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Annual Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Annual Report of the Trustees (which incorporates the strategic report and directors' 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 by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees for the financial statements

As explained more fully in the Trustees' responsibilities statement set out on page 36, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material

misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the Education (Independent School Standards) Regulations 2014, safeguarding regulations, health and safety requirements, GDPR, employment law and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and Companies Act 2006 and consider other factors such as payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the improper recognition of revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted at the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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



Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor
10 Queen Street Place
London
EC4R 1AG
Date: 5 June 2023

Statement of Financial Activities

(including the Income and Expenditure Account)
for the year ended 30 June 2022

| | | Unrestricted Funds | | | | | | |
|------------------------------------|---|----------------------|------------------|------------------|----------------|----------------|----------------|--|
| Note | The Schools | Community Activities | Endowment Income | Restricted Funds | Endowed Funds | 2022 | 2021 Total | |
| | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 | |
| INCOME AND ENDOWMENTS FROM: | | | | | | | | |
| Charitable activities | | | | | | | | |
| | School fees receivable | - | - | (32) | - | 55,993 | 50,598 | |
| 2 | Other income | 40 | 20 | - | - | 2,063 | 658 | |
| Income from generated funds | | | | | | | | |
| | Donations and grants | - | 2 | 112 | - | 261 | 1,295 | |
| 3 | Activities for generating funds | - | 742 | (23) | 966 | 1,840 | 2,527 | |
| | - Investment income | - | 441 | - | - | 529 | 60 | |
| 4 | Other | - | 441 | - | - | 529 | 60 | |
| | Total income | 40 | 1,205 | 57 | 966 | 60,686 | 55,138 | |
| EXPENDITURE | | | | | | | | |
| Raising funds | | | | | | | | |
| | Financing costs | - | 25 | - | - | 33 | 50 | |
| | Investment management | - | 302 | - | 372 | 674 | 192 | |
| | | - | 327 | - | 372 | 707 | 242 | |
| | Total expenditure | 1,761 | 1,186 | 3 | 372 | 60,068 | 54,895 | |
| Charitable activities | | | | | | | | |
| | Education | 400 | 834 | 3 | - | 57,975 | 52,891 | |
| | Relief | 1,309 | - | - | - | 1,309 | 1,670 | |
| | Recreation | 52 | 25 | - | - | 77 | 92 | |
| | | 1,761 | 859 | 3 | - | 59,361 | 54,653 | |
| | Total expenditure | 1,761 | 1,186 | 3 | 372 | 60,068 | 54,895 | |
| | Net income/(expenditure) before gains on investments | (1,721) | 19 | 54 | 594 | 618 | 243 | |
| | Fixed asset revaluation | - | - | - | - | - | 13,377 | |
| 8 | Net (losses)/gains on investments | (38) | - | - | (7,281) | (7,319) | 19,041 | |
| 9 | | | | | | | | |
| | Net income/(expenditure) | (1,759) | 19 | 54 | (6,687) | (6,701) | 32,661 | |
| | Transfers between funds, including distribution of endowment income | 1,605 | (520) | (640) | (1,435) | - | - | |
| 7 | Pension scheme actuarial loss | - | - | - | - | (65) | (39) | |
| 16 | | | | | | | | |
| | Net movement in funds | (154) | (501) | (586) | (8,122) | (6,766) | 32,622 | |
| | Brought forward balance 1 July | 3,950 | 18,846 | 6,629 | 124,563 | 216,168 | 183,546 | |
| | | | | | | | | |
| | Balances carried forward at 30 June | 3,796 | 18,345 | 6,043 | 116,441 | 209,402 | 216,168 | |

The notes on pages 43 to 68 form part of these financial statements.

Balance Sheet

at 30 June 2022

Company number: 3475202

| | | 2022 | | 2021 | |
|------|--|--------|----------------|--------|----------------|
| Note | | £'000 | £'000 | £'000 | £'000 |
| | FIXED ASSETS | | | | |
| | Assets used for charitable activities | | | | |
| | - Schools and almshouses | | 56,195 | | 57,893 |
| | Investment properties | | | | |
| | - London and Bedford commercial estate (endowed) | 16,984 | | 16,984 | |
| | - Bedford commercial estate | 6,275 | | 6,275 | |
| | - Bedford residential estate | 1,670 | | 1,670 | |
| | | | 24,929 | | 24,929 |
| | | | 81,124 | | 82,822 |
| | Investments | | 119,394 | | 128,936 |
| | CURRENT ASSETS | | | | |
| | Stocks | 14 | | 18 | |
| | Investment properties | 850 | | 850 | |
| | Debtors | 5,934 | | 5,135 | |
| | Cash at bank and in hand | 18,526 | | 14,368 | |
| | | | 25,324 | | 20,371 |
| | Creditors: due within one year | | (15,224) | | (13,925) |
| | Net current assets | | 10,100 | | 6,446 |
| | Total assets less current liabilities | | 210,618 | | 218,204 |
| | Creditors due after more than one year | | (1,216) | | (2,036) |
| | Net assets excluding pension asset | | 209,402 | | 216,168 |
| | Defined benefit pension scheme asset | | - | | - |
| | NET ASSETS OF THE CHARITY | | 209,402 | | 216,168 |
| | PROVIDED FROM: | | | | |
| | Endowed funds | 14,21 | 116,441 | | 124,563 |
| | Restricted funds | 14 | 6,043 | | 6,629 |
| | Unrestricted funds | | | | |
| | - Designated funds | 14 | | | |
| | School | | 51,386 | | 50,487 |
| | Community | | 3,483 | | 3,578 |
| | Endowment | | 7,579 | | 6,946 |
| | | | 62,448 | | 61,011 |
| | - General funds | 14 | | | |
| | School | | 13,391 | | 11,693 |
| | Community | | 313 | | 372 |
| | Endowment | | 10,766 | | 11,900 |
| | | | 24,470 | | 23,965 |
| | | | 209,402 | | 216,168 |

The notes on pages 43 to 68 form part of these financial statements. The financial statements on pages 40 to 68 were approved by Trustees on 23rd May 2023 and signed on their behalf by:



Murray Stewart
Chair of the Trust



Tina Beddoes
Chair of Administration and Audit Committee

Cash Flow Statement

for the year ended 30 June 2022

| | | 2022 | | 2021 | |
|---|----|---------|--------|---------|---------|
| Note | | £'000 | £'000 | £'000 | £'000 |
| Cash flows from operating activities: | | | | | |
| Net cash provided by operating activities | | | | | |
| | 19 | | 2,759 | | 5,319 |
| Cash flows from investing activities: | | | | | |
| Purchase of tangible fixed assets | 8 | (2,631) | | (2,931) | |
| Proceeds of sale of investments | 9 | 2,958 | | 1,574 | |
| Purchase of investments | 9 | (735) | | (1,799) | |
| Net cash (used in) investing activities | | | | | |
| | | | (408) | | (3,156) |
| Cash flows from financing activities: | | | | | |
| Investment income | | 1,840 | | 2,527 | |
| Finance charges | | (33) | | (50) | |
| Net cash provided by financing activities | | | | | |
| | | | 1,807 | | 2,477 |
| Change in cash and cash equivalents in the year | | | | | |
| | | | 4,158 | | 4,640 |
| Cash and cash equivalents at the beginning of the year | | | | | |
| | 20 | | 14,368 | | 9,728 |
| Cash and cash equivalents at the end of the year | | | | | |
| | 20 | | 18,526 | | 14,368 |

The notes on pages 43 to 68 form part of these financial statements.

1 Accounting Policies

(a) Basis of Accounting

The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The charity is registered (number 1066861) and was incorporated as a company limited by guarantee on 1 July 2012 (company number 3475202). The company is incorporated in the United Kingdom and its registered address is given on page 33.

The endowed properties ('specie' land) and assets continue to be held in The Harpur Foundation. The Harpur Trust is the sole corporate trustee of The Harpur Foundation and a 'Uniting Order' was obtained from the Charity Commission, which removes the need to prepare separate accounts for both company and charity.

The Trustees of The Harpur Trust are also the Trustees of The Randall Cottage Homes Charity, which operates a group of almshouses in The Harpur Trust's area of benefit. During 2004, the Charity Commission granted a uniting direction, and therefore the results for the year are included with those of The Harpur Trust.

The financial statements have been prepared under the historical cost convention, subject to carrying fixed and current asset investments at market value, and in accordance with the Charities' Statement of Recommended Practice (FRS102) - Second Edition, and with applicable accounting standards and current statutory requirements.

(b) Basis of Preparation

Having reviewed the funding facilities available to the charity together with the expected ongoing demand for places at the schools and future projected cash flows, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern. Although Covid had various effects on the charity, which included some adverse financial impact, the charity was in a position to cover these with the use of reserves, which are held for these types of circumstances. Accordingly, the Trustees continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities for the financial statements on page 36.

The Harpur Trust meets the definition of a public benefit entity under the guidance issued by the Charity Commission.

(c) Financial Instruments

The Harpur Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors (excluding prepayments). Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors (excluding fees in advance and PAYE amounts).

(d) Tangible Fixed Assets

(i) Properties used for charitable activities

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment.

Operating land under continuing use is included at a Trustees' valuation based on recreational usage.

The Trust has elected to use this valuation as deemed cost for the purpose of transitioning to FRS102.

Land which is committed for sale is included at open market valuation.

Plant and equipment is capitalised where the cost of the asset exceeds £5,000.

1 Accounting Policies (continued)

(ii) Investment properties

The London Estate and Pilgrim Centre Estate properties are included in the accounts at an open market valuation carried out in December 2021 by Gerald Eve, Chartered Surveyors. The Trustees have reviewed the value at 30 June 2022 and consider the stated valuations appropriate.

(e) Depreciation

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

Plant and equipment - 3 to 10 years.
Operational buildings – 10 to 50 years.

(f) Investments

Quoted investments held for the long term to generate income or capital growth are carried at market value, and any change in value reflected through the Statement of Financial Activities.

Investments, including bonds held as part of an investment portfolio, are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure. Investments in subsidiary undertakings are held at cost less impairment.

(g) Stocks

Stocks are carried at the lower of cost or net realisable value.

(h) Taxation

The Harpur Trust is a registered charity, and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable objectives.

(i) Fees and Similar Income

Fee income is recognised in the year to which it relates, with arrears or payments in advance being shown under debtors and creditors as appropriate. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the schools from their unrestricted funds.

Donations and grants includes the government grant receivable for the Coronavirus Job Retention Scheme (CJRS).

Investment income is recognised on a received basis, with the exception of bank interest, which is recognised on an accruals basis.

Rental income from investment property is recognised on an accruals basis.

(j) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Support costs include the central functions and have been allocated to activities on a basis consistent with use of the resources.

Governance costs include those incurred in the governance of its assets and are associated with constitutional and statutory requirements.

The allocation and apportionment of central management costs of the Trust and the endowment to the individual operating units are based on an estimate of actual usage, as periodically reviewed by the Trustees.

1 Accounting Policies (continued)

(k) Pension Schemes

Teaching staff are eligible to join the Teachers' Pension Scheme administered by Teachers' Pensions, and contributions are made at rates set by the Scheme Actuary. The Trust runs a defined contribution stakeholder pension scheme for non-teaching staff.

The amounts charged to the Statement of Financial Activities in respect of pension costs to these two schemes are the contributions payable in the year.

Prior to April 2002 non-teaching staff were eligible to join the Non-teaching Staff Pension Scheme, administered by The Pensions Trust.

The difference between the fair value of the assets held in the Trust's defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the Trust's balance sheet as a pension scheme asset or liability as appropriate.

The Trust's defined benefit scheme is in a surplus position. However, it is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102. Note 16 provides further details of the current position of the pension scheme.

Changes in the defined benefit pension scheme asset or liability arising from factors other than cash contribution by the Trust are charged to the Statement of Financial Activities in accordance with FRS102.

(l) Uncertainties and Significant Judgements

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include: pension liability, where management have needed to make a judgement on the main assumptions used in the valuation of the asset relating to the pension scheme; and Total Return, where management have taken a judgement on the application of the Total Return values across the endowment funds.

(m) Operating Leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

Rentals receivable under operating leases are recognised on a straight line basis over the lease term.

(n) Grants Payable

Grants payable are recognised when a legal or operationally binding commitment has been made to make the grant.

(o) Fund Structure

Endowment funds are held on trust to be retained for the benefit of the Trust. Income generated from endowment funds must be spent on furthering the Trust's charitable objectives.

Restricted funds may only be applied for a particular purpose, as specified by the donor.

Unrestricted funds:

General funds are those which are available to be applied for the general purposes of the Trust. Designated funds are unrestricted funds which have been set aside by the Trustees for a particular purpose.

(p) Total Return Investment Policy

The Trustees have adopted a Total Return approach to investment and spending, as permitted under the Trusts (Capital and Income) Act 2013 and the Charity Commission regulations associated with it. This was approved by the Trustees in May 2014 and brought into effect from 1 July 2014 using a base date for the commencement of the policy of 30 June 2012.

2 Income from Charitable Activities

| | 2022
Total
£'000 | 2021
Total
£'000 |
|---|------------------------|------------------------|
| Fees receivable | | |
| Gross fees | 60,670 | 56,181 |
| Less: total scholarships and bursaries | (3,112) | (3,276) |
| Less: Covid fee reduction | - | (725) |
| | 57,558 | 52,180 |
| Less: sibling discounts and staff fee remission | (1,565) | (1,582) |
| | 55,993 | 50,598 |

Fees receivable in 2021 are net of fee reductions given for the autumn and spring term's fees during the Covid pandemic.

Scholarships and bursary awards were paid to 317 pupils (2021: 288). Within this, means-tested bursaries totalling £2,725,472 were paid to 203 pupils (2021: £2,659,283 to 206 pupils). No Covid financial assistance awards were granted in 2021/22 (2021: £278,471 to 61 pupils).

| | 2022
Total
£'000 | 2021
Total
£'000 |
|--------------------------------|------------------------|------------------------|
| Other income | | |
| Entrance and registration fees | 187 | 152 |
| Courses | 226 | 3 |
| Lettings | 382 | 133 |
| Almshouses | 40 | - |
| School uniforms | 11 | 3 |
| Trips | 1,062 | 278 |
| Catering | 155 | 89 |
| | 2,063 | 658 |

3 Income from generated funds

| | 2022
Total
£'000 | 2021
Total
£'000 |
|-----------------------------|------------------------|------------------------|
| Donations and grants | | |
| Donations | 242 | 295 |
| Government grants | 19 | 1,000 |
| | 261 | 1,295 |

| | 2022
Total
£'000 | 2021
Total
£'000 |
|--------------------------|------------------------|------------------------|
| Investment income | | |
| Quoted investments | 961 | 1,660 |
| Property | 838 | 827 |
| Bank interest | 41 | 40 |
| | 1,840 | 2,527 |

4 Other Income

| | 2022
Total
£'000 | 2021
Total
£'000 |
|---|------------------------|------------------------|
| Profit associated with sale of fixed assets | 441 | 2 |
| Sundry | 88 | 58 |
| | 529 | 60 |

5 Total Expenditure

| | Staff costs | Other | Depreciation | 2022
Total |
|------------------------------------|---------------|---------------|--------------|---------------|
| | £'000 | £'000 | £'000 | £'000 |
| Raising funds | | | | |
| Financing costs | - | 33 | - | 33 |
| Investment management | 103 | 571 | - | 674 |
| | 103 | 604 | - | 707 |
| Charitable activities | | | | |
| Education | | | | |
| Governance costs | 247 | 320 | - | 567 |
| Teaching | 30,181 | 3,942 | 654 | 34,777 |
| Welfare (including catering) | 1,321 | 2,891 | 22 | 4,234 |
| Premises | 2,276 | 5,852 | 3,526 | 11,654 |
| Grants, awards & prizes | - | 399 | - | 399 |
| Support costs | 4,293 | 1,933 | 118 | 6,344 |
| | 38,318 | 15,337 | 4,320 | 57,975 |
| Relief | | | | |
| Grants | - | 821 | 9 | 830 |
| Almshouses | - | 99 | - | 99 |
| Support costs | 267 | 113 | - | 380 |
| | 267 | 1,033 | 9 | 1,309 |
| Recreation | | | | |
| Grants, awards & prizes | - | 52 | - | 52 |
| Support costs | - | 25 | - | 25 |
| | - | 77 | - | 77 |
| Total charitable activities | 38,585 | 16,447 | 4,329 | 59,361 |
| Total expenditure | 38,688 | 17,051 | 4,329 | 60,068 |

See note 25 for comparative figures.

Support costs have been allocated on a basis consistent with the use of resources.

| | 2022
Total | 2021
Total |
|------------------------------|---------------|---------------|
| | £'000 | £'000 |
| Total expenditure includes: | | |
| Auditors' remuneration: | | |
| For audit | 49 | 46 |
| For other non-audit services | 11 | 8 |

6 Staff Costs

| | 2022 | 2021 |
|-----------------------|---------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| Staff costs: | | |
| Wages and salaries | 29,685 | 29,141 |
| Social security costs | 2,916 | 2,829 |
| Pension costs | 5,253 | 5,082 |
| Other costs | 834 | 358 |
| | 38,688 | 37,410 |

Redundancy and termination payments of £38,340 were paid during the year (2021: £91,383). There were no amounts outstanding to be paid at the year end. Two separate non-contractual payments were made of £14,214 (2021: four of £24,080).

| | No. | No. |
|----------------------------------|--------------|------------|
| Average number of paid employees | 1,120 | 1,121 |

The number of employees whose emoluments (including benefits in kind) exceeded £60,000 were:

| | | |
|---------------------|-----------|----|
| £60,001 - £70,000 | 22 | 15 |
| £70,001 - £80,000 | 7 | 10 |
| £80,001 - £90,000 | 5 | 4 |
| £90,001 - £100,000 | 5 | 4 |
| £100,001 - £110,000 | 2 | 3 |
| £110,001 - £120,000 | 1 | 1 |
| £120,001 - £130,000 | - | 1 |
| £130,001- £140,000 | 2 | - |
| £140,001- £150,000 | - | 1 |
| £150,001- £160,000 | - | - |
| £160,001- £170,000 | 1 | 1 |
| £170,001- £180,000 | 1 | - |

Contributions were made to the Teachers' Pension Scheme for 35 higher paid employees (2021: 30 employees) and contributions were made to a defined contribution scheme for ten employees amounting to £87,683 (2021: £77,414 relating to eight employees).

Eight people were classified as key management personnel (2021: 8). The cost of these employees was £1,265,113 (2021: £1,168,989).

Neither the Trustees nor persons connected with them received any remuneration or other benefits from the Trust or any connected organisation. Trustees are entitled and encouraged to reclaim reasonable expenses in attending meetings, and during the year three Trustees claimed in total £1,171 (2021: four Trustees claimed a total of £1,598).

7 Transfers Between Funds

| | 2022 | | | | |
|---|-------------|----------------------|------------------|------------------|-----------------|
| | The Schools | Community Activities | Endowment Income | Restricted Funds | Endowment Funds |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Interest reallocation | 117 | 23 | (140) | - | - |
| Allocation transfers relating to total return policy: | | | | | |
| Returns on permanent endowment investments | - | 1,582 | 640 | - | (2,222) |
| Returns on Elger investments | 40 | - | - | - | (40) |
| Returns on Luff investments | 74 | - | - | - | (74) |
| Returns on expendable endowment investments | - | - | (1,020) | - | 1,020 |
| Returns on prize fund investments | - | - | - | (10) | 10 |
| Returns on school fund investments | 130 | - | - | - | (130) |
| Reclassification of funds | 629 | - | - | (630) | 1 |
| | 990 | 1,605 | (520) | (640) | (1,435) |

Interest reallocation transfers reflect the apportionment of interest earned on overall cash balances to the relevant funds.

Transfers relating to the total return policy are made to reflect the apportionments of the investment income and capital returns made on the pooled investment portfolios to the constituent funds.

The reclassification of funds relates to sums moved to be used against specific expenditure in the schools, for example prize funds and awards. In addition, funds held in restricted funds for a Bedford School project were spent in the year.

8 Tangible Fixed Assets

| | 2021/22 | | | | |
|---------------------------------------|---------------------|--------------------------------|---------------------------|---------------------|----------------|
| | Investment Property | Operational Land and Buildings | Assets Under Construction | Plant and Equipment | Total |
| | £'000 | £'000 | | £'000 | £'000 |
| Cost or valuation | | | | | |
| Balance brought forward | 24,929 | 95,324 | - | 12,390 | 132,643 |
| Additions | - | 1,742 | 116 | 773 | 2,631 |
| Disposals | - | - | - | (27) | (27) |
| Carried forward | 24,929 | 97,066 | 116 | 13,136 | 135,247 |
| Depreciation | | | | | |
| Balance brought forward | - | 41,359 | - | 8,462 | 49,821 |
| Charge for year | - | 3,241 | - | 1,088 | 4,329 |
| Disposals | - | - | - | (27) | (27) |
| Carried forward | - | 44,600 | - | 9,523 | 54,123 |
| Net book values | | | | | |
| Net book value at 30 June 2022 | 24,929 | 52,466 | 116 | 3,613 | 81,124 |
| Net book value at 30 June 2021 | 24,929 | 53,965 | - | 3,928 | 82,822 |
| Historical cost | | | | | |
| At 30 June 2022 | 6,436 | 48,598 | 116 | 5,901 | 61,051 |
| At 30 June 2021 | 6,436 | 46,856 | - | 5,155 | 55,516 |

Operational land and buildings includes freehold land of £1,070,540 (2021: £1,070,540).

Land and buildings additions during the year related to school developments at Bedford Modern School and Bedford School and a roofing project at the Pilgrim Centre.

In 2020/21, there was a revaluation of the London Commercial Estate and the Bedford Commercial Estate held in Investment Properties. The properties have been included at an open market valuation carried out by Gerald Eve, Chartered Surveyors in December 2021 resulting in an increase in value of £12,267,000 to the London and Bedford commercial estate and an increase of £1,110,000 to the Pilgrim Centre estate. The valuations are £16,984,000 and £6,275,000, respectively.

9 Investments

| | 2021/22 | | | |
|--------------------------------|--------------------|------------------|----------------|----------------|
| | Unrestricted funds | Restricted funds | Endowed funds | Total |
| | £'000 | £'000 | £'000 | £'000 |
| Balance brought forward | 20,603 | 259 | 108,074 | 128,936 |
| Additions | - | 19 | 716 | 735 |
| Disposals | (1,915) | - | (1,043) | (2,958) |
| Transfers | (1,112) | (18) | 1,130 | - |
| Revaluations | (38) | - | (7,281) | (7,319) |
| Balance carried forward | 17,538 | 260 | 101,596 | 119,394 |
| Held as: | | | | |
| Quoted investments | 17,582 | 180 | 99,751 | 117,513 |
| Cash | (44) | 80 | 1,845 | 1,881 |
| | 17,538 | 260 | 101,596 | 119,394 |

In addition, investment properties of £24,929,000 (2021: £24,929,000) have been included in note 8.

The Trustees approved the use of a Total Return Policy with effect from July 2014 in respect to its permanent endowments in May 2014.

10 Investment Properties

Included within current assets are three almshouse properties, which the Trust owns in Randalls Close, Bedford. These are expected to be sold within twelve months from the balance sheet date. The sale of these properties was delayed due to the Covid pandemic. In 2018/19, these properties were revalued and transferred from operational land and buildings to be shown as current assets at open market value, as valued by Philips & Co Chartered Surveyors in November 2018. The Trustees consider that the values remain appropriate.

