

Registered number: 03513962
Charity number: 1068532

BANCROFT'S SCHOOL

GOVERNORS REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

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GOVERNORS' REPORT

The Directors of the Company, who are also the Charity Trustees and the Governors of the School, who served during the year and up to the date of this report, were:

Nominees of the Drapers' Company

Sub committee member

Professor P Kopelman MD, FRCP, FFPH
FACadMed

all sub committees (Chair)

J M Rose BA (Hons), FCSI
R Bhumbra PhD, FRCS
R Williamson BA (Hons), MA (Oxon)
E Wingham
R van Maanen

Finance
Foundation and Education
Education
Education
Estates

Appointed by London Borough of Redbridge

M Stark BA, LLB (Hons), Ac Dip Ed

Education and Estates (retired 31/07/20)

Appointed by Essex County Council

R Gooding IEng ACIBSE

Estates and Finance

Co-opted Directors

S Siddiqui BA (Hons) TEP Solicitor
E Sautter MA
B S Conroy MA, MBA
Her Honour Judge B Mensah

Education (retired 29/11/19)
Finance (Deputy Chair)
Estates, Finance and Foundation
Education (appointed 28/8/20)

Each Director Nominative or Co-opted, holds office for a term of three years. Nominative Directors are appointed at a meeting convened and held according to the ordinary practice of the appointing body. Co-opted Directors are appointed by ordinary resolution passed in general meeting.

OFFICERS

The Visitor:
The Head:

The Master of the Drapers' Company (ex officio)
Simon Marshall MA, MPhil

Company Secretary, Bursar and
Clerk to the Governors:

L.F.G. Green

Registered Office and
Principal address:

Bancroft's School
High Road
Woodford Green
Essex IG8 0RF

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ADVISERS

Bankers:	Allied Irish Bank 26 Finsbury Square London EC2A 1DS	Barclays Bank 1-2 Trinity Way Chingford London E4 8TD
Auditors:	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG	
Solicitors:	Veale Wasborough Orchard Court Bristol BS1 5WS	
Investment Advisers:	Rathbones 8 Finsbury Circus London EC2M 7AZ	
Insurance Brokers:	Hettle Andrews Eleven Brindley Place 2 Brunswick Square Birmingham B1 2LP	

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The Governors present their annual report for the year ended 31st August 2020 under the Companies Act 2006 and confirm that they comply with the requirement of the Act and the Charities SORP 2015.

Governing Document

Bancroft's School is a charitable company registered on 19 February 1998, charity number 1068532, company number 3513962. The liability of the members is limited by guarantee. Francis Bancroft left all his personal estate to the Worshipful Company of Drapers to build Almshouses and a School. Bancroft's School was established pursuant to a licence granted under letters patent from George II on 5 July 1731, and founded in 1737 at Mile End, 1885 moved to Tottenham for two years before moving to the new school in Woodford in 1887. The trust has been amended in subsequent years. The latest amendments were in 1976, when the School reverted to full independent status and in 1998, when the School became a charitable company limited by guarantee.

Governing Body

The structure of the board is detailed on page 3, together with information on how the Directors are appointed.

Recruitment and Training of Directors

Nominative Directors are appointed at a meeting convened and held according to the ordinary practice of the appointing body. Co optative Directors are appointed by the Board, after due consideration of the person's eligibility, personal competence, specialist knowledge and skills.

Directors attend external courses, as well as specific courses arranged by the School. Directors are encouraged to attend at least one of the AGBIS seminars once a year where they would have the opportunity of participating in discussions and exchanging views with Directors from other schools.

New Directors are offered a comprehensive induction program to enable them to familiarise themselves with the School and how it operates. This includes a tour of the School and meetings with various key personnel. The new Directors are also provided with a set of documents with relevant information for ease of reference.

Organisational Management

The Directors are legally responsible for the overall management and control of the School and meet four times a year. The Finance Committee generally meet two weeks before each meeting of the full Board to consider in detail finance and other matters delegated to them. The Estates Committee has been meeting as required to monitor the progress of maintenance, refurbishment and building projects and consider the reports of the specialist advisers. The Education Committee has oversight of the curriculum and related matters including the work of the Prep School. The Foundation Committee has oversight of matters relating to Bancroft's Foundation. All sub committees report to the main board.

The day to day management of the School is delegated to the Head and the Bursar, supported by the Senior Leadership Team, who together with the Governors are considered the Key Management Personnel. The Remuneration Committee determine the Head's salary, who in turn determines the salary of the Senior Leadership Team. The Governors are unremunerated.

Structure and Relationships

Bancroft's actively supports the attainment of the highest standards in the Independent Schools sector, through membership of the Headmasters' Conference, IAPS and networking with other schools for the evaluation of quality and performance improvement methods. We co operate with local organisations and charities in our continuing efforts to allow public access to the education we can provide and to allow the use of our cultural and sporting facilities. In order to broaden the social awareness of pupils, links have been formed with local Secondary, Primary and Nursery schools, schools for the disabled and nursing homes. The School has local authority representation on its Board of Directors, through Directors appointed by Essex County Council (1) and London Borough of Redbridge (1).

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The School owns the entire issued share capital of Bancroft's Enterprises Ltd, the company through which external organisations can hire the School's facilities (predominantly the Sports Hall and Swimming Pool).

OBJECTS, AIMS, OBJECTIVES AND ACTIVITIES

Charitable Objects

The Objects as set out in the Memorandum of Association are to advance the education of children and young people by the provision, in or near Woodford in Essex, of a preparatory and secondary school for boys and girls.

Aims and Intended Impact

The School aims to be a successful centre of excellence, consistently providing the highest academic standards and an educational experience enriched by a vibrant cultural environment which prepares pupils successfully to take their place in the next phase of their lives. Pupils should emerge with confidence, self-motivation, mutual respect and a strong sense of social responsibility to become highly successful adults who make a difference to the 21st century world and the communities in which they live.

The continuing aim of the Directors is to have cognisance of the Charity Commission guidelines and improve the level of Public Benefit by ensuring that we focus on our charitable objectives.

Employee involvement and policy

The School is an equal opportunity employer and ensures that all applicants or employees are treated consistently and fairly.

Effective communication with employees is key to the School and methods to provide information to and consult with employees include regular staff briefings in each school and an annual meeting at the start of the academic year, to which all staff are invited, which allows the Heads and Bursar to brief on highlights from the past year and plans for the coming year. At the senior school weekly briefings are now conducted via Teams and recorded so that staff who were unable to attend in person do not miss out.

Staff mental and physical wellbeing is important and arrangements include regular events such as yoga and promoting services which help wellbeing, staff have use of the fitness suite and swimming pool at certain times through the week and can access the School's counsellors by appointment.

Diversity and Inclusion

The School is committed to equality and opportunity for all and has an environment in which individuals are treated on the sole basis of their relevant merits and abilities. All members of staff and Governors share this commitment. The School regards as totally unacceptable attitudes held by a person or group towards an individual on the basis of race or any disability, which are offensive, discriminatory or hostile towards the individual. The School's policy is to recruit entirely on merit for every role irrespective of race. Those with disabilities are encouraged to apply and wherever possible the School will make adjustments for those vacancies that they are able to fill, providing all the necessary assistance with initial training and ongoing career development to ensure suitable opportunities for each disabled person.

Engagement with others

The School engages with Parents, through newsletters, a house tutor system, parent meetings and webinars, forums and surveys. Our local community is engaged informally through a multitude of activities that the School is engaged in, including those summarised under the Community Service section. We have a formal target for the payment of suppliers and other stakeholders' invoices, and regular meetings with representatives from our professional advisers and contractors.

Safety of pupils

The School ensures that it follows proper safeguarding procedures, staff recruitment policies, makes suitable checks on contractors, promotes the best in pastoral care and support and operates under a comprehensive health and safety policy to ensure the safety of our pupils.

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Carbon and energy reporting and Environmental Matters

The School commissioned an Energy Savings Opportunity Scheme ("ESOS") 2 report in 2018/19 19 capturing a total of 2.8GWh/y energy used on site (consisting of 1.330 GWh/y in gas and 1.420 GWh/y in electricity usage and 50Mwh/y in diesel). This translates to total emissions of CO₂ at 610.47 TCO₂/year (with 260.6 TCO₂/y from gas, 337.4 TCO₂/y from electricity and 12.5 TCO₂/y from diesel emissions).

An action plan was developed with significant works planned to commence in Summer 2021 with the replacement of two sets of heating boilers. Other measures taken/to be taken to reduce carbon emissions and energy usage include flat roof repairs to include better insulation, replacement of single glazed windows with double glazed units, replacing lighting with LED fittings and bulbs, introducing data loggers to improve energy monitoring, and a move to a 100% renewables electricity supply contract. We are also exploring installation of solar photo-voltaic panels and ground source heat pumps. These measures could reduce total utilities consumption by 549,231 kWh/y and resulting emissions reduction of 110.4 TCO₂/y. Annual reporting of reduction progress will follow with an implemented recording regime.

A second ESOS report will be prepared for the School before the end of December 2023 in line with the new Streamlined Energy and Carbon Reporting ("SECR") regulations.

As a result of COVID-19 impact on school's occupancy and on-going maintenance works we have recorded a reduction of utilities usage and consequently emissions by 11% (28.08 TCO₂/y) from gas and 15% (51.3 TCO₂/y) from electricity, in total 91.86 TCO₂.

The School has an active environmental committee of pupils, led by an enthusiastic member of staff, who seeks to gain formal accreditation for the School in relation to environmental issues.

Objectives for the Academic Year 2019/20

The focus this year has been to maintain the continuing high level of academic performance, providing access to the education and facilities provided by the School, combined with increasing the social awareness of pupils and their involvement in co-curricular activities and public service. With the Covid lockdown the School had to adjust its provision to deliver lessons and co-curricular activities online and continue pastoral care, all in line with the Governments guidance on providing remote education.

Strategies to achieve the year's objectives

These included the continuous review of the academic syllabus to measure academic standards against external public examination and value added criteria, with added emphasis on sporting, adventurous training and social skills to develop the total learning experience of the pupils; continuing to encourage excellence by involvement in the Engineering Education Scheme, maths and science competitions to develop increased understanding and excellence in these subjects; increasing the emphasis on Arts through extending the curriculum: maintaining the expertise of staff by continuing staff development; increasing links with local primary and junior schools in the state maintained sector; increasing the established links with Queen Mary College, University of London and local Senior Schools to act as a centre of excellence within the community, as well as building on the recently created partnerships with the Drapers' Academy and the 'Success in Schools' project.

Principal activities of the year

The School's principal activity remains the operation of a co educational day Preparatory School for pupils aged 7 – 11, and Senior School for pupils aged 11 – 18, educating them to a high standard and enabling them to participate in co-curricular activities, thus encouraging all pupils to fulfil their potential and form the base for life long learning. The School had to adapt to on line provision of teaching and co-curricular activities during the Covid pandemic.

Grant making policy

The School is the sole beneficiary of the income, £170,867 (2019: £173,219) arising from the Francis Bancroft Trust, administered by the Drapers' Company subject to the agreement of the Charity Commission. The Bancroft's Foundation supported 14 means tested award holders during the year. These awards widen the access to the School. The School also awards bursaries, which are available to meet short term financial

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problems of parents, thus enabling pupils' education to continue. Additional sixth form means tested awards are extended to external candidates. A grant of £50,000 (2019: £50,000) continues to support academic scholars as they progress through the school is received from the Drapers' Company Charitable Trust. The School will offer no new academic scholarships from September 2021. Total grants from restricted funds were £247,677 (2019: £256,153) and from Free Reserves £1,474,075 (2019: 1,525,918).

Volunteers

The Parents' Association is very active, organising fund raising and cultural events and raises significant monies for the school each year. The Old Bancroftian Association ("OBA") provides Sixth Form Scholarships and administers the Educational Development Fund, which makes grants to both existing pupils and leavers for qualifying purposes. It also has helped develop an extensive work experience network to provide placements for final year pupils. Additionally the OBA organises and carries out a program of interview training for the Upper Sixth Form. It has not been possible to quantify the considerable number of voluntary hours these organisations commit to the School. The Board takes this opportunity to say how much they appreciate their continuing and valuable support.

STRATEGIC REPORT

REVIEW OF ACHIEVEMENTS AND PERFORMANCE FOR THE YEAR

Academic

The School had to adapt to on line provision of remote teaching and co- curricular activities during the Covid pandemic lockdown in the summer term and this coupled with the absence of public exams and end of year tests presented the chance to extend and broaden pupils learning. The School believes that it's on line provision was a success.

The Government decided that pupils would receive Centre Assessed Grades this year. At A2 43.7% of grades were awarded at A*, with 96.4% A*-B. 12 students moved on to Oxbridge and popular destinations included Nottingham, King's College London, Imperial College London, Bath, UCL and LSE. At GCSE 73.2% of grades awarded were 9-8 with 99.8% awarded at 9-5.

Thanks to the support of the Drapers' Company, the Francis Bancroft bequest, the Foundation, the OBA Sixth Form Scholarship Fund, the Felisiak Foundation, and BADFAS, the School is able to provide some financial support for 18% of its pupils.

Outside the classroom

Bancroft's pupils in both the Prep and Senior School were able to take part in a wide range of trips and visits during the first half of the academic year before the onset of the Covid pandemic. More than 30 separate trips included cultural and academic visits to France, Germany, North Norfolk, Hindleap Warren and Outward Bound in the Lake District. The Senior Girls' enjoyed a combined Hockey and Netball tour to Barbados, whilst we ran our first Open Water Swim Trek in Montenegro.

This has been another successful year for sport, we have continued to run four teams in several year groups competing against other schools, allowing many children to be involved before fixtures had to be abandoned due to the Covid pandemic. Across the year groups there have been a number of excellent Boys and Girls results at County level seeing progression to Regional finals but the highlight was a silver medal for our U18 Girls Hockey Team in the Investec T4 National Championship Finals. Individually the School is proud to have the British Open Squash Boys U15 silver medalist amongst our pupils. The Summer Term saw innovative on line challenges to keep pupils, parents and staff active including mass participation in the 2.6 Challenge and our own Grand Slam Tennis Skills Challenge.