11 Debtors Due Within One Year

| | 2022
Total
£'000 | 2021
Total
£'000 |
|-----------------------------------|------------------------|------------------------|
| Fees | 4,123 | 3,735 |
| Fees provision for doubtful debts | (150) | (157) |
| Trade debtors | 652 | 528 |
| Sundry debtors | 2 | 5 |
| Prepayments and accrued income | 1,307 | 1,024 |
| | 5,934 | 5,135 |

12 Creditors Falling Due Within One Year

| | 2022 | 2021 |
|---|---------------|---------------|
| | Total | Total |
| | £'000 | £'000 |
| Fees received in advance (see note 12(a)) | 352 | 339 |
| Deposits | 3,591 | 3,641 |
| Trade creditors | 1,563 | 907 |
| Taxation and social security | 854 | 793 |
| Charitable grants | 1,454 | 1,175 |
| Other creditors | 2,463 | 2,131 |
| Accruals | 4,947 | 4,939 |
| | 15,224 | 13,925 |

12 (a) Fees Received in Advance

Parents may enter into a contract whereby, on payment of a lump sum, the Trust guarantees a sum to be set against future school fees. The sum deposited, in so far as it has not been utilised, is repayable on demand. Deposits received by the Trust under this scheme are held as cash, with the interest earned accruing to meet the guaranteed liabilities.

| | 2022 | 2021 |
|---|--------------|--------------|
| | £'000 | £'000 |
| Balance of deposits and accrued income held at 1 July | 977 | 1,065 |
| New deposits received | 348 | 325 |
| Deposits refunded | (15) | (53) |
| Investment income allocated | 9 | 6 |
| | 1,319 | 1,343 |
| Amounts utilised in payment of fees | (384) | (366) |
| Balance of deposits and accrued income held at year end | 935 | 977 |

The sum held is shown as a current liability due to the nature of the agreements. However, assuming that the sums deposited are held until maturity, the amounts guaranteed to be applied against future fees fall due as follows:

| | | |
|---------------------|------------|------------|
| Within 1 year | 352 | 339 |
| Within 1 to 2 years | 262 | 262 |
| Within 2 to 5 years | 321 | 272 |
| After 5 years | - | 104 |
| | 935 | 977 |

13 Creditors Due After More Than One Year

| | 2022 | 2021 |
|---|--------------|--------------|
| | £'000 | £'000 |
| Fees received in advance (see note 12(a)) | 583 | 638 |
| Charitable grants | 633 | 1,398 |
| | 1,216 | 2,036 |

14 Funds

(a) Allocation of the Trust's net assets

| | 2021/22 | | | | | Total
£'000 |
|----------------------------------|--------------------|----------------------------------|------------------------------|------------------------------|---------------------------|----------------|
| | Unrestricted Funds | | | | | |
| | School
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Endowed
Funds
£'000 | |
| Operational fixed assets | 50,117 | 355 | 1,261 | - | 4,462 | 56,195 |
| Investment properties | - | - | 6,275 | 1,670 | 16,984 | 24,929 |
| Investments | 6,422 | 1,220 | 9,896 | 260 | 101,596 | 119,394 |
| Net current assets/(liabilities) | 8,821 | 2,854 | 913 | 4,113 | (6,601) | 10,100 |
| Long term liabilities | (583) | (633) | - | - | - | (1,216) |
| | 64,777 | 3,796 | 18,345 | 6,043 | 116,441 | 209,402 |

(b) Movement of funds

| | 2021/22 | | | | | Note |
|--------------------------------------|-----------------------------|-----------------|----------------------|---|-----------------------------|-------|
| | Opening
Balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 | |
| Unrestricted funds | | | | | | |
| The Schools | | | | | | |
| Designated funds | | | | | | |
| Operational land and properties | 38,848 | - | (3,149) | 3,232 | 38,931 | (i) |
| Bursary funds | 5,137 | (2,892) | (4) | 2,933 | 5,174 | (ii) |
| Maintenance funds | 1,040 | 41 | (1,556) | 1,849 | 1,374 | (iii) |
| Development funds | 5,320 | 22 | (81) | 536 | 5,797 | (iii) |
| Equipment funds | 142 | - | (32) | - | 110 | (iv) |
| | 50,487 | (2,829) | (4,822) | 8,550 | 51,386 | |
| Income reserves | | | | | | |
| School income reserves | 11,693 | 61,247 | (51,989) | (7,560) | 13,391 | |
| Pension fund deficit | - | - | 65 | (65) | - | |
| | 62,180 | 58,418 | (56,746) | 925 | 64,777 | |
| Community activities | | | | | | |
| Designated funds | | | | | | |
| Major projects fund | 599 | (17) | - | 23 | 605 | |
| 450th events/community fund | 92 | - | (28) | - | 64 | |
| Almshouse replacement fund | 1,184 | - | (39) | (38) | 1,107 | (v) |
| Maintenance funds | 72 | - | - | - | 72 | (iii) |
| Operational properties | 366 | - | (9) | - | 357 | (i) |
| Social investment fund | 532 | 5 | (3) | - | 534 | (vi) |
| Covid fund | 733 | 6 | (116) | (25) | 598 | (vii) |
| Community programmes | - | 1 | (15) | 160 | 146 | |
| | 3,578 | (5) | (210) | 120 | 3,483 | |
| Income reserves | | | | | | |
| Community activities income reserves | 372 | 45 | (1,551) | 1,447 | 313 | |
| | 3,950 | 40 | (1,761) | 1,567 | 3,796 | |

14 Funds (continued)

| | Opening
balance | Income | Expenditure | Transfers,
Investment
Gains/
(Losses) | Closing
Balance | Note |
|--|--------------------|--------------|----------------|--|--------------------|--------|
| | £'000 | £'000 | £'000 | £'000 | £'000 | |
| (b) Movement of funds (continued) | | | | | | |
| Endowment income | | | | | | |
| Designated funds | | | | | | |
| Development fund | 70 | - | (164) | 195 | 101 | (iii) |
| Land and properties | 6,876 | - | (83) | 685 | 7,478 | (viii) |
| | 6,946 | - | (247) | 880 | 7,579 | |
| Income reserves | | | | | | |
| Endowment income reserves | 11,900 | 1,205 | (939) | (1,400) | 10,766 | |
| | 18,846 | 1,205 | (1,186) | (520) | 18,345 | |
| Restricted funds | | | | | | |
| Prize funds | 262 | (42) | - | 32 | 252 | |
| Appeals and donations | 2,776 | 49 | (3) | (672) | 2,150 | (ix) |
| Randalls Cottage fund | 3,591 | - | - | - | 3,591 | (x) |
| Community programmes | - | 50 | - | - | 50 | |
| | 6,629 | 57 | (3) | (640) | 6,043 | |
| Endowed funds | | | | | | |
| Endowment investment fund | 63,071 | - | - | 3,406 | 66,477 | |
| Elger fund | 1,138 | - | - | 61 | 1,199 | |
| Luff fund | 2,092 | - | - | 113 | 2,205 | |
| Unapplied Total Return | 36,076 | 966 | (372) | (12,190) | 24,480 | |
| Cattleya fund | 362 | - | - | (106) | 256 | |
| School's quoted investments | 6 | - | - | - | 6 | |
| London and Bedford commercial estate | 16,984 | - | - | - | 16,984 | |
| Operational land and properties | 4,834 | - | - | - | 4,834 | |
| | 124,563 | 966 | (372) | (8,716) | 116,441 | |

Notes to funds

(i) Operational land and properties - these represent the net book value of the freehold land and property, which are being utilised by the charity and include the schools, almshouses and offices. The closing balance is net of any outstanding internal loan balance. The annual expenditure relates to the depreciation charge for the assets.

(ii) Bursary funds - these are reserves held by each school in order to contribute towards the future liabilities for bursary awards. The expenditure is reviewed on an annual basis by the bursary committee of each school. The Trust policy is that these reserves should be a minimum of one year's annual deduction from the fund. The annual deductions are shown as negative income.

(iii) Maintenance and development funds - these are funds set aside for any significant future maintenance and building projects on the schools, almshouses and investment properties. The committees review these funds each year and use them to fund upcoming projects.

(iv) Equipment funds - these represent the net book value of certain equipment, which is being utilised by the schools.

(v) Almshouse replacement fund - these reserves are set aside in order to finance replacement almshouse accommodation. These are expected to be used in the future in connection with new almshouse developments within Bedford.

(vi) Social investment fund - as mentioned in the Trustees' Report, this fund has been set aside for use in a programme of social investments. Suitable investment opportunities are continuing to be sought for the fund, which are aligned with the objectives of the charity.

(vii) Covid fund - this fund was designated during 2019/2020 to support organisations in Bedford through the Covid pandemic.

(viii) Community programmes - this fund was newly created this year for the Trust's new community strategy – enabling more children and young people facing disadvantage to achieve their potential. The programmes are: Bedford Giving, a programme bringing the whole community together to support children and young people facing disadvantage and the Accelerator Programme, supporting schools across Bedford to enable low income children aged 0-11 to make more rapid progress in education.

(ix) Endowment income land and properties - these reserves are made up of land at the schools, the Pilgrim Centre estate and Harpur House. The Pilgrim Centre estate was revalued at 30 June 2021.

(x) Appeals and donations - these are restricted funds held by the schools which have arisen following specific appeals, donations or legacies and are restricted by the donor for a specific purpose.

(xi) Randalls Cottage fund - these reserves have arisen following the sale of almshouse properties and the revaluation of the remaining almshouse properties. These funds can only be applied by the Trustees to provide, or secure the provision of, future almshouse accommodation.

15 Charitable Grants

Listed below are the grant commitments (all made by the Harpur Trust) of £1,000 and above made to institutions during the financial year:

| Grant Recipient | Purpose of Grant Contribution | £ |
|---|--|------------------|
| Family Groups | Working Towards Wellness (a women's trauma responsive support service) | 148,356 |
| Tibbs Dementia Foundation | Tibbs Dementia Foundation Building Connection and Confidence project. | 89,000 |
| Keech Hospice Care | Specialist, holistic care for children with life-limiting conditions and their families from Bedford Borough. | 75,000 |
| King's Arms Project | Pathways Community project - offering a holistic programme specifically aimed at homeless and isolated people transitioning back into employment, and wider community. | 71,000 |
| Penrose Options | Roots to Recovery - Food for Thought | 70,431 |
| Fun 4 Young People | Fun 4 Young People | 70,000 |
| Beyond Detention (formerly Yarl's Wood Befrienders) | Funding of two posts from 1 July 2022: 100% of salary of In-Detention Coordinator (0.8) and 50% of salary of CEO (full-time) | 50,000 |
| Project 229 | SPACE project | 48,000 |
| Community and Voluntary Service Bedfordshire | Service Level Agreement 2022-2023 | 45,000 |
| Samsons Academy | Community Outreach Coordinator | 42,740 |
| Bedford Open Door | Supporting and Managing an effective counselling service | 34,900 |
| Bedford Credit Union Limited | Transition Funding / Technology Introduction Year 2 | 25,000 |
| PBIC | Coordinating Support for Ukrainians Refugees temporarily living in Bedford Borough | 25,000 |
| King's Oak Primary School | Accelerator Programme - Intervention teacher | 22,500 |
| Chance to Shine | Chance to Shine Schools Programme in Bedford - Supporting disadvantaged young people to play and learn through cricket. | 20,592 |
| Making Me | Embedding the Making Me Primary School Emotional Wellbeing Programme | 20,000 |
| Livingstone Primary School | Accelerator Programme - Intervention teacher | 20,000 |
| Cauldwell Primary School | Accelerator Programme - Speech & Language Therapy | 20,000 |
| Shortstown Primary School | Accelerator Programme - Speech & Language Therapy | 20,000 |
| Shackleton Primary School | Accelerator Programme - Speech & Language Therapy | 20,000 |
| Peter Pan Teaching School | Improving Children's Physical Development in Early Years | 19,560 |
| Queen's Park Academy | Accelerator Programme - Family Support Officer | 18,071 |
| Biddenham International School and Sports College | Opening Minds, Transforming Lives | 13,120 |
| Bedford Academy | Counselling at Bedford Academy | 13,120 |
| Music24 | Mind Our Music - Bedford | 12,780 |
| Luton Irish Forum | HMP Bedford GRT (Gypsy, Roma and Traveller) Forum & Mural | 10,200 |
| Balliol Primary School | Accelerator Programme - Reciprocal Reading | 10,000 |
| The Rothsay Education Centre (Bedford) | Future Learning | 10,000 |
| FACES Bedford | Together @FACES | 9,000 |
| Spring Therapeutic Services | Play and Creative Arts Therapy for those in need. | 7,500 |
| The Chellington Centre | Renewing Fire and Security System | 5,000 |
| Bedford Bowling Club | Bowling Green Club Maintenance | 5,000 |
| British Red Cross | Bedford Mobility Aids Service | 5,000 |
| Sheerhatch Primary School | Sheerhatch Primary School Learning Garden and Woodland with outdoor learning room / classroom | 5,000 |
| Team BEDS & LUTON | Stormbreak: Supporting mental health and well-being in Primary Schools through embedding daily movement and character education | 5,000 |
| Mowsbury Park Bowls Club | Installation of automatic green watering system | 5,000 |
| Country Days Ltd | Country Days: Nature Courses for Young People in Bedfordshire | 5,000 |
| Mile Road Allotment and Leisure Gardeners Association | We Need a New Loo - to purchase and install a waterless compostable toilet with disabled access. | 5,000 |
| Renhold VC Primary School | Peace Garden and Outdoor Learning Project | 5,000 |
| Continued overleaf | | <u>1,105,870</u> |

15 Charitable Grants

Listed below are the grant commitments (all made by the Harpur Trust) of £1,000 and above made to institutions during the financial year:

| Grant Recipient | Purpose of Grant Contribution | £ |
|--|---|------------------|
| | | 1,105,870 |
| Hazeldene School | Sensory room at Hazeldene School | 5,000 |
| Relate | Relate Bedford and Luton Bursary Fund | 4,750 |
| Sight Concern Bedfordshire | Evaluating SCB Services and Activities – Future Fit | 3,690 |
| Carers in Bedfordshire | Addition to prior year grant | 2,488 |
| Bizzy Bees Preschool CIO | Garden/Playground | 2,000 |
| Queen's Park Community Organisation | Queen's Jubilee Parade (4 June 2022) | 2,000 |
| Legacy Of Windrush Descendants and Friends | 'A Bedford we come' - A Windrush experience | 2,000 |
| Groundwork Luton and Bedfordshire | Youth TV – The Show | 1,998 |
| Kymbrook Pre-School | Forest School & Learning outside the classroom | 1,964 |
| Shortstown Rangers FC | Community based youth football club for children aged 5-12 years. | 1,875 |
| | | <u>1,133,635</u> |

15 Charitable Grants (continued)

| | 2022 |
|--|------------------|
| | £ |
| Grant commitments made by the Harpur Trust during the financial year (continued from previous page): | 1,133,635 |
| College bursary programme (individuals) | 12,000 |
| University bursary programme (individuals) | 57,600 |
| University post graduate bursary programme (individuals) | (4,000) |
| School uniform grants (individuals) | 25,150 |
| | 1,224,385 |
| Less grants written back in year | (17,831) |
| Net grants made under the general charitable activities object | 1,206,554 |

Analysis of total grants, awards and prizes by charitable activity

| | 2022 | 2021 |
|---|--------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| General charitable grants awards and prizes (as detailed above) | 1,207 | 1,461 |
| Community activities | 27 | 24 |
| Grants to school related entities | 28 | 33 |
| Scholarships, awards and prizes | 10 | 15 |
| Total grants, awards and prizes | 1,272 | 1,533 |

| | Community Activities | Schools /other | 2022 Total | 2021 Total |
|--|----------------------|----------------|--------------|--------------|
| | £'000 | £'000 | £'000 | £'000 |
| Analysis of total grants, awards and prizes by charitable activity: | | | | |
| Education | 361 | 38 | 399 | 258 |
| Relief | 821 | - | 821 | 1,183 |
| Recreation | 52 | - | 52 | 92 |
| | 1,234 | 38 | 1,272 | 1,533 |

16 Pension Costs

(a) Teaching staff

The Trust participates in the Teachers' Pension Scheme (England and Wales) (the "TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £4,407,474 (2021: £4,229,541) and at the year-end £523,403 (2021: £516,437) was accrued in respect of employer and employee 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 TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020, and a consultation was launched on 24 June on proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

The 2016 cost control valuations have since been completed in January 2022, and the results indicated that there would be no changes to benefits or member contributions required. The results of the cost cap valuation are not used to set the employer contribution rate, and HM Treasury has confirmed that any changes to the employer contribution rate resulting from the 2020 valuations will take effect in April 2024.

Until the 2020 valuation is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The Trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The Trust has set out above the information available on the scheme.

16 Pension Costs (continued)

(b) Non-teaching staff final salary scheme

Although now closed to new members, the Trust operates a defined benefit pension scheme for permanent non teaching staff, which is administered by The Pensions Trust, the assets of which are held in separate trustee administered funds. The pension cost is assessed in accordance with the advice of professionally qualified actuaries. Details of the most recent valuation, which was carried out using the attained age method, are as follows:

Main assumptions

| | | |
|--|-------------------|-------------------|
| Rate of price inflation (CPI) | | 1.8% p.a. |
| Return on investments | - pre-retirement | 5.4% p.a. |
| | - post retirement | 2.7% p.a. |
| Increase in earnings | | 3.7% p.a. |
| Market valuation of investments at last valuation date | | £25,237,000 |
| Level of funding | | 91% |
| Date of valuation | | 30 September 2015 |

As a result of the actuarial valuation, fixed annual contributions of £500,000 were payable with effect from 1 October 2016 (decreased from £812,761) to 30 April 2019. Currently the future service contribution rate (FSCR) is 31.9% of which 12.8% is paid by employees.

An FRS102 actuarial valuation was carried out at 30 June 2022 by a qualified independent actuary using revised assumptions that are consistent with the requirements of FRS 102. Investments have been valued, for this purpose, at fair value.

The surplus linked to defined benefit scheme is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102.

| | 2022 | 2021 |
|--|-----------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| (i) The amounts recognised in the balance sheet are as follows: | | |
| Present value of funded obligations | (22,328) | (28,685) |
| Fair value of plan assets | 27,016 | 32,570 |
| Adjustment for unrecognised surplus | (4,688) | (3,885) |
| Deficit | - | - |
| Amounts in the balance sheet: | | |
| Net liability | - | - |
| (ii) Changes in the present value of the defined benefit obligation are as follows: | | |
| Opening defined benefit obligation | 28,685 | 29,820 |
| Service cost | 90 | 120 |
| Interest cost | 518 | 410 |
| Employee contributions | 37 | 46 |
| Actuarial (gains)/losses | (5,531) | (454) |
| Benefits paid | (1,471) | (1,257) |
| Defined benefit obligation at end of year | 22,328 | 28,685 |
| (iii) Changes in fair value of the scheme assets are as follows: | | |
| Opening fair value of the scheme assets | 32,570 | 33,871 |
| Interest income | 590 | 466 |
| Expenses | (78) | (76) |
| Actuarial (losses)/gains | (4,793) | (659) |
| Employer contributions | 161 | 179 |
| Employee contributions | 37 | 46 |
| Benefits paid | (1,471) | (1,257) |
| Fair value of scheme assets at the end of the year | 27,016 | 32,570 |

16 Pension Costs (continued)

(iv) The amounts included within the Statement of Financial Activities are as follows:

Defined benefit costs recognised in surplus:

| | 2022 | 2021 |
|--|--------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| Current service cost | 90 | 120 |
| Expenses | 78 | 76 |
| Past service cost | - | - |
| Net interest income | (72) | (56) |
| Total defined benefit costs recognised in surplus | 96 | 140 |

Defined benefit costs recognised in other comprehensive income:

| | | |
|--|-------------|-------------|
| Return on scheme assets | (4,793) | (659) |
| Experience gains /(losses) | (184) | 266 |
| Effect of changes in demographic and financial assumptions | 5,715 | 188 |
| Effect of changes in the amount of surplus that is not recoverable | (803) | 166 |
| Total amount recognised in other comprehensive income - surplus | (65) | (39) |

The Trust expects to contribute approximately £167,000 for the year ending 30 June 2022.

(v) The major categories of scheme assets as a percentage of total scheme assets are as

| | 2022 | 2021 |
|----------------------------|-------------|-------------|
| Equities | 0.0% | 0.0% |
| Fixed interest gilts/bonds | 68.3% | 74.6% |
| Property | 13.8% | 10.0% |
| Cash/other | 17.9% | 15.4% |

The overall expected rate of return on the scheme assets has been based on the average expected return for each asset class, weighted by the amount of assets in each class.

| | £'000 | £'000 |
|--|--------------|--------------|
| The actual return on the scheme assets in the year | (4,203) | (193) |

(vi) Principal assumptions at the balance sheet date (expressed as weighted averages)

| | 2022 | 2021 |
|--|-------------|-------------|
| Discount rate at 30 June | 3.84% | 1.85% |
| Rate of increase in salaries | 3.16% | 3.25% |
| Rate of increase of pensions in payment – CPI 5% | 2.68% | 2.70% |
| Rate of increase of pensions payment – CPI 2.5% | 1.94% | 1.95% |
| Rate of increase of pensions in deferment | 3.16% | 3.25% |
| Inflation assumption (RPI) | 3.16% | 3.25% |
| Inflation assumption (CPI) | 2.72% | 2.75% |

16 Pension Costs (continued)

| (vi) Principal assumptions at the balance sheet date (expressed as weighted averages) | 2022 | 2021 |
|---|--|--|
| Demographic assumptions | Assumed life expectancy at age 65: | Assumed life expectancy at age 65: |
| Pre-retirement mortality | Males: 23.8 years
Females: 26 years | Males: 22.9 years
Females: 25.1 years |
| Post-retirement mortality for non pensioner members | Males: 22.2 years
Females: 24.6 years | Males: 21.6 years
Females: 23.6 years |

(c) Non-teaching staff defined contribution scheme

The Trust also runs a stakeholder compliant scheme for non-teaching staff, which opened to members on 1 April 2001 and is a defined contribution scheme. The cost for the year represents the Trust's contributions to the scheme of £749,338 (2021: £731,619).

(d) Pension Trust Growth Plan

The Trust has four employees who are active members in a multi-employer pension scheme known as the Pension Trust Growth Plan. The scheme provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. However, it is not possible for the Trust to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme, and therefore it accounts for the scheme as a defined contribution scheme. The value of the Trust's liability (being the present value of the contributions payable that arise from the deficit recovery agreement) is not material to these financial statements and has not been recognised in the balance sheet. Contributions for the year to 30 June 2022 were £5,569 (2021: £8,886).

17 Commitments Under Operating Leases

At 30 June 2022 the Trust has total commitments under non-cancellable operating leases as follows:

Within one year

Between one and two years

Between two and five years

| 2022
Total | 2021
Total |
|---------------|---------------|
| £'000 | £'000 |
| 139 | 142 |
| 57 | - |
| 81 | 117 |

These operating leases relate to some operational buildings, photocopiers, school vehicles and other office equipment.

At 30 June 2022 the Trust has total income commitments under tenant leases as follows:

Within one year

Between one and two years

Between two and five years

More than five years

| 2022
Total | 2021
Total |
|---------------|---------------|
| £'000 | £'000 |
| 676 | 558 |
| 533 | - |
| 1,190 | 1,295 |
| 42,811 | 27,838 |

These leases relate to premises in Holborn and Bedford.

18 Capital Commitments

At 30 June 2022, there were outstanding contractual commitments totalling £252,970 in respect of one contractual building project worth £369,334 (2021: £nil).

19 Reconciliation of Net Income to Net Cash from Operations

Net income for the year as per the Statement of Financial Activities

Adjusted for:

Investment income

Financing costs

Depreciation charges added back

Decrease/(increase) in stocks

(Increase)/decrease in debtors

Increase in creditors due within one year

(Decrease)/increase in creditors due after more than one year (excl. pension fund deficit)

Pension fund FRS102 charges

adjusted for employer pension fund contributions

| 2022
Total | 2021
Total |
|---------------|---------------|
| £'000 | £'000 |
| 618 | 243 |
| (1,840) | (2,527) |
| 33 | 50 |
| 4,329 | 4,435 |
| 4 | (5) |
| (799) | 2,112 |
| 1,299 | 588 |
| (820) | 462 |
| 96 | 140 |
| (161) | (179) |
| 2,759 | 5,319 |

Net cash provided by operating activities

20 Analysis of Cash and Cash Equivalents

| | 2022 | 2021 |
|--|---------------|---------------|
| | Total | Total |
| | £'000 | £'000 |
| Cash at bank | 9,515 | 5,369 |
| Notice deposits (less than 3 months) | 9,011 | 8,999 |
| Total cash and cash equivalents | 18,526 | 14,368 |

21 Statement of Total Return

| Endowment Funds
operating under the Total
Return Policy | Balance at
30 June
2021 | Income,
gains and
transfers
during year | Application
of Total
Return to
protect real
value of
endowment | Application
of Total
Return for
spending | Balance at
30 June 2022 |
|--|--|--|---|---|------------------------------------|
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Protected funds | | | | | |
| Investment fund | 63,071 | - | 3,406 | - | 66,477 |
| Elger fund | 1,138 | - | 61 | - | 1,199 |
| Luff fund | 2,092 | - | 113 | - | 2,205 |
| Unapplied Total Return | | | | | |
| Investment fund | 34,354 | (5,410) | (3,406) | (2,222) | 23,316 |
| Elger fund | 641 | (95) | (61) | (40) | 445 |
| Luff fund | 1,081 | (175) | (113) | (74) | 719 |
| | | | | - | |
| Transfer of returns
relating to unprotected
funds | - | (893) | - | 893 | - |
| | 102,377 | (6,573) | - | (1,443) | 94,361 |
| Other Permanent Endowment Funds | | | | | |
| London and Bedford
estate | 16,984 | - | - | - | 16,984 |
| Pilgrims school land
& buildings | 4,462 | - | - | - | 4,462 |
| Endowment debtor | 372 | - | - | - | 372 |
| Cattleya fund | 362 | (106) | - | - | 256 |
| Sundry investments | 6 | - | - | - | 6 |
| | 124,563 | (6,679) | - | (1,443) | 116,441 |

As permitted by the Charity Commission the Trustees have opted to invest the endowment on a total return basis which means they can spend from capital or income whichever seems most efficient. They have also resolved that the Trust's total expenditure in each year shall be calculated in accordance with a spending rule that assumes a long term spend rate of 3.5% of the permanent endowment fund. The Unapplied Total Return (UTR) can be spent at the discretion of the Trustees.

In the current year the formula gives permitted expenditure of £2,565,000 and of that £943,000 was derived from income arising from the portfolio.

22 Related parties

There were no related party transactions in the year (2021: £nil), other than disclosed in note 6.

23 Contingent Liabilities

Under the Working Time Regulations 1998, staff have been entitled to 5.6 weeks' holiday leave and pay per annum. In accordance with nationally recognised ACAS and government guidance, The Harpur Trust has provided an additional 12.07% of salary to be paid as holiday pay to those employees who work variable hours. This means they receive the same percentage holiday leave and pay as full and part-time workers.

At an Employment Tribunal in 2017, The Harpur Trust successfully defended a claim by a Visiting Music Teacher who queried this method of calculation. The Employment Tribunal found that the Trust's method of calculating holiday pay entitlement meant that the Claimant received proportionately the same as a 'full-year' employee. The Claimant appealed to the Employment Appeal Tribunal, at which stage the appeal was upheld. Under that judgment, so called 'part-year' workers, who were under a contract of employment for a full year, would be entitled to the full 5.6 weeks' holiday pay, irrespective of the number of weeks actually worked.

Following legal advice, the Trustees of The Harpur Trust took the decision to appeal to the Court of Appeal. The Court of Appeal ruled that the Working Time Regulations do not provide for pro-rating of a 'part-year' worker's holiday pay.

The judgment created an incongruous result. For example, an employee who works for only 35 weeks of the year, and remains employed for the full year, would receive the same amount of holiday pay as a colleague working all year round; so for 46 weeks per year.

Due to the Trust's unease with this judgment, the decision was taken to appeal to the Supreme Court, and the hearing took place on 9 November 2021. The Trust was informed on 20 July 2022 that the Supreme Court had upheld the Court of Appeal's ruling.

This case was important because it identified that the way the law in this country had always been interpreted was incorrect. The Harpur Trust is committed to treating all its employees fairly, and always seeks to comply with the law and best practice. This judgment provides much needed clarity to the matter of holiday pay calculation for 'part-year' workers and the Trust's processes and procedures will now be adjusted to ensure compliance with this ruling.

The Trust is reviewing the precise implications of the Supreme Court's judgment on its existing and future practice on the payment of holiday pay. The Trust has communicated with the affected employees and will explain to each individual what the judgment means for their pay, including compensating employees for up to a two-year period where this is applicable.

The potential cost of this judgement has been difficult to determine until all the necessary information had been collated (in order to calculate the holiday pay under the clarified legislation). In March 2023, this value was finalised and the Trustees have determined that the impact on the financial statements is not material and have therefore not provided for this amount within these accounts.

24 Prior Year Statement of Financial Activities

| | Unrestricted Funds | | | | | 2021
Total
£'000 |
|---|-------------------------|----------------------------------|------------------------------|------------------------------|---------------------------|------------------------|
| | The
Schools
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Endowed
Funds
£'000 | |
| INCOME AND ENDOWMENTS FROM: | | | | | | |
| Charitable activities | | | | | | |
| School fees receivable | 50,637 | - | - | (39) | - | 50,598 |
| Other income | 656 | - | 2 | - | - | 658 |
| Income from generated funds | | | | | | |
| Donations | 1,053 | - | 2 | 240 | - | 1,295 |
| Activities for generating funds | | | | | | |
| - Investment income | 136 | 9 | 708 | (8) | 1,682 | 2,527 |
| Other | 60 | - | - | - | - | 60 |
| Total income | 52,542 | 9 | 712 | 193 | 1,682 | 55,138 |
| EXPENDITURE | | | | | | |
| Expenditure on raising funds | | | | | | |
| Financing costs | 37 | - | 13 | - | - | 50 |
| Investment management | - | - | 283 | - | (91) | 192 |
| | 37 | - | 296 | - | (91) | 242 |
| Charitable activities | | | | | | |
| Education | 52,089 | 220 | 574 | 8 | - | 52,891 |
| Relief | - | 1,670 | - | - | - | 1,670 |
| Recreation | - | 92 | - | - | - | 92 |
| | 52,089 | 1,982 | 574 | 8 | - | 54,653 |
| Total expenditure | 52,126 | 1,982 | 870 | 8 | (91) | 54,895 |
| Net (expenditure)/income before losses on investments | 416 | (1,973) | (158) | 185 | 1,773 | 243 |
| Fixed asset revaluation | - | - | 1,110 | - | 12,267 | 13,377 |
| Net gains on investments | - | 258 | - | - | 18,783 | 19,041 |
| Net (expenditure)/income | 416 | (1,715) | 952 | 185 | 32,823 | 32,661 |
| Transfers between funds, including distribution of endowment income | 2,374 | 1,585 | 1,556 | (327) | (5,188) | - |
| Pension scheme actuarial loss | (39) | - | - | - | - | (39) |
| Net movement in funds | 2,751 | (130) | 2,508 | (142) | 27,635 | 32,622 |
| Brought forward balance 1 July | 59,429 | 4,080 | 16,338 | 6,771 | 96,928 | 183,546 |
| Balances carried forward at 30 June | 62,180 | 3,950 | 18,846 | 6,629 | 124,563 | 216,168 |

25 Prior Year Total Expenditure

| | Staff costs | Other | Depreciation | 2021
Total |
|------------------------------------|-------------|--------|--------------|---------------|
| | £'000 | £'000 | £'000 | £'000 |
| Raising funds | | | | |
| Financing costs | - | 50 | - | 50 |
| Investment management | 98 | 94 | - | 192 |
| | 98 | 144 | - | 242 |
| Charitable activities | | | | |
| Education | | | | |
| Governance costs | 236 | 210 | - | 446 |
| Teaching | 29,035 | 2,425 | 780 | 32,240 |
| Welfare (including catering) | 1,019 | 2,254 | 22 | 3,295 |
| Premises | 2,368 | 4,655 | 3,496 | 10,519 |
| Grants, awards & prizes | - | 258 | - | 258 |
| Support costs | 4,373 | 1,632 | 128 | 6,133 |
| | 37,031 | 11,434 | 4,426 | 52,891 |
| Relief | | | | |
| Grants | - | 1,183 | 9 | 1,192 |
| Almshouses | - | 92 | - | 92 |
| Support costs | 281 | 105 | - | 386 |
| | 281 | 1,380 | 9 | 1,670 |
| Recreation | | | | |
| Grants, awards & prizes | - | 92 | - | 92 |
| Support costs | - | - | - | - |
| | - | 92 | - | 92 |
| Total charitable activities | 37,312 | 12,906 | 4,435 | 54,653 |
| Total expenditure | 37,410 | 13,050 | 4,435 | 54,895 |

26 Prior Year Funds

(a) Allocation of the Trust's net assets

| | 2020/21 | | | | | Total
£'000 |
|----------------------------------|--------------------|----------------------------------|------------------------------|------------------------------|---------------------------|----------------|
| | Unrestricted Funds | | | Restricted
Funds
£'000 | Endowed
Funds
£'000 | |
| | School
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | | | |
| Operational fixed assets | 52,234 | 365 | 832 | - | 4,462 | 57,893 |
| Investment properties | - | - | 6,275 | 1,670 | 16,984 | 24,929 |
| Investments | 6,303 | 1,314 | 12,986 | 203 | 108,130 | 128,936 |
| Net current (liabilities)/assets | 4,281 | 3,669 | (1,247) | 4,756 | (5,013) | 6,446 |
| Long term liabilities | (638) | (1,398) | - | - | - | (2,036) |
| | 62,180 | 3,950 | 18,846 | 6,629 | 124,563 | 216,168 |

(b) Movement of funds

| | Opening
Balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 |
|--------------------------------------|-----------------------------|-----------------|----------------------|---|-----------------------------|
| Unrestricted funds | | | | | |
| The Schools | | | | | |
| Designated funds | | | | | |
| Operational land and properties | 38,126 | - | (3,116) | 3,838 | 38,848 |
| Bursary funds | 5,480 | (3,043) | (9) | 2,709 | 5,137 |
| Maintenance funds | 987 | 10 | (453) | 496 | 1,040 |
| Development funds | 5,923 | 55 | (418) | (240) | 5,320 |
| Equipment funds | (4) | - | (13) | 159 | 142 |
| | 50,512 | (2,978) | (4,009) | 6,962 | 50,487 |
| Income reserves | | | | | |
| School income reserves | 8,917 | 55,520 | (48,156) | (4,588) | 11,693 |
| Pension fund deficit | - | - | 39 | (39) | - |
| | 59,429 | 52,542 | (52,126) | 2,335 | 62,180 |
| Community activities | | | | | |
| Designated funds | | | | | |
| Major projects fund | 543 | - | - | 56 | 599 |
| 450th events fund/community fund | 72 | - | (24) | 44 | 92 |
| Almshouse replacement fund | 972 | - | (46) | 258 | 1,184 |
| Maintenance funds | 72 | - | - | - | 72 |
| Operational properties | 375 | - | (9) | - | 366 |
| Social investments | 522 | 5 | - | 5 | 532 |
| Covid Fund | 1,285 | - | (562) | 10 | 733 |
| | 3,841 | 5 | (641) | 373 | 3,578 |
| Income reserves | | | | | |
| Community activities income reserves | 239 | 4 | (1,341) | 1,470 | 372 |
| | 4,080 | 9 | (1,982) | 1,843 | 3,950 |

26 Prior Year Funds (continued)

| | Opening
balance | Income | Expenditure | Transfers,
Investment
Gains/
(Losses) | Closing
Balance |
|--------------------------------------|--------------------|--------------|--------------|--|--------------------|
| (b) Movement of funds (continued) | £'000 | £'000 | £'000 | £'000 | £'000 |
| Endowment income | | | | | |
| Designated funds | | | | | |
| Development fund | 76 | - | (106) | 100 | 70 |
| Operational land | 5,849 | - | (83) | 1,110 | 6,876 |
| | 5,925 | - | (189) | 1,210 | 6,946 |
| Income reserves | | | | | |
| Endowment income reserves | 10,413 | 712 | (681) | 1,456 | 11,900 |
| | 16,338 | 712 | (870) | 2,666 | 18,846 |
| Restricted funds | | | | | |
| Prize funds | 217 | (38) | - | 83 | 262 |
| Appeals and donations | 2,963 | 231 | (8) | (410) | 2,776 |
| Randalls Cottage fund | 3,591 | - | - | - | 3,591 |
| | 6,771 | 193 | (8) | (327) | 6,629 |
| Endowed funds | | | | | |
| Endowment investment fund | 62,695 | - | - | 376 | 63,071 |
| Elger fund | 1,131 | - | - | 7 | 1,138 |
| Luff fund | 2,080 | - | - | 12 | 2,092 |
| Unapplied Total Return | 21,178 | 1,682 | 91 | 13,125 | 36,076 |
| Cattleya fund | 287 | - | - | 75 | 362 |
| Quoted schools investments | 6 | - | - | - | 6 |
| London and Bedford commercial estate | 4,717 | - | - | 12,267 | 16,984 |
| Operational land and buildings | 4,834 | - | - | - | 4,834 |
| | 96,928 | 1,682 | 91 | 25,862 | 124,563 |

THE HARPUR TRUST

England & Wales - Charity number 1066861

Accounts



Annual Report of Trustees and Financial Statements 2020/2021



**HARPUR
TRUST**

Contents

| | |
|--|----|
| What we do | 3 |
| Chair's Message | 4 |
| Chief Executive's Review | 5 |
| Strategic Report | 6 |
| Achievements in the year | 7 |
| Strategic Priorities 2021-2022 | 12 |
| Our Year in Numbers | 13 |
| Grantmaking Policy and Process | 14 |
| Public Benefit | 15 |
| Our Schools in the Community | 17 |
| Structure, Governance and Management | 18 |
| Employee Relations | 21 |
| Risk Management | 22 |
| Financial Review | 26 |
| Streamlined Energy and Carbon Reporting | 29 |
| Patrons and Trustees | 31 |
| Reference and Administrative Information | 32 |
| Statement of Trustees' Responsibilities | 35 |
| Independent Auditor's Report to the Trustees of The Harpur Trust | 36 |
| Financial Statements | 39 |

**HERE FOR
BEDFORD**
SINCE 1566

Annual Report of Trustees and Financial Statements 2020/2021

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ended 30 June 2021, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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 – Second Edition).

What we do

Inspired by the legacy of Sir William Harpur, our founder in 1566, we help people to improve their lives by:

Promoting education



We educate over 3,500 pupils in four high-quality independent schools: Bedford School, Bedford Girls' School, Bedford Modern School and Pilgrims Pre-Preparatory School. We provide 206 pupils with a place in one of our independent schools through our bursary scheme, at a cost of £2.7m each year. This is the equivalent of 5% of places and allows pupils to access our educational offering when their financial circumstances would otherwise put this out of their reach.

We are also sponsors of the HEART Academies Trust, which provides state education to a further 2,400 children in four state schools: Bedford Academy, Cauldwell Primary, Shackleton Primary and Shortstown Primary.

We promote education in Bedford in a range of other ways, including supporting young people from disadvantaged backgrounds to go to university, offering practical and financial support to local schools, and sharing our skills through training and volunteering programmes.

Supporting the community



Our community-related objects are 'the relief of persons who are sick, or in need, hardship or distress', and 'the provision of facilities for recreation or other leisure-time occupation by inhabitants in the interest of social welfare with the object of improving their conditions of life'. Our area of focus is specifically Bedford Borough.

We have provided over £11 million in grants in the last 10 years to projects based in and around Bedford, to help local charities and individuals make a difference to their own lives or to others in the local area. In addition we offer social investment to enable local charities and social enterprises to set up and scale up their work to benefit Bedford.

Chair's Message



2020/2021 was another year transformed by Covid. This year's Report and Accounts contains many examples of how we have risen to these challenges, adapting to the circumstances in order to continue to help our beneficiaries as effectively as possible. For example, our grant making programme rose to its largest level for many years, as we began to deploy our £1.5m Covid fund to support community organisations in a range of ways in Bedford, while continuing to support a range of local charities which needed our help, sometimes more than ever before.

Our four independent schools continued to educate children to a high level whether in person or remotely as the pandemic shifted through the year. We continued our bursary programme and offered additional support to those suffering hardship due to Covid. Our schools' wider public benefit programmes faced unique challenges during lockdown, but they maintained links with the community and still made a positive difference to the lives of many people.

We made progress in our strategy review, despite the very great day to day challenges of Covid. A number of new initiatives we took during the year and partnerships that we formed have generated insights that will help us develop our plans and increase our impact in the future.

We are hugely grateful for the enormous commitment of all our staff, who worked extremely hard to overcome a unique set of difficulties, furthering our charitable aims to promote education and support the community in Bedford.

A handwritten signature in black ink that reads "Murray Stewart".

Murray Stewart
Chair

Chief Executive's Review



Our unique combination of high-quality education and high intensity community support has enabled us to have a significant impact this year perhaps more than in a 'normal' year. Our Covid Fund has continued to support local charities to continue delivering services, and in some cases, helped them avoid disaster. It has also focused more activity on children and young people in Bedford, and in particular those whose education has suffered significantly through repeated lockdowns and other disruptions.

I am proud of the impact we had through the creative, collaborative programmes we developed to support children, in particular the partnership with the Connolly Foundation, the University of Bedfordshire and Bedford Educational Association to put undergraduate education students into schools to support with targeted lessons. This had the rare effect of helping both the pupils and the trainee teachers themselves, who gained valuable work experience and relationships to kickstart their careers. We also worked with Bedford Borough Council with the support of our schools and other providers to provide summer holiday opportunities for vulnerable children. This new collaborative approach is proving successful and is informing our new community strategy which is in development.

Our schools have also had an extraordinary year. Despite all the challenges, we continued to enable our students to benefit from the highest quality teaching and learning, whether in person or remotely. During the year, the schools had to make several adjustments to accommodate the required Covid measures, including the testing of pupils. We supported the pupils through the unusual examination arrangements and we were delighted with the number of students who went on to high quality universities and the destinations of their choice.

The HEART Academies Trust, which we sponsor and continue to support, had a strong year, providing unique levels of support to children and families who faced amongst the biggest challenges of any in our communities, and this support appears to be reflected in the increased popularity of its schools.

Despite the continued Covid related pressures on our operating position, the overall financial results of the Trust benefitted from strong investment returns in the year. This investment gain helps grow our endowment fund which will help us fulfil our charitable objects in future years.

We have continued on our journey of understanding and development to be more inclusive across our activities. We completed a major community consultation to inform our strategy, reaching a cross section of our communities; we improved the quality of our diversity data, and we continued activities to improve our inclusivity in each of our schools. We still have much more to do, but I am proud of the progress we are making. As the year ended, key parts of our new strategic plan were beginning to take shape, and we had gathered considerable knowledge about our community, the key trends in education and in our schools, and new ways to increase our impact in support of our charitable purposes.

I want to thank all those who have helped us to make the impact that we have on so many lives this year, despite all the challenges.

David Steadman
Chief Executive

Strategic Report

Our Charitable objects:

- Education
- Relief
- Recreation with a social welfare purpose

Our Vision:

Bedford as a place where everyone has pride in their community and is inspired and supported in realising their potential.

Our Mission:

To inspire and support people by:

- Providing education
- Creating opportunity
- Breaking down barriers

Our Mission to inspire and support people is delivered as follows:

| | |
|-------------------------------|---|
| Providing education | Promoting the highest quality, well-rounded education: through excellence in our independent schools and our sole sponsorship of the HEART Academies Trust; promoting wider excellence in education through grant funding; and supporting other maintained schools and maximising access to our schools for the economically disadvantaged. |
| Creating opportunity | Providing individual support and developing access to learning programmes in all communities in Bedford, through grant funding, social investment and in partnership with other organisations. |
| Breaking down barriers | Providing support via grant funds to organisations and individuals where needed, involving people in local initiatives, reducing barriers caused by disadvantage and increasing the community's access to recreation. |

Our strategic plan

Our Strategic Plan 2016-2020 is available on our website (www.harpurtrust.org.uk). We have continued to work to shorter-term strategic priorities whilst we develop our new plan. The pandemic led us to delay some of the work needed to underpin a new long-term strategic plan, which will continue into early 2022.

There were four strategic priorities set out by Trustees for 2020/2021:

1. Support our community through Covid-19
2. Deliver high quality education overcoming the challenges of Covid
3. Build our organisational resilience, inclusion and teamwork
4. Gather learning to support our longer-term strategy development

Achievements in the year

Read more on these and see our online annual review at www.harpurtrust.org.uk/our-year.

Our main objectives for 2020/2021 and how we performed against them

Our objectives, the progress and measures of success are reported annually to our Trustees. Our performance on the four key objectives which were identified for the year is set out below:

Support our community through Covid-19



During the previous financial year, Trustees set aside £1.5 million from reserves to support the community through the pandemic. This **Covid Fund** has continued to support local charities to maintain essential services, ensuring the future of some. It also enabled groups to meet increased demand arising as a direct result of the pandemic. For example, nationally the pandemic led to an increase in domestic abuse. We gave a grant to support a Domestic Abuse

Support Worker at Bedford Women's Centre (Family Groups) which meant it could accept all the referrals that came in and could develop an online service that enabled women to receive support in their homes.

Another example where we provided support is Queen's Park Community Organisation, who after having run food programmes in the first lockdown, found themselves responding to increasingly complex community needs involving housing, domestic abuse and access to benefits and services. Our grant covered salaries for three part time Community Intervention Officers who were recruited to support people in this diverse ward.

In addition to providing support through funding, we have also taken on the role of convener, using our sector and community knowledge to bring different organisations together to deliver solutions. For example, we worked with Bedford Borough Council's education team and commercial children's activity providers to enable the Borough's most vulnerable children to access free high quality summer holiday provision alongside their fee paying peers.

Perhaps one of the best examples of partnership working is our delivery of the **Education Catch Up programme** for schools. We worked together with two other funders (The Connolly Foundation and Bedford Educational Association) and the University of Bedfordshire to place 24 trainee teachers in local schools to deliver bespoke catch up for targeted groups. This was a hugely successful collaboration which resulted in 14 schools in the Borough receiving support plus a number of other schools across the county, benefitting approximately 400 pupils.

In the early days of the pandemic, in 2019/2020 we launched a **Laptop Giveaway** scheme to support local secondary school children in digital poverty. In March 2021 we were pleased to give away a further 45 laptops in partnership with the High Sheriff of Bedfordshire, Susan Lousada. This time the laptops were delivered to primary aged children across three schools in the borough.

Deliver high quality education overcoming the challenges of Covid



Remote learning, pupil experience and welfare. Our four schools rose to the challenge in delivering remote learning during the winter lockdowns and feedback from parents and students alike was very positive despite the difficulties of learning from home. We also had to plan and execute lateral flow testing programmes as pupils returned to school, manage bubble arrangements and contact tracing.

Following the cancellation of public exams, the senior schools were quick to put into place a series of internal assessments to support the TAG (Teacher Assessed Grades) process. This method of testing put a great deal of additional workload on staff, who as always approached the challenge with professionalism and a determination to provide all students with a fair assessment. In line with the practice in 2019/2020, the academic results of our schools are not being published, as although they are strong they are not directly comparable with those of pre-Covid year groups.

Online events. Our schools moved a range of events online including open days, parents' evenings and careers events. Virtual support was organised for pupils in local schools where there would usually be collaboration. For example, Bedford Girls' School held online reading sessions for year 1 students at Shackleton Primary School and a collaborative leadership conference for Sixth Forms, Ready2Lead, was held virtually over four twilight sessions.

Some of the highlights from our four schools for 2020-21 are below:



Bedford School has been named Independent Boys' School of the Year 2021. This is in recognition of the outstanding education delivered to boys throughout the academic year 2020-2021, and in particular, how the school has "fostered excellence and enhanced their students' ability to grow and develop". Bedford School seeks to raise good people first and foremost; and then allows them to flourish as academics, as sportsmen, as artists and above all as themselves, in a supportive and ambitious atmosphere. Achieving this in the last academic year involved overcoming challenges never previously faced, something the school rose to both immediately and continuously.