Drama continues to thrive with the Senior production of Blue Stockings, a Middle School production of Don't Feed the Animals rehearsed on line and presented via Zoom, and the Prep School production of The Wizard of Oz

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The Music department has been busy with their traditional Carol Service and performance for the Drapers' Almshouses, although a number of live concerts had to be cancelled including their showpiece at Drapers' Hall due to Covid. Music making continued however with a virtual orchestra performing Pirates of the Caribbean and an end of year event featuring pupils, staff and some of our visiting music teachers performed on line.

PUBLIC BENEFIT

The School has always been rooted in the local community and provides support in a number of ways. The Governing Body continues to have due regard with respect to the Charity Act 2011 and to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit" through the following activities.

Academic

Supporting curricular development and providing teacher CPD in local state schools, particularly in Maths, Latin and Economics. Providing access for state pupils to attend a range of academic lectures. Organising and hosting UKMT event for Redbridge; Primary Science fair; Roman Legio day. Hosting Oxbridge information events and providing interview practice for local schools. Shine programme for Primary schools in Walthamstow. National website resource for Chemistry.

Outside the classroom

Organise regional Schools' Challenge Competition. A new innovation for 2019 was our hosting the inaugural Bancroft's Universities Fair featuring 20 universities where Bancroft's pupils were joined by Year 12 students from Trinity, Woodbridge and Draper's Academy. Host Netball and Cricket festivals for Primary schools. Provide use of Swimming Pool for local primary schools. Share sporting facilities with Woodbridge School. Staff coach the Redbridge LYG Hockey squad. Local schools invited to plays and cultural events.

Community Service

Pupils coach swimming for Little Heath pupils and help run the Epping Forest PHAB club. Provide accommodation and facilities for NADFAS and local Neighbourhood Watch meetings. Host Cub and Scout events for the District. Pupils carry out range of Community placements helping the disabled, elderly, primary schools and charities. Staff serving as state school governors.

Local primary schools have access to the swimming pool at a nominal fee. In addition the pupils have raised £59,041 (2019: £52,143) which has been distributed to local and national charities. Our Duke of Edinburgh Award participants donated 3,822 hours of community service in the year to 31st March 2020. During the Covid pandemic the whole School engaged with Epping Forest foodbank, tinned and packet foodstuff donations were collected and pupils/staff visited the warehouse and distribution sites to assist while staff used our minibuses to assist with transport. Our Design & Technology Department produced over 1,800 PPE visors for the NHS using our 3D printers.

Fund Raising Performance

The Bancroft's Foundation was established to raise funds to provide for means tested fee assistance thus enabling bright children, whose parents would not normally be able to afford the fees, to benefit from Bancroft's "Tradition of Excellence". Donations Received £221,405 (2019: £385,861), Donations Made + Administration Costs £321,581 (2019: £280,695).

In 2020 the School undertook fundraising activity to its supporters via direct mail, telephone, fundraising events and email in line with the Fundraising Code of Practice set by the Fundraising Regulator. The School did not work with any fundraising partners in 2020. The School is registered with the Fundraising Regulator and adheres to the standards of the Fundraising Code of Practice. We did not receive any complaints about fundraising in 2020.

Risk Management

The Board of Directors is responsible for the management of risks possibly facing the School. A formal review of the risk management processes is regularly undertaken and with the onset of the Covid pandemic these reviews specifically incorporated the appropriate risk assessments. The major risks identified by this process such as

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Fire, Health & Safety, Child Protection, Public Benefit, Management Succession and Data Protection have been mitigated to an acceptable level by internal control systems, insurance cover and other measures as appropriate.

The key controls used are:

- Formal agendas for all Committee and Board activity;
- Comprehensive strategic planning, budgets and management accounts;
- A strategic Cash Reserve Fund has been established from September 2015
- Established organisation and reporting procedures
- Formal written policies;
- Clear authorisation and approval levels;
- Health & Safety Committee;
- Regular Fire and Health & Safety audits;
- Vetting procedures as required by legislation for the protection of the vulnerable;
- Maintenance and monitoring risk register;
- Regular review of Policies.

The School has created a Covid Committee with membership drawn from senior academic, pastoral and support staff who meet twice weekly to review changes in government guidance and ensure the School adjusts its policies and procedures appropriately. The school has introduced additional handwashing facilities, hand sanitising stations at regular intervals throughout the campus, and introduced 2m social distancing where appropriate. All is supported with clear signage.

The Directors, whilst recognising that systems can only provide reasonable but not absolute assurance, are satisfied, that the major risks have been identified and mitigated where necessary.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

In recognition of the changed circumstances brought about by the Covid lockdown, reduced expenditure in certain areas and the ability to claim funds from HMRC under the Furlough Scheme the School, despite some new direct costs in relation to equipment, signage and cleaning costs, reduced fees for the Summer Term at a cost of £896,994. The level of reduction was discussed at length to pass on to parents reductions in costs whilst providing financial stability to the School.

The School's net movement in unrestricted funds of £337,297 before transfers (2019: £963,938) and a negative movement of £53,119 (2019: positive £198,393) in restricted funds were in line with expectations.

Reserves

The level of reserves shown at 31 August 2020 was £19,476,422 (2019: £19,192,244), of which £1,895,751 (2019: £1,948,870) related to restricted funds and £17,580,671 (2019: £17,243,374) related to unrestricted funds.

The overall policy remains to build up free reserves by means of annual operating surpluses to cover the current and future needs of the School. At present all unrestricted surpluses together with borrowings have been used to finance improvements to the School's buildings and facilities. In light of the Covid pandemic the School decided to postpone a building project (new Reception Link) due to have started in July 2020.

The School monitors its cashflow carefully to ensure that it holds sufficient cash resources to meet day to day operating requirements.

Investment policy and objectives

There are no restrictions on the company's absolute powers of investment. The Board's Investment Policy for the Restricted Funds' Investments is to maximise the overall return through income and capital growth, relative to the School's taxation status as a charity, whilst bearing in mind the ongoing cash requirements of awards already made. It is appropriate for a proportion of these funds to be in cash deposits and available to meet any

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unforeseen expenditure. The School works with its Fund Manager to avoid investment in socially unacceptable sectors.

FUTURE PLANS

The key objectives within the current strategic plan are:

- To maintain small class sizes in the Preparatory and Lower School.
- To maintain the School roll in the Sixth Form.
- To provide a curriculum which is broad and balanced, preparing students for Higher Education whilst enriching their lives.
- To maintain high academic standards as measured by public examinations and independent value-added criteria.
- To increase the range and quality of extracurricular and public service opportunities.
- To widen access to the School through the provision of additional means tested awards.
- To continue strengthening links with local schools, sharing facilities and good practice.
- To form closer working relationships with our stakeholders: all Alumni and their parents, the Old Bancroftian Association, Parents' Association, the Drapers' Company, current and former staff.
- To continue to develop relationships with Queen Mary, University of London thus further developing the School as a centre of excellence.
- To accumulate funds in a strategic Cash Reserve to cover the current and future needs of the School by means of annual operating surpluses.
- To expand Bancroft's School Foundation to act as the focus for future fund raising for Means Tested Awards to widen access to talented children of all backgrounds.
- To continue to ensure that School facilities are maintained in the best condition and upgraded as required to meet new and enduring purposes.

The Covid pandemic lockdown and our successful move to online provision has prompted a review of the opportunities that enhanced use of digital resources can bring and these will be incorporated in the strategic plan going forwards.

ACCOUNTING AND REPORTING RESPONSIBILITIES

The purpose of this statement is to distinguish the Directors' responsibilities for the accounts from those of the auditors as stated in their report.

Company law requires the Directors to prepare accounts for each financial year, which give a true and fair view of the state of affairs of the company and of its net income or expenditure for the year.

In preparing the accounts the Directors are required to:

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

The Directors are responsible for keeping proper accounting records which disclose, with reasonable accuracy, the financial position of the company at any time, and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the company's corporate assets and those of its trust funds and ensuring their proper application in accordance with charity law, and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

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PROVISION OF INFORMATION TO AUDITORS

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

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

AUDITORS

Messrs haysmacintyre have indicated their willingness to continue in office. The Designated Directors will propose a motion re appointing them auditors at a meeting of the Company.

The Governors Report, incorporating the Strategic Report was approved by the Board of Directors at its meeting on 7 April 2021 and signed on its behalf by:

Peter Kopelman

Professor P Kopelman MD, FRCP, FFPH FAcadMEd Chairman

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AUDITORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

Opinion

We have audited the financial statements of Bancroft's School for the year ended 31 August 2020 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Company Balance Sheets, the Consolidated Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 August 2020 and of the group's and parent 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 group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Directors for the financial statements

As explained more fully in the Statement of Directors' Responsibilities, the Directors (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 Directors 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 Directors are responsible for assessing the group's and the 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 Directors either intend to liquidate the group or the 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

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- the Directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Directors are responsible for the other information. The other information comprises the information included in the Directors' 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.

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 Directors' Report (which incorporates the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report (which incorporates the strategic report and the directors' 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report (which incorporates the strategic report and the 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 parent charitable company; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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.



David Sewell (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditors
15 April 2021

10 Queen Street Place
London
EC4R 1AG

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING THE INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
INCOME FROM:					
Charitable activities:					
School fees receivable	7	17,666,345	-	17,666,345	17,782,533
Other educational income	7	217,507	-	217,507	179,805
Other trading activities:					
Trading company income	3	41,662	-	41,662	90,369
Other trading income	5	55,173	-	55,173	80,889
Investment income	6	8,309	19,057	27,366	41,114
Donations and grants	4	523,830	202,348	726,178	608,011
TOTAL INCOME		18,512,826	221,405	18,734,231	18,782,721
EXPENDITURE ON:					
Charitable activities	8	18,047,525	247,677	18,295,202	17,464,811
Raising funds:					
Trading expenses and other costs		63,524	-	63,524	81,049
Trading company expenditure		64,480	-	64,480	85,093
Investment manager's fees		-	5,190	5,190	5,808
TOTAL EXPENDITURE		18,175,529	252,867	18,428,396	17,636,761
NET INCOME BEFORE INVESTMENT GAINS & LOSSES		337,297	(31,462)	305,835	1,145,960
Unrealised investment (loss)/gain		-	(17,287)	(17,287)	11,169
Realised investment (loss)/gain		-	(4,370)	(4,370)	5,202
NET MOVEMENT IN FUNDS FOR THE YEAR		337,297	(53,119)	284,178	1,162,331
Total funds at 1 September 2019		17,243,374	1,948,870	19,192,244	18,029,913
TOTAL FUNDS AT 31 AUGUST 2020		17,580,671	1,895,751	19,476,422	19,192,244

All activities relate to continuing operations.

The notes on pages 18 to 37 form part of these financial statements.

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)
REGISTERED NUMBER: 03513962

CONSOLIDATED AND COMPANY BALANCE SHEETS
AS AT 31 AUGUST 2020

	Note	2020 Group £	Company £	2019 Group £	Company £
FIXED ASSETS					
Tangible assets	12	19,918,233	19,918,233	19,799,743	19,799,743
Investments	13	808,411	808,511	728,060	728,160
		<u>20,726,644</u>	<u>20,726,744</u>	<u>20,527,803</u>	<u>20,527,903</u>
CURRENT ASSETS					
Stocks	14	34,719	34,719	42,319	42,319
Debtors	15	838,349	879,457	675,267	725,123
Bank		1,798,781	1,776,245	2,609,318	2,531,749
		<u>2,671,849</u>	<u>2,690,421</u>	<u>3,326,904</u>	<u>3,299,191</u>
CREDITORS: amounts falling due within one year	16	(2,970,004)	(2,966,367)	(3,255,610)	(3,228,316)
NET CURRENT (LIABILITIES)/ASSETS		<u>(298,155)</u>	<u>(275,946)</u>	<u>71,294</u>	<u>70,875</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>20,428,489</u>	<u>20,450,798</u>	<u>20,599,097</u>	<u>20,598,778</u>
CREDITORS: amounts falling due after more than one year	17	(952,067)	(952,067)	(1,406,853)	(1,406,853)
NET ASSETS		<u>19,476,422</u>	<u>19,498,731</u>	<u>19,192,244</u>	<u>19,191,925</u>
CHARITY FUNDS					
Restricted funds	18	1,895,751	1,895,751	1,948,870	1,958,870
Unrestricted funds	18	17,580,671	17,602,980	17,243,374	17,233,055
		<u>19,476,422</u>	<u>19,498,731</u>	<u>19,192,244</u>	<u>19,191,925</u>

The financial statements were approved by the Governors on 7 April 2021 and signed on their behalf, by:

Peter Kopelman

Professor P Kopelman MD, Chairman

The notes on pages 18 to 37 form part of these financial statements.

The surplus of the Company only is £568,855 (2019: £1,165,826).

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

CONSOLIDATED CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	2020 £	2019 £
Net cash flow from operating activities	20	818,593	2,164,852
Cash flows from investing activities	21	(1,130,972)	(1,372,661)
Net cash flow from financing activities	21	(498,157)	(560,007)
(DECREASE)/INCREASE IN CASH IN THE YEAR		(810,536)	232,184
Cash and cash equivalents at the beginning of the year		2,609,318	2,377,134
Cash and cash equivalents at the end of the year		1,798,782	2,609,318

Cash and cash equivalents comprise solely cash at bank and in hand in both the current and prior year.

The notes on pages 18 to 37 form part of these financial statements.

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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

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

The accounts are drawn up on the historical cost basis of accounting, as modified by the revaluation of investments.

The Statement of Financial Activities (SOFA) and Balance Sheet consolidate the financial statements of the company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

No separate SOFA has been presented for the company alone as permitted by section 408 of the Companies Act 2006.

1.2 COMPANY STATUS

The School is a Public Benefit Entity registered as a charity in England and Wales and is a company limited by guarantee. The members of the company are the Directors named on page 1. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company. It was incorporated on 19 February 1998 (company number 03513962) and registered as a charity on 10 March 1998 (charity number 1068532).

1.3 GOING CONCERN

Having reviewed the funding facilities available to the School together with the expected ongoing demand for places and the School's future projected cash flows, the Governors have a reasonable expectation that the School has adequate resources to continue its activities for the foreseeable future. In particular, the Governors have given consideration to the impact of COVID-19 on the School's finances. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Statement of Accounting and Reporting Responsibilities on page 11.

1.4 FEES AND SIMILAR INCOME

Fees receivable and charges for services and use of premises are accounted for in the year in which the service is provided. Fees receivable are gross fees, less scholarships and other allowances, but include contributions received from The Scholarship Fund, a Designated Fund.