During periods of lockdown, lessons continued uninterrupted. Chemistry teachers live-streamed experiments and sport was made possible through live online PE lessons and social media challenges. Virtual choirs performed and orchestras came together online. Traditional Carol Services and Speech Days were recorded, reaching far wider audiences than previous in-person equivalents. New extra-curricular activities emerged and partnerships with local state schools continued as well as in Tanzania and Malawi. Via the Old Bedfordians Club, over 2,500 members of the school's global community were engaged in a series of online events (with audiences ranging from 50 to 300) and the OB Careers Fair ran virtually for schools from across Bedford, taking over 1,200 bookings across 56 sessions.

Despite the challenges, boys departed in 2021 for an outstanding set of destinations. 80% went on to Russell Group and/or Times Top 30 universities and 11 boys secured places to read Medicine. The school continues to focus on the strategic areas of digital technology, community partnerships and entrepreneurship in order to deliver its mission of teaching boys to think intelligently, act wisely and be fully engaged in a challenging and changing world.



Bedford Modern School students received their A Level and GCSE results online in August 2020. The grades, based on assessments made by teachers, reflected the students' outstanding commitment, attitude and talent following months of learning from home.

Staff spent the summer of 2020 developing a COVID-safe environment. Temporary marquees appeared across the school campus to allow for more flexible accommodation and social distancing. When students returned in September, they wore face coverings and remained in year group 'bubbles' and zones. Temporary handwashing facilities and sanitising stations were installed. Teachers moved from classroom to classroom, taught from the front and students sat at appropriately spaced desks. Everyone adapted quickly to the new routines and we continued to deliver an outstanding education throughout.

In March 2021, the school sports hall became a mass testing facility in which more than 3,000 lateral flow device (LFD) tests were taken in less than two weeks. A twice-weekly home testing regime then began to help identify asymptomatic cases. Although challenging, teachers became adept at delivering blended learning where students isolating at home were dialled in to join lessons taking place in the classroom.

The school's co-curricular programme flourished with some new online clubs and activities emerging. Students formed year group choirs and ensembles culminating in an impressive online summer concert. Sports training continued, again within year groups, and fixtures slowly made a return in the second half of the summer term. Rehearsals also resumed for Wind in the Willows and the resulting performance was well worth the year-long wait.



Bedford Girls School. The Summer of 2020 came with a set of unprecedented challenges. Academic results were decided by algorithms and the school faced continued COVID restrictions; however over 90% of Upper Sixth students achieved places at their first or second place university. The team worked tirelessly to ensure that the school was ready to open in September, with a roll of 917, up on the previous year. The school welcomed its new Headmistress,

Mrs Gemma Gibson, who faced the extraordinary responsibility of leading a school community through the next stage of the pandemic without being able to meet parents in person throughout her first year in office.

As an Apple Distinguished School, Bedford Girls' School has always been at the forefront of integrating technology into education. Staff and students are incredibly digitally fluent and were quick to adapt to hybrid models of remote and in person learning. Teaching remained engaged and inspiring, as teachers managed classrooms where a number of students could be in isolation at any one time, as well as additional periods of lockdown. The Junior School sustained momentum with the second phase of its two-year candidacy to achieve IB World School status.

Staff and students all became experts in wiping down chairs, wearing masks and living in "bubbles", but through the trials and tribulations the community smiled, remaining agile in the shifting landscapes. Creativity came to the fore as we found innovative ways of delivering Drama, Music, House, Sports and Co-curricular activities. The school ended the Year with a series of student led celebrations to commemorate all of the successes, both individual and collective, in the most monumental of years.



Pilgrim Pre-Preparatory School was pleased to open for the new academic year in September 2020 to all children. During the autumn term, the school continued to follow Government Covid-19 guidelines, whereby the children and staff operated within their class/room 'bubbles'. Creative and child-friendly methods were introduced to clearly identify designated work and play areas allowing the children to socialise with their friends again. Although access to 'extra-curricular' and specialist teaching sessions were limited due to social-distancing requirements, staff responded quickly to ensure all children were able to continue to access rich and varied learning experiences.

With the completion of the capital development project in December, the school looked forward to making the most of the exciting new spaces this would provide for both children and staff, when it reopened for the spring term in January 2021. However, prior to this, a further Covid-19 lockdown was issued requiring main school children to stay at home. For Pilgrims, all Early Years' children and staff were able to come into school which resulted in the majority of the school remaining open. As Key Worker children were also actively encouraged to attend school, staff were required, yet again, to adapt quickly to the various needs of children and their families. This lockdown period ended at the beginning of March 2021 and Pilgrims was delighted to be able to welcome everyone back to school.



Heart Academies Trust. The Harpur Trust's role as sponsor of the HEART Academies Trust gave us a unique perspective into the differences and similarities between the experiences of independent schools and state schools in the pandemic.

HEART Academies Trust worked especially hard in supporting their local community: 10,000 food packages were distributed to families in most need and over 400 laptops and computers were provided to those who could not access remote learning.

The Harpur Trust worked closely with HEART staff to mitigate the compounding impact of the pandemic on the life chances of children and families who were already facing some of the greatest educational, economic and social challenges in the Borough.

Over this period the CEO of HEART played a key role in our Education Stakeholder group which brought together local leaders to develop initiatives to combat the impact of Covid-19 in our schools. This led to the summer school and trainee teacher collaboration initiatives described elsewhere in this report.

The Headteacher of Pilgrims Pre-Preparatory School chaired the HEART education committee and HEART staff took part in the Harpur Trust's Inspiring Leaders Programme. Our safeguarding leads collaborated and shared learning with their counterparts at HEART.

We further supported staff development by making a grant to Bedford Academy to take part in the PTI, an initiative of the Prince of Wales dedicated to developing excellence in teacher subject specialisms. In addition we continued to support HEART pupils with uniform grants, support for mental health programmes and university and postgraduate bursaries.

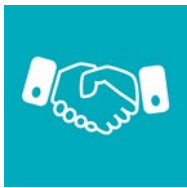
Finally our schools and the Trust's Education Development Adviser worked on a number of initiatives supporting HEART students, including offering careers and leadership opportunities,

donations of books and equipment, pupil led reading support and the Ready2Lead conference for sixth form students across the Borough.

Over the year the growing impact of the HEART Academies Trust was increasingly evident, including through overall growth in expected pupil numbers for 2021/2022, additional support for SEND pupils and positive preparations for OFSTED inspections.

As the reporting period ended, The Harpur Trust and HEART Academies Trust were negotiating a pilot partnership to support some of the most disadvantaged children in the primary schools to improve their speech and language skills, which had been hit hard by Covid. We expect this collaboration to be a model for further collaboration to address the Covid education gap.

Build our organisational resilience, inclusion and teamwork



The pandemic led to improvements in collaborative working across the Trust, with regular whole Trust Leadership meetings involving Heads and Operations leaders from each school and the Senior Leadership of the Harpur Trust. This development improved communications and allowed for faster decision making during the crisis. Covid also led to innovations to support staff wellbeing.

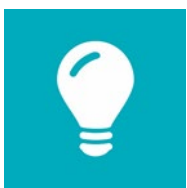
Remote working proved mentally challenging for many staff, and a range of wellbeing measures were introduced including a series of online activities at the Harpur Trust Office from yoga classes to quizzes.

The Trust's inclusion work continued, as the Board and its committees continued to hold themselves to account following the Chair's statement last year. Each Committee set and assessed progress against their own plans, under the over-arching principles of the Chair's statement and the oversight of the Policy Committee on behalf of the Board. The Nominations Committee reviewed its terms of reference during the year to offer greater support to all Trust committees, considering diversity in its widest sense, including not only age, sex, ethnic origin and disability but also desirable characteristics in a decision making body such as independence of thought, creative thinking, attention to detail and common sense. It also considers the beneficiaries of the Trust's work and the Area of Benefit when seeking candidates to join our governance.

Throughout the year, the Trust and its schools worked to examine their approach to equality, diversity and inclusion, looking at everything we do through a new lens including recruitment practices (both staff and Trustees) and the language we use in our internal and external communications. Many staff subsequently had the opportunity to undertake unconscious bias and inclusion training. This work is ongoing and is regularly reviewed by Trustees.

The Trust has been running a range of 'Focus on' training sessions over a number of years, and successfully adapted these to run online, covering a range of subjects from Effective Delegation to Customer Service training. Two members of staff at the Harpur Trust Office qualified as Mental Health First Aiders alongside members of staff in the HR teams at our schools.

Gather learning to support our longer-term strategy development



Research into social issues facing our community. We employed a graduate from the Charity Works programme to undertake data-gathering research designed to identify the most important issues facing our area of benefit, Bedford Borough. We looked in great detail into the statistics and data about Bedford, giving us a very clear understanding of the social issues facing our community.

We identified key data relating to children and young people, education, poverty, health, housing, crime, the economy and demographics.

To help make sense of the picture, we worked in collaboration with a team of pro-bono researchers from Oxford University, identified through our historic connection with New College, Oxford. The team helped us to identify and understand some of the correlations and connections between the different issues, highlighted where there were statistical outliers, and researched community programmes that had achieved impact on these issues in other parts of the world. They also helped us consider which issues might be most tractable by a place-based charity focusing on one community such as The Harpur Trust.

As the year came to a close, the Trust was considering the results of this quantitative research alongside community engagement research gathered by specialists Kaizen. This involved large scale public consultations, and interviews with hundreds of local residents on their views on the strengths and needs of the community. The Trust will be reporting on the findings in the next financial year.

The final part of the data gathering exercise related to testing new approaches for increasing our community impact, involving greater collaboration. Partnerships with the University of Bedfordshire, the Connolly Foundation and others helped us support disadvantaged children and young people in a way that we could not have achieved on our own, and discussions with other local funders and local government officers identified creative new ways to increase our impact. We also worked with a pioneer of the place based giving movement, Kristina Glenn, to explore lessons for our future strategy.

Staff consultation. The strategy development project had originally intended to run via a series of project teams made up mostly of staff volunteers. However, these teams were disbanded when we went into the first lockdown to enable our schools to focus on supporting pupils with learning and wellbeing. Over the course of this financial year, many of the staff who had signed up for these teams participated in virtual consultation sessions, providing invaluable feedback on the ideas evolving out of the strategy.

The sum total of this work is informing the development of a new strategy, which is due to be completed in 2021/2022 subject to external events.

Strategic Priorities for 2021 to 2022



Work on a new strategic plan was delayed by Covid-19, and as a result the following one-year strategic priorities were approved by Trustees to measure performance and activities over the coming year:

1. Deliver high quality education
2. Support our community as it recovers from Covid, building and strengthening collaboration with funders, schools and community organisations.
3. Strengthen our organisational resilience
4. Finalise a new long-term strategic plan

Our Year in Numbers



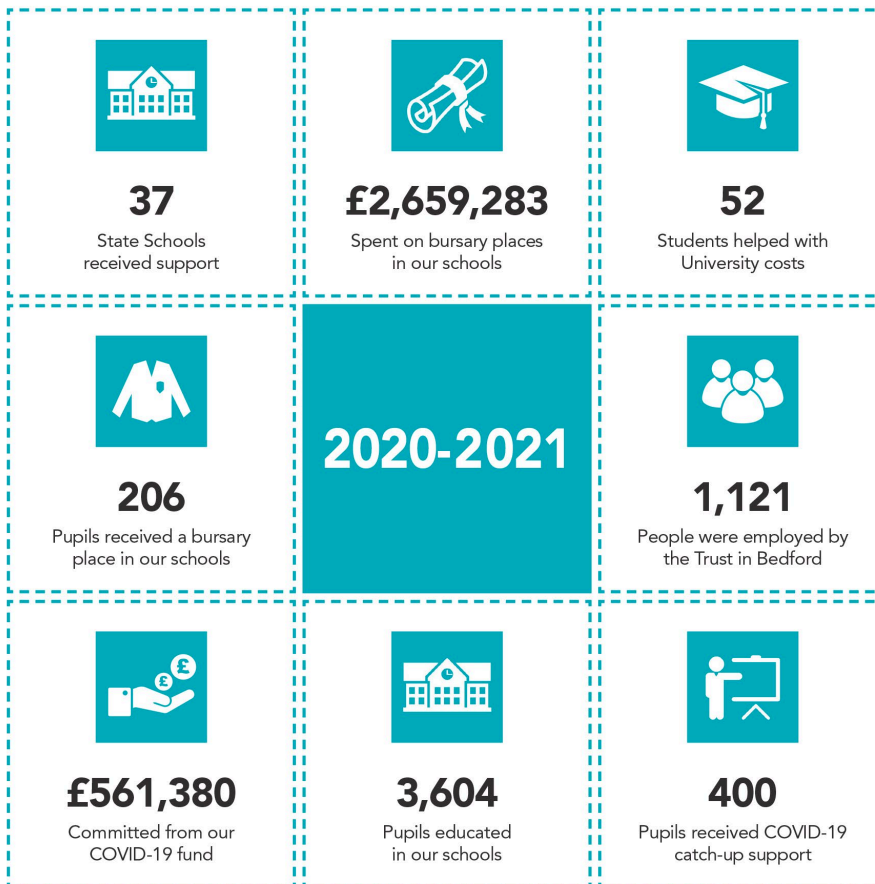
£1,183,790
in Relief grants

£219,347
in Education grants

£67,996
in Recreation grants

£1,471,133

in grants committed in Bedford Borough



Grantmaking

Grantmaking policy



Grants are made in support of all three of the Trust's charitable objects and mission areas. Our Trustees have flexibility to allocate resources according to perceived need. We believe we achieve most when we make grants to maintain valuable and effective services, when we fund work which brings new services and ideas to the Borough and when we fund programmes which help voluntary organisations become more effective. We recognise that grantmaking with

partners, whether they contribute additional funding or expertise, brings additional benefits to the people of Bedford.

Organisations and individuals are encouraged to contact us informally for initial guidance on their applications, and much advice is given verbally. Our main priorities, grant programmes and application process are also set out in the guidance notes which are available by post, email and on www.harpurtrust.org.uk. They are summarised below:

- **Promotion of education.** Since our inception we have had a key role in developing and enhancing educational opportunities in the Borough. This is reflected in the educational programmes that comprise a major element of our grantmaking. We have a broad definition of education and support projects working with people of all ages and in a wide variety of settings.
- **Relief of poverty, sickness, hardship or distress.** Trustees consider requests for staffing, running and capital costs for projects and core services. Through on-going research and consultation, locally and beyond the Borough, our Trustees continually develop grant giving priorities in response to emerging local needs and opportunities.
- **Provision of recreational facilities with a social welfare purpose.** Our grantmaking under this object has a strong emphasis on projects that address the needs of young and/or disadvantaged people. How a project proposal will act 'in the interests of social welfare' is carefully considered.

Grantmaking process

Our Grants Committee meets four times a year to consider grant applications up to £50,000 and to provide guidance from committee members to applicants on their preliminary proposals. Applications in excess of £50,000 for one year, or £150,000 over a three year period, must be agreed by our Trustees on recommendation from our Grants Committee. A need to make swift decisions during the Covid-19 pandemic and a more proactive approach to grantmaking led to us increasing the level of authority delegated to our Chair and Deputy Chairs of the Grants Committee to make grants from below £5,000 to below £10,000 in cases of need.

Social Investments

The Trustees have established a Social Investment Group (SIG) whose role is to determine, review and implement the Social Investment Policy of the Trust. The SIG is responsible to the Trustees for the management of the Trust's social investment programme and advises the Trustees on the availability of funds for the Trust's social investment activities. The SIG also advises the Trustees on the proper level of risk in the social investment programme and the balance between the furtherance of the charitable objects and the financial return expected from the social investment portfolio. The SIG reviews the social investment portfolio annually.

Grants awarded

This year we made 89 grants to organisations and individuals in Bedford Borough. These grants helped 16 poorer students from local state schools attend university, paid for school uniforms for 327 students on free school meals at state secondary schools and supported 69 schools and other charitable organisations supporting people from across Bedford Borough.

In addition nearly half a million pounds was distributed from our Covid-19 Fund, supporting 25 separate initiatives through grantmaking and partnership projects and leveraging additional funding from partners. Four Covid grants supported groups helping people isolated from the community by Covid restrictions, generally people who face additional challenges at the best of times. Four others provided advice on money and benefits, but many others were about the survival of the organisation in challenging times; either providing funding to adapt to remote working, or in the words of one project title "Keeping the Lights On". In total 23 of our grants this year enabled long established, vital organisations to keep delivering essential services to people in need.

We were delighted that 30% of our successful applications were from groups which had not applied to the Trust previously, as we are mindful that there needs to be room for new ideas and voices to receive support if we are to have a voluntary sector which keeps up with the community's needs.

Public Benefit



The Harpur Trust delivers its charitable purposes for the public benefit across the whole range of its activities. The Trustees paid due regard to the Charity Commission's published guidance on the public benefit requirement under the Charities Act 2011.

Our public benefit is delivered through our community support and grantmaking activities, as described above, through almshouse provision, community events, our sponsorship of the HEART Academies Trust, and through the public benefit activities of our independent schools as described below. In addition to the public benefit impact of our financial support, we are committed to maximising access to our facilities and expertise to further our charitable objects.

Following the transfer of our almshouse residents to more appropriate Extra Care accommodation in Bedford in 2019, we are working to identify the most impactful use of our almshouse assets as part of its new strategy development. In the meantime, we continue to work closely with charities and housing associations providing Extra Care accommodation for older residents of Bedford. We have nomination rights to four such schemes across the Borough, with 48 places available to our nominees.

Although it was impossible to organise in-person community events with pandemic restrictions in place, we embraced virtual events to support our community. These included Orchestra Unwrapped, our collaboration with the Philharmonia Orchestra. Primary Schools in Bedford were able to help Philharmonia design the format of a virtual concert, send teachers to a virtual music teaching training session, access learning resources and watch a virtual concert with their students.

Similarly our school art competition awards ceremony was held entirely online and was extremely well attended. Events like this helped the community come together at a time of great isolation and anxiety.

Public Benefit in our independent schools



In addition to the range of other activities through which the Trust provides public benefit, the Trust's schools deliver substantial public benefit in their own right.

The largest area of public benefit is through the provision of means-tested bursaries to help lower-income families pay all or part of their school fees. We supported 206 pupils with their school fees this year, providing total support of

£2.7million.

Trust schools also support the community in a range of other ways. This has been an incredibly challenging year for schools trying to support the local community, with pupils learning remotely and restrictions on events and volunteering. Despite these difficulties, our pupils have used their initiative to find remote ways of offering support to people in need and once again schools have done far more to support the people of Bedford than can be listed in this report. More detailed information is available at www.harpurtrust.org.uk/our-year. However, the diagram overleaf provides an overview of our schools' contributions to the local community.

Between the schools' public benefit programme, grantmaking and other community activities, the Harpur Trust has engaged with every state school and college in the Borough this year. The following examples illustrate the breadth of support from our schools this year:

Student Reading Support Programme. Literacy is key to accessing educational opportunities, but sadly some children's personal circumstances mean that they don't get the chance to practice this vital skill at home. Whilst schools were open, year 12 girls from Bedford Girls School visited Shackleton Primary school every week to read with year 1 students, and continued to act as role models for older pupils when no visitors were permitted in school. The partnership benefited 75 students and is popular with and beneficial to both sets of pupils.

Youth Leadership Partnerships. Ready2Lead? is a student leadership conference for sixth formers. The brainchild of a Bedford School teacher, it involves students and staff from Harpur Trust and state schools in the Borough in the planning and delivery of an online conference with a range of inspirational speakers. The young people involved use the skills they gain to plan social and environmental initiatives in our community and beyond. The success of this initiative led Bedford School to involve its state school partner, Mark Rutherford School, in a further leadership initiative, the prestigious Ivy House Award. Two Mark Rutherford pupils were funded to take part in this six month leadership development course.

Charity Volunteering Partnerships. Bedford Modern School has a long standing relationship with Tibbs Dementia Foundation, a local charity supporting people living with this very isolating condition. Their clients and families were particularly vulnerable during lockdown, with the restrictions on interaction leading to a noticeable decline for many. The school responded creatively, recording music and videos for the charity to use to engage members and their carers. They wrote letters to members without internet access and helped with fundraising events.

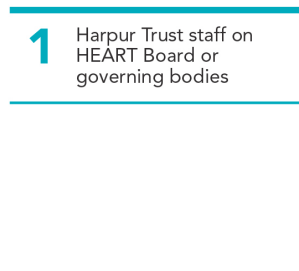
In a similar vein, Pilgrims Pre-Preparatory School formed partnerships with three local care homes for older people, making Christmas and "Hello" cards for isolated residents and recording videos and songs to raise spirits for those in lockdown and shielding.

Equipment Loans and Donations. Our schools are all quick to provide practical support to local schools, charities and authorities managing the pandemic response. This year Pilgrims, Bedford Girls School and Bedford Modern School have all donated food, clothing and other essentials to vulnerable local families. Meanwhile Bedford School loaned camping equipment to a local school to enable them to take part in Duke of Edinburgh awards and loaned radios to enable local authorities to manage mass vaccination sites safely.

Our Schools in the Community



1 project supporting schools with science classes



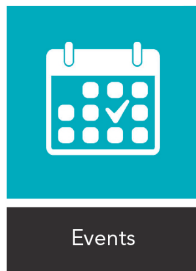
1 Harpur Trust staff on HEART Board or governing bodies



1 use of facilities/equipment by state schools
8 donations of equipment



2 collaborative student leadership projects



2 events preparing students for university or careers



1 regular volunteer partnership with state schools



2 workshops



6 local charities benefit from fundraising totalling £5,473

6 collections and donations of goods

9 volunteering partnerships with charities and community projects

1 Covid-19 support project providing equipment for vaccination sites

Structure, Governance and Management

Constitution



The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The Charity was founded by an Act of Parliament in 1764 and is administered under a scheme sealed by the Charity Commission on 1 September 2000 and amended in 2009.

The Harpur Trust is a company limited by guarantee (Company Number 3475202). The company is governed by Articles of Association and is registered as a charity in the UK, number 1066861.

The endowed properties ('specie' land) and assets continue to be held in the original Bedford Charity, which was amended and renamed 'The Harpur Foundation'. The Harpur Trust is the sole corporate trustee of The Harpur Foundation and a 'Uniting Direction' is in place which removes the need to prepare separate accounts.

The Harpur Trust is also the trustee of an almshouse charity, Randall Cottage Homes, whose results are included within those of the Trust itself following a 'Uniting Direction' attained from the Charity Commission.

The directors of the company are known as "Trustees" and they are also members of the company for the purpose of company law and charity trustees for the purpose of charity law. This legal form has several advantages including a more effective limit of liability for the Trustees, which in turn will assist in attracting a wider cross-section of candidates for trusteeship.

There are 25 Trustees of whom seven are nominated, two are representative members and the remaining 16 are co-opted, elected by the Trustees. All terms of office are for five years, with the exception of the representative members for whom it is four years. Names of Trustees and the committees on which they served during the year are shown on pages 31-34 of the annual report.

Governance and organisation



The Trustees meet at least three times a year, with additional meetings as necessary. They receive reports from all of our committees, which themselves meet three or four times annually. Committees co-opt members who are not Trustees in accordance with the Articles of Association.