The Scholarship Fund income received from The Drapers' Charitable Fund, Francis Bancroft Trust and other charities, including the Old Bancroftian Association, is used to support means tested Francis Bancroft Awards and is accounted for in the year for which the funds are provided.

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1.5 DONATIONS AND BEQUESTS

Donations receivable for the general purposes of the School are credited to Unrestricted Funds. Donations for purposes restricted by the wishes of the donor would be taken to Restricted Funds where these wishes are legally binding on the Directors.

1.6 EXPENDITURE

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

1.7 SCHOOL LAND AND BUILDINGS AND EQUIPMENT

Capitalisation and replacement

The School land, together with the original buildings (which are all Grade 2 listed) and separate sports ground and buildings, are held in trust, at nil value, subject to an obligation to preserve them for educational use. These assets have not been revalued since the incorporation of the School as a company limited by guarantee in 1998. The original land and buildings have not been revalued as the costs involved would be onerous compared to the additional benefit derived by the users of the accounts in assessing the directors' stewardship of the assets. The Directors are responsible for keeping the original buildings in a fit and useful condition, the costs of doing so are written off as and when incurred.

Building improvement and extensions, furniture and equipment, additional to the assets at time of incorporation and costing more than £5,000 are capitalised and carried in the Balance sheet at historical cost.

Depreciation

The freehold school land is not depreciated. The original school buildings have to be maintained in good working order and are therefore considered to have an indefinite useful economic life. As such they are not depreciated, but annual impairment reviews have confirmed that their service potential remains undiminished. Depreciation of other assets is provided on a straight line basis at rates calculated to write off the excess cost, over estimated residual amount, evenly over the estimated useful economic lives of each class of asset, subject to annual review.

These rates are currently:

Freehold and long leasehold buildings	- 50 years
Freehold Improvements	- 10 years
Furniture and equipment	- 5 years
Motor vehicles	- 5 years

Items costing less than £5,000 are written off as an expense as acquired.

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1.8 INVESTMENTS

Listed investments

Investments are stated at market value at the balance sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

Subsidiary undertakings

Investment in subsidiary is valued at cost less provision for impairment.

1.9 STOCKS

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete stocks. Cost includes all direct costs.

1.10 ACCEPTANCE DEPOSITS

On occasions parents choose not to send a pupil to the School after formally accepting a place. In such circumstances the acceptance deposit is withheld according to the School's terms and conditions.

1.11 ADVANCE FEE PAYMENTS

Parents may enter into a contract with the School to pay tuition fees in advance and by doing so they receive an agreed level of fees for the relevant year.

1.12 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Directors in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the company for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. The restricted fund monies are held in a separate designated bank account.

Investment income, gains and losses are allocated to the appropriate fund.

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1.13 PENSIONS

The School contributes to the Teachers' Pension Defined Benefits Scheme at rates set by the Scheme Actuary and advised to the Board by the Scheme Administrator. The scheme is a multi-employer pension scheme and it is not possible to identify the assets and liabilities of the scheme, which are attributable to the School. In accordance with FRS 102 therefore, the scheme is accounted for as a defined contribution scheme.

The School also contributes to individual personal pension schemes for support staff at 10% of salary. The scheme is administered by Standard Life.

Contributions to both schemes are charged in the Statement of Financial Activity (SOFA) as they become payable in accordance with the rules of the schemes.

1.14 OPERATING LEASES

Rentals under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

1.15 FINANCIAL INSTRUMENTS

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised cost with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions. Assets and liabilities held in foreign currency are translated to GBP at the balance sheet date at an appropriate year end exchange rate.

1.16 CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In the application of the accounting policies, Directors are required to make judgements, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the view of the Directors, no assumptions concerning the future or estimation uncertainty affecting assets or liabilities at the balance sheet date are likely to result in a material adjustment to their carrying amounts in the next financial year.

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

2. FINANCIAL ACTIVITIES OF THE CHARITY

The financial activities shown in the SOFA includes those of the charity's wholly owned subsidiary, Bancroft's Enterprises Limited.

A summary of the financial activities undertaken by the charity is set out below:

	2020 £	2019 £
Gross income	18,692,379	18,692,162
Costs of generating funds	(68,714)	(86,857)
Expenditure on charitable activities	(18,295,202)	(17,464,811)
Realised and unrealised (losses)/gains on investments	(21,657)	16,371
	<hr/>	<hr/>
Net movement in funds	306,806	1,156,865
Total funds brought forward	19,191,925	18,035,060
	<hr/>	<hr/>
Total funds carried forward	19,498,731	19,191,925
	<hr/>	<hr/>
Represented by:		
Restricted funds	1,905,751	1,958,870
Unrestricted funds	17,592,980	17,233,055
	<hr/>	<hr/>
Total	19,498,731	19,191,925
	<hr/>	<hr/>

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

3. INCOME FROM TRADING COMPANY

The wholly owned trading subsidiary Bancroft's Enterprises Limited is incorporated in the United Kingdom. Bancroft's Enterprises Limited hires out the sports facilities owned by the School. The charity owns the entire share capital of £100 ordinary shares of £1 each. A summary of the trading results is shown below:

	2020 £	2019 £
Turnover – external	41,662	90,369
Cost of sales and administration costs - Bancroft's School - external	(64,480)	(85,093)
Interest receivable	190	189
Net profit/(loss)	<u>(22,628)</u>	<u>5,465</u>
The assets and liabilities of the subsidiary were:		
Current assets	39,273	79,430
Current liabilities	(61,482)	(79,011)
Total net (liabilities)/assets	<u>(22,209)</u>	<u>419</u>
Aggregate share capital and reserves	<u>(22,209)</u>	<u>419</u>

4. DONATION AND GRANT INCOME

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Bancroft's Foundation	134,253	-	134,253	94,743
Drapers' Charitable Fund	50,000	-	50,000	50,000
Peter Salsbury Legacy	-	-	-	250,000
Francis Bancroft Trust	-	170,867	170,867	173,219
Old Bancroftian Association (VI Form Scholarship Trust)	18,095	-	18,095	18,123
Government grant: CJRS	-	333,714	333,714	-
Other donations	-	19,249	19,249	21,926
Voluntary income	<u>202,348</u>	<u>523,830</u>	<u>726,178</u>	<u>608,011</u>

The School is the sole beneficiary of the Francis Bancroft Trust, which is administered by the Drapers' Company.

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

4. VOLUNTARY INCOME (continued)	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £
Bancroft's Foundation	94,743	-	94,743
Drapers' Charitable Fund	50,000	-	50,000
Peter Salisbury Legacy	250,000	-	250,000
Francis Bancroft Trust	-	173,219	173,219
Old Bancroftian Association (VI Form Scholarship Trust)	18,123	-	18,123
Other donations	-	21,926	21,926
Voluntary income	<u>412,866</u>	<u>195,145</u>	<u>608,011</u>

5. OTHER TRADING INCOME	Total funds 2020 £	Total funds 2019 £
Trading income	<u>55,173</u>	<u>80,889</u>

Trading income relates to confectionary and sundry items, and was solely unrestricted in both the current and prior years.