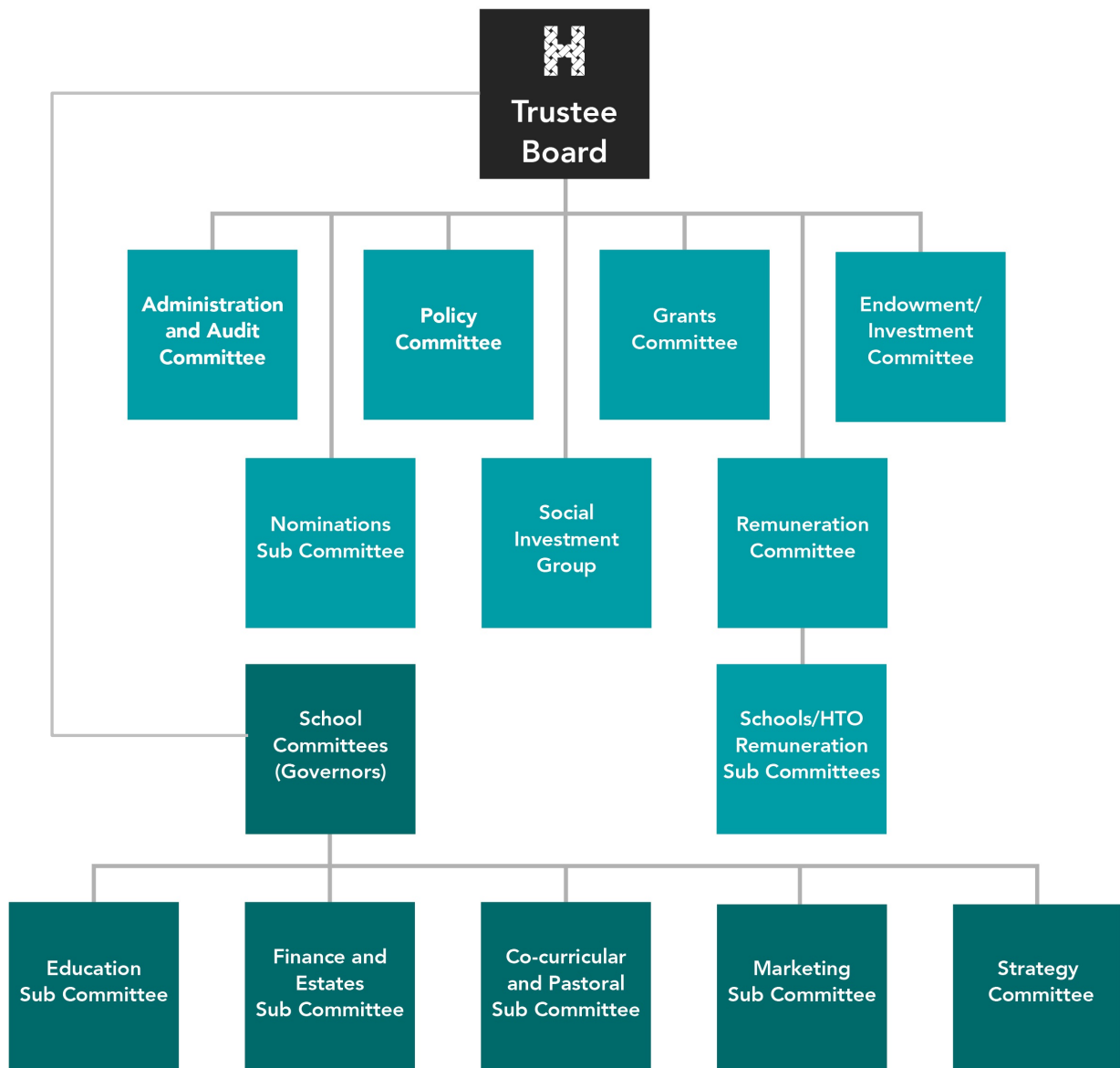
While the Trust is a single legal entity, a high degree of internal autonomy is accorded to its operating units: four schools; almshouse provision; grantmaking; and the management of the endowment, all of which are accomplished through the committee system.

Most committees accomplish some of their work through sub-committees and working parties. The Chairs of the School Committees, together with the school Heads, have specific responsibility for advising the Trustees on educational issues.

Trustees have handed the day to day running of the organisation to key management personnel. These have been defined as the Chief Executive, Finance Director, Human Resources Director, Community Programmes Director and the Heads of each of the four schools.

The Harpur Trust Office (HTO), managed by the Chief Executive, provides policy advice and secretarial services to the Trustees and their committees and financial, human resource and administrative services to the schools, as well as undertaking the day-to-day management of the endowment and community grants programme.

The Trust's committees are outlined below:



The Trustees have considered the Charity Governance Code and the Board ensures that the principles and practices set out in the Code are applied and that the Trust operates good governance throughout its activities.

Trustee training and induction

The Trustees place considerable emphasis on training; staff and Trustees attend seminars and workshops on a variety of issues including strategic policy review, financial management and accounts, investment, governance, appraisal, safeguarding, grantmaking and communications. There is a comprehensive, mandatory induction programme for new Trustees and non-trustee members of committees, which senior staff members at the offices and schools also attend.

Related parties and co-operation with other organisations

None of the Trustees receive remuneration or other benefit from their work with the charity. Any connection between a Trustee or senior manager of the charity with any employee, supplier or grant benefactor must be disclosed to the full Board of Trustees in the same way as any other contractual relationship with a related party. In the current year all related party transactions were disclosed as necessary.

Serious Incident Reporting

The Trust has reviewed its serious incident reporting following changes in the guidance issued by the Charity Commission. Existing procedures have been strengthened to make identification of serious incidents easier. We set a clearer process for reporting developing incidents to senior management and ensure timely escalation to Trustees for awareness and view on reporting. Four incidents were reported to the Charity Commission in the year ending June 2021.

Our Commitment to Safeguarding

The Trust has safeguarding responsibilities across its four schools and other areas in which we work. The safeguarding policy and code of conduct apply across the whole organisation and are supported by a range of policies and procedures to reduce the risk of harm to beneficiaries, supporters, pupils, staff and volunteers. We encourage individuals to report concerns and we recognise that there are many barriers to vulnerable people reporting abuse and we are committed to improving reporting mechanisms. When concerns are raised we study the circumstances with a view to understanding the causes and how we can take steps to prevent similar occurrences. Staff can report any type of harassment through a number of reporting mechanisms including a new independent whistleblowing hotline service.

Diversity and inclusion

The Trust is committed to the promotion of equal opportunities, valuing and encouraging diversity and the creation of an inclusive working environment for all employees / workers and opposes all forms of irrelevant and unlawful discrimination, including discrimination on the basis of age, sex, marriage and civil partnership, gender reassignment, race, disability, sexual orientation, religion or belief, pregnancy and maternity (the nine Protected Characteristics defined in the Equality Act 2010).

Ensuring that the work environment is free of harassment and bullying and that everyone is treated with dignity and respect is an important aspect of delivering equal opportunities in employment. The Trust has a separate dignity at work policy, which deals with these issues should they occur.

Statement on fundraising

Fundraising within The Harpur Trust is carried out at an individual school level. It is only undertaken for specific campaigns (e.g. towards a particular capital project or an objective such as bursaries). Fundraising is usually undertaken by affiliated organisations of, primarily, volunteer groups of parents and alumni. There are no professional fundraising organisations used and so no monitoring processes are required.

The Trust has not subscribed to the Fundraising Regulator but adheres to the Code of Fundraising Practice when undertaking fundraising activity. There have been no complaints in the period regarding inappropriate or intrusive contact.

Employee Relations

Employee Engagement



Throughout the pandemic period the Harpur Trust Staff Forum (HTSF) has continued to play an important role in our communications with employees, particularly in relation to our strategy development. HTSF meetings have continued online and have been well attended by representatives, and all staff have received minutes and actions from those meetings which has been particularly important during periods of remote working.

Effective performance management is essential to the continued success of any organisation, particularly as it is an important tool for two-way communication of strategic goals and the aims of the organisation. In support of this, the Trust expects all its employees to participate in the performance review process and seeks to continuously improve that process so that it is meaningful and adds value. This year our Training Leads have collaborated to refresh our Performance Development Review format, the key features of which are a new set of Harpur Trust Teaching Standards and an emphasis on Continuous Professional Development, career progression, and 'improving' rather than 'proving'.

Our high level of employee engagement has continued to be evidenced through the way in which all staff have switched effectively between working in our schools and the community, to working remotely, and attendance has remained high despite the impact of Covid. The phased implementation of a new approach to Performance Development Review concluded early in academic year. A key feature of this new approach is to improve the alignment of individual objectives with strategic goals. This requires staff to have a better understanding of the strategic goals that are relevant to their part of the organisation and promotes an improved understanding of the Trust's aims.

High levels of engagement and understanding of organisational goals have been in evidence across the Trust during the Covid-19 crisis. Thanks to the commitment and dedication of our staff, our schools remained open for the children of key workers, and we continued to educate our 3,500 pupils online. Our teams supported pupils facing increased anxiety, including those under tremendous pressure with exam uncertainty, dealt with unparalleled levels of contacts from parents facing their own challenges and, with great energy and imagination, helped one another to respond to and embrace new ways of working.

Remuneration policy



The Trust's principle on remuneration is to ensure that the reward package is competitive with other equivalent organisations in the education sector and by type of role for support staff, so that it is able to attract and retain high calibre employees. The Trustees see the ability to recruit and retain talented staff as fundamental to the Trust's success. The Trustees are responsible for setting the overall reward strategy for the Trust. The Trust's pay policies also seek to:

- be transparent, and simple to understand and operate;
- treat all employees fairly and pay them appropriately in line with the principles of equality and ensure that pay decisions are free from unlawful discrimination;
- appropriately recognise and reward support staff;
- recognise and reward teachers for their contribution and behaviours;
- maximise the quality of teaching and learning at the school; and
- enable the schools to manage their salary budgets effectively.

We are committed to employing the best person for the job and to ensuring that employees are treated equally and fairly. All policies and practices seek to conform to the principle of equal opportunities in terms of recruitment, selection, training, promotion, career development, discipline, redundancy and dismissal.

The Remuneration Committee sets the salary for the Chief Executive, senior staff within the schools and the Harpur Trust’s Senior Leadership Team. For key management personnel (as defined on page 18), the Remuneration Policy combines regular market benchmarking with reward for the achievement of performance targets.

We generally use the market median in the charity sector as rule of thumb for setting salaries. However, some flexibility is applied to take into consideration the specific requirements for each post and to ensure we can recruit the best candidate possible to meet the needs of our beneficiaries.

The performance and objectives of all senior staff are reviewed on an on-going basis through the Performance Review and Development Planning process. There is also a biennial 360 degree review process for senior staff which provides individuals with feedback from their line manager, their peers and their teams about how they have contributed to the achievement of our strategy and which helps identify any areas for personal development.

Risk management



Our Trustees, assisted by the senior managers in the Trust, regularly review our activities with regard to any major risks that might arise and are identified from time to time. The Administration and Audit Committee supervises the overall policy for risk management within the Trust and recommends any changes to the Board. The sub-committees of the Trust report on risk at each of their meetings and this is then reported to the Board. The Policy Committee reviews strategic

risks on behalf of the Board each term and approval of the risk register by the Board is sought annually. During the year Trustees considered the following key strategic risks to be the most significant. Actions have been identified to manage and mitigate these risks as shown in the following table.

| Risk | Mitigation actions |
|--|---|
| Major external event, such as a pandemic, leading to closure of schools and subsequent financial impact. | The Covid-19 pandemic meant the closure of the schools which led to the subsequent financial risks of the Trust having to continue to pay staff with potential lower income from fees. The Trust considered this as a major and key risk and took actions to mitigate the impact. |
| Overspending of return on Permanent Endowment. | The Trust have a spending rule which sets out the amount of return which can be spent from the Permanent Endowment and this is reviewed annually when setting the budget. This spending rule takes into account inflation and market valuation. The Trust also carries out periodic reviews of asset allocation and the sustainability of the spend rate. |

| Risk | Mitigation actions |
|--|--|
| A significant fall in the value of investments, poor investment performance or a negative Unapplied Total Return (UTR). | The Trust carries out a regular view of investment performances against long-term objectives. Trustees have agreed a number of objectives to help guide them in their strategic thinking of the assets and control of the various risks to which the Trust is exposed. |
| Falling demand for places at the Trust's schools. | Pupil numbers are closely monitored within each school and presented annually to the Trustees. As affordability is a key factor in parents deciding to send their child to a Harpur Trust school, fee levels are reviewed in detail each year. The Board has also looked at further work into bursaries (to assist pupils) and joint marketing that may be required to broaden the awareness of Harpur Trust schools. |
| The impact of political initiatives on the viability of independent education generally and the Trust's schools in particular. | The political nature of this risk means that there are few actions that can reduce the likelihood of it occurring. One of the measures that the Trust can consider is whether Trust reserves should be increased to help manage the risk and provide time for structural adjustments to be made if the policy of imposing VAT on school fees is implemented. An assessment of the reserves has been submitted to the Board and continues to be reviewed. |
| Schools fail to maintain high academic standards | The Charity's schools have agreed a common baseline measurement system and figures for Value Added. These are reported annually to the Board (as part of the reports from the Heads of each school). A new system of performance management has been put in place that focuses on high teaching standards and this is reviewed annually. |

In addition, the Trustees have identified key operational risks which are set out below:

| Risk | Mitigation actions |
|------------------------------------|--|
| Adequate management of cash. | The Trust's Administration and Audit Committee receives a routine cash management report at each meeting which looks at the cash flow and impending cash requirements. Sensitivity analysis is also carried out on the cashflow forecasts to see if any additional cash requirements are needed in the future. |
| Inflationary risk across the Trust | Increase in inflation may lead to rising costs and pressure on school fees. The Trust has to balance this risk to ensure fees remain affordable, as inflation increases can also impact upon parents' capacity to pay school fees. Inflation may also impact the endowment funds and the investment portfolio. |

| Risk | Mitigation actions |
|---|---|
| Failure to comply with relevant health and safety regulations. | The Trust takes health & safety seriously and has a number of controls in place such as policies, risk assessments and safe working procedures for each site. |
| Cyber attack/account compromised. | The Trust has put penetration testing in place across the Trust. Regular training of staff and increased awareness campaigns have been carried out. Further security measures are being implemented to strengthen and manage the IT networks and once these are done, the Trust will continually review its security measures and use penetration testing to test the vulnerability of any sites. |
| Governance risk – inadequate, inappropriate or untimely decision making across the Trust. | The Trust monitors changes to the Charity Governance Code, the last full review was carried out in 2018 and again recently to look at diversity and inclusion. Before any further changes are made to the Trust’s governance, a full review will be carried out as part of the strategic review of the Trust. |
| Failure of safeguarding procedures within the Trust | The Trust has an over-arching Safeguarding Policy that sets out the Trustees' policy and approach to Safeguarding. It also establishes an annual review of Safeguarding matters to be reported by schools to the Board, the terms of reference for that process and the Job Description for the Safeguarding Governor. This Policy was re-written in 2021 following the change to "Keeping Children Safe in Education" (KCSIE). The Trust Education Development Adviser liaises regularly with the DSLs at the schools and has been building on the comprehensive training programme for all roles which was in place across the Trust. |
| Historic allegation of sexual abuse of children. | IICSA recommended all organisations conduct a review of their files to consider whether any incidents of child sexual abuse have been recorded and, if so, whether they were dealt with appropriately. This was completed in February 2016. IICSA also required an immediate review of all safeguarding policies and procedures and the Trust reviews all of its safeguarding policies and procedures at the Board meeting in January each year. The IICSA programme of public hearings are now complete and the information collated will inform the recommendations in the Inquiry’s Final report. The Trust will review those recommendations once the Final Inquiry is published. |

| Risk | Mitigation actions |
|--|--|
| Requirement to fund the employer contributions for the Teachers' Pension Scheme (TPS). | Employer contributions for TPS are set by a quadrennial actuarial valuation. Correspondence with TPS is monitored regularly to determine the funding of the scheme and to anticipate actuarial outcomes. A working party has been established to investigate the future issues surrounding TPS, including but not limited to: the likelihood and scale of impact of any future increases in employers' contributions; the risk to retention and recruitment of good teaching staff if the Trust were to leave the scheme; the alternative options available if the decision is taken to leave TPS and the employee relations and communications requirements arising from this matter. |
| Employee Terms and Conditions. | The Harpur Trust values all its staff and ensures that they receive pay and benefits in line with the legal requirements. There is an ongoing employment case in relation to the calculation of holiday pay for part-year workers. The Trust are awaiting a final decision from the legal process on this matter. |
| Inadequate surpluses generated to sustain capital development. | The Trust looks to ensure that all schools are generating sufficient surpluses to be able to carry out capital development. As part of the governance process the level of surpluses and the capital requirements are reported annually to the Board. |
| Inadequate policies and procedures in place to deal with staff mental health issues. | The Trust has a number of initiatives in place to mitigate this risk including provision of benefits to staff such as a health screening and counselling scheme, a generous annual leave benefit and family friendly policies to assist with a good work life balance. In addition there are Wellbeing Committees and Mental Health First Aiders at the Schools. |
| Failure to maximise the impact of community programmes. | The Trust has carried out a review of impact measurement and developed a temporary framework pending the new strategy. The Community Programmes Director will be setting the long term community strategy including impact over the next year. |

During the year, Trustees have also identified and implemented the controls necessary in order to close a number of the non-strategic risks. A comprehensive review of the way risk is managed across the Trust is also underway and the Trust Risk Management Policy and procedures have been reviewed accordingly.

In the opinion of the Trustees, the Trust has established resources and systems, including the use of the Magique risk management software, which under normal conditions should ensure risks are managed to an acceptable level. It is recognised however, that such risk management systems and protocols cannot provide absolute assurance that all major risks have been adequately managed and a high degree of awareness of risk is encouraged with staff and Trustees alike.

Financial Review

Overview of the year



The majority of the Trust's activities derive from the operation of its four schools.

Total income received by the Trust during the year was £55.1m (2020: £53.9m). This is higher than the previous year as in 2020 there were fee reductions given across the four Trust schools due to the school closures caused by the Covid-19 pandemic. For the 2020/2021 academic year, there was a good level of pupil

admissions for all the Trust schools and the gross fees receivable were in line with the previous year. Fee increases for 2020/2021 were postponed until January 2021, in recognition of the impact of Covid. The number of means-tested bursaries provided this year was higher than that of last year, with 206 pupils being awarded bursary support (2020: 186 pupils). This demonstrates the commitment of the Trust to providing support to families to enable children to attend our schools, and especially in light of the financial impact of Covid.

Investment income for 2020/2021 is at a similar level to prior years at £2.5m (2020: £2.4m). Overall total investment returns for the year were impacted by the movements in the markets following Covid-19 and were much better than expected at the end of the financial year. Investment management costs are offset with rebates on the investment funds and reported against the endowed funds.

In order to secure employees' jobs during the pandemic, the Trust accessed the Coronavirus Job Retention Scheme. During the financial year, the Trust has claimed £1m under this Scheme which relates to 615 employees (at the highest point).

Total expenditure for the year (£54.9m) was similar to the prior year as there were additional costs relating to Covid-19 measures which added to the inflation and economic pressures already in the cost base of the schools (2020: £55.1m). The Trustees continually review the operational costs of the schools in order to ensure these are appropriate for the service levels provided.

The overall operating result for the year is net income of £0.2m (2020: net expenditure of £1.3m) which is driven by the higher income. Added to this income are revaluation gains relating to investment properties of £13.3m and the gains from investments arising in the year of £19m (the majority of which relates to the permanent endowment assets). The actuarial loss in respect of the non-teaching staff final salary scheme arising from the FRS102 revaluation of £0.05m is then deducted to produce a total net increase in the Trust's funds of £32.6m (2020: loss of £1.7m) for the year.

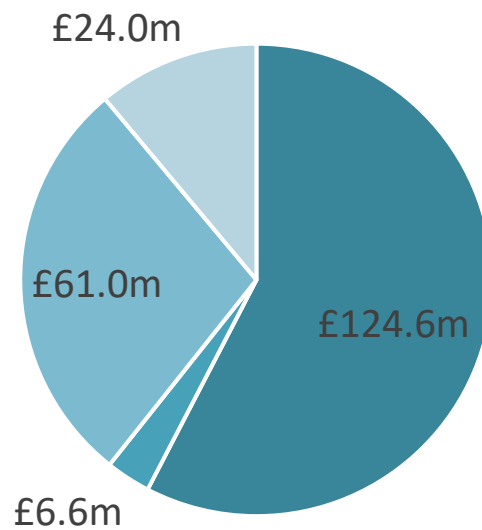
During 2021, the Trust had an open market valuation carried out on the investment properties. As some of the long leasehold on properties are now closer to their end date, there has been a significant increase in the valuations. Most of the property is held as permanent endowment (£12.3m of the £13.4m valuation increase).

Over the year, the Trust has seen the value of its permanent endowment increase from £96.9m to £124.6m; an increase of 28.5%, which is driven by both the investment gains and the revaluation. During the year, the Total Return policy allocated £0.4m to the permanent endowment to protect the real value of the investments (which is based on the inflation rate) and the Unapplied Total Return increased by £14.9m.

Funds of the Trust

The Harpur Trust is a permanently endowed charity. In accordance with charity accounting regulations, funds are classified as endowed, restricted, designated or general.

Total Value of Funds £216.2m



■ Endowed Funds ■ Restricted Funds ■ Designated Funds ■ General Funds

Endowed funds. These funds are the permanent endowment of the Trust and are held as both operational assets and in a balanced portfolio of investments. A Long Term Spending Rate (LTSR) is used to determine the amount of endowment returns that will be distributed in the year. This is used for the benefit of the community, primarily through the giving of charitable grants and to cover the costs of running the charity.

Total funds held 2021: £124.6m (2020: £96.6m).

Restricted funds. These are funds that have been received for a specific purpose within the Trust's charitable objects. They will ultimately be applied for the purpose specified; they cannot be used for any other purpose.

Total funds held 2021: £6.6m (2020: £6.7m).

Designated funds. These arise from the Trust's income streams and are assigned to a specific purpose by the Trustees. They are not treated as "free" reserves (available to be spent freely) as a designated use has been identified. However, these funds may be re-designated for another purpose by the Trustees if circumstances change. Note 14 sets out the nature of designated funds and how they will be utilised in the future.

Total funds held 2021: £61m (2020: £60.3m).

General funds. These also arise from the Trust's income streams, however, they are not assigned to a specific purpose by the Trustees. They are held to address potential future risks for the Trust.

Total funds held for 2021: £24m (2020: £19.6m).

Investment performance against objectives

Our investment performance is measured regularly against the benchmarks set out below. For the year ended 30 June 2021, the investment return was higher than the objective with returns of 19% (18.4% after inflation). Over the last five years, the average real return has been 7.1%.

Reserves policy

The reserves levels as authorised by the Trustees are:

- the overall Trust reserves (defined as the General Reserve and Expendable Endowment) should be between 15% and 25% of the annual turnover of the Trust;
- between £2m and £3m of the Trust's General Reserve Fund should be maintained in cash, and
- the schools' general reserves target should be a minimum of 5% of their turnover in liquid assets.

At 30 June 2021, the overall Trust's free reserves (which consists of the Trust General Reserve and Expendable Endowment) were £11.6m (2020: £10.4m) representing 20% of the annual turnover. Note 14 of the financial statements provides further details of the restricted and designated funds at the end of June 2021. All of the reserves for the other Trust schools were above the 5% minimum authorised by the Trustees.

Investment and Total Return policies

The main investment objectives and risk tolerance of the investment policy approved by Trustees are expressed as:

- *To achieve a total real return of 5% per annum net of investment management fees over rolling five year periods in order to preserve capital in real terms while sustaining a spending rate of 3.5% of total asset value per annum.*
- *To maintain an overall total risk level that reduces to an acceptable level the likelihood of the assets falling in value by 20%.*

The endowment portfolio is managed by two managers, each with broadly half of the investment portfolio. Whilst the managers are each operating to the same investment objective expressed above, they employ a different strategy, which in the opinion of the Trustees reduces manager risk. During 2020, the Endowment Committee reviewed its investment approach and specifically how the asset allocation, based on the investment return expectations and the risk appetite of the Trust. As a result of this review, the Endowment Committee has given the investment managers new asset allocation strategies and they have the discretion to determine the precise allocation within certain control ranges, in order to achieve the investment objectives.

The Endowment Committee believes that the investment risk arising from the investment strategy combined with the risks arising from active management are consistent with the overall level of risk being targeted.

A Total Return policy was adopted with effect from July 2014. A reference date of 30 June 2012 was used for the valuation of the investment and the initial value of the Unapplied Total Return (UTR). The investment was determined as the whole of the permanent endowment held as investment funds, excluding the permanent endowment held as operational property and expendable endowment.

The Trustees have a Total Return policy which determines the allocation of the Unapplied Total Return. This policy aims to maintain the real value of the endowment investment assets over the longer term whilst enabling the appointed fund managers to be free of any constraints imposed by a need to generate income at the expense of the total return of the portfolio. In accordance with this policy the value of the permanent endowment is increased each year in line with inflation. Any difference between this value and the endowment investment portfolio is retained as UTR in order to mitigate years where negative investment returns are experienced.

Policy on ethical investment

The Trustees believe that responsible investment and good stewardship can enhance long-term portfolio performance and is therefore aligned with their fiduciary duty. Further, mitigating risk and capturing investment opportunities driven by the integration of ethical and environmental, social and governance (ESG) issues may have a material impact on investment returns across all asset classes.

The Trustees have given their investment managers full discretion when evaluating ESG issues and in exercising rights and stewardship obligations relating to the Trust's investments.

The Trust aims to ensure that the votes attaching to its holdings in all quoted companies, both in the UK and overseas, are exercised whenever practical. The Trust's voting policy is exercised by its investment managers in accordance with their own corporate governance policies, copies of which are provided to the Endowment Committee, and taking account of current best practice. For those assets of the Trust invested in pooled arrangements, the Trustees accept that the assets are subject to the investment managers' own policies on corporate governance as well as environmental, social and ethical investment.

During the investment manager review in early 2020, the Endowment Committee considered the ESG behaviour of the investment managers as a key factor in selecting the preferred manager. The Endowment Committee receives reports on ESG topics from the investment managers during the year.

Streamlined Energy and Carbon Reporting

Energy use and carbon emissions



In line with the requirements of The Companies (Directors' Reports) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018, The Harpur Trust is disclosing its energy use and greenhouse gas emissions. This reporting covers electricity, gas and transport fuel consumption within the UK and the methodology used is in accordance with the 2019 HM Government Environmental Reporting Guidelines and the GHG Reporting Protocol – Corporate Standard, as well as the 2020 UK Government's Conversion Factors for Company Reporting.

Baseline Year. This is the second year of greenhouse gas reporting and is aligned with the financial year ending 30 June 2021. The first year's report (from 1 July 2019 to 30 June 2020) forms the baseline year. It is worth noting that the baseline year was formed during the Covid-19 pandemic and as such comparisons to this and future years may be skewed.

Targets. The Harpur Trust has not developed any carbon targets for the current reporting period.

Intensity Measurement. The intensity metric chosen is number of pupils as at the end of the financial year 2021. This was chosen as the most suitable metric as the organisation's carbon emissions are closely linked to pupil numbers, although the carbon emissions for this year will again be affected by the Covid-19 pandemic.

Carbon Offset. The Harpur Trust has no qualifying carbon offsets during this financial period. All non half-hourly supplies of electricity that The Harpur Trust procures are either REGO backed or 100% Carbon offset (Kyoto Protocol), hence market based emissions are reduced. These supplies account for around 28% of all electricity procured in this reporting period.

Energy Efficiency Narrative. This year's reporting period has been significantly impacted by the Covid-19 pandemic, which has reduced occupation of buildings and transport usage. The Covid-19 situation has also meant that the schools have had to run a lean operation, causing projects and energy efficiency measures to be placed in short-term abeyance. However, there have been improvement measures during the period including:

- More extensive use of video conferencing to reduce the need for travel
- Refurbished internal areas and external floodlighting have incorporated LED lighting
- One site has done extensive heating plant upgrades, re-roofing including upgrading insulation levels and installation of double-glazed window units.

The surveys and associated reports completed for the Trust as part of Phase 2 ESOS will provide a route map for which energy conservation measures can be implemented cost effectively. To reduce energy consumption, cost and carbon emission, the Trust will continue to implement further energy conservation measures in the coming year as the changing Covid-19 situation allows.

| | FY 2020-21 | | FY 2019-20 | |
|---|-------------------|--------------------------------|--------------------------------|------------|
| | Consumption (kWh) | Emissions (tCO ₂ e) | Emissions (tCO ₂ e) | % change |
| Electricity | 4,325,851 | 1,008.53 | 1,049.91 | -4% |
| Gas | 20,256,401 | 3,728.71 | 2,461.36 | 51% |
| Transport Fuels | 64,406 | 15.27 | 49.55 | -69% |
| Gross Annual Total | 24,646,658 | 4,752.51 | 3560.82 | 33% |
| Intensity Metric (Pupil numbers) | | 3,602 | 3,592 | |
| Total TCO₂e/pupil | | 1.31 | 0.99 | 33% |
| Qualifying Green Tariffs | 1,212,323 | 282.64 | 61.08 | 363% |
| Net Annual Total | 23,434,335 | 4,469.86 | 3499.74 | 28% |

The above carbon emissions translate to equivalent Scope 1, 2 and 3 emissions as follows:

| Emissions (tCO ₂ e) | FY 2020-21 | FY 2019-20 | % change |
|---------------------------------|------------|------------|----------|
| Scope 1* | 3,743.16 | 2,505.68 | 49% |
| Scope 2 (location based) | 1,008.53 | 1,049.91 | -4% |
| Scope 2 (market based) | 725.89 | 988.83 | -27% |
| Scope 3 | 0.82 | 5.24 | -84% |
| Total (location based) | 4,752.50 | 3,560.83 | 33% |
| Total (market based) | 4,469.86 | 3,499.74 | 28% |

*grey fleet fuel consumption and mains gas included, no fugitive emissions recorded.

PATRONS AND TRUSTEES

Patrons [3]

The Member of Parliament for the Constituency of Bedford, Mohammad Yasin, MP
The Member of Parliament for the Constituency of NE Bedfordshire, Richard Fuller, MP
The Mayor of Bedford Borough, Dave Hodgson

Names of Trustees as at date of signing

| | |
|----------------|--------------------|
| Chair: | H Murray Stewart |
| Deputy Chairs: | Rhian Castell |
| | Stephen Mayson PhD |

Nominated Universities [3]

| | |
|-----------------------|--------------------------|
| New College, Oxford: | R George Ratcliffe DPhil |
| | Philip Wallace |
| Cranfield University: | Clive Temple * |

By School Committee [4]

| | |
|-----------------------|------------------|
| Bedford School | Anne Egan |
| Bedford Girls' School | Judit Seymour ** |
| | Neil Harris *** |
| Bedford Modern School | James Black **** |
| | Simon Lowe ^^ |
| Pilgrims School | Sarah Wheeler |

Co-opted [16]

| | |
|--------------------------|-----------------------------|
| Tina Beddoes | W A Justin Phillimore |
| Rhian Castell | Jennifer Sauboorah Till PhD |
| Sue Clark ^ | Linbert Spencer OBE |
| John Fordham | H Murray Stewart |
| Harriett Mather | Mark Taylor |
| Shirley Jackson | David Wilson |
| Sir Clive Loader KCB OBE | Michael Womack |
| Stephen Mayson | |

Representative [2]

| | |
|--------------------------|--|
| Bedford Borough Council: | Cllr Abu Sultan and Cllr T Roger Rigby |
|--------------------------|--|

* Nominated from 13 May 2021 and Resigned on 20 October 2021

** Resigned on 31 August 2021

*** Elected on 23 September 2021

**** Resigned on 15 November 2021

^ Term expired 18 January 2022

^^ Elected 18 January 2022

REFERENCE AND ADMINISTRATIVE INFORMATION FOR THE PERIOD 1 JULY 2020 TO 30 JUNE 2021

Name of the Charity: The Harpur Trust
Company Number: 3475202
Charity Registration Number: 1066861
Address of Registered Office: Princeton Court, Pilgrim Centre, Brickhill Drive
Bedford, MK41 7PZ

Senior staff:

Chief Executive: David Steadman
Finance Director: Clare Lake FCA
Human Resources Director: Samantha Lock Chartered FCIPD
Community Programmes Director: Lucy Bardner

Heads

| | |
|--------------------------|--|
| Bedford School | James Hodgson MA |
| Bedford Modern School | Alex Tate MA |
| Bedford Girls' School | Gemma Gibson: MA, PgDL, PGCert, MPQH** |
| Pilgrims Pre-Prep School | Jo Webster BEd NPQH EYPS |

Operational Leads

| | |
|--------------------------|-------------------------------------|
| Bedford School | Andy MacFarlane** |
| Bedford Modern School | Richard Pooley |
| Bedford Girls' School | Jean-Marc Hodgkin FCA FSI ACIS DChA |
| Pilgrims Pre-Prep School | Jo Thompson |

**Joined September 2020

Professional advisers during the reporting period:

| | |
|--------------------------|---|
| Auditors | Haysmacintyre LLP
10 Queen Street Place
London
EC4R 1AG |
| Bankers | HSBC PLC
South Midlands and Warwickshire Corporate
Banking Centre
Level 6, Metropolitan House
CBX3, 321 Avebury Boulevard
Milton Keynes
MK9 2GA |
| Insurance brokers | Marsh Brokers Limited
Rockwood House
9-17 Perrymount Road
Haywards Heath
West Sussex RH16 3DU |

Professional advisers during the reporting period (continued):

| | |
|----------------------------|--|
| Investment managers | BlackRock
12 Throgmorton Avenue
London EC2N 2DL |
| | Sarasin & Partners LLP
Juxon House
100 St Paul's Churchyard
London EC4M 8BU |
| Solicitors | Veale Wasbrough Vizards
Narrow Quay House
Narrow Quay
Bristol
BS1 4QA |

The external advisers' appointments are reviewed periodically.

COMPOSITION OF STANDING COMMITTEES at 30 JUNE 2021

Policy Committee

| | | |
|--|--|--|
| Murray Stewart (Chair)
Stephen Mayson
Rhian Castell
Anne Egan | Tina Beddoes
Shirley Jackson
Clive Loader
Sarah Wheeler | Justin Phillimore
Jennifer Sauboorah Till
Philip Wallace |
|--|--|--|

Endowment Committee

| | |
|---|---|
| Philip Wallace (Chair)
Stephen Mayson
Murray Stewart
Mark Taylor | Gary Cotton (Co-opted)
David Hill (Co-opted)
Hannah Rose (Co-opted)
Craig Scarr (Co-opted) |
|---|---|

Grants Committee

| | | |
|---|--|---------------------------|
| Jennifer Sauboorah Till (Chair)
Linbert Spencer (Dep. Chair)
Rhian Castell
Mark Taylor | James Dove (Co-opted)
Mark Everett (Co-opted)
Tim Hewett (Co-opted)
Deborah Inskip (Co-opted) | Claire Kotecki (Co-opted) |
|---|--|---------------------------|

Administration and Audit Committee

| | | |
|---|---------------------------------|---|
| Justin Phillimore (Chair)
Philip Wallace (Dep. Chair)
Shirley Jackson | Judit Seymour
Michael Womack | Vanessa Penzo (Co-opted)
John Fordham (Co-opted) |
|---|---------------------------------|---|

COMPOSITION OF SCHOOL COMMITTEES at 30 JUNE 2021

Bedford School

Clive Loader (Chair)
Philip Wallace (Dep. Chair)
Anne Egan
Rajkumar Roy
Jennifer Sauboorah Till

Simon Briggs (Co-opted)
Andrew Edwards (Co-opted)
Ali Malek (Co-opted)
David Owen (Co-opted)
Jenny Pelling (Co-opted)

Mark Slater (Co-opted)
Elizabeth Davis (Parent Elected)
Robert Campbell (Staff Elected)

Bedford Modern School

Shirley Jackson (Chair)
David Wilson (Dep. Chair)
Michael Womack
James Black

John Fordham
Şopé Dìrisù (Co-opted)
Jonathan Gillespie (Co-opted)
Tim Jones (Co-opted)

Simon Lowe (Co-opted)
Tony Stammers (Co-opted)
Tom Perry (Parent Elected)
David Jenkins (Staff Elected)

Bedford Girls' School

Tina Beddoes (Chair)
Harriett Mather (Dep. Chair)
Anne Egan
Justin Phillimore
George Ratcliffe
Judith Seymour

Rachel Gentry (Co-opted)
Neil Harris (Co-opted)
Lesley Lee (Co-opted)
Shane Redding (Co-opted)

Heather Miller (Parent Elected)
Chiara Mac Call (Staff Elected)

Pilgrims Pre-Preparatory School

Sarah Wheeler (Chair)
Tina Beddoes
Rhian Castell

Mark Jewell (Co-opted)
Susan Lousada (Co-opted)

Claire Henrickson (Parent Elected)
Jason Mowe (Staff Elected)

Statement of Trustees' Responsibilities

The Trustees (who are also directors of The Harpur Trust for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards).

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

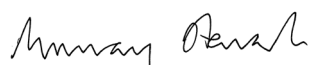
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the provisions of the Charity's constitution. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

The Trustees approve the annual report including the strategic report and financial statements for the year ended 30 June 2021.

Approved by the Trustees on 29 April 2022 and signed on their behalf by:



Murray Stewart
Chair

Independent Auditor's Report to the Members of The Harpur Trust

Opinion

We have audited the financial statements of The Harpur Trust for the year ended 30 June 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 June 2021 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report of the Trustees. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with

the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Annual Report of the Trustees (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Annual Report of the Trustees (which incorporates the strategic report and directors' 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 by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 35, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the independent schools' sector, safeguarding regulations, health and safety requirements, GDPR, employment law, company and charity law and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Charities Act 2011 and Companies Act 2006 and consider other factors such as payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to the improper recognition of revenue and management bias in accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted at the year end; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

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



Tracey Young (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors
29 April 2022

10 Queen Street Place
London
EC4R 1AG

Balance Sheet

at 30 June 2021

| | | 2021 | | 2020 | |
|---|-------|----------|----------|---------|--|
| Note | £'000 | £'000 | £'000 | £'000 | |
| FIXED ASSETS | | | | | |
| Assets used for charitable activities | | | | | |
| | | | 57,893 | 59,400 | |
| Investment properties | | | | | |
| | | | | | |
| | | 16,984 | 4,717 | | |
| | | 6,275 | 5,162 | | |
| | | 1,670 | 1,670 | | |
| | | | 24,929 | 11,549 | |
| | | | 82,822 | 70,949 | |
| Investments | | | | | |
| | | | 128,936 | 109,670 | |
| CURRENT ASSETS | | | | | |
| | | 18 | 13 | | |
| | | 850 | 850 | | |
| | | 5,135 | 7,247 | | |
| | | 14,368 | 9,728 | | |
| | | 20,371 | 17,838 | | |
| Creditors: due within one year | | | | | |
| | | (13,925) | (13,337) | | |
| Net current assets | | | | | |
| | | | 6,446 | 4,501 | |
| Total assets less current liabilities | | | | | |
| | | | 218,204 | 185,120 | |
| Creditors due after more than one year | | | | | |
| | | | (2,036) | (1,574) | |
| Net assets excluding pension asset | | | | | |
| | | | 216,168 | 183,546 | |
| Defined benefit pension scheme asset | | | | | |
| | | | - | - | |
| NET ASSETS OF THE CHARITY | | | | | |
| | | | 216,168 | 183,546 | |
| PROVIDED FROM: | | | | | |
| | | | | | |
| | | | 124,563 | 96,928 | |
| | | | 6,629 | 6,771 | |
| Unrestricted funds | | | | | |
| - Designated funds | | | | | |
| | | | | | |
| | | 50,487 | 50,512 | | |
| | | 3,578 | 3,841 | | |
| | | 6,946 | 5,925 | 60,278 | |
| - General funds | | | | | |
| | | | | | |
| | | 11,693 | 8,917 | | |
| | | 372 | 239 | | |
| | | 11,900 | 10,413 | 19,569 | |
| | | | 23,965 | | |
| | | | 216,168 | 183,546 | |

The notes on pages 42 to 67 form part of these financial statements.

The financial statements on pages 39 to 67 were approved by Trustees on 29 April 2022 and signed on their behalf by:



Murray Stewart
Chair of the Trust



Justin Phillimore
Chair of Administration and Audit Committee

Cash Flow Statement

for the year ended 30 June 2021

| | | 2021 | | 2020 | |
|---|--|---------|----------------|---------|----------------|
| Note | £'000 | £'000 | £'000 | £'000 | |
| Cash flows from operating activities: | | | | | |
| Net cash provided/(used in) by operating activities | | | | | |
| 19 | | 5,319 | | (1,882) | |
| Cash flows from investing activities: | | | | | |
| | | | | | |
| 8 | Purchase of tangible fixed assets | (2,931) | | (2,984) | |
| 9 | Proceeds of sale of investments | 1,574 | | 1,652 | |
| 9 | Purchase of investments | (1,799) | | (1,700) | |
| | Net cash (used in) investing activities | | (3,156) | | (3,032) |
| Cash flows from financing activities: | | | | | |
| | | | | | |
| | Investment income | 2,527 | | 2,432 | |
| | Finance charges | (50) | | (45) | |
| | Net cash provided by financing activities | | 2,477 | | 2,387 |
| Change in cash and cash equivalents in the year | | | | | |
| | | | 4,640 | | (2,527) |
| Cash and cash equivalents at the beginning of the year | | | | | |
| 20 | | | 9,728 | | 12,255 |
| Cash and cash equivalents at the end of the year | | | | | |
| 20 | | | 14,368 | | 9,728 |

The notes on pages 42 to 67 form part of these financial statements.

1 Accounting Policies

(a) Basis of Accounting

The Harpur Trust stems from a gift of property in Bedford and London made by Sir William Harpur and his wife in 1566 to the town of Bedford. The charity is registered (number 1066861) and was incorporated as a company limited by guarantee on 1 July 2012 (company number 3475202). The company is incorporated in the United Kingdom and its registered address is given on page 32.

The endowed properties ('specie' land) and assets continue to be held in The Harpur Foundation. The Harpur Trust is the sole corporate trustee of The Harpur Foundation and a 'Uniting Order' was obtained from the Charity Commission, which removes the need to prepare separate accounts for both company and charity.

The Trustees of The Harpur Trust are also the Trustees of The Randall Cottage Homes Charity, which operates a group of almshouses in The Harpur Trust's area of benefit. During 2004, the Charity Commission granted a uniting direction, and therefore the results for the year are included with those of The Harpur Trust.

The financial statements have been prepared under the historical cost convention, subject to carrying fixed and current asset investments at market value, and in accordance with the Charities SORP (FRS102) - Second Edition, and with applicable accounting standards and current statutory requirements.

(b) Basis of Preparation

Having reviewed the funding facilities available to the charity together with the expected ongoing demand for places at the schools and future projected cash flows, the Trustees have a reasonable expectation that the charity has adequate resources to continue its activities for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern. As stated in the Trustees' Report, Covid-19 had various effects on the charity, which includes some direct financial impact. However, the charity has been in a position to cover these with the use of reserves, which are held for these types of circumstances. Accordingly, the Trustees continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Trustees' Responsibilities for the financial statements on page 35.

(c) Financial Instruments

The Harpur Trust has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost using the effective interest method. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors (excluding prepayments). Financial liabilities held at amortised cost comprise bank loans and overdrafts, trade and other creditors (excluding fees in advance and PAYE amounts).

(d) Tangible Fixed Assets

(i) Properties used for charitable activities

Tangible fixed assets are stated at cost, net of depreciation and any provision for impairment. Operating land under continuing use is included at a Trustees' valuation based on recreational usage. The Trust has elected to use this valuation as deemed cost for the purpose of transitioning to FRS102. Land intended for sale is included at open market valuation. Plant and equipment is capitalised where the cost of the asset exceeds £5,000.

1 Accounting Policies (continued)

(ii) Investment properties

The London Estate and Pilgrim Centre Estate properties are included in the accounts at an open market valuation carried out in December 2021 by Gerald Eve, Chartered Surveyors. The Trustees have reviewed the value at 30 June 2021 and consider the stated valuations appropriate.

(e) Depreciation

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

Plant and equipment - 3 to 10 years.
Operational buildings – 10 to 50 years.

(f) Investments

Quoted investments held for the long term to generate income or capital growth are carried at market value, and any change in value reflected through the Statement of Financial Activities.

Investments, including bonds held as part of an investment portfolio, are held at fair value at the Balance Sheet date, with gains and losses being recognised within income and expenditure. Investments in subsidiary undertakings are held at cost less impairment.

(g) Stocks

Stocks are carried at the lower of cost or net realisable value.

(h) Taxation

The Harpur Trust is a registered charity, and as such is exempt from taxation on its income and gains to the extent that they are applied to its charitable objectives.

(i) Fees and Similar Income

Fee income is recognised in the year to which it relates, with arrears or payments in advance being shown under debtors and creditors as appropriate. Fees receivable are stated after deducting allowances, bursaries, scholarships and other remissions granted by the schools from their unrestricted funds.

Donations and grants includes the government grant receivable for the Coronavirus Job Retention Scheme (CJRS).

Investment income is recognised on a received basis, with the exception of bank interest, which is recognised on an accruals basis.

Rental income from investment property is recognised on an accruals basis.

(j) Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Support costs include the central functions and have been allocated to activities on a basis consistent with use of the resources.

Governance costs include those incurred in the governance of its assets and are associated with constitutional and statutory requirements.

The allocation and apportionment of central management costs of the Trust and the endowment to the individual operating units are based on an estimate of actual usage, as periodically reviewed by the Trustees.

1 Accounting Policies (continued)

(k) Pension Schemes

Teaching staff are eligible to join the Teachers' Pension Scheme administered by Teachers' Pensions, and contributions are made at rates set by the Scheme Actuary. The Trust runs a defined contribution stakeholder pension scheme for non-teaching staff.

The amounts charged to the Statement of Financial Activities in respect of pension costs to these two schemes are the contributions payable in the year.

Prior to April 2002 non-teaching staff were eligible to join the Non-teaching Staff Pension Scheme, administered by The Pensions Trust.

The difference between the fair value of the assets held in the Trust's defined benefit pension scheme and the scheme's liabilities measured on an actuarial basis using the projected unit method are recognised in the Trust's balance sheet as a pension scheme asset or liability as appropriate.

The Trust's defined benefit scheme is in a surplus position. However, it is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102. Note 16 provides further details of the current position of the pension scheme.

Changes in the defined benefit pension scheme asset or liability arising from factors other than cash contribution by the Trust are charged to the Statement of Financial Activities in accordance with FRS102.

(l) Uncertainties and Significant Judgements

Preparation of the financial statements requires management to make significant judgements and estimates. The items in the financial statements where these judgements and estimates have been made include: pension liability, where management have needed to make a judgement on the main assumptions used in the valuation of the asset relating to the pension scheme; and Total Return, where management have taken a judgement on the application of the Total Return values across the endowment funds.

(m) Operating Leases

Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

(n) Grants Payable

Grants payable are recognised when a legal or operationally binding commitment has been made to make the grant.

(o) Fund Structure

Endowment funds are held on trust to be retained for the benefit of the Trust. Income generated from endowment funds must be spent on furthering the Trust's charitable objectives.

Restricted funds may only be applied for a particular purpose, as specified by the donor.

Unrestricted funds:

General funds are those which are available to be applied for the general purposes of the Trust.

Designated funds are unrestricted funds which have been set aside by the Trustees for a particular purpose.

(p) Total Return Investment Policy

The Trustees have adopted a Total Return approach to investment and spending, as permitted under the Trusts (Capital and Income) Act 2013 and the Charity Commission regulations associated with it. This was approved by the Trustees in May 2014 and brought into effect from 1 July 2014 using a base date for the commencement of the policy of 30 June 2012.

2 Income from Charitable Activities

| | 2021
Total
£'000 | 2020
Total
£'000 |
|---|------------------------|------------------------|
| Fees receivable | | |
| Gross fees | 56,181 | 56,527 |
| Less: total scholarships and bursaries | (3,276) | (2,872) |
| Less: Covid-19 fee reduction | (725) | (4,670) |
| | 52,180 | 48,985 |
| Less: sibling discounts and staff fee remission | (1,582) | (1,436) |
| | 50,598 | 47,549 |

Fees receivable are net of fee reductions given for the autumn and spring term's fees during the Covid-19 pandemic (2020: a reduction for the summer term's fees).