6. INVESTMENT INCOME	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Investment income	19,057	-	19,057	25,092
Interest receivable	-	8,309	8,309	16,022
	<u>19,057</u>	<u>8,309</u>	<u>27,366</u>	<u>41,114</u>

INVESTMENT INCOME (2019)

	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £
Investment income	25,092	-	25,092
Interest receivable	6,025	9,997	16,022
	<u>31,117</u>	<u>9,997</u>	<u>41,114</u>

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

7.	INCOME FROM CHARITABLE ACTIVITIES	Unrestricted Funds 2020 £	Unrestricted Funds 2019 £		
	School Fees Receivable				
	Gross fees	19,420,298	19,560,404		
	Less: Total scholarships and other allowances	(1,960,175)	(2,039,832)		
	Add: Bursaries funded from – restricted funds	206,222	261,961		
		<u>17,666,345</u>	<u>17,782,533</u>		
	Academic scholarships	1,474,075	1,525,918		
	Other Allowances	467,691	454,842		
		<u>1,941,766</u>	<u>1,980,760</u>		
	Other educational income				
	Entrance and registration fees	79,079	49,550		
	Rents and lettings	24,539	35,281		
	Other incoming resources	113,889	94,974		
		<u>217,507</u>	<u>179,805</u>		
8.	EXPENDITURE BY CHARITABLE ACTIVITY	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
	SUMMARY BY FUND TYPE				
	Teaching	-	11,572,532	11,572,532	10,687,782
	Welfare	-	1,111,032	1,111,032	1,261,118
	Premises	-	3,219,572	3,219,572	3,212,170
	Support and administration	-	2,112,175	2,112,175	1,987,129
	Grants and awards	247,677	-	247,677	256,153
	Bank loan interest & bank charges	-	32,214	32,214	60,459
		<u>247,677</u>	<u>18,047,525</u>	<u>18,295,202</u>	<u>17,464,811</u>

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

8. EXPENDITURE BY CHARITABLE ACTIVITY (CONTINUED)

SUMMARY BY EXPENDITURE TYPE

	Staff costs 2020 £	Depreciation 2020 £	Other costs 2020 £	Total 2020 £	Total 2019 £
Teaching	10,494,680	-	1,077,852	11,572,532	10,687,782
Welfare	547,518	-	563,514	1,111,032	1,261,118
Premises	563,796	900,265	1,755,511	3,219,572	3,212,170
Support and administration	1,381,703	-	725,472	2,107,175	1,987,129
Grants and awards	-	-	247,677	247,677	256,153
Bank loan interest	-	-	37,214	37,214	60,459
	<u>12,987,697</u>	<u>900,265</u>	<u>4,407,240</u>	<u>18,295,202</u>	<u>17,464,811</u>

	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £
--	----------------------------------	------------------------------------	-----------------------------

SUMMARY BY FUND TYPE (2019)

Teaching	-	10,687,782	10,687,782
Welfare	-	1,261,118	1,261,118
Premises	-	3,212,170	3,212,170
Support and administration	-	1,978,169	1,978,169
Grants and awards	256,153	-	256,153
Bank loan interest	-	60,459	60,459
	<u>256,153</u>	<u>17,199,698</u>	<u>17,455,851</u>

SUMMARY BY EXPENDITURE TYPE (2019)

	Staff costs 2019 £	Depreciation 2019 £	Other costs 2019 £	Total 2019 £
Teaching	9,509,961	-	1,177,821	10,687,782
Welfare	571,360	-	689,758	1,261,118
Premises	515,693	806,938	1,889,539	3,212,170
Support and administration	1,339,940	-	638,229	1,978,169
Grants and awards	-	-	256,153	256,153
Bank loan interest	-	-	60,459	60,459
	<u>11,936,954</u>	<u>806,938</u>	<u>4,711,959</u>	<u>17,455,851</u>

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

9. GOVERNANCE COSTS INCLUDED IN SUPPORT AND ADMINISTRATION

	Total funds 2020 £	<i>Total funds 2019 £</i>
Auditors remuneration (including VAT)		
- Audit fee	23,500	25,620
- Non-audit services	3,900	4,500
	<u>27,400</u>	<u>30,120</u>

All governance costs were made out of unrestricted funds in both the current and prior year.

During the year, no Governors received reimbursement of expenses (2019 - £nil).

10. RELATED PARTY TRANSACTIONS

The Directors, who are also the Governors and Trustees, received no remuneration during the year (2019: £nil).

The Governors were protected against claims of negligence and error with profession indemnity insurance, which has a limit of £5,000,000. The cost of the premium is included in the combined insurance premium and cannot be identified separately.

One governor has a child in the School and paid fees on an arms-length basis (2019: one).

11. STAFF COSTS	2020 £	<i>2019 £</i>
Staff costs were as follows		
Payroll costs were:		
Teaching staff	10,494,680	9,509,962
Non-teaching staff	2,516,341	2,480,949
	<u>13,011,021</u>	<u>11,990,911</u>
Wages and salaries	9,784,378	9,420,649
Social security costs	1,053,962	1,016,689
Other pension costs	1,874,520	1,323,832
Medical & health Insurance	298,161	229,741
	<u>13,011,021</u>	<u>11,990,911</u>

Included above are staff costs in relation to trading costs of £23,324 (2019: £53,956). The balance of staff costs of £12,987,697 (2019: £11,936,954) are shown within Charitable Activity expenditure (shown in note 9).

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

11. STAFF COSTS (continued)

The average monthly number of employees during the year was as follows:

	2020	2019
	No.	No.
Teaching	171	198
Support	102	65
	<u>273</u>	<u>263</u>

The number of higher paid employees was:

	2020	2019
	No.	No.
In the band £60,001 - £70,000	19	17
In the band £70,001 - £80,000	6	4
In the band £80,001 - £90,000	3	3
In the band £90,001 - £100,000	1	1
In the band £100,001 - £110,000	1	0
In the band £140,001 - £150,000	-	1
In the band £190,001 - £200,000	1	-
	<u>31</u>	<u>26</u>

The number of higher paid employees belonging to pension schemes were as follows:

	2020	2019
	No	No.
Defined Benefit Scheme	28	23
Defined Contribution Scheme	3	3
	<u>31</u>	<u>26</u>
Total	<u>31</u>	<u>26</u>

The key Management Personnel in the School are the members of the Senior Leadership Team (SLT) and the Governing Body. The Governors are unremunerated and the total amount of remuneration, benefits (excluding those listed below) and pensions paid to the SLT was £1,381,592 (2019: £1,062,821).

In addition to the above payments and those contained in the bandings above, the School provides fee remissions to teaching and other staff as is normal in the Independent School's sector.

During the year and the previous year there were no redundancy and termination payments made or amounts outstanding at each year-end.