Scholarships and bursary awards were paid to 288 pupils (2020: 290). Within this, means-tested bursaries totalling £2,659,283 were paid to 206 pupils (2020: £2,257,420 to 186 pupils). Covid-19 financial assistance awards were granted to 61 pupils amounting to £278,470 (2020: £343,794 to 117 pupils).

| | 2021
Total
£'000 | 2020
Total
£'000 |
|--------------------------------|------------------------|------------------------|
| Other Income | | |
| Entrance and registration fees | 152 | 142 |
| Courses | 3 | 170 |
| Lettings | 133 | 392 |
| School uniforms | 3 | 22 |
| Trips | 278 | 706 |
| Catering | 89 | 186 |
| | 658 | 1,618 |

3 Income from generated funds

| | 2021
Total
£'000 | 2020
Total
£'000 |
|-----------------------------|------------------------|------------------------|
| Donations and grants | | |
| Donations | 295 | 1,033 |
| Government grants | 1,000 | 1,172 |
| | 1,295 | 2,205 |

| | 2021
Total
£'000 | 2020
Total
£'000 |
|--------------------------|------------------------|------------------------|
| Investment income | | |
| Quoted investments | 1,660 | 1,626 |
| Property | 827 | 714 |
| Bank interest | 40 | 92 |
| | 2,527 | 2,432 |

4 Other Income

| | 2021
Total
£'000 | 2020
Total
£'000 |
|---|------------------------|------------------------|
| Profit associated with sale of fixed assets | 2 | 34 |
| Sundry | 58 | 28 |
| | 60 | 62 |

5 Total Expenditure

| | Staff costs | Other | Depreciation | 2021
Total |
|------------------------------------|---------------|---------------|--------------|---------------|
| | £'000 | £'000 | £'000 | £'000 |
| Raising funds | | | | |
| Financing costs | - | 50 | - | 50 |
| Investment management | 98 | 94 | - | 192 |
| | 98 | 144 | - | 242 |
| Charitable activities | | | | |
| Education | | | | |
| Governance costs | 236 | 210 | - | 446 |
| Teaching | 29,035 | 2,425 | 780 | 32,240 |
| Welfare (including catering) | 1,019 | 2,254 | 22 | 3,295 |
| Premises | 2,368 | 4,655 | 3,496 | 10,519 |
| Grants, awards & prizes | - | 258 | - | 258 |
| Support costs | 4,373 | 1,632 | 128 | 6,133 |
| | 37,031 | 11,434 | 4,426 | 52,891 |
| Relief | | | | |
| Grants | - | 1,183 | 9 | 1,192 |
| Almshouses | - | 92 | - | 92 |
| Support costs | 281 | 105 | - | 386 |
| | 281 | 1,380 | 9 | 1,670 |
| Recreation | | | | |
| Grants, awards & prizes | - | 92 | - | 92 |
| Support costs | - | - | - | - |
| | - | 92 | - | 92 |
| Total charitable activities | 37,312 | 12,906 | 4,435 | 54,653 |
| Total expenditure | 37,410 | 13,050 | 4,435 | 54,895 |

See note 25 for comparative figures.

Support costs have been allocated on a basis consistent with the use of resources.

| | 2021
Total | 2020
Total |
|------------------------------|---------------|---------------|
| | £'000 | £'000 |
| Total expenditure includes: | | |
| Auditors' remuneration: | | |
| For audit | 46 | 44 |
| For other non-audit services | 8 | - |

6 Staff Costs

| | 2021 | 2020 |
|-----------------------|---------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| Staff costs: | | |
| Wages and salaries | 29,141 | 28,808 |
| Social security costs | 2,829 | 2,768 |
| Pension costs | 5,082 | 4,959 |
| Other costs | 358 | 880 |
| | 37,410 | 37,415 |

Redundancy and termination payments of £91,383 were paid during the year (2020: £66,037). There were no amounts outstanding to be paid at the year end. Four separate non-contractual payments were made of £24,088 (2020: two of £15,320).

| | No. | No. |
|----------------------------------|--------------|------------|
| Average number of paid employees | 1,121 | 1,165 |

The number of employees whose emoluments (including benefits in kind) exceeded £60,000 were:

| | | |
|---------------------|-----------|----|
| £60,001 - £70,000 | 15 | 14 |
| £70,001 - £80,000 | 10 | 11 |
| £80,001 - £90,000 | 4 | 2 |
| £90,001 - £100,000 | 4 | 3 |
| £100,001 - £110,000 | 3 | 3 |
| £110,001 - £120,000 | 1 | 1 |
| £120,001 - £130,000 | 1 | - |
| £130,001- £140,000 | - | - |
| £140,001- £150,000 | 1 | 1 |
| £150,001- £160,000 | - | 1 |
| £160,001- £170,000 | 1 | 1 |

Contributions were made to the Teachers' Pension Scheme for 30 higher paid employees (2020: 27 employees) and contributions were made to a defined contribution scheme for eight employees amounting to £77,414 (2020: £67,732 relating to eight employees).

Eight people were classified as key management personnel (2020: 8). The cost of these employees was £1,168,989 (2020: £1,190,947).

Neither the Trustees nor persons connected with them received any remuneration or other benefits from the Trust or any connected organisation. Trustees are entitled and encouraged to reclaim reasonable expenses in attending meetings, and during the year four Trustees claimed in total £1,598 (2020: six Trustees claimed a total of £4,240).

7 Transfers between Funds

| | 2021 | | | | |
|---|--------------|----------------------|------------------|------------------|-----------------|
| | The Schools | Community Activities | Endowment Income | Restricted Funds | Endowment Funds |
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Interest reallocation | 85 | 21 | (106) | - | - |
| Allocation transfers relating to total return policy: | | | | | |
| Returns on permanent endowment investments | - | 1,564 | 552 | - | (2,116) |
| Returns on Elger investments | 40 | - | - | - | (40) |
| Returns on Luff investments | 73 | - | - | - | (73) |
| Returns on expendable endowment investments | - | - | 2,818 | - | (2,818) |
| Returns on prize fund investments | - | - | - | 40 | (40) |
| Returns on school fund investments | 199 | - | - | - | (199) |
| Reclassification of funds | 1,977 | - | (1,708) | (367) | 98 |
| | 2,374 | 1,585 | 1,556 | (327) | (5,188) |

Interest reallocation transfers reflect the apportionment of interest earned on overall cash balances to the relevant funds.

Transfers relating to the total return policy are made to reflect the apportionments of the investment income and capital returns made on the pooled investment portfolios to the constituent funds.

The reclassification of funds relates to sums moved to be used against specific expenditure in the schools, for example prize funds and awards. In addition, funds were transferred to support Pilgrims Pre-Preparatory School with their capital development project.

8 Tangible Fixed Assets

| 2020/21 | | | | | |
|---------------------------------------|---------------------|--------------------------------|---------------------------|---------------------|----------------|
| | Investment Property | Operational Land and Buildings | Assets Under Construction | Plant and Equipment | Total |
| | £'000 | £'000 | | £'000 | £'000 |
| Cost or valuation | | | | | |
| Balance brought forward | 11,549 | 92,612 | 717 | 11,457 | 116,335 |
| Additions | 3 | 1,995 | - | 933 | 2,931 |
| Revaluation | 13,377 | - | - | - | 13,377 |
| Transfer | - | 717 | (717) | - | - |
| Carried forward | 24,929 | 95,324 | - | 12,390 | 132,643 |
| Depreciation | | | | | |
| Balance brought forward | - | 38,151 | - | 7,235 | 45,386 |
| Charge for year | - | 3,208 | - | 1,227 | 4,435 |
| Carried forward | - | 41,359 | - | 8,462 | 49,821 |
| Net book values | | | | | |
| Net book value at 30 June 2021 | 24,929 | 53,965 | - | 3,928 | 82,822 |
| Net book value at 30 June 2020 | 11,549 | 54,461 | 717 | 4,222 | 70,949 |
| Historical cost | | | | | |
| At 30 June 2021 | 6,436 | 46,856 | - | 5,155 | 58,447 |
| At 30 June 2020 | 6,433 | 44,144 | 717 | 4,222 | 55,516 |

Operational land and buildings includes freehold land of £1,070,540 (2020: £1,070,540).

Land and buildings additions during the year all related to school developments including a large project at Bedford School for the sports hall roof and the capital development project at Pilgrims Pre-Preparatory School.

Investment Property includes the revaluation of the London Commercial Estate and the Bedford Commercial Estate. The properties have been included at an open market valuation carried out by Gerald Eve, Chartered Surveyors resulting in an increase in value of £12,267,000 to the London and Bedford commercial estate and an increase of £1,110,000 to the Pilgrim Centre estate. Resulting in valuations of £16,984,000 and £6,275,000, respectively.

9 Investments

| | 2020/21 | | | |
|--------------------------------|--------------------|------------------|----------------|----------------|
| | Unrestricted funds | Restricted funds | Endowed funds | Total |
| | £'000 | £'000 | £'000 | £'000 |
| Balance brought forward | 18,052 | 206 | 91,412 | 109,670 |
| Additions | - | 25 | 1,774 | 1,799 |
| Disposals | (339) | - | (1,235) | (1,574) |
| Transfers | 2,632 | 28 | (2,660) | - |
| Revaluations | 258 | - | 18,783 | 19,041 |
| Balance carried forward | 20,603 | 259 | 108,074 | 128,936 |
| Held as: | | | | |
| Quoted investments | 18,732 | 198 | 105,881 | 124,811 |
| Cash | 1,871 | 61 | 2,193 | 4,125 |
| | 20,603 | 259 | 108,074 | 128,936 |

In addition, investment properties of £24,929,000 (2020: £11,549,000) have been included in note 8.

The Trustees approved the use of a Total Return Policy with effect from July 2014 in respect to its permanent endowments in May 2014.

10 Investment properties

Included within current assets are three almshouse properties, which the Trust owns in Randalls Close, Bedford. These are expected to be sold within twelve months from the balance sheet date. The sale of these properties was delayed due to the Covid-19 pandemic. These properties were revalued and transferred from operational land and buildings to be shown as current assets at open market value, as valued by Philips & Co Chartered Surveyors in November 2018.

11 Debtors due within one year

| | 2021
Total
£'000 | 2020
Total
£'000 |
|-----------------------------------|------------------------|------------------------|
| Fees | 3,735 | 5,714 |
| Fees provision for doubtful debts | (157) | (127) |
| Trade debtors | 528 | 623 |
| Sundry debtors | 5 | 345 |
| Prepayments and accrued income | 1,024 | 692 |
| | 5,135 | 7,247 |

The trustees agreed a payment holiday for fees, delaying the payment of the summer term fees by one month, which resulted in an increase to the fees debtors as at 30 June 2020.

12 Creditors falling due within one year

| | 2021 | 2020 |
|---|---------------|---------------|
| | Total | Total |
| | £'000 | £'000 |
| Fees received in advance (see note 12(a)) | 339 | 330 |
| Deposits | 3,641 | 3,603 |
| Trade creditors | 907 | 690 |
| Taxation and social security | 793 | 757 |
| Charitable grants | 1,175 | 1,274 |
| Other creditors | 2,131 | 1,517 |
| Accruals | 4,939 | 5,166 |
| | 13,925 | 13,337 |

12 (a) Fees received in advance

Parents may enter into a contract whereby, on payment of a lump sum, the Trust guarantees a sum to be set against future school fees. The sum deposited, in so far as it has not been utilised, is repayable on demand. Deposits received by the Trust under this scheme are held as cash, with the interest earned accruing to meet the guaranteed liabilities.

| | 2021 | 2020 |
|---|--------------|--------------|
| | £'000 | £'000 |
| Balance of deposits and accrued income held at 1 July | 1,065 | 1,433 |
| New deposits received | 325 | 140 |
| Deposits refunded | (53) | (25) |
| Investment income allocated | 6 | 12 |
| | 1,343 | 1,560 |
| Amounts utilised in payment of fees | (366) | (495) |
| Balance of deposits and accrued income held at year end | 977 | 1,065 |

The sum held is shown as a current liability due to the nature of the agreements. However, assuming that the sums deposited are held until maturity, the amounts guaranteed to be applied against future fees fall due as follows:

| | | |
|---------------------|------------|--------------|
| Within 1 year | 339 | 330 |
| Within 1 to 2 years | 262 | 249 |
| Within 2 to 5 years | 272 | 383 |
| After 5 years | 104 | 103 |
| | 977 | 1,065 |

13 Creditors due after more than one year

| | 2021 | 2020 |
|---|--------------|--------------|
| | £'000 | £'000 |
| Fees received in advance (see note 12(a)) | 638 | 735 |
| Charitable grants | 1,398 | 839 |
| | 2,036 | 1,574 |

14 Funds

(a) Allocation of the Trust's net assets

| | 2020/21 | | | | | Total
£'000 |
|----------------------------------|--------------------|----------------------------------|------------------------------|---------------------|------------------|----------------|
| | Unrestricted Funds | | | Restricted
Funds | Endowed
Funds | |
| | School
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | | | |
| Operational fixed assets | 52,234 | 365 | 832 | - | 4,462 | 57,893 |
| Investment properties | - | - | 6,275 | 1,670 | 16,984 | 24,929 |
| Investments | 6,303 | 1,314 | 12,986 | 203 | 108,130 | 128,936 |
| Net current assets/(liabilities) | 4,281 | 3,669 | (1,247) | 4,756 | (5,013) | 6,446 |
| Long term liabilities | (638) | (1,398) | - | - | - | (2,036) |
| | 62,180 | 3,950 | 18,846 | 6,629 | 124,563 | 216,168 |

(b) Movement of funds

| | 2020/21 | | | | | Note |
|--------------------------------------|-----------------------------|-----------------|----------------------|---|-----------------------------|-------|
| | Opening
Balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 | |
| Unrestricted funds | | | | | | |
| The Schools | | | | | | |
| Designated funds | | | | | | |
| Operational land and properties | 38,126 | - | (3,116) | 3,838 | 38,848 | (i) |
| Bursary funds | 5,480 | (3,043) | (9) | 2,709 | 5,137 | (ii) |
| Maintenance funds | 987 | 10 | (453) | 496 | 1,040 | (iii) |
| Development funds | 5,923 | 55 | (418) | (240) | 5,320 | (iii) |
| Equipment funds | (4) | - | (13) | 159 | 142 | (iv) |
| | 50,512 | (2,978) | (4,009) | 6,962 | 50,487 | |
| Income reserves | | | | | | |
| School income reserves | 8,917 | 55,520 | (48,156) | (4,588) | 11,693 | |
| Pension fund deficit | - | - | 39 | (39) | - | |
| | 59,429 | 52,542 | (52,126) | 2,335 | 62,180 | |
| Community activities | | | | | | |
| Designated funds | | | | | | |
| Major projects fund | 543 | - | - | 56 | 599 | |
| 450th events/community fund | 72 | - | (24) | 44 | 92 | |
| Almshouse replacement fund | 972 | - | (46) | 258 | 1,184 | (v) |
| Maintenance funds | 72 | - | - | - | 72 | (iii) |
| Operational properties | 375 | - | (9) | - | 366 | (i) |
| Social investment fund | 522 | 5 | - | 5 | 532 | (vi) |
| Covid-19 fund | 1,285 | - | (562) | 10 | 733 | (vii) |
| | 3,841 | 5 | (641) | 373 | 3,578 | |
| Income reserves | | | | | | |
| Community activities income reserves | 239 | 4 | (1,341) | 1,470 | 372 | |
| | 4,080 | 9 | (1,982) | 1,843 | 3,950 | |

14 Funds (continued)

| | Opening
balance | Income | Expenditure | Transfers,
Investment
Gains/
(Losses) | Closing
Balance | Note |
|--|--------------------|--------------|--------------|--|--------------------|--------|
| | £'000 | £'000 | £'000 | £'000 | £'000 | |
| (b) Movement of funds (continued) | | | | | | |
| Endowment income | | | | | | |
| Designated funds | | | | | | |
| Development fund | 76 | - | (106) | 100 | 70 | (iii) |
| Land and properties | 5,849 | - | (83) | 1,110 | 6,876 | (viii) |
| | 5,925 | - | (189) | 1,210 | 6,946 | |
| Income reserves | | | | | | |
| Endowment income reserves | 10,413 | 712 | (681) | 1,456 | 11,900 | |
| | 16,338 | 712 | (870) | 2,666 | 18,846 | |
| Restricted funds | | | | | | |
| Prize funds | 217 | (38) | - | 83 | 262 | |
| Appeals and donations | 2,963 | 231 | (8) | (410) | 2,776 | (ix) |
| Randalls Cottage fund | 3,591 | - | - | - | 3,591 | (x) |
| | 6,771 | 193 | (8) | (327) | 6,629 | |
| Endowed funds | | | | | | |
| Endowment investment fund | 62,695 | - | - | 376 | 63,071 | |
| Elger fund | 1,131 | - | - | 7 | 1,138 | |
| Luff fund | 2,080 | - | - | 12 | 2,092 | |
| Unapplied Total Return | 21,178 | 1,682 | 91 | 13,125 | 36,076 | |
| Cattleya fund | 287 | - | - | 75 | 362 | |
| School's quoted investments | 6 | - | - | - | 6 | |
| London and Bedford commercial estate | 4,717 | - | - | 12,267 | 16,984 | |
| Operational land and properties | 4,834 | - | - | - | 4,834 | |
| | 96,928 | 1,682 | 91 | 25,862 | 124,563 | |

Notes to funds

(i) Operational land and properties - these represent the net book value of the freehold land and property, which are being utilised by the charity and include the schools, almshouses and offices. The closing balance is net of any outstanding internal loan balance. The annual expenditure relates to the depreciation charge for the assets.

(ii) Bursary funds - these are reserves held by each school in order to contribute towards the future liabilities for bursary awards. The expenditure is reviewed on an annual basis by the bursary committee of each school. The Trust policy is that these reserves should be a minimum of one year's annual deduction from the fund. The annual deductions are shown as negative income.

(iii) Maintenance and development funds - these are funds set aside for any significant future maintenance and building projects on the schools, almshouses and investment properties. The committees review these funds each year and use them to fund upcoming projects.

(iv) Equipment funds - these represent the net book value of certain equipment, which is being utilised by the schools.

(v) Almshouse replacement fund - these reserves are set aside in order to finance replacement almshouse accommodation. These are expected to be used in the future in connection with new almshouse developments within Bedford.

(vi) Social investment fund - as mentioned in the Trustees' Report, this fund has been set aside for use in a programme of social investments. Suitable investment opportunities are continuing to be sought for the fund, which are aligned with the objectives of the charity.

(vii) Covid-19 fund - this fund was designated during 2019/2020 to support organisations in Bedford through the Covid-19 pandemic.

(viii) Endowment income land and properties - these reserves are made up of land at the schools, the Pilgrim Centre estate and Harpur House. The Pilgrim Centre estate was revalued at 30 June 2021.

(ix) Appeals and donations - these are restricted funds held by the schools which have arisen following specific appeals, donations or legacies and are restricted by the donor for a specific purpose.

(x) Randalls Cottage fund - these reserves have arisen following the sale of almshouse properties and the revaluation of the remaining almshouse properties. These funds can only be applied by the Trustees to provide, or secure the provision of, future almshouse accommodation.

15 Charitable Grants

Listed below are the grant commitments (all made by the Harpur Trust) of £1,000 and above made to institutions during the financial year:

| Grant Recipient | Purpose of Grant Contribution | £ |
|---|--|------------------|
| Citizens Advice Bedford | Welfare Benefits Specialist | 136,032 |
| Aquarius Action Projects | Aquarius Complex Needs Worker: Outreach to 5-19 year olds at risk of the impacts of addictions | 68,368 |
| Ormiston Families | Breaking Barriers Bedford | 62,713 |
| Covid Catch Up Project | Collaboration with Connolly and University | 50,000 |
| Tibbs Dementia | Tibbs Dementia Foundation Community outreach services | 49,583 |
| Project 229 | SPACE | 49,150 |
| Community Voluntary Service | Service Level Agreement 2021-22 | 45,000 |
| Bedford Players Trust | Keeping the Lights on | 45,000 |
| Bedford Creative Arts | Project Assistant | 43,919 |
| Queens Park Community Organisation | Community Intervention Officer | 42,000 |
| CHUMS CIC | Trauma Service Support for Extra Referrals | 41,750 |
| Kings Arms Project | Support and accommodation for 'No Recourse to Public funds' clients | 40,000 |
| Polish British Integration Centre | Advice when you need it most - advice and ESOL Support | 33,000 |
| Bedford Open Door | Supporting and managing an effective counselling service | 32,000 |
| Kings Arms Project | Pathways Programme – homeless people transitioning back into employment, and wider community | 31,000 |
| YMCA Bedfordshire | Food 4 | 30,000 |
| Tibbs Dementia Foundation | Client coordination service | 30,000 |
| Bedford Hospital Charity and Friends | Match Funding | 30,000 |
| Bedfordshire Refugee Asylum Seeker Support | BRASS -Ensuring Future Sustainability | 28,000 |
| Autism Bedfordshire | Helpline Provision, New Benefits and Welfare Advisory Service, New Community Support Programme | 25,000 |
| Making Me (Mind Map Charity) | Emotional Wellbeing Programme for All Bedford Borough Primary Schools | 25,000 |
| Yarl's Wood Befrienders | Yarl's Wood Befrienders Covid Continuity Fund | 25,000 |
| Yarl's Wood Befrienders | Yarl's Wood Befrienders Covid Continuity Fund | 25,000 |
| Bedford Caribbean Senior Citizens Association | Azure Befriending Service | 24,603 |
| Bedford Samaritans | 18 Months Running Costs | 24,105 |
| Family Groups (Bedford Women's Centre) | Domestic Abuse Support Worker | 22,504 |
| CHUMS CIC | Further support for the Bedfordshire Suicide Bereavement Service (BSBS) | 20,200 |
| Bedford Credit Union | Transition Funding | 20,000 |
| Carers in Bedfordshire | Digital Development to Support Carers | 18,112 |
| Q:Alliance | Qyouth Bedford | 17,923 |
| Friends For Life Bedfordshire | Socially Distanced Befriending of care home residents in Bedford Borough | 16,000 |
| Road Victims Trust | Supporting Bereaved Families in Bedford | 15,000 |
| Biddenham International School and Sports College | Opening minds, transforming lives | 13,120 |
| Bedford Academy | Counselling at Bedford Academy | 13,120 |
| Kempston Challenger Academy and Daubeney Academy | Supporting student leadership in Daubeney Academy and Kempston Challenger | 11,267 |
| Bedford Academy | Supporting great teaching at Bedford Academy (Teacher development by the PTI) | 11,267 |
| E-Spiced Centre for Excellence | E-Spiced Counselling Service and Science Classroom | 11,093 |
| JustUs | Homelessness Advocacy to secure accommodation | 10,000 |
| Laptop Scheme | Laptop Scheme PART 2 for Bedford Schools during Covid-19 | 9,481 |
| Carers in Bedfordshire | Extra capacity for events, groups and workshops | 9,363 |
| Bedford Hospital Charity and Friends | £1 million appeal for Bedford Hospital Accident and Emergency Department | 9,100 |
| Kings Arms Trust | Re-track Career and Employment Centre - 1:1 support with employment plus food parcels for people in need | 8,000 |
| Polish School | Employment of coordinator for moving activities online | 7,500 |
| Continued overleaf | | <u>1,279,273</u> |