BANCROFT'S SCHOOL
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

12. TANGIBLE FIXED ASSETS

GROUP	Freehold property £	Motor vehicles £	Fixtures & fittings £	Total £
COST				
At 1 September 2019	25,134,445	106,969	1,997,458	27,238,872
Additions	963,201	-	55,553	1,018,754
At 31 August 2020	26,097,646	106,969	2,053,011	28,257,626
DEPRECIATION				
At 1 September 2019	6,115,367	53,556	1,270,206	7,439,129
Charge for the year	667,003	19,537	213,724	900,264
At 31 August 2020	6,782,370	73,093	1,483,930	8,339,393
NET BOOK VALUE				
At 31 August 2020	19,315,276	33,876	569,081	19,918,233
At 31 August 2019	19,019,078	53,413	727,252	19,799,743
COMPANY				
COST				
At 1 September 2019	25,134,445	106,969	1,997,458	27,238,872
Additions	963,201	-	55,553	1,018,754
At 31 August 2020	26,097,646	106,969	2,053,011	28,257,626
DEPRECIATION				
At 1 September 2019	6,115,367	53,556	1,270,206	7,439,129
Charge for the year	667,003	19,537	213,724	900,264
At 31 August 2020	6,782,370	73,093	1,483,930	8,339,393
NET BOOK VALUE				
At 31 August 2020	19,315,276	33,876	569,081	19,918,233
At 31 August 2019	19,019,078	53,413	727,252	19,799,743

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13. INVESTMENTS	GROUP		COMPANY	
	2020 £	2019 £	2020 £	2019 £
At 1 September 2019	728,060	698,497	728,160	698,597
Additions	290,427	226,722	290,427	226,722
Disposals	(192,339)	(214,255)	(192,339)	(214,255)
(Loss)/gain	(21,656)	16,367	(21,656)	16,367
	<u>804,492</u>	<u>727,331</u>	<u>804,492</u>	<u>727,331</u>
Movement in cash held within portfolio	3,919	729	3,919	729
At 31 August 2020	<u>808,411</u>	<u>728,060</u>	<u>808,511</u>	<u>728,160</u>
Historic cost	<u>757,710</u>	<u>638,226</u>	<u>757,710</u>	<u>638,226</u>
At market value				
Listed investments	808,411	728,060	808,411	728,060
Investment in Bancroft's Enterprises Limited	-	-	100	100
	<u>808,411</u>	<u>728,060</u>	<u>808,511</u>	<u>728,160</u>
14. STOCKS	GROUP		COMPANY	
	2020 £	2019 £	2020 £	2019 £
Stocks and finished goods for resale	<u>34,719</u>	<u>42,319</u>	<u>34,719</u>	<u>42,319</u>

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15. DEBTORS	GROUP		COMPANY	
	2020 £	2019 £	2020 £	2019 £
Fee debtors (less bad debt provision)	518,587	209,613	518,587	209,613
Amounts owed by subsidiary	-	-	57,846	51,717
Other debtors	319,762	465,654	303,024	463,793
	<u>838,349</u>	<u>675,267</u>	<u>879,457</u>	<u>725,123</u>
16. CREDITORS: amounts falling due within one year	GROUP		COMPANY	
	2020 £	2019 £	2020 £	2019 £
Bank loans	549,556	500,000	549,556	500,000
Bank overdraft	-	-	-	-
Payments received on account	1,418,812	1,302,938	1,418,812	1,302,938
Trade creditors	1,692	526,727	1,692	513,549
Social security and other taxes	-	2,917	-	-
Other creditors	322,137	323,643	322,137	323,643
Accruals and deferred income	677,807	599,385	674,170	588,186
	<u>2,970,004</u>	<u>3,255,610</u>	<u>2,966,367</u>	<u>3,228,316</u>
17. CREDITORS: amounts falling due after more than one year	GROUP		COMPANY	
	2020 £	2019 £	2020 £	2019 £
Bank loans	486,449	1,034,162	486,449	1,034,162
Deposits in advance	442,125	354,935	442,125	354,935
Fees in advance	23,493	17,756	23,493	17,756
	<u>952,067</u>	<u>1,406,853</u>	<u>952,067</u>	<u>1,406,853</u>

The bank loans represent unsecured development finance for completed building projects. The bank loans are repayable in instalments over varying lengths of time, with the last expiring in December 2022. The loans were based on varying interest rates from LIBOR + 0.8% to LIBOR + 1.9%.

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17. CREDITORS: amounts falling due after more than one year (continued)

Advance fees

Parents may enter into a contract to pay to the School up to the equivalent of 11 years tuition fees in advance. The money may be returned subject to specific conditions on the receipt of one term's notice. Assuming pupils will remain in the School, advance fees will be applied as follows:

	2020 £	2019 £
Within 1 to 2 years	23,493	17,756
	<u>23,493</u>	<u>17,756</u>
Within 1 year	17,756	34,761
	<u>17,756</u>	<u>34,761</u>
	<u>41,249</u>	<u>52,517</u>

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

	2020 £	2019 £
Balance at 31 August 2019	52,517	86,377
New contracts	23,493	-
	<u>76,010</u>	<u>86,377</u>
Amounts utilised in payment of fees	(34,761)	(33,860)
	<u>41,249</u>	<u>52,517</u>

18. CHARITY FUNDS - 2020	Brought Forward £	Income £	Expenditure £	Investment gains £	Carried Forward £
GENERAL FUNDS					
General Fund	17,243,374	18,512,826	(18,175,529)	-	17,580,671
Total Unrestricted funds	<u>17,243,374</u>	<u>18,512,826</u>	<u>(18,175,529)</u>	<u>-</u>	<u>17,580,671</u>
RESTRICTED FUNDS					
Bancroft's Foundation	1,557,753	153,310	(252,867)	(21,657)	1,436,539
Clark Willmott legacy	50,000	-	-	-	50,000
Other Bursaries	91,117	68,095	-	-	159,212
Peter Salisbury Legacy	250,000	-	-	-	250,000
Total Restricted Funds	<u>1,948,870</u>	<u>221,405</u>	<u>(252,867)</u>	<u>(21,657)</u>	<u>1,895,751</u>
Total funds	<u>19,192,244</u>	<u>18,734,231</u>	<u>(18,428,396)</u>	<u>(21,657)</u>	<u>19,476,422</u>

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18. CHARITY FUNDS (continued)

CHARITY FUNDS - 2019

	Brought Forward £	Income £	Expenditure £	Investment gains £	Carried Forward £
GENERAL FUNDS					
General Fund	16,279,436	18,338,738	(17,374,800)	-	17,243,374
Total Unrestricted funds	16,279,436	18,338,738	(17,374,800)	-	17,243,374
RESTRICTED FUNDS					
Bancroft's Foundation	1,630,477	94,743	(183,838)	16,371	1,557,753
Drapers' Charitable Fund	-	50,000	(50,000)	-	-
Old Bancroftian Association (VI Form Scholarship Trust)	-	18,123	(18,123)	-	-
Clark Willmott legacy	50,000	-	-	-	50,000
Peter Salsbury Legacy	-	250,000	-	-	250,000
Other Bursaries	70,000	31,117	(10,000)	-	91,117
Total Restricted Funds	1,750,477	443,983	(261,961)	16,371	1,948,870
Total funds	18,029,913	18,782,721	(17,636,761)	16,371	19,192,244

1) Bancroft's Foundation

This is a restricted fund to be used for the purpose of paying school fees for those who cannot otherwise afford them. The selection of the candidates for these bursaries will be at the discretion of the Governors of the School as recommended by the Head.

2) Drapers' Charitable Fund

This is a restricted fund used to provide fee assistance

3) Old Bancroftian Association

This is a restricted fund used to provide fee assistance

4) Clark Willmott legacy

This is a restricted fund to provide financial assistance for modern foreign language exchange programmes.

5) Peter Salsbury legacy

This is a restricted fund intended to grow as a long-term endowment with the aim of

6) Other Bursaries

This is a restricted fund used to provide fee assistance

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FOR THE YEAR ENDED 31 AUGUST 2020**

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS - 2020

	Restricted funds 2020 £	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Tangible fixed assets	-	19,918,233	19,918,233	19,799,743
Investments	808,411	-	808,411	728,060
Current assets	1,087,340	1,584,509	2,671,849	3,326,904
Creditors due within one year	-	(2,970,004)	(2,970,004)	(3,255,610)
Creditors due in more than one year	-	(952,067)	(952,067)	(1,406,853)
	<u>1,895,751</u>	<u>17,580,671</u>	<u>19,476,422</u>	<u>19,192,244</u>

ANALYSIS OF NET ASSETS BETWEEN FUNDS – 2019

	Restricted funds 2019 £	Unrestricted funds 2019 £	Total funds 2019 £	Total funds 2018 £
Tangible fixed assets	-	19,799,743	19,799,743	19,227,482
Investments	728,060	-	728,060	698,497
Current assets	1,220,810	2,106,094	3,326,904	3,053,579
Creditors due within one year	-	(3,255,610)	(3,255,610)	(3,054,268)
Creditors due in more than one year	-	(1,406,853)	(1,406,853)	(1,895,377)
	<u>1,948,870</u>	<u>17,243,374</u>	<u>19,192,244</u>	<u>18,029,913</u>

20. NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income before revaluations	305,835	1,145,960
Returns on investments and servicing of finance	10,211	40,724
Depreciation of tangible fixed assets	900,264	806,938
(Decrease)/increase in stocks	7,600	(2,657)
Decrease/(increase) in debtors	(163,082)	(56,404)
Increase/(decrease) in creditors	(242,235)	212,371
NET CASH INFLOW FROM OPERATIONS	<u><u>818,593</u></u>	<u><u>2,164,852</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020**

21. ANALYSIS OF CASH FLOWS FOR HEADINGS NETTED IN CASH FLOW STATEMENT	2020 £	2019 £
CASH FLOW FROM INVESTING ACTIVITIES		
Interest received	8,309	15,387
Income from investments	19,057	9,705
Investment management charges	(5,190)	(5,808)
Purchase of tangible fixed assets	(1,018,754)	(1,379,199)
Purchase of listed investments	(290,427)	(226,722)
Sale of listed investments	192,339	214,255
Movement in cash investment	(3,920)	(729)
NET CASH FLOW FROM INVESTING ACTIVITIES	(1,098,586)	(1,372,661)
FINANCING		
Interest paid	(32,386)	(60,459)
Net Repayment of bank loans	(498,157)	(499,548)
NET CASH FLOW FROM FINANCING ACTIVITIES	(530,543)	(560,007)
22. CAPITAL COMMITMENTS		

At 31 August 2020 the group and company had no capital commitments. (2019: £709,740)

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

23. PENSION COMMITMENTS

The School participates in the Teachers' Pension Scheme ("the TPS") for its teaching staff. The pension charge for the year includes contributions payable to the TPS of £2,356,818 (2019: £1,753,762) and at the year-end £nil (2019 - £nil) was accrued in respect of contributions to this scheme.

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

The employer contribution rate is set by the Secretary of State following scheme valuations undertaken by the Government Actuary's Department. The most recent actuarial valuation of the TPS was prepared as at 31 March 2016 and the Valuation Report, which was published in March 2019, confirmed that the employer contribution rate for the TPS would increase from 16.4% to 23.6% from 1 September 2019. Employers are also required to pay a scheme administration levy of 0.08% giving a total employer contribution rate of 23.68%.

The 31 March 2016 Valuation Report was prepared in accordance with the benefits set out in the scheme regulations and under the approach specified in the Directions, as they applied at 5 March 2019. However, the assumptions were considered and set by the Department for Education prior to the ruling in the 'McCloud/Sargeant case'. This case has required the courts to consider cases regarding the implementation of the 2015 reforms to Public Service Pensions including the Teachers' Pensions.

On 27 June 2019 the Supreme Court denied the government permission to appeal the Court of Appeal's judgment that transitional provisions introduced to the reformed pension schemes in 2015 gave rise to unlawful age discrimination. The government is respecting the Court's decision and has said it will engage fully with the Employment Tribunal as well as employer and member representatives to agree how the discriminations will be remedied. A consultation was launched by the government on 16 July 2020, and [closes/closed] to responses on 11 October 2020.

The TPS is subject to a cost cap mechanism which was put in place to protect taxpayers against unforeseen changes in scheme costs. The Chief Secretary to the Treasury, having in 2018 announced that there would be a review of this cost cap mechanism, in January 2019 announced a pause to the cost cap mechanism following the Court of Appeal's ruling in the McCloud/Sargeant case and until there is certainty about the value of pensions to employees from April 2015 onwards. The pause was lifted in July 2020 and the government is preparing to complete the cost control element of the 2016 valuations, which is expected to be completed in 2021.

In view of the above rulings and decisions the assumptions used in the 31 March 2016 Actuarial Valuation may become inappropriate. In this scenario, a valuation prepared in accordance with revised benefits and suitably revised assumptions would yield different results than those contained in the Actuarial Valuation.

Until the consultation and the cost cap mechanism review are completed it is not possible to conclude on any financial impact or future changes to the contribution rates of the TPS. Accordingly, no provision for any additional past benefit pension costs is included in these financial statements.

The School also runs a money purchase scheme for qualifying support staff. The cost for the year represents the School's contributions to the scheme of £439,538 (2019: £387,258). The School's contributions to the Bancroft's School PRE1992/200 Benefits Schemes in the year were £nil (2019: £11,924).

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**NOTES TO THE FINANCIAL STATEMENTS
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24. OPERATING LEASE COMMITMENTS

At 31 August 2020 the Group minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
GROUP AND COMPANY		
EXPIRY DATE:		
Less than 1 year	205,401	250,265
Between 1 and 5 years	<u>109,269</u>	<u>314,670</u>

25. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

	Note	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019
INCOME FROM:				
Charitable activities:				
School fees receivable	8	17,782,533	-	17,782,533
Other educational income	8	179,185	-	179,185
Other trading activities:				
Trading company	4	90,369	-	90,369
Activities for generating funds	6	80,889	-	80,889
Investment income	7	9,997	31,117	41,114
Voluntary income	5	195,145	412,866	608,011
TOTAL INCOME		<u>18,338,738</u>	<u>443,983</u>	<u>18,782,721</u>
EXPENDITURE ON:				
Charitable activities	9	17,208,658	256,153	17,464,811
Raising funds:				
Trading expenses and other costs		81,049	-	81,049
Trading company		85,093	-	85,093
Investment manager's fees		-	5,808	5,808
TOTAL EXPENDITURE		<u>17,374,800</u>	<u>261,961</u>	<u>17,636,761</u>
NET INCOME BEFORE INVESTMENT GAINS & LOSSES		963,938	182,022	1,145,960
Unrealised investment gains		-	11,169	11,169
Realised investment gain/(loss)		-	5,202	5,202
NET MOVEMENT IN FUNDS FOR THE YEAR		963,938	198,393	1,162,331
Total funds at 1 September 2018		16,279,436	1,750,477	18,029,913
TOTAL FUNDS AT 31 AUGUST 2019		<u>17,243,374</u>	<u>1,948,870</u>	<u>19,192,244</u>