15 Charitable Grants

Listed below are the grant commitments (all made by the Harpur Trust) of £1,000 and above made to institutions during the financial year:

| Grant Recipient | Purpose of Grant Contribution | £ |
|-------------------------------------|---|------------------|
| | | 1,279,273 |
| Project 41 Woodside Church | Befriending Service - Funding for administration role | 7,010 |
| Money Advice St Andrews | Money Advice at St Andrews | 6,830 |
| Keech Hospice Care | Children's Play Therapist and activity coordinator in Bedford | 6,408 |
| Samsons Academy | Its OK Not To Be OK | 5,516 |
| Thurleigh Playing Fields | Thurleigh Playing Fields Association | 5,000 |
| All Saints Church | Parish Room Roof Project | 5,000 |
| MAGPAS Air Ambulance | Providing Life-Saving Emergency Medical Care to Bedford | 5,000 |
| Living It Up Events | Gig buddies & Gr8 Mates Covid Relief Project | 4,996 |
| Healthwatch Bedford | Enhancement of Information Technology Infrastructure | 4,330 |
| Harrold Playing Field Association | Refurbishment of Harrold Pavilion | 4,000 |
| Inspiring People | Bedford Menopause Support Group (Menopause Alliance) | 3,644 |
| Country Days | Outdoor learning activities for young people aged 7-11 years | 3,389 |
| Project 41 Woodside Church | Befriending Service (Linking Lives Befriending Service) | 2,550 |
| Grange Academy | Forest School | 2,000 |
| Grange Academy | Outside Learning Area | 2,000 |
| Modernian Swimming Club | Restarting the Learn to Swim programme post covid | 2,000 |
| Basement at Bunyan | Wednesday art workshops | 2,000 |
| Above and Beyond Cancer Care | Core funding to enable charity to operate | 2,000 |
| Advice Bedfordshire | BAF - Developing Online Training Project | 2,000 |
| Recovery College | Growing Futures or Growing Stronger | 2,000 |
| Unique Treasures CIC | Unique Treasures CIC | 2,000 |
| Directional Training Youth Services | Take the Lead | 1,930 |
| Bedford Players Trust | The Desires Path (Application 2) | 1,750 |
| The Yard Elstow | Growing & Learning | 1,000 |
| Advice Bedfordshire | Universal Credit Awareness Session | 1,000 |
| | | <u>1,364,626</u> |

15 Charitable Grants (continued)

| | 2021 |
|--|------------------|
| | £ |
| Grant commitments made by the Harpur Trust during the financial year (continued from previous page): | 1,364,626 |
| One grant under £1,000 to organisations | 2,057 |
| College bursary programme (individuals) | 20,000 |
| University bursary programme (individuals) | 57,600 |
| University post graduate bursary programme (individuals) | 4,000 |
| School uniform grants (individuals) | 22,850 |
| | 1,471,133 |
| Less grants written back in year | (9,784) |
| Net grants made under the general charitable activities object | 1,461,349 |

Analysis of total grants, awards and prizes by charitable activity

| | 2021 | 2020 |
|---|--------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| General charitable grants awards and prizes (as detailed above) | 1,461 | 1,152 |
| Community activities | 24 | 23 |
| Grants to school related entities | 33 | 19 |
| Scholarships, awards and prizes | 15 | 14 |
| Total grants, awards and prizes | 1,533 | 1,208 |

Analysis of total grants, awards and prizes by charitable activity:

| | Community Activities | Schools /other | 2021 Total | 2020 Total |
|------------|----------------------|----------------|--------------|--------------|
| | £'000 | £'000 | £'000 | £'000 |
| Education | 210 | 48 | 258 | 219 |
| Relief | 1,183 | - | 1,183 | 907 |
| Recreation | 92 | - | 92 | 82 |
| | 1,485 | 48 | 1,533 | 1,208 |

16 Pension Costs

(a) Teaching staff

The Trust participates in the Teachers' Pension Scheme (England and Wales) (the "TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £4,229,541 (2020: £3,994,046) and at the year-end £516,437 (2020: £501,187) was accrued in respect of employer and employee 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 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 proposed changes to the cost control mechanism following a review by the Government Actuary. Following a public consultation, the Government have accepted three key proposals recommended by the Government Actuary, and are aiming to implement these changes in time for the 2020 valuations.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the cost cap mechanism revision is completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly no provision for any additional past benefit pension costs is included in these financial statements.

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is an unfunded multi-employer pension scheme. The trust has accounted for its contributions to the scheme as if it were a defined contribution scheme. The trust has set out above the information available on the scheme.

16 Pension Costs (continued)

(b) Non-teaching staff final salary scheme

Although now closed to new members, the Trust operates a defined benefit pension scheme for permanent non teaching staff, which is administered by The Pensions Trust, the assets of which are held in separate trustee administered funds. The pension cost is assessed in accordance with the advice of professionally qualified actuaries. Details of the most recent valuation, which was carried out using the attained age method, are as follows:

Main assumptions

| | | |
|--|-------------------|-------------------|
| Rate of price inflation (CPI) | | 1.8% p.a. |
| Return on investments | - pre-retirement | 5.4% p.a. |
| | - post retirement | 2.7% p.a. |
| Increase in earnings | | 3.7% p.a. |
| Market valuation of investments at last valuation date | | £25,237,000 |
| Level of funding | | 91% |
| Date of valuation | | 30 September 2015 |

As a result of the actuarial valuation, fixed annual contributions of £500,000 were payable with effect from 1 October 2016 (decreased from £812,761) to 30 April 2019. Currently the future service contribution rate (FSCR) is 31.9% of which 12.8% is paid by employees.

An FRS102 actuarial valuation was carried out at 30 June 2021 by a qualified independent actuary using revised assumptions that are consistent with the requirements of FRS 102. Investments have been valued, for this purpose, at fair value.

The surplus linked to defined benefit scheme is not a recoverable amount and therefore has not been recognised in the financial statements in accordance with FRS 102.

| | 2021 | 2020 |
|--|-----------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| (i) The amounts recognised in the balance sheet are as follows: | | |
| Present value of funded obligations | (28,685) | (29,820) |
| Fair value of plan assets | 32,570 | 33,871 |
| Adjustment for unrecognised surplus | (3,885) | (4,051) |
| Deficit | - | - |
| Amounts in the balance sheet: | | |
| Net liability | - | - |
| (ii) Changes in the present value of the defined benefit obligation are as follows: | | |
| Opening defined benefit obligation | 29,820 | 27,284 |
| Service cost | 120 | 92 |
| Interest cost | 410 | 588 |
| Employee contributions | 46 | 47 |
| Actuarial (gains)/losses | (454) | 3,016 |
| Benefits paid | (1,257) | (1,207) |
| Defined benefit obligation at end of year | 28,685 | 29,820 |
| (iii) Changes in fair value of the scheme assets are as follows: | | |
| Opening fair value of the scheme assets | 33,871 | 32,614 |
| Interest income | 466 | 706 |
| Expenses | (76) | (91) |
| Actuarial (losses)/gains | (659) | 1,628 |
| Employer contributions | 179 | 174 |
| Employee contributions | 46 | 47 |
| Benefits paid | (1,257) | (1,207) |
| Fair value of scheme assets at the end of the year | 32,570 | 33,871 |

16 Pension Costs (continued)

(iv) The amounts included within the Statement of Financial Activities are as follows:

Defined benefit costs recognised in surplus:

| | 2021 | 2020 |
|--|--------------|--------------|
| | Total | Total |
| | £'000 | £'000 |
| Current service cost | 120 | 92 |
| Expenses | 76 | 91 |
| Past service cost | - | - |
| Net interest income | (56) | (118) |
| Total defined benefit costs recognised in surplus | 140 | 65 |

Defined benefit costs recognised in other comprehensive income:

| | | |
|--|-------------|--------------|
| Return on scheme assets | (659) | 1,628 |
| Experience gains /(losses) | 266 | 79 |
| Effect of changes in demographic and financial assumptions | 188 | (3,095) |
| Effect of changes in the amount of surplus that is not recoverable | 166 | 1,279 |
| Total amount recognised in other comprehensive income - surplus | (39) | (109) |

The Trust expects to contribute approximately £167,000 for the year ending 30 June 2022.

(v) The major categories of scheme assets as a percentage of total scheme assets are as

| | 2021 | 2020 |
|----------------------------|-------------|-------------|
| Equities | 0.0% | 0.0% |
| Fixed interest gilts/bonds | 74.6% | 73.3% |
| Property | 10.0% | 5.4% |
| Cash/other | 15.4% | 21.3% |

The overall expected rate of return on the scheme assets has been based on the average expected return for each asset class, weighted by the amount of assets in each class.

| | £'000 | £'000 |
|--|--------------|--------------|
| The actual return on the scheme assets in the year | (193) | 2,334 |

(vi) Principal assumptions at the balance sheet date (expressed as weighted averages)

| | 2021 | 2020 |
|--|-------------|-------------|
| Discount rate at 30 June | 1.85% | 1.40% |
| Rate of increase in salaries | 3.25% | 2.95% |
| Rate of increase of pensions in payment – CPI 5% | 2.70% | 2.05% |
| Rate of increase of pensions payment – CPI 2.5% | 1.95% | 1.60% |
| Rate of increase of pensions in deferment | 3.25% | 2.95% |
| Inflation assumption (RPI) | 3.25% | 2.95% |
| Inflation assumption (CPI) | 2.75% | 1.95% |

16 Pension Costs (continued)

| (vi) Principal assumptions at the balance sheet date (expressed as weighted averages) | 2021 | 2020 |
|---|--|--|
| Demographic Assumptions | Assumed life expectancy at age 65: | Assumed life expectancy at age 65: |
| Pre-retirement mortality | Males: 22.9 years
Females: 25.1 years | Males: 23.5 years
Females: 25.1 years |
| Post-retirement mortality for non pensioner members | Males: 21.6 years
Females: 23.6 years | Males: 22.1 years
Females: 23.9 years |

(c) Non-teaching staff defined contribution scheme

The Trust also runs a stakeholder compliant scheme for non-teaching staff, which opened to members on 1 April 2001 and is a defined contribution scheme. The cost for the year represents the Trust's contributions to the scheme of £731,619 (2020: £689,588).

(d) Pension Trust Growth Plan

The Trust has four employees who are active members in a multi-employer pension scheme known as the Pension Trust Growth Plan. The scheme provides benefits to some 1,300 non-associated participating employers. The scheme is a defined benefit scheme in the UK. However, it is not possible for the Trust to obtain sufficient information to enable it to account for the scheme as a defined benefit scheme, and therefore it accounts for the scheme as a defined contribution scheme. The value of the Trust's liability (being the present value of the contributions payable that arise from the deficit recovery agreement) is not material to these financial statements and has not been recognised in the balance sheet. Contributions for the year to 30 June 2021 were £8,886 (2020: £8,242).

17 Commitments under Operating Leases

At 30 June 2021 the Trust has total commitments under non-cancellable operating leases as follows:

Within one year

Between two and five years

| 2021
Total | 2020
Total |
|---------------|---------------|
| £'000 | £'000 |
| 142 | 165 |
| 117 | 186 |

These operating leases relate to some operational buildings, photocopiers, school vehicles and other office equipment.

At 30 June 2021 the Trust has total income commitments under tenant leases as follows:

Within one year

Between two and five years

More than five years

| 2021
Total | 2020
Total |
|---------------|---------------|
| £'000 | £'000 |
| 558 | 497 |
| 1,295 | 1,406 |
| 27,838 | 27,991 |

These leases relate to premises in Holborn and Bedford.

18 Capital Commitments

At 30 June 2021, there were no outstanding contractual commitments (2020: £1,614,452 in respect of one building project worth £2,331,902).

19 Reconciliation of Net Income/(Expenditure) to Net Cash from Operations

Net income/(expenditure) for the year as per the Statement of Financial Activities

Adjusted for:

Investment income

Financing costs

Depreciation charges added back

(Increase) in stocks

Decrease/(increase) in debtors

Increase/(decrease) in creditors due within one year

Increase/(decrease) in creditors due after more than one

year (excl. pension fund deficit)

Pension fund FRS102 charges

adjusted for employer pension fund contributions

| 2021
Total | 2020
Total |
|---------------|----------------|
| £'000 | £'000 |
| 243 | (1,282) |
| (2,527) | (2,432) |
| 50 | 45 |
| 4,435 | 4,351 |
| (5) | - |
| 2,112 | (2,187) |
| 588 | (217) |
| 462 | (51) |
| 140 | 65 |
| (179) | (174) |
| 5,319 | (1,882) |

Net cash provided/(used in) by operating activities

20 Analysis of Cash and Cash Equivalents

| | 2021
Total | 2020
Total |
|--|-----------------------|-----------------------|
| | £'000 | £'000 |
| Cash at bank | 5,369 | 3,729 |
| Notice deposits (less than 3 months) | 8,999 | 5,999 |
| Total cash and cash equivalents | 14,368 | 9,728 |

21 Statement of Total Return

| Endowment Funds operating under the Total Return Policy | Balance at
30 June
2020 | Income,
gains and
transfers
during year | Application
of Total
Return to
protect real
value of
endowment | Application
of Total
Return for
spending | Balance at
30 June 2021 |
|--|--|--|---|---|------------------------------------|
| | £'000 | £'000 | £'000 | £'000 | £'000 |
| Protected funds | | | | | |
| Investment fund | 62,695 | - | 376 | - | 63,071 |
| Elger fund | 1,131 | - | 7 | - | 1,138 |
| Luff fund | 2,080 | - | 12 | - | 2,092 |
| Unapplied Total Return | | | | | |
| Investment fund | 20,181 | 16,765 | (376) | (2,216) | 34,354 |
| Elger fund | 386 | 302 | (7) | (40) | 641 |
| Luff fund | 611 | 556 | (12) | (74) | 1,081 |
| | | | | - | |
| Transfer of returns relating to unprotected funds | - | 2,858 | - | (2,858) | - |
| | 87,084 | 20,481 | - | (5,188) | 102,377 |

Other Permanent Endowment Funds

| | | | | | |
|----------------------------------|---------------|---------------|----------|----------------|----------------|
| London and Bedford estate | 4,717 | 12,267 | - | - | 16,984 |
| Pilgrims school land & buildings | 4,462 | - | - | - | 4,462 |
| Endowment debtor | 372 | - | - | - | 372 |
| Cattleya fund | 287 | 75 | - | - | 362 |
| Sundry investments | 6 | - | - | - | 6 |
| | 96,928 | 32,823 | - | (5,188) | 124,563 |

As permitted by the Charity Commission the Trustees have opted to invest the endowment on a total return basis which means they can spend from capital or income whichever seems most efficient. They have also resolved that the Trust's total expenditure in each year shall be calculated in accordance with a spending rule that assumes a long term spend rate of 3.5% of the permanent endowment fund. The Unapplied Total Return (UTR) can be spent at the discretion of the Trustees.

In the current year the formula gives permitted expenditure of £2,527,000 and of that £1,236,000 was derived from income arising from the portfolio.

22 Related parties

There were no related party transactions in the year (2020: £nil), other than disclosed in note 6.

23 Contingent Liabilities

In March 2015, an employee of The Harpur Trust made an Employment Tribunal claim regarding an underpayment of holiday pay (based on how the calculation of the holiday pay had been done). The method of calculation which the Trust used for holiday pay was the ACAS and Government approved method of paying 12.07% of an individual's annualised hours and was widely used for part year workers employed for a full year.

This Employment Tribunal found in favour of the Trust. However, a subsequent appeal in March 2018, held that there is nothing in the Working Time Regulations which would cap the holiday pay of a part-year worker. A further hearing at the Court of Appeal (announced in August 2019), also upheld the decision of the Employment Appeal Tribunal. As this judgment was not in favour of the Trust, the Trust has appealed to the Supreme Court and a hearing date was been set for November 2021. The outcome is expected in Spring 2022.

The potential cost of this claim is difficult to determine as no court has provided the definition of the compensation and therefore no estimate of the financial outflow can be made.

24 Prior Year Statement of Financial Activities

| | Unrestricted Funds | | | | | 2020
Total
£'000 |
|---|-------------------------|----------------------------------|------------------------------|------------------------------|---------------------------|------------------------|
| | The
Schools
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | Restricted
Funds
£'000 | Endowed
Funds
£'000 | |
| INCOME AND ENDOWMENTS FROM: | | | | | | |
| Charitable activities | | | | | | |
| School fees receivable | 47,572 | - | - | (23) | - | 47,549 |
| Other income | 1,604 | - | 14 | - | - | 1,618 |
| Income from generated funds | | | | | | |
| Donations | 1,236 | - | - | 969 | - | 2,205 |
| Activities for generating funds | | | | | | |
| - Investment income | 169 | 4 | 702 | (36) | 1,593 | 2,432 |
| Other | 32 | - | 30 | - | - | 62 |
| Total income | 50,613 | 4 | 746 | 910 | 1,593 | 53,866 |
| EXPENDITURE | | | | | | |
| Expenditure on raising funds | | | | | | |
| Financing costs | 31 | - | 14 | - | - | 45 |
| Investment management | - | - | 458 | - | (105) | 353 |
| | 31 | - | 472 | - | (105) | 398 |
| Charitable activities | | | | | | |
| Education | 52,553 | 201 | 544 | 14 | - | 53,312 |
| Relief | - | 1,356 | - | - | - | 1,356 |
| Recreation | - | 78 | 4 | - | - | 82 |
| | 52,553 | 1,635 | 548 | 14 | - | 54,750 |
| Total expenditure | 52,584 | 1,635 | 1,020 | 14 | (105) | 55,148 |
| Net (expenditure)/income before losses on investments | (1,971) | (1,631) | (274) | 896 | 1,698 | (1,282) |
| Net losses on investments | - | (94) | - | - | (210) | (304) |
| Net (expenditure)/income | (1,971) | (1,725) | (274) | 896 | 1,488 | (1,586) |
| Transfers between funds, including distribution of endowment income | 1,268 | 1,540 | (349) | 56 | (2,515) | - |
| Pension scheme actuarial loss | (109) | - | - | - | - | (109) |
| Net movement in funds | (812) | (185) | (623) | 952 | (1,027) | (1,695) |
| Brought forward balance 1 July | 60,241 | 4,265 | 16,961 | 5,819 | 97,955 | 185,241 |
| Balances carried forward at 30 June | 59,429 | 4,080 | 16,338 | 6,771 | 96,928 | 183,546 |

25 Prior Year Total Expenditure

| | Staff costs | Other | Depreciation | 2020
Total |
|------------------------------------|-------------|--------|--------------|---------------|
| | £'000 | £'000 | £'000 | £'000 |
| Raising funds | | | | |
| Financing costs | - | 45 | - | 45 |
| Investment management | 110 | 243 | - | 353 |
| | 110 | 288 | - | 398 |
| Charitable activities | | | | |
| Education | | | | |
| Governance costs | 238 | 209 | - | 447 |
| Teaching | 29,213 | 3,406 | 831 | 33,450 |
| Welfare (including catering) | 962 | 2,315 | 23 | 3,300 |
| Premises | 2,340 | 4,086 | 3,412 | 9,838 |
| Grants, awards & prizes | - | 219 | - | 219 |
| Support costs | 4,291 | 1,691 | 76 | 6,058 |
| | 37,044 | 11,926 | 4,342 | 53,312 |
| Relief | | | | |
| Grants | - | 907 | 9 | 916 |
| Almshouses | - | 97 | - | 97 |
| Support costs | 261 | 82 | - | 343 |
| | 261 | 1,086 | 9 | 1,356 |
| Recreation | | | | |
| Grants, awards & prizes | - | 82 | - | 82 |
| Support costs | - | - | - | - |
| | - | 82 | - | 82 |
| Total charitable activities | 37,305 | 13,094 | 4,351 | 54,750 |
| Total expenditure | 37,415 | 13,382 | 4,351 | 55,148 |

26 Prior Year Funds

(a) Allocation of the Trust's net assets

| | 2019/20 | | | | | Total
£'000 |
|----------------------------------|--------------------|----------------------------------|------------------------------|------------------------------|---------------------------|----------------|
| | Unrestricted Funds | | | Restricted
Funds
£'000 | Endowed
Funds
£'000 | |
| | School
£'000 | Community
Activities
£'000 | Endowment
Income
£'000 | | | |
| Operational fixed assets | 53,641 | 374 | 923 | - | 4,462 | 59,400 |
| Investment properties | - | - | 5,162 | 1,670 | 4,717 | 11,549 |
| Investments | 6,067 | 1,388 | 10,597 | 206 | 91,412 | 109,670 |
| Net current (liabilities)/assets | 456 | 3,157 | (344) | 4,895 | (3,663) | 4,501 |
| Long term liabilities | (735) | (839) | - | - | - | (1,574) |
| | 59,429 | 4,080 | 16,338 | 6,771 | 96,928 | 183,546 |

(b) Movement of funds

| Opening
Balance
£'000 | Income
£'000 | Expenditure
£'000 | Transfers,
Investment
Gains/
(Losses)
£'000 | Closing
Balance
£'000 |
|-----------------------------|-----------------|----------------------|---|-----------------------------|
|-----------------------------|-----------------|----------------------|---|-----------------------------|

Unrestricted funds

The Schools

Designated funds

| | | | | | |
|---------------------------------|---------------|----------------|----------------|--------------|---------------|
| Operational land and properties | 37,495 | - | (3,073) | 3,704 | 38,126 |
| Bursary funds | 5,582 | (2,563) | (9) | 2,470 | 5,480 |
| Maintenance funds | 975 | 10 | (426) | 428 | 987 |
| Development funds | 5,007 | 47 | (123) | 988 | 5,919 |
| | 49,059 | (2,506) | (3,631) | 7,590 | 50,512 |

Income reserves

| | | | | | |
|------------------------|---------------|---------------|-----------------|--------------|---------------|
| School income reserves | 11,182 | 53,119 | (48,953) | (6,431) | 8,917 |
| | 60,241 | 50,613 | (52,584) | 1,159 | 59,429 |

Community activities

Designated funds

| | | | | | |
|------------------------|--------------|----------|--------------|-------------|--------------|
| Major projects fund | 491 | (5) | - | 57 | 543 |
| 450th events fund | 96 | - | (24) | - | 72 |
| Almshouse replacement | 1,120 | - | (54) | (94) | 972 |
| Maintenance funds | 72 | - | - | - | 72 |
| Operational properties | 384 | - | (9) | - | 375 |
| Social investments | 2,013 | 9 | - | (1,500) | 522 |
| Covid-19 Fund | - | - | (215) | 1,500 | 1,285 |
| | 4,176 | 4 | (302) | (37) | 3,841 |

Income reserves

| | | | | | |
|--------------------------------------|--------------|----------|----------------|--------------|--------------|
| Community activities income reserves | 89 | - | (1,333) | 1,483 | 239 |
| | 4,265 | 4 | (1,635) | 1,446 | 4,080 |

26 Prior Year Funds (continued)

| | Opening
balance | Income | Expenditure | Transfers,
Investment
Gains/
(Losses) | Closing
Balance |
|-----------------------------------|--------------------|--------------|----------------|--|--------------------|
| (b) Movement of funds (continued) | £'000 | £'000 | £'000 | £'000 | £'000 |
| Endowment income | | | | | |
| Designated funds | | | | | |
| Property development fund | 332 | - | (256) | - | 76 |
| Operational land | 5,926 | - | (77) | - | 5,849 |
| | 6,258 | - | (333) | - | 5,925 |
| Income reserves | | | | | |
| Endowment income reserves | 10,703 | 746 | (687) | (349) | 10,413 |
| | 16,961 | 746 | (1,020) | (349) | 16,338 |
| Restricted funds | | | | | |
| Prize funds | 209 | (37) | - | 45 | 217 |
| Appeals | 2,019 | 947 | (14) | 11 | 2,963 |
| Randalls Cottage fund | 3,591 | - | - | - | 3,591 |
| | 5,819 | 910 | (14) | 56 | 6,771 |
| Endowed funds | | | | | |
| Endowment investment fund | 61,890 | - | - | 805 | 62,695 |
| Elger fund | 1,116 | - | - | 15 | 1,131 |
| Luff fund | 2,053 | - | - | 27 | 2,080 |
| Unapplied Total Return | 23,082 | 1,593 | 105 | (3,602) | 21,178 |
| Cattleya fund | 257 | - | - | 30 | 287 |
| Quoted schools investments | 6 | - | - | - | 6 |
| London commercial estate | 4,717 | - | - | - | 4,717 |
| Operational land and buildings | 4,834 | - | - | - | 4,834 |
| | 97,955 | 1,593 | 105 | (2,725) | 96,928 |